

**Personnel and Benefits Meeting  
September 18, 2017**

Attending: Jill Bradley-Geist, Pam Carter, Leann Morgan, Lynn Gates, James Parmenter, Sherry McCormick, Tom Zwirlein (guest) , Robyn Marschke (guest)

I. Uncompensated Merit

Robyn reported on the Uncompensated Merit Adjustments that took place last summer.

<b>2016-2017 Salary Adjustment Model Results</b>			
	Total	TT	NTT
Total available pool of funds	\$182,511		
Total amount needed according to the model to relieve all compression <i>(Dollars needed for all 391 faculty to reach 100% of peer salary)</i>	\$2,186,207	\$970,484	\$1,215,724
Total number of eligible faculty in the process	381	219	162
Total number of faculty who received an adjustment	306 (80%)	152 (69%)	154 (95%)
Average amount of adjustment (\$)	\$596	\$603	\$589
Median amount of adjustment (\$)	\$506	\$426	\$563
Largest adjustment (\$)	\$3,171	\$3,171	\$1,653
Lowest adjustment (\$)	\$2	\$2	\$9
Number of Full professors receiving adjustments (average)		59 (\$952)	
Number of Associate professors receiving adjustments (average)		60 (\$411)	
Number of Assistant professors receiving adjustments (average)		33 (\$330)	
Number of Senior instructors receiving adjustments (average)			91 (\$613)
Number of Instructors receiving adjustments (average)			58 (\$541)
Number of clinical faculty receiving adjustments (average)			5 (\$730)
Information provided by the Office of Institutional Research			

Personnel and Benefits will work to ensure that the changes to the Senior Instructor Salary Model instituted last academic year will be included in future Uncompensated Merit Models.

We are also seeking two more years of uncompensated merit adjustments as had been put forth by former Chancellor Shockley. These monies should be above the normal Merit Pool.

II. Last year's Internal Equity Analysis was completed and work on this year's will begin in October.

### III. FCQ Redesign

It was suggested that if departments chose to, they could set up and use Black Board surveys in annual merit evaluations.

### IV. System Personnel and Benefits

Tom and Leann reported on the last system meeting.

Next meeting Monday, October 16.