**Salary and Benefits Sub-Committee Meeting Minutes**

**May 15, 2024, 10:00 a.m.**

Present:Chelsea Ridge (Chair, 2024), Jaime Guzior (Secretary, 2026 - absent), Meagan Treadway (2026), Jon Dean (Vice Chair 2026), Rachel Charno (2024), Joy Gianakura (2026), Travis Polash (2025), Matthew Collver (2026 - absent) Tammi King (HR Liaison)

**Agenda**

**Introduction**

* Welcome / Introductions

**Updates**

* AP Executive Committee Meeting Updates
* AP Forum on May 7 – Attendee Debrief
* Next Round of Reach Higher Strategic Planning will be starting
* Staff Culture breakout was tense
* Pre-answer the submitted questions, if they can be answered in a clear/concise way
* Zoom option?
* Redundant on townhalls? Where is the resolution? Too many ‘non-answers’
* HR Updates
* Reviewing all benefits and getting into the community
* New Review system in Workday is starting

**Special Guest Debrief**

* Kathleen Vanderveen to discuss/answer questions regarding hiring practices (in relation to AA/approvals/waivers)
* Compensation/HR/Evaluations/Job Description

**2024/25**

* Elections are open soon (if not already)
* New subcommittee will start in August with launch & election of the committee positions
* Gather more voices: Women’s Commission, Enrollment Development – staff support committee
* Non-compensation based benefits
* When are some of those pre-covid benefits coming back?
* Mentors, community, networking, synergistic

**Outgoing Chair’s Ideas for Next Cycle**

* Work with HR to have the success metrics changed. Currently, they are not the same as faculty, which results in a different raise annually. Raises are tied directly to your evaluation ranking. They are going to make it more challenging to get exceeding moving forward, meaning that all AP raises will be lower.
* Leverage connection with the AP Executive Committee to meet with VP Sanial to create a more impactful compensation memo.
* Ensure all AP staff are making the mean of their salary range. (This will be challenging as many of the job descriptions are out of date.)
* Merit pool language