

**Personnel and Benefits Meeting
April 15, 2015**

Attending: Tom Zwirlein, Leann Morgan, Gail Katz , Pam Carter

NTTF Committee Memo to Personnel and Benefits: The NTTF Committee made several recommendations for P&B to consider in the uncompensated merit adjustment model. The first adjustment is to add a \$3,000 adjustment for senior instructors in the model. In principle Personnel and Benefits is in favor of this change if it does not lead to double counting. In other words, was the salary of a senior instructor adjusted at the time an instructor was promoted? P&B will look at the effect of this adjustment in the next iteration of the model. The second issue in the memo is the split in the pool between TT and NTT Faculty. This year's model results show there is a greater inequity in the NTTF salaries. Personnel and Benefits will consider making a recommendation early in the fall to split the pool with more money going to NTTF.

Brodar Memo: Valerie Brodar, Visual and Performing Arts Visual Arts, submitted a request to the president of Faculty Assembly suggesting there is a significant pay inequity across colleges. P&B will discuss her memo and draft a response to Michelle Companion at our next meeting in two weeks.

Next meeting 4-29 Wednesday 12:15 - 1:30.

**Personnel and Benefits Meeting
April 29, 2015**

Attending: Don Morley, Carla Myers, Tom Zwirlein, Gail Katz, Pam Carter

Brodar Memo: P&B drafted a response which was submitted to Michelle Companion regarding the Brodar memo. Don Morley suggested Institutional Research conduct an analysis to see whether salaries in the colleges are approximately the same percentage to their CUPA counterparts. This analysis is expected to be conducted over the summer. The uncompensated merit model is expected to bring all meritorious faculty up to the same percent of their CUPA norm.

The committee will also look at a suggestion from Dean Peter Braza on how to standardize merit scores in the model.

Tom Zwirlein was nominated to be chair of Personnel and Benefits next year (Pam Carter moved, Gail Katz seconded 4 for, 1 abstention.)

Personnel and Benefits needs to look at adding some new members. LAS will have a new rep next year. Carla Myers, Don Morely, Tom Zwirlein, Leann Morgan, Gail Katz and Pam Carter will all continue serving on the committee next year.