

COMMITTEE ON COMPENSATION

Field Cod

End-of-Year Report

April 30, 2009

This document summarizes the Compensation Committee's activities during the 2008-09 academic year:

- 1) Due to the economic situation and a lot of uncertainty, we rewrote the salary report three times—all three drafts are available on the public folders under “Compensation Committee.” The report was presented to the Faculty at a special Faculty meeting.
- 2) The Faculty Salary Committee made recommendations to the faculty regarding the ending of the following two faculty salary practices—adding exceptional merit pay to base salary and continuing to give progression to full professors throughout their careers. Details of the recommendations are available in the faculty meeting agenda of February 9, 2009.
- 3) We recommended an expansion of vacation and sick leave benefits for less than 12-month nonexempt staff to bring them in line with other ACM schools and local employers. The committee was amenable to piecemeal adoption with the following priorities: sick leave before vacation and non-exempt staff before exempt staff.
- 4) EMERITI—Generated a poll seeking employee opinions regarding mandatory contributions to Emeriti. Held three all-campus information forums in October 2008, preceding the poll. Reviewed results and issued a recommendation regarding mandatory employee contributions to President Celeste. Prepared three sets of FAQs about EMERITI. The recommendations and the FAQs are available on the public folders under “Compensation Committee.”
- 5) ACM-TREP—President Celeste approved the change in policy. The document regarding the details of the plans was revised and clarified. The election document was written in consultation with HR. Held information sessions describing the changes to ACM-TREP.
- 6) We began a comprehensive review of all our benefits. Further work on this issue awaits additional information from Human Resources regarding the costs of and participation in different benefit programs.
- 7) We revised the handbook description of the Compensation Committee.
- 8) We reviewed the college's Parental Leave policy. We have prepared a draft of a revised policy and will be forwarding the draft to the Women's Concerns Committee and the Dean.
- 9) Health Insurance—
 - a) We thank the committee on healthcare issues for their hard work on bringing forward a new health plan for the college.
 - b) In order to look at the full picture of compensation, it is very important for this committee to be involved in discussions about Health Insurance. We suggest that Healthcare come back into

the purview of the compensation committee, and that the committee create a task force in certain years to conduct a comprehensive review of the benefit so that we can be involved and informed, but also free to work on other issues that year.

Agenda for next year:

1. Parental Leave.
2. Vacation and Sick leave for less than 12-month employees.
3. Comprehensive review of benefits.
4. Faculty and staff will examine their current compensation structure and propose changes.

Cathe Bailie, Alan Davis, Ann DeStefano, Dan Raffin, Ellen Rennels, Horst Richardson, Chad Schonewill, Daryll Stevens, Amelia Taylor, John Watkins, Chris Melcher (ex-officio), Barbara Wilson (ex-officio), Vibha Kapuria-Foreman (chair).

Field Cod