

Compensation Committee
Block 4, 2013 Meeting Minutes
Thursday December 5

On the agenda were discussions of selected topics with the goal of figuring out what information we need to facilitate a recommendation from us, so we could request said information before our next meeting. We discussed the following topics:

1. Consideration of sick leave accrual and use policy for staff together with long term disability insurance

We established some basic facts about our long term disability coverage. The “norm” is for employers to pay for a policy that provide 50% coverage of salary for long term disability with the choice for employees to pay for more coverage. CC does not pay anything toward a long term disability policy for its employees; rather its employees pay for 60 % coverage. If the college paid for LTD insurance it might be cheaper than what individuals pay since they could pay as a block. However, any fraction that the college pays for becomes taxable income for the person using the coverage.

We then briefly discussed sick leave and vacation accrual policies for various categories of employees which is related to long term disability insurance in the case that an employee becomes very ill.

It quickly became clear that this was a complex topic but that the committee wishes to consider it further. To this end, Robert agreed to provide a fact sheet for us to use to discuss this further in our block 5 meeting.

2. Start-up funds for faculty

Before we can consider this issue, we need some background data. Kristine will work with Sandi and Jill to acquire this data.

- Who is eligible for start up funds? Do humanities and social science faculty get start up funds at our peer institutions as they do at CC?
- What are usual start up funds by discipline at CC?
- What are usual start up funds by discipline at our peer institutions?
- What policies surround the use of the start up funds? Are they given to the faculty member as a lump sum? Is there a time restriction on their use? Are there restrictions on what faculty can purchase with start up funds?

3. Health Savings Account

A health savings account (HSA) is usually associated with a high deductible health insurance plan and provides a tax free way to pay medical expenses for such a plan. Such plans are usually preferred by young healthy people with few medical expenses, but would not usually be cost effective for families or older people. As such, offering an HSA program at the college would likely raise rates on our regular

insurance programs if the enrollment of health young people decreased in those. The committee agreed that this was not a good option for the college at this time and this topic will not be pursued.

4. Wellness Program

The college recently changed its health platform to Cigna which resulted in some changes in the wellness plans. The new Cigna plan includes a wellness coach which may prove useful but it is too soon to tell.

The college used to provide a complete bloodwork panel with no privacy concerns. There is still a bloodwork panel provided under the new plan but it is less thorough and it is now necessary to sign forms giving away private rights to the results.

Susan offered to make a list of concerns about this issue and send to Barbara Wilson for answers. Robert will look into whether we can change the blood draw without changing our grandfathered status vis a vis the Affordable Health Care Act.

5. Title Change for Staff

Currently staff are title “exempt” or “non-exempt”, where exempt means exempt from overtime, i.e. salaried employees and non-exempt means not exempt from overtime, i.e. hourly employees. These titles create confusion since many employees do not know which category they are. The titles can also imply a hierarchy. Suggestions for alternate titles that might address these concerns include:

- A & B.
- Eligible and non-eligible. (for overtime) which flips the negative “non” to the salaried employees’ title.
- Exempt (salaried) and non-exempt (hourly), with the parentheticals perhaps alleviating some confusion.
- Salaried and hourly.

The staff subcommittee will talk about this and make a recommendation so we need not discuss it again in full committee.

6. Separate Faculty and Staff subcommittee meetings to discuss finalizing salary recommendations

Faculty Sub-committee meeting: The following list of questions was generated by the all faculty meeting held Tuesday December 3, 2013. The faculty decided to send this list of questions to the Dean Sandi Wong.

Information to request from the Dean as a result of
Tuesday December 3 Faculty Compensation Meeting

1. Are there defined salary *brackets* for each faculty rank? A bracket is defined as a normative range for the rank which would clearly be related to, but is not defined by, all the salaries in the rank. Some individuals at a given rank may fall outside the brackets for varying reasons, thereby increasing the *range* of salaries for that rank beyond the bracket.

2. If the answer to question 1 is yes, what are the top and bottoms of the brackets (not ranges) for each faculty rank? If the top of the full professor bracket is hard to define, we suggest defining it as the average salary for professors who have been 21 (or some other defined number) years in full professor rank. We believe that brackets should be public knowledge; whereas, range may be withheld for privacy reasons.
3. At the faculty meeting, there was a lengthy discussion about the distribution of salaries within the ranks, particularly at the full professor rank. In particular, there is concern that high outliers are pulling the mean full professor salary up and giving a false impression of the salaries of the majority of full professors. Currently this committee has available to it only the mean salary by rank which does not allow us to make any data driven recommendations about distribution within ranks. We request data which would allow us to address these concerns, such as:
 - a. histogram of salary by rank. If the bins on the histogram were fairly broad this would assure anonymity. The top bin could be labelled "salaries above \$X".
 - b. average salary by rank and then by quartile (i.e. average salary for bottom quarter of full professors, average salary for next to bottom quarter of full professors and so on)
 - c. median salary by rank
 - d. How is the mean we were given calculated? Does it include **all** faculty at the full professor rank or does it exclude any outliers, administrators etc?
4. Faculty were concerned about how decisions regarding faculty salaries were being made. In the past Fred Tinsley of the math department was involved in modelling faculty salaries. Since Fred is no longer doing this modelling, who is?
5. Given the recommendation of this committee to increase extraordinary merit payments, there was a request to clarify the criteria and decision making process that lead to these awards.

Respectfully submitted by Kristine Lang