Approved 09-15-2016

EXECUTIVE COMMITTEE CHARGES FOR 2016-2017

Laine Berghout, Chair

Doris Geide-Stevenson, 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. Gather information regarding faculty experiences with respect to benefits administration.

5. Monitor and review the revisions of the Performance Pay Increase Guidelines (if merited and in conjunction with APAFT).

6. Develop a strategic approach to address compression and inversion in salaries.

7. Examine and report on adjunct pay policies across the university.

8. Review impact of low support staff salaries on faculty productivity.