

## COMMITTEE ON COMPENSATION

### Year-end Report, 2010-11

For minutes of each meeting, please see the electronic public folder for the Compensation Committee.

#### Completed in 2010-11

1. Created salary proposals for staff and faculty
  - Implemented new cost-of-living measures for staff
  - Adjusted each faculty rank so that the proposal meets the median of our chosen peer group, the Trustees 21
2. Drafted & 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
3. Drafted and recommended a same-sex domestic partner grossing-up proposal
  - Proposal aims to counteract the federal tax-based discrimination against same-sex domestic partners because they are taxed differently on benefits
4. Supported the ongoing work of the Staff Reclassification Working Group and the consultant who is working to revise and revitalize the compensation structure for staff
5. Crafted a Compensation Philosophy Statement that more accurately reflects our mission and current practice. It has been presented to faculty and to the chairs of Staff Council.
6. Responded to employee questions with follow-up and meetings with appropriate officers to obtain answers. Specifically, we met with our health insurance provider to clarify issues of double coverage and potential overpayment, and reflected on teaching loads (although passed that question to the FEC)
7. Discussed possible proposals to change progression raises at the full professor rank, due to concern about the costs of sustaining the current model. We were unable to reach agreement, but presented our concerns and tentative proposals to the faculty, and will do so again in Block 1 of 2011-12, allocating time for full faculty participation in the discussion.
8. Reviewed the costs and participation of all benefits offered by the College. In general, programs with low participation rates were either considered essential to our ethos or pose a minimal administrative cost to the institution. However, we would like to discuss retirement-related benefits as a primary order of business in 2011-12.

#### Suggestions for 2011-12

We would encourage next year's Compensation Committee to follow our path in discussing concrete salary proposals early in the fall (starting in Block 1) in order to inform the larger budget discussion. We hope that they will follow up on our proposed Philosophy Statement, and proposals for new benefits. Finally, we hope that they will spend time on two unresolved issues: the faculty progression model and retirement benefits.

Respectfully, Dan Johnson (chair) on behalf of Peggy Berg, Marion Hourdequin, Karen Klein, Dianne Knight (half-year), Jay Maloney (half-year), Chris Melcher (ex officio), Shaleen Prehm (ex officio), Chad Schonewill, Patti Spoelman, Alex Vargo, Diane Westerfield, Barbara Wilson (ex officio), Armin Wishard