Members present: Barnhart, Clinefelter, Kallsen, Luger, Martinez, Parks, Schuttler, Wacker.
Members absent: Gaede, Hayden.

**Call to Order**
The meeting was called to order at 3:00 p.m.

**Approval of the Agenda/December 2, 2013 Minutes**
The agenda was approved without objection.
The December 2, 2013 minutes were approved unanimously.

**Chair’s Report/Announcements:** No report.

**Unfinished Business**

*Draft-Salary Equity Compensation Report to Faculty 2013 (Compensation Identity Update)*
Luger outlined the draft report and asked for Committee input on amendments/additions. The Committee agreed that it would be informative to include CSU and CU AAUP information, as well as a salary summary for four year schools in Colorado for comparison. Luger recommended an executive summary at the beginning of the document (he will draft language), outlining the sections of the report, and to move page 7 (FY 14 Progress Toward Achievement of Compensation Identity) to the beginning with the executive summary. The Committee agreed with all of the proposed amendments. Luger will update the document and forward to the Committee before the February 10, 2014 meeting.

*Letters to New Faculty*
Wacker and Parks are in the process of merging new faculty correspondence into one letter, and will update the Committee with progress.

*“Allocation of Parity Funds” Draft Document Update*
The Committee discussed pros and cons of changing the peer group for compensation comparison. Parks would like to continue to use NCHEMS for the next compensation period and then use a comparison model for all public doctoral institutes (median) to assure consistency and allow adequate notification of alternate data to the BOT. Parks noted that the inclusion of SUNY Binghamton would alleviate the gaps experienced in the previous compensation data. The Committee will continue discussion on this topic at the February 10, 2014 meeting.

*Course Overload Compensation*
Wacker will update the Committee when the data is received from the various areas of the University. Luger outlined the timeline parameters regarding presentation of a proposal to the Faculty Senate before the end of the semester.

*Merit Pay Discussion-Topic not covered.*

**New Business**

**Other New Business**

*Credit Allowed Toward Promotion/Tenure for New Hires*
The Committee discussed the process for contract negotiations regarding credit allowed toward promotion/tenure for a new hire. The Committee discussed the role of the search committee members, the director, and the dean, as well as the importance of including the department faculty in the process (communication). Additional discussion included possible avenues for communication of decision processes (HR website) and variations in salary ranges throughout the University.

**MISCELLANEOUS DISCUSSION**
The Committee discussed state revenue projections and overall funding goals for 2014-2015 compensation.

**Adjournment**
The meeting adjourned at 4:00 p.m.