

Minutes
Senate Budget Policies Committee
Friday, November 19, 2021, 2pm
Remote Meeting by Zoom
Meeting ID: 935 7910 7064 | Passcode: 519196

Attendees:

Tyler Bickford, Autumn Greba, Stephen Wisniewski, Adriana Maguina-Ugarte, Robin Kear, Richard Henderson, Frank Wilson, Brian Smith, Emily Ann Murphy, Panos Chrysanthis, Thurman Wingrove, Amanda Brodish, Ruth Mostern, Ryan Yeager, Susan Jones, Gary Hollibaugh, Kenny Doty, Mackey Friedman, Gong Tang, Mark Burdsall (guest), Victoria Clavelli Lancaster (guest), Shaari Shahfar (guest)

Call to order 2:03pm

1. Approve October minutes
 - a. Minutes Approved
2. Matters arising
 - a. None arising
3. Implementation of “Compensation Modernization Project” and staff salaries benchmarking (Mark Burdsall, Office of Human Resources)
 - a. Gave current system of pay vs the new system overview
 - i. Need to update to better compare jobs despite nuances.
 - ii. Next step is to implement the Compensation Modernization plan. Education needed (currently being developed) for individuals to use system.
 - iii. Pay policies and ranges for new system are currently making its way through the university governing systems. Once approved, it will be an immediate implementation phase switch to do the job slotting.
 - b. Questions from the Committee:
 - i. Where are we in the timeline comparatively to spring discussion?
 1. Answer: lots of work behind scenes, not delayed but the work wasn’t done for the fall. Need to make sure slotting is appropriate and market matches need to be done as well. Business as usual has to continue on top of getting this ready. The university hires about 40 staff a week that need to be slotted in the old system. Senior leaders are not holding this up, we are at the point of getting approval, but it did take a bit more time to get here because of business as usual as well as set up on the side. Behind the scenes work takes a bit of time.
 2. Shared governance takes time. After finishing up talks with senior leadership, need to socialize the idea thoroughly so people are on board with it. Implementation date is last.
 3. Soon, but not immediate. Likely 2022. This is a well-received project. Just need to push it across the finish line.
 - ii. Will there be additional slotting for assistants? With the career ladder, how will salary cap affect internal transfers?
 1. General admin support is a lot of different things. Office management will become a leveled career. Should be cleaner going forward.
 2. In 1999, job families were developed with the grading system. Put them out online in 1999 for clarity. Parameters were established that would generally be acceptable for a pay decision being that nothing existed before. Parameters were worded as guideline saying “up to” x%. This was never considered a policy. Pay decisions are ultimately held by departments.

