

Committee Name: Staff Compensation Work Group

Committee Chair: Todd Kneale

Committee Members: Kristen Lucas, Rhonda Bishop, Kevyn Merten, Gail Depuy, Celeste Carter, Krista Wallace-Boaz, Julia Collins, Mimi Bell, Rhonda Gilliland

Committee Description: The purpose of this workgroup is to update and/or revise staff compensation pay practices. There is much variability and inconsistency in how these are applied.

Goals and Objectives: HR wants to engage stakeholders and users of these policies so that they approach this from a broad institutional perspective. Once complete, Compensation will have recommendations to update policies and pay practices. The final result should be a consistently applied set of pay policies and a clear understanding of our staff compensation procedures.

Senators should consider serving on this committee because.....: It is important to have a voice in important matters of staff compensation. Evaluating current policy, understanding what policies are actually being followed, participating in open discussion while keeping all members of the staff constituency in mind makes this committee a challenge. I think we all agree that changes are needed and actually work together to define and improve these processes.

Example of committee initiatives and highlights:

1. Lateral /Internal Transfers
2. Promotional Increases
3. Base Pay – New Hires
4. X-Pays (including X-Bens)
5. Reclassifications/In-Range Adjustments

What else should we know about your committee? (This is an opportunity for you to share an overview of your processes, policies, etc. Think about questions/concerns you have been exposed to during your time as a senator and/or on this committee)

As you can imagine the discussions have been lively surrounding these topics. Policy updates, increased guidelines, new structure, accountability, and Administrative support are all important factors in the success of seeing changes make an actual impact. We have one more scheduled meeting this week and then Compensation will begin the work of reviewing the committee recommendations. Once the policy updates have been made they will be vetted through the shared governance organizations before being submitted to the President's cabinet.