DRAFT 9-5-15

 EXECUTIVE COMMITTEE CHARGES FOR 2015-2016

Laine Berghout, Chair

Craig Oberg, Liaison

 SALARY, BENEFITS, BUDGET, AND FISCAL PLANNING

***PPM 1-13, Article B-V, Section 4.10: The Committee on Salary, Benefits, Budget and Fiscal planning shall study, evaluate and make recommendations on faculty salaries, benefits, budgets and fiscal planning issues.***

***This Committee shall not exceed nine members with representation from each organization unit. The Faculty Senate chair shall serve as the Executive Committee liaison. A subcommittee shall serve under the direction of this Committee and represent the faculty in salary and related negotiations with the University administration. No two members of this subcommittee shall be from the same organizational unit. This subcommittee shall consist of the Faculty Senate chair, the chair of the Committee on Salary, Benefits, Budget and Fiscal Planning and a third member nominated by the Committee and approved by the Faculty Senate.***

1. Examine salary options for compensation increases and prioritize recommendations. (Spring)

2. Examine the dollar amounts of equity and merit adjustments each year. (Spring)

3. Review campus salary levels using CUPA data, turnover data, and data from regional peer institutions. (Spring)

4. Assess the current state of compression and inversion within departments across campus in light of recent hires and changes in salary increases for promotions. (Fall)

5. Explore methods to provide incentive pay to encourage continued development of faculty who have attained the rank of Full Professor.