

COMMITTEE ON COMPENSATION

Block 3 Minutes

November 7, 2011

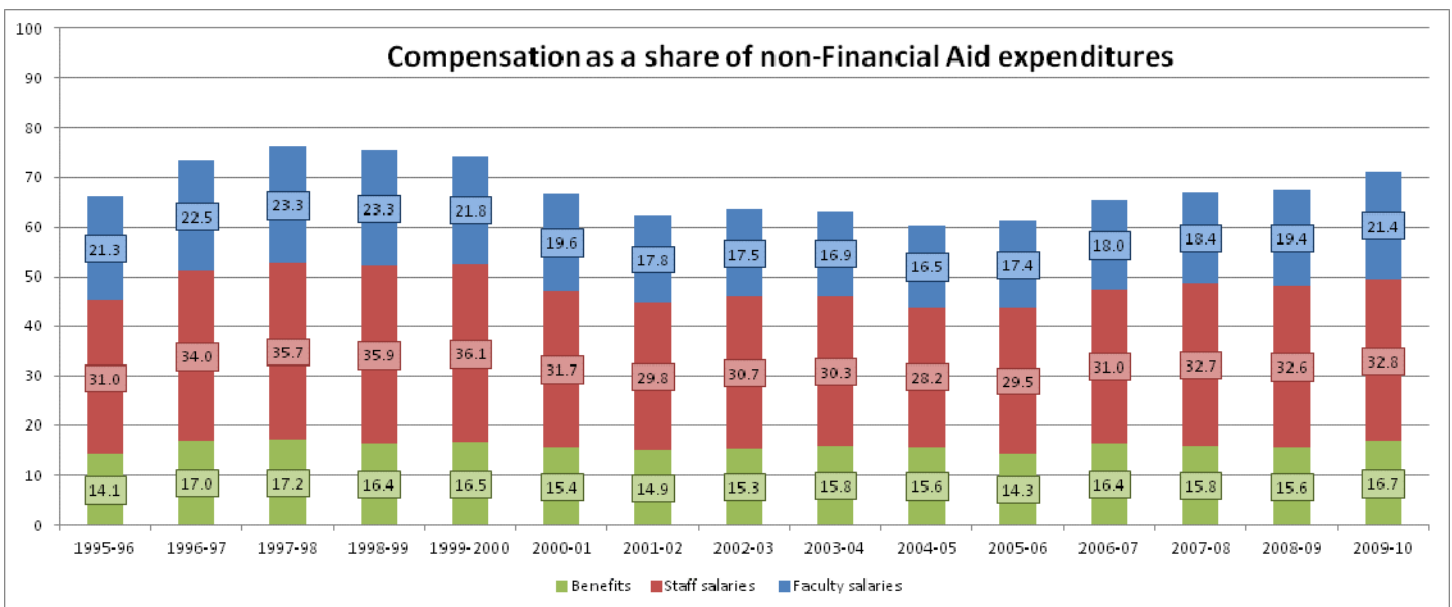
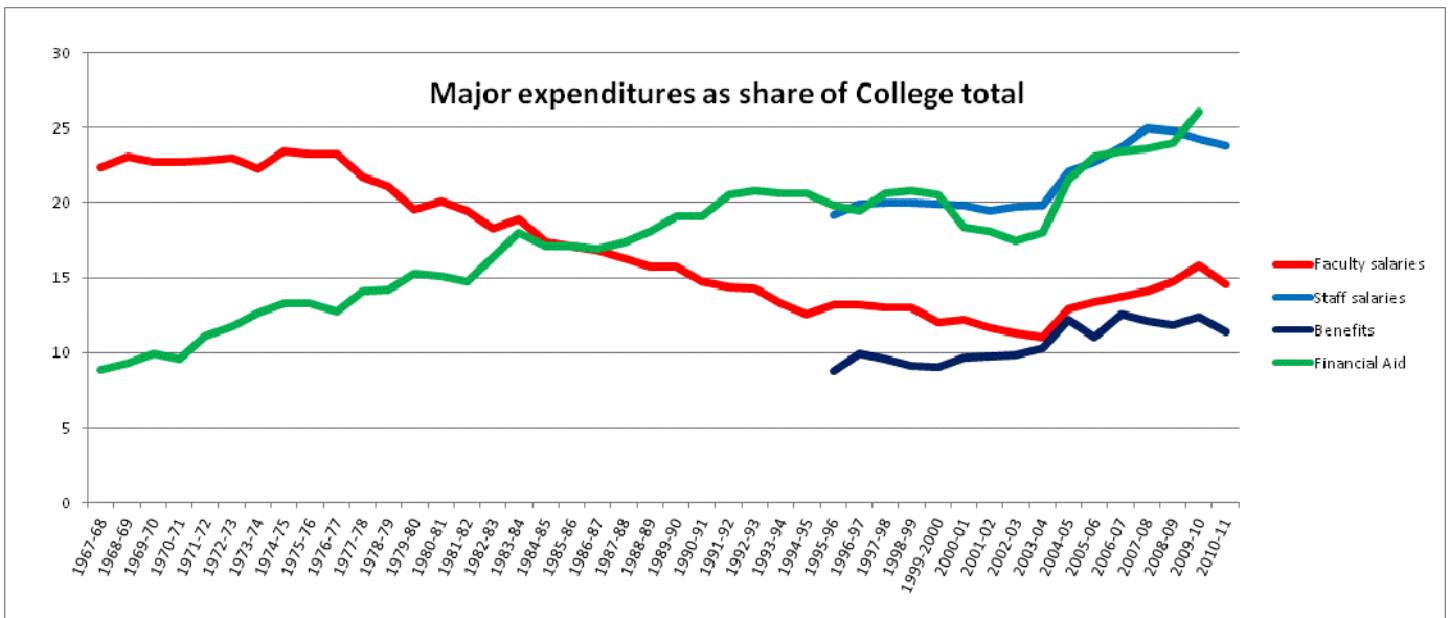
Present: Paul Kuerbis, Bob Loevy, Shaleen Prehm, Carrie Ruiz, Chad Schonewill, Patti Spoelman, Diane Westerfield, and Dan Johnson (chair)

The meeting started promptly at 3pm with a discussion of the same-sex grossing-up proposal. Feedback about it and other proposals had been provided by Dan since the last meeting, based on his meeting with the Budget Committee. That committee recommended a more specific proposal, supported by arguments about reasons and details. Therefore, we discussed the specific value of the benefit to be offered, the details about whether partners who are also CC employees would also be eligible, the consideration of children (whether dependent or not), and the timing of any payments. Paul volunteered to initiate contact with an educational institution that already has a similar plan in place, to gather knowledge for us. We will convene a temporary subcommittee before the next meeting, to bring back a specific proposal for our whole committee to send forward again.

Next, we discussed the vacation leave proposal, which was also proposed to the Budget Committee in Block 2. We had a lengthy discussion about the differences between different groups of employees, specifically on how their vacation leave (or leave more generally) is apportioned. We agreed that this issue is substantially more complicated than we first thought it to be, and we will try to revisit this proposal in the spring, armed with more information about our policies College-wide.

We must devote our next meeting to a discussion of Emeriti, which consumed much of the Block 2 meeting and requires a recommendation by our committee imminently. We will also invite Susan Ashley to visit our meeting (at her request) to discuss salary proposals and the potential to limit progression for full faculty.

Dan concluded the meeting with a presentation of information from the College archives that he has been collecting over the past year. In response to a request from a faculty member last fall, he has been investigating the total compensation budget of the College over time, decomposed into staff salaries, faculty salaries, and benefits expenditures. He found it surprisingly difficult to obtain the numbers prior to the 2004 move to Banner, and thanks the Special Collections staff at Tutt Library for their valuable assistance. The summary graphs of his research are presented here, showing that compensation has remained a relatively constant budget priority for the College over time. While faculty salaries have declined as a share of overall College expenditure, staff salaries and benefits have risen. If we remove the single largest growing budget item, namely Financial Aid, the last 15 years have seen remarkable stability in the College's commitment to compensation.



The meeting adjourned at 5pm sharp.