

MINUTES OF THE COMPENSATION COMMITTEE MEETING  
Block 5, February 6, 2013

The committee did not meet during Block 4.

The Block 5 meeting consisted of two separate meetings. The first meeting included faculty members of the Compensation Committee and was called to order at approximately 3:00 p.m. by Larry Stimpert. Members present: Carrie Ruiz, Jane McDougall, Ron Hathaway, Adrienne Seward, and Larry Stimpert

*Faculty Salary Recommendation*

President Jill Tiefenthaler and Dean Sandi Wong joined the committee for a wide-ranging discussion of the committee's recommendation on faculty salaries. Discussion also included a review of a response from the local AAUP group to the committee's recommendation, areas of agreement, points of disagreement, and the college's longer term goals for faculty salaries and compensation.

Key areas where the faculty members of the Compensation Committee, the president, and the dean are in agreement:

- The need for the plan to be as transparent and clear as possible.
- Commitment to the three traditional components of the faculty salary policy – cost of living, progression, and merit (or what has been termed extraordinary merit).
- That any merit component (progression and merit or extraordinary merit) should be added to a faculty member's base salary rather than awarded as a one-time bonus.

The following are areas where there is less agreement:

- How cost of living increases should be awarded. The Compensation Committee's report calls for a flat dollar amount to be paid to all faculty members. This is considered a fairer approach to paying a cost of living increase since the current practice of using a percentage gives more senior faculty members a larger cost of living increase, but inflation affects all faculty members in more or less the same way.
- How progression should be awarded – a fixed amount versus or whether progression, if it is considered to be awarded for merit, shouldn't be awarded differentially based on a faculty member's contributions (i.e., whether we might think of progression in terms of "buckets" as we are envisioning staff compensation).
- The relative "weights" that should be assigned to the three components – cost of living, progression, and merit.

The president and the dean indicated that they would meet with representatives of the local AAUP group to discuss that group's response to the Compensation Committee's report. The president assured the committee that she would share with the committee any final decision that she and the dean would make about changes to the faculty salary policy and faculty compensation.

The second meeting, that included the entire Compensation Committee, began at approximately 4:15 p.m. The following members were present: Kathy Butler, Cecelia Gonzales, Ron Hathaway, Adrienne Seward, Dianne Knight, Jane McDougall, Robert Moore, Carrie Ruiz, Chad Schonewill, Brenda Soto, Larry Stimpert, and Barbara Wilson.

### *Healthcare RFP Update*

Barbara provided a short update on the efforts of a small working group that was formed to review proposals from insurance companies for the college's health care plan. It has been several years since the college has solicited proposals, and it was deemed worthwhile to see what options might exist, especially for enhancing the range and effectiveness of the college's preventive care services.

The small working group included Professor Kristina Lybecker, representing the college's Budget Committee, three members of the Compensation Committee, Robert Moore, and Barbara Wilson. After reviewing proposals and obtaining quotes for services, the recommendation of the committee was that the college will be maintaining its current plan. And, that recommendation has been accepted.

### *College Compensation Philosophy Statement*

Given the limited amount of time available for this meeting of the full committee, the only item of business considered was the draft of the College Compensation Philosophy Statement. The latest draft that included revisions made at the committee's meetings last fall was reviewed. Several minor suggestions were offered and a few key points were debated. We all agreed that we are very close to ironing-out a final draft, but committee members concluded that we needed some additional time to finalize wording and review final changes before the document could be approved. We will plan to complete our work on this statement before the end of the current academic year.

The meeting concluded at approximately 5:10 p.m.