

From: Griffy, Loretta  
Sent: Wednesday, March 24, 2010 7:10 PM  
To: Buchanan, Lori Elizabeth  
Cc: Griffy, Loretta  
Subject: Compensation Committee Update for Faculty Senate from Loretta

Senators:

I am unable to attend Faculty Senate this month to provide an in-person brief of the University Compensation Plan.

I appreciate President Buchanan's willingness to share on my behalf.

I am happy to report that the University-wide Compensation Committee has been officially appointed by President Hall and charged with making the needed changes to last year's compensation target salary computation. The membership of that committee is as follows:

Loretta Griffy, Chair  
Roger Clark  
Tim Winters  
Uma Iyer  
Becky Starnes  
Jana Hatcher  
Kelsey Hibpshipman  
Dave Loos  
Lorenth Peters  
Bill Cox  
Dixie Dennis  
Ted Heidloff  
Carlene Smith

This committee will meet on April 5th and will regularly meet until a plan is developed. As the committee discusses and works on compensation issues, the members will brief their colleagues regarding the deliberations and discussions. If the compensation committee is successful in getting information needed during the developmental & discussion process, we are hopeful the faculty portion of the plan will be completed by the end of the semester with the intent of bringing the target salary computation process to Faculty Senate during the April meeting.

As you are thinking about compensation theory, please consider the following primary issues surrounding faculty compensation and our campus:

### **1 - Target Salary Computation**

If you have access to your discipline's reported salaries, be prepared to share.

### **2 - Inversion & Compression**

The challenges of hiring new faculty at target salaries are clear.

Is it acceptable to hire new faculty at target when current faculty are not at target?

Do situations exist in which the flexibility to hire at target salary is needed?

### **3 - Merit**

What are the benefits & challenges of merit pay?

Do the benefits outweigh the challenges at this point in time at APSU?

The Compensation Committee intends on sharing and informing the campus as the discussion unfolds and will 'get the numbers' to you as soon as possible.

I appreciate your patience with this process and look forward to discussions regarding the three items listed above.

Thank you,  
Loretta

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