1. **Compensation Study/Employee Input Phase – Presentation by J. W. Terrill and The Hagedorn Institute.** Mangels noted the University has faced significant budget challenges over the past several years. As a result, salary compression has occurred in some employee groups. She explained that J.W. Terrill and The Hagedorn Institute were been retained as a result of an RFP to help the University address this issue. Representatives will meet with all employee groups to gather information and make recommendations on how the University can approach making salary adjustments through a phased-in approach. The University wants to be competitive by offering appropriate compensation and retaining qualified faculty and staff.

Ms. Hagedorn, Ms. Niel, Ms. Perris, and Ms. Scully led the discussion and provided an overview of the process. Council members offered several valuable observations.

2. **Unit Items.** Unit items were presented.