

DRAFT...Compensation Committee Meeting Minutes, Block 1...DRAFT
2:30 – 4pm, September 5th, 2023

In Attendance: Chad Schonewill, Thecla Shubert, Ofer Ben-Amots, Dan Johnson, Laurie Mozingo, Cathy Buckley, Aju Fenn, Nate Bower, Jane McDougall, Paul Alderstein, Lori Seager.

1. Introductions

- a. The committee convenes for the first time and the members introduce each other. Jane McDougall has been appointed the faculty cochair. Thecla Shubert has been appointed the staff cochair. Dan Johnson and Lori Segar are introduced as exofficio/liaisons from the Campus Budget Committee (CBC) and Aju Fenn serves as the exofficio/liaison from the FEC Budget and Planning committee.

2. Major Fall Tasks

- a. The committee is specifically asked to consider readability and length when drafting this year's report.

3. Staff share about rebanding:

- a. HR hosted an open forum on the new rebanding project. Members who attended (Thecla Shubert, Paul Adlerstein, Cathy Buckley, Chad Schonewill, and Ofer Ben-Amots) share out from this meeting.
- b. The living wage will set the lowest band minimum. There will be a larger number of bands, but the bands will be narrower. This means that people will be able to meet their midpoints quicker and start their jobs closer to the midpoint – which improves retention and satisfaction.
- c. Questions about band “crowding” were raised– i.e., a grounds keeper and an admin assistant may be in the same band. The consensus from the open forum and the committee is that CC is not an institution that perceives roles in such a hierarchical nature so this would not be a dissatisfier.
- d. There are some concerns about compression between staff with different years of service or different supervisory expectations. HR will have to evaluate that on a case-by-case basis.
- e. The faculty and staff discussed the difference between the 2X or so wage gap on the faculty side and the much larger wage gap on the staff side and how this is a continuing concern.

4. The Fall Charge:

- a. The CBC presents the following fall charge:

2023-24 Compensation Committee Charge (for the 2024-25 academic year)

September 2023

From the Faculty Handbook –

“The Compensation Committee is responsible for reviewing current and proposed allocation of the salary pool as well as all benefits, including retirement programs for faculty and staff. . . This committee reports to the Budget Committee.”

“Each fall the Faculty Salary Committee (the faculty members on the Compensation Committee) issues a salary report to the faculty and the administration. The Committee bases its report on compensation data from other colleges and universities, the current report of the Colorado College chapter of the American Association of University Professors, and conversation with the Budget and Planning Subcommittee of the Faculty Executive Committee. The administration takes the Salary Committee’s data and recommendations into consideration each year in preparing the College budget.”

So, the CBC’s charge to the Compensation Committee this year is–

1. Recommit to our institutional definitions of living wage and its use for the staff compensation model. Gather context on local and regional inflationary factors, peer comparison data (as relevant) and other information related to faculty and staff compensation. Discuss the strategic implications of the College’s salary, wages and benefits (Total Compensation) in the context of the market in which we operate. For faculty, this market includes peer institutions and private higher education, and for staff, this may be the local, regional or national job market.
2. Propose specific compensation pool increases for Faculty & Staff: Assure that there are sufficient funds in the faculty salary pool to provide faculty compensation in alignment with the College’s goal of keeping average faculty salaries, by rank, above the peer average; and
3. Assure that the recommended allocation of funds maintains a living wage and a competitive Staff salary structure.

Send the recommendations by Wednesday of the third week of Block 3 (November 8) so that CBC can build them into budget recommendations due to the President in early December.

This work may factor into recommendations, *or it may continue into the Spring*:

1. Review benefits for how well they meet community needs and preferences. If any modifications are recommended, consider total costs that may need to be included as a budget request, along with the relative value of any increased benefits commitments against potential compensation increases.
2. Suggest how the faculty salary model might be made more financially sustainable, including early retirement options.
3. Keep the report short enough to be readable and usable.