

COMMITTEE ON COMPENSATION
Mid-year Report, 2011-12

For minutes of each meeting, please see the Compensation Committee's electronic public folder or website.

Accomplished in the fall of 2011

1. Salary proposals for staff and faculty

- Acted quickly in the fall to formulate specific proposals in time to inform the budget discussion in October
- presented our proposals in person to the Budget Committee, and hosted a return visit by the chair of the Budget Committee to our meeting
- President, VP Finance and Budget Committee are aware of proposals

2. Vacation Leave proposal for less-than-12-month non-exempt staff

- included in our proposal to the Budget Committee
- unclear that we have a senior staff champion for this proposal, but it should probably be advocated as a "Strategic Initiative" in the budget
- President, VP Finance and Budget Committee are aware of proposals

3. Same-sex domestic partner grossing-up proposal

- included in our proposal to the Budget Committee
- documented thoroughly via a LibGuide resource site
- unclear that we have a senior staff champion for this proposal, but it should probably be advocated as a "Strategic Initiative" in the budget
- President, VP Finance and Budget Committee are aware of proposals

4. Compensation philosophy statement

- edited the existing draft to incorporate comments from the President
- forwarded to President, VP Finance, HR, FEC and Staff Council for final approval

5. Proposed an increase to Emeriti contributions by employees

- after no increase in 3 years, the committee recommended an increase of 4 percent.

6. Recommended an inclusion of Child Care Center benefits in Employee Benefits Statements

- as the Center works on an annual deficit, we proposed that the deficit be reported to employees who enjoy this benefit

7. Created a website to host minutes and supporting materials of Compensation Committee in order to facilitate communication with community

In the semester ahead:

1. Document the final details of the truing-up proposal and officially resubmit it to the President as a Strategic Initiative
2. Document the vacation leave status of each category of employees on campus, to re-discuss the vacation leave proposal
3. Continue work on a proposal to change progression raises at full professor rank, including a transition plan
4. Review the status of adjunct professor salaries and pay for half-Block
5. Encourage communication about salaries and merit back from supervisors (i.e. the Dean of Faculty to department and program chairs to faculty) so that faculty can be more accountable, and the impact of their successes can be more obvious to both immediate supervisors (i.e. chairs) and individual faculty
6. Revisit the fee structure of the Emeriti program, specifically as it applies to retirees.
7. Respond to inquiries from staff and faculty