



December 17, 2018
SAC 115

Minutes

Special session called to order by Chair Kevin Reynolds at 3:02 pm.

Topic: Compensation Discussion

Feedback was sought for the Compensation Review Committee by Chair Kevin Reynolds, as it was needed before the meeting would be held in January.

Opening topic of what does compensation amount to, and how it can be obtained. Chair Kevin Reynolds identified the need for prioritization of things being considered and also offered Julie Crea, Sr. Budget Director to contribute to the conversation as well.

Open dialogue ensued in regards to ideas that would be considered as compensation. Key takeaways were to not create comparisons that utilize CUPA, as it can be construed as ineffective based off the standardizations and assumptions. University of Idaho was pointed out having a market base model that was encompassing eight different states as comparisons. It was noted that the University of Idaho has a different basis of guidelines to follow from the ones that LCSC has to follow.

Recognizing that there was a previous historical effort for an internal minimal wage policy, however individuals reflected on if it gained traction or not, recognizing that state guidelines make it harder. State funding that isn't there, then non-monetary compensation is an alternative. Suggested non-monetary compensation was offering Emeritus Status for professional staff, by utilizing the Boise State University template. The opinion was voiced that was not something that many were interested in.

It was stated that transparency in the efforts, understanding the details that haven't been shared in an open environment previously. The Compensation Review Committee should advocate for better communication, how do rating guidelines align, merit based or eliminating punitive outcomes. It was suggested that individuals can tune into state board meetings online to learn more information.

In concluding the meeting, feedback was sought by email.

For the Good of the Order:

None.

Adjournment

The meeting was adjourned at 3:54 pm.

Respectfully submitted by Erin Haley.