

Compensation and Benefits Committee

Meeting Minutes

October 8, 2013

I. Call to order

Stephen Theriault called to order the regular meeting of the Committee at 10:00 AM on October 8, 2013 at MH 110.

II. Roll call

Gretchen conducted roll. The following persons were present: Stephen Theriault, Peter Bagley, Tami Potter, Mary Swetich, Janie Moore, George Kleeb, Sonja Sibert, and Gretchen Skivington

Excused: Tami Gailey

Absent: Jon Licht

The minutes were approved as posted October 1, 2013.

III. Open issues

a) Professional Development Fund Requests

- 1) Three were submitted to Committee for consideration and approved (3 total this semester @ \$500 each)
- 2) General discussion regards appropriate protocols and documentation.
- 3) Committee reviewed the proposed email to advise Faculty of consideration requirements and approved verbiage as presented.
- 4) Committee approved a motion to limit funds to \$500 maximum per application until funds are exhausted.

b) Merit Pay Proposal

- 1) Tenured Faculty rankings.
 - a. VPAA agreed to modify tenured faculty final ranking to include all four categories: Excellent, Commendable, Satisfactory, and Unsatisfactory.
- 2) Review of two draft Merit Pay proposals

- a. Considerations of a plan designed by subcommittee
 - b. Consideration of a plan based on West Virginia
Community College
- 3) Final Time line confirmation for Merit Plan development and
implementation, sent to Chancellor
 - 4) Summary document with four proposals handed out for review and
discussion at October 15th meeting

IV. New business

V. Adjournment

Stephen Theriault adjourned the meeting at 11:02 AM.

Minutes submitted by: Stephen Theriault

Minutes approved by: Stephen Theriault