Minutes of Special Meetings on Compensation

I. Call to Order
Chair Rawling called the meeting to order at 9:01 a.m.

II. Approval of Minutes of October 15, 2013
Hansen moved to approve the minutes, seconded by Riedle. Minutes approved.

III. Announcements
1. Questions from Departments RE New RST Plan Template (Rawling)
   1. Should they use the same guidelines for their classroom evaluation? Yes
   2. Is there going to be an example of the template filled in? At this time, there
      is no example but we will work on one.
   3. Is January 5 a solid deadline? Yes if we are to finish these by 2016.
   4. Are we going to confer with the appeals committee and how will this affect
      them? Appeals should reference chapter 6.

IV. Unfinished Business
None at this time.

V. New Business (Chair)
1. Campus Enhanced Pay Plan (Rawling)

   What Faculty Senate would like us to work on is the compression and inversion
   issues but we do not have clear communication with administration. One of the
   main issues campus has is communication between colleges and administration.
   Discussion ensued about the promotions raise last year and no one knew about
   the promotion increase until afterwards. Barnet and Rawling updated the
   timeline on the calendar for URSTPC to incorporate time to work with
   administration and the colleges. Suggestion is to work on a process and timeline,
   not work with too much data, or work on individual situations. The main thing we
   would need to know is how much money is going to each college? The college
   Deans will need to report on what their issues are, salary issues and data, then we
   will review and report to Faculty Senate. The definition of compression and
   conversion is located in chapter 6. There is a College Compensation Committee
   being create that will deal with compensation in the future.

   MOTION: Huebschman moved to have Rawling make changes to the calendar,
   seconded by Barnet. Motion approved.
November 19, 2013 Meeting

Attendees: Elmo Rawling, Susan Hansen, Dominic Barraclough, Frank Steck, Jeff Huebschman, Joan Riedle, Barb Barnet

We cannot dictate what administration decides but we can provide opportunities to interact with us. There were some issues with the wording and making sure it is clear and concise. Chair Rawling will send a request to the members for their input and bring back to the next meeting. Discussion ensued about how URSTPC needs to recommend a solution for this fiscal year, and present to Faculty Senate on December 3 as well as next fiscal year. This is a long-term priority, one year is not enough to fix compression, and inversion issues due to lack of money available.

Some questions discussed:

1. Who decides the amount of money available?
2. Should we make this a cut and dry process this year and recommend that this be a priority for the next couple of years?
3. Should this be University as a whole or at college level so they can handle the issues within the college?
4. Do we start with the staff here the shortest amount of time or the longest amount of time and then distribute as far as money is available?
5. Should we focus as an institution and start with the person that will be here the longest, which means starting with the recently promoted staff or go back to the one promoted years ago?
6. This will effect retirement, how do we handle those staff.
7. Members on this committee will no longer be on this committee next year; we will need to make sure things are clear for the future members.

2. 2014-15 URSTPC Procedures (Rawling)
   Updated the dates and will take to Faculty Senate for approval.

3. Salary Inequity Study (Barnet)
   Had some issues but will be ready to present at the next meeting.

November 26, 2013 Meeting

Attendees: Elmo Rawling, Jeff Huebschman, Kory Wein, Joan Riedle, Barb Barnet, June Li, Susan Hansen, John Iselin, Dominic Barraclough

Guests: Melissa Gormley

Much of the same discussion took place while reviewing the calendar and the recommendation to Faculty Senate. Faculty Chair Gormley requested to break out each item with bullet points before presenting. The amount of money is only Cramer’s anticipation on what will be available; the Deans have salary savings so the amount could be more per college. Discussion ensued about last year’s surprise promotions, although welcomed; this exasperated the problem because faculty was not informed. By creating the calendar/policy this may help with future compensation issues. The next two years will have issues but by creating
the calendar/policy this help in future years.

**MOTION:** Barnett moved to approve the recommendation and present to Faculty Senate, seconded by Hansen. Motion approved.

**Salary Inequity Study (Barnet)**

This model is to show how many years an employee has been at their current rank, what their rank is, what their 9-month salary is, and what the peer group average is for that rank. The ideal for this study was to look outside the cloud so we can prevent compensation issues. Currently being a full professor subtracts $2000.00 from your salary. Therefore, this model today says our compression and inversion issues are getting worse. This study was to present this study to the CRST chairs, who then send it to the DRB chairs, and they would email this to all faculty, so when staff put their file together they had documentation showing their inequity. This has not been happening and we were not getting current data either.

**MOTION:** Hansen moved to have Barnet meet with the CRST chairs and Deans to explain this study, seconded by Riedle. Motion approved.

VI. **Next Meeting Date To Be Determined**

VII. **Adjournment**

Chair Rawling adjourned the November 12 meeting at 9:50 a.m., November 19 meeting at 9:44 a.m and November 26 meeting at 9:53 a.m.

Respectfully Submitted

J. Elmo Rawling, Chair

Lisa A Merkes-Kress, Recording Secretary