

## MEMORANDUM

DATE: 9 November 2022

TO: Campus Budget Committee, Lori Seager and Mike Tabor, co-chairs

FROM: The Compensation Committee  
Dennis McEnnerney (faculty co-chair), Phoebe Lostroh, Guanyi Yang, and Nate Bower  
Thecla Shubert (staff co-chair), Chad Schonewill, Cathy Buckley, Mandy Sulfrian,  
AliciaRose Martinez, and Jen Bjourstrom

CC: Ryan Simmons, Laurie Mazingo, and Barbara Wilson, ex officio members of the  
Compensation Committee

SUBJECT: Compensation Committee Fall Report – 2022

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The Compensation Committee is pleased to forward to the Campus Budget Committee its recommendations for adjustments to compensation for faculty and staff in the coming year. In doing so, we have attempted to respond fully to the charge sent by the Campus Budget Committee in its memorandum of 15 September 2022.

Following the mandate outlined in the *Faculty Handbook*, the Committee has conducted much of its work in its two separate subcommittees, the Faculty Salary Committee and the Staff Salary Committee. However, we have also met together to work through our respective concerns and to share our findings with each other, as well as with other groups central to the process of developing compensation policies (our campus AAUP chapter, Human Resources, the FEC Budget and Planning Subcommittee, and Staff Council). To develop the most appropriate policy recommendations, we have drawn input from our respective constituencies in variety of ways, including last year's compensation survey and this fall's faculty forum. We also will continue to educate and reach out our respective constituencies so that their concerns are reflected in our work and so that they can understand better how compensation policies are developed and the rationales behind them.

Attached please find our two reports:

- Faculty Salary Recommendations in Response to the Annual Charge
- Recommendation from the Staff Subcommittee of the Compensation Committee in response to the 2022-23 charge from the Campus Budget Committee

We look forward to receiving feedback from the Campus Budget Committee concerning our recommendations. If there are any questions or concerns, or matters needing clarification, please do not hesitate to contact us.