

## MEMORANDUM

DATE: April 30<sup>th</sup>, 2025.

TO: Campus Budget Committee (CBC), Lori Seager and Dan Johnson, co-chairs. Budget and Planning Subcommittee of the FEC, Sylvan Goldberg

FROM: The Compensation Committee (Comp Com)  
Faculty Salary Committee: Jane McDougall (faculty co-chair), Carrie Ruiz, Michelan Wilson, Bob Lee (retired) and  
Staff Salary Committee: Thecla Shubert (staff co-chair), AliciaRose Martinez, Patty O'Halloran, Erica Shafer, Sam Soren, and Mandy Sulfrian.

CC: Ryan Simmons, VP of People and Workplace Culture, and Cameron Martin, Director of Total Rewards (ex officio members of the Compensation Committee);  
Valerie Gallegos AVP for Talent Acquisition and Development.

SUBJECT: Spring 2025 Report of the Compensation Committee

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The Compensation Committee is pleased to provide to the Campus Budget Committee, and Budget and Planning Subcommittee of the FEC, its recommendations concerning compensation for faculty and staff for the coming year. Our spring work was closely guided in its focus by the charge from the Campus Budget Committee in its memorandum of September 2024, and several topics that we did not have time to address in the fall. Both reports address a five year plan as requested in the fall charge. Both the staff and faculty reports recommend increased dental coverage to include orthodontic care for adults.

Please find the attached reports:

- End of Year Report - Faculty Salary Committee 2024 – 25 (9 pages plus 3 appendices)
- End of Year Report - Staff Compensation Committee 2024 - 25 (10 pages)

We welcome feedback from the Campus Budget Committee concerning our recommendations and analysis. If there are any questions or concerns, or any matters needing clarification, please do not hesitate to contact Thecla Shubert (staff co-chair) and/or Jane McDougall (faculty co-chair).