

COMMITTEE ON COMPENSATION

Year-end Report, 2011-12

For minutes of each meeting and all supporting documents, please see the electronic public folder for the Compensation Committee, or the PROWL site, or the website.

Completed in 2011-12

1. Created salary proposal for staff.
 - Suggested new cost-of-living measures for staff, and helped to transition to tiers and bands of newly restructured staff employment model; suggested clearer salary letters to reveal the sources of change
 - Approved with some modification, starting July 1 of 2012
2. Created salary proposal for faculty.
 - Adjusted each faculty rank so that the proposal meets the median of our chosen peer group, the President's 17; suggested clearer salary letters to reveal the sources of change
 - Approved with some modification, starting July 1 of 2012
3. Started a much more effective method of conversation between the Budget Committee and the Compensation Committee, including reciprocal in-person visits between groups
4. Re-recommended a vacation leave proposal for less-than-12-month non-exempt staff.
 - Proposal makes vacation leave policy more uniform across all employees at the College
 - Approved, starting July 1 of 2012
5. Re-recommended a same-sex domestic partner truing-up proposal.
 - Proposal aims to counteract the federal tax-based discrimination against same-sex domestic partners because they are taxed differently on benefits
 - Started an effective method of communicating information regarding policies using a libguide format to organize resources
 - Approved, starting July 1 of 2012
6. Created a proposal to rework the progression model for full professors.
 - Submitted to the 2011-12 Faculty Executive Committee, who are still discussing it
7. Revised a Compensation Philosophy Statement that more accurately reflects our mission and current practice.
 - Approved, starting July 1 of 2012
8. Reviewed the Emeriti program in detail, proposing an increase in both the employer and employee contributions as we finish the fixed-contribution era of this program's start.
 - Approved, starting July 1 of 2012, with no increase in employee contributions
9. Completed a review of compensation at the College over the past 40 years, concluding that faculty and staff compensation levels are as strong as ever.
10. Supported the ongoing work of HR in their work to revise staff compensation structure.
11. Responded to employee questions, including detailed discussions of our living wage policy, .

Suggestions for 2012-13

We would encourage next year's Compensation Committee to follow our path in discussing concrete salary proposals early in the fall (starting immediately in Block 1) in order to inform the larger budget discussion via face-to-face meetings with the Budget Committee in Block 2. We hope that they will spend time on the unresolved faculty progression model and other issues as they arise.

Respectfully, Dan Johnson (chair) on behalf of Joan Ericson, Karen Klein, Dianne Knight, Paul Kuerbis, Bob Loevy, Jay Maloney (half-year), Shaleen Prehm (ex officio), Carrie Ruiz, Chad Schonewill, Patti Spoelman, Diane Westerfield, and Barbara Wilson (ex officio).