

## COMMITTEE ON COMPENSATION

### Mid-year Report, 2010-11

**For minutes of each meeting, please see the electronic public folder for the Compensation Committee. What have we done in 2010, and what lies ahead in 2011?**

1. Salary proposals for staff and faculty
  - Implemented new cost-of-living measures in the proposal for the first time
  - Dean and VP Finance are aware of proposals
2. Vacation Leave proposal for less-than-12-month non-exempt staff
  - unclear that we have a senior staff champion for this proposal, but chair is working on it
  - we ranked this priority above same-sex grossing
  - Dean and VP Finance are aware of proposals
3. Same-sex domestic partner grossing-up proposal
  - unclear that we have a senior staff champion for this proposal either, but chair is working on it
  - Dean and VP Finance are aware of proposals
4. Supported work of the Staff Reclassification Working Group
  - working with compensation consultant on structure of job families and coordination of compensation objectives
5. Compensation philosophy statement
  - working on a new statement to accurately affect our goals and mission
6. Compensation reflected in teaching loads
  - question passed on to FEC on behalf of faculty member
7. Health insurance coverage
  - question addressed with CIGNA/Great West on behalf of employee, in conjunction with HR

8. Proposal to change progression raises at full professor rank

- faculty are working on a version of this proposal

9. Retirement benefits

- passed question about retirement benefits to VP Finance and HR, which will be handled through Retirement Benefits Committee

In the semester ahead:

1. formulate a Compensation philosophy statement
2. formulate a proposal to change progression raises for full professors
3. follow up on recommendations for new benefits (paid leave accrual and same-sex grossing up)
4. review benefits programs including Wellness, retirement, long-term disability, accidental death & dismemberment
5. respond to inquiries from staff and faculty