

## **Senate Budget and Finance Committee**

November 30<sup>th</sup>, 2018

Helm 108B

10:20am

**Attendees:** Jim Berger, Laura DeLancey, Kim Link, Aaron Wichman, Dominique Gumirakiza, Andrea Sherrill, Jennifer Miller, Katie Muchmore, Claus Ernst, Tim Brotherton, Dan Clark

### **I. Welcome and Call to Order**

### **II. Merit Pay Collaboration- Jennifer Miller and Andrea Sherrill**

- Suggestions for policy
  - o Directors to tell direct reports what their raise will be
  - o Need training of leaders on how to evaluate employees
  - o Deans have withheld money from pool
  - o Need to create competency-based evaluations for each unit
  - o Need policy on how to conduct evaluation, notifications, grievance process for staff
  - o Missing compensation philosophy
  - o Faculty missing market analysis; potentially completed by consultant Sibson.
- Joint proposal between Senate and Staff Council - work with Human Resources, Faculty Welfare, and Benefits Committees
  - o Leadership training
  - o Unit leaders should follow training
  - o Each unit collaborates to create performance measure
  - o Consistent evaluation plan
  - o Report of unit vote on the creation of evaluation plan

### **III. Updates to website- Laura DeLancey** – Laura updated the website to include more information regarding the long-term debt and has updated the compensation page to include current list of raises, salary increases vs inflation, and an updated comparison with benchmarks.

### **IV. RAMP Model - Aaron Wichman**

- Provided summary statement of how RAMP model works. Will submit to Huron group for changes.
- Will ask Ann Mead to meet with committee and provide explanation, per line, on the web to better understand components of the budget model.

### **V. Adjourned 11:35a.m.**

**Respectfully submitted,**

**Jim Berger, Chair**