

## Compensation Committee

- In November 2018, Welfare Council approved the Compensation Committee's new definition proposed by the Compensation Committee as below:

**Current:** "The committee shall evaluate and report on compensation relative to peer institutions, raise results and salary structures at the University, and make recommendations with respect to raise procedures at the University."

**Proposed:** "The Compensation Committee investigates matters of compensation, including, but not restricted to, salary and benefits. Its agenda is established in conjunction with the Welfare Council, to which it reports."

The Committee on Committees approved the proposed new definition with the following change:

"The Compensation Committee ~~investigates~~ **evaluates** matters of compensation including, but not restricted to, salary and benefits. Its agenda is established in conjunction with the Welfare Council to which it reports."

-COC approved the above verbiage on 2/18/19 which clarifies that the Faculty Senate and its committees are not investigative bodies but rather gather information and act in an advisory role.

-This item was then approved by the Compensation Committee on 3/15/19.

University Constitution Article V Section 4(D) p. 19

(D) The Compensation Committee shall have six faculty members who shall represent a broad range of academic disciplines and units. The members shall be elected by the Faculty Senate from the Faculty at large to staggered three year terms. The committee shall elect its own chair. The committee shall have one administrative representative appointed by the President **or the President's designee** to serve as a liaison able to provide the required information to carry out the committee's responsibilities. ~~The committee shall evaluate and report on compensation relative to peer institutions, raise results and salary structures at the University, and make recommendations with respect to raise procedures at the University.~~ **matters of compensation including, but not restricted to, salary and benefits. Its agenda is established in conjunction with the Welfare Council to which it reports.**

\*The above highlighted words were approved at the April 15, 2019 UCRC meeting and the October 3, 2019 Steering Committee meeting and was an Information Item on the October 17 Faculty Senate agenda. At the November 7, 2019 Steering Committee meeting, it was deleted as a November 21, 2019 Action Item on the Faculty Senate agenda and returned to the UCRC for further discussion.

At the November 19, 2019 Committee on Committees meeting, it was proposed to remove the words 'to which it reports' (see blue highlight) so that the proposed charge is as follows:

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committee shall have one administrative representative appointed by the President **or the President's designee** to serve as a liaison able to provide the required information to carry out the committee's responsibilities. The committee shall evaluate ~~and report on compensation relative to peer institutions, raise results and salary structures at the University, and make recommendations with respect to raise procedures at the University.~~ **matters of compensation including, but not restricted to, salary and benefits.** Its agenda is established in conjunction with the Welfare Council **to which it reports.**

This will be reviewed at the December 4, 2019 UCRC meeting.