

COMMITTEE ON COMPENSATION

Block 1 Minutes

September 8, 2009

Present: Ann DeStefano, Karen Klein, Chris Melcher, Rongson Pongdee, Shaleen Prehm, Chad Schonewill, Patti Spoelman, Alex Vargo, Diane Westerfield, Armin Wishard, Barbara Wilson and Dan Johnson (chair)

Introduction

The meeting was called to order at 2:30.

The committee spent the first few minutes on introductions and a review of the work done by last year's committee. There are four items explicitly left for our attention by last year's committee: parental leave policy, vacation leave for <12 month employees, a review of all current benefits and a review of the entire compensation structure.

The chair proposed a short set of rules to guide decisions for the year. According to the Faculty Handbook, the Faculty Salary Committee is made of the three full-time faculty members on the Compensation Committee. It is proposed that while those three members are responsible for the salary report, they may solicit or receive input from all members of the full Compensation Committee. Our goal in all Compensation Committee deliberations is to strive for consensus, but since we are a purely advisory group, we will advise based on a pure majority of voting committee members. Where possible, advice will be accompanied by a report of the vote count. The minority on any advice will have the right to contribute a dissenting or minority opinion to accompany the advice of the committee. Finally, any item can be placed on the agenda at the request of any member, whether representing themselves or another. Items will be tasked to a working team at the discretion of the whole committee.

Parental Leave Policy

As the first order of business, the committee had a 40-minute discussion of the proposal for changes in maternity and parental leave policy. There was concern about the increase in costs for the College of a proposed extension in benefits for faculty, and equal concern about the lack of a parallel proposal to make parental leave for all non-exempt staff or for <12 month exempt staff. The possibility of future discussions about the ramifications of changing faculty to 12-month contracts was raised but left for other meetings. A working team of Alex Vargo, Ann DeStefano and Karen Klein volunteered to draft a new proposal, taking into account the committee's concerns about costs and staff/faculty parity. Dan will convey the status of the proposal to the Faculty Executive Committee and the Women's Faculty Caucus, who have already inquired about its status.

Supplement to tuition remission policy

The committee had a 20-minute discussion of a proposal to augment our current tuition exchange benefit with membership in the National Tuition Exchange. Benefits are clear, in the form of access to scholarships of \$29000 annually to over 600 institutions worldwide which range in size, exclusivity, region and specialty. The costs are less clear, including a \$400 annual membership fee but implicitly including the promise of some degree of reciprocal scholarships offered to applicants. While Admissions decisions remain the domain of the receiving College, acceptance of any applicants from the Exchange would potentially reduce revenues (and the possible need for carve-out agreements with other ACM schools to protect our existing agreements was raised). The Committee will hear a presentation on membership from the CEO of the Exchange in early October at a special meeting.

Compensation structure

Starting work on our mandate from the Staff Council and the Faculty Executive Committee, the committee had a 45-minute discussion on the College's compensation structure in general. Discussion ranged from the appropriate roles of cost of living adjustments (COLA, CPI, inflation), merit or performance (and how the College would communicate those expectations or goals), and longevity or loyalty to the College. As our first official discussion on the topic, we realized that we would have to talk about the College's philosophy in order to make our structure consistent with our community's values.

The meeting adjourned at 4:30.