1. President’s Items: President Dobbins called the meeting to order and briefly reviewed the purpose of this special-called Administrative Council meeting – a review of the recommendations from the Salary Equity Study review discussions on implementation of the study. Questions to consider included “Where do we want to be? What’s our pay philosophy? How do we minimize compression?”

The President then turned the meeting over to Susan Scully of J.W. Terrill who discussed the scope of the study, key components of compensation philosophy and key definitions. She was followed by Kathy Hagedorn who presented a summary of analysis, benchmark institutions, market data, parameters for equity pay adjustments, and various data pertaining to those areas. She presented issues associated with overall implementation and sustainability and future considerations.

Vice President Kathy Mangels then advised all members of Administrative Council to work with their constituents on reviewing the data and materials, leading discussions, and providing feedback. The first phase of the implementation is planned for January, so the process needs to be finalized for presentation to the Board of Regents in October.

Submitted by,

Diane O. Sides
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