

## **Review and Planning Committee, 1998-99**

Paul Cabe, NSM  
John T. Day, IGS, Sec.  
James, Hanson, Humanities  
Matt Rohn, FA, Chair  
Charles Umbanhowar, Sr., SAS  
Alison Feigh, SGA  
Sarah Warren, At-large  
Mark Edwards, President  
Alan Norton, Treasurer  
James Pence, Dean

### **Minutes --December 2, 1998**

Present: Cabe, Day, Hanson, Rohn, Umbanhowar, Feigh, Warren, Norton, Pence.

1. Matt Rohn called the meeting to order at 3:36 p.m.
2. Minutes. The minutes of the November 18, 1998, meeting were approved after minor corrections.
3. Faculty Compensation. As requested, the Dean supplied the committee with additional data about salaries at St. Olaf and several comparisons with ACM and GLCA schools. In response to Matt Rohn's email to the faculty, the committee received about a dozen comments about salary: some responses were sent directly to the members via email; others were summarized by Rohn in a brief memo to the committee.

After some discussion of now familiar issues (compression, merit, percentage versus flat-rate increases, cost of living [1.5% for the year ending October 15]), the committee decided the following:

It was moved, seconded, and voted unanimously that "The Review and Planning Committee recommends that the President and Board of Regents direct the Dean of the Faculty to use \$66,000 to address inequities among the differing Faculties and use the remainder of the \$400,000 for a uniform percentage salary increase of no less than 2.5% in 1998-'99 base salaries for faculty with .5 FTE appointments or greater who will be returning next year or retiring."

The committee decided to devote some part of the salary increase to inequities based on the data provided by the Dean and on Lynn Steen's summary of an earlier report he had done for the Dean (which had been passed on to an earlier chair of RPC) on salary inequities. The committee was persuaded that there were more discrepancies across Faculties than could be predicted by market forces within and without academe and that the additional 3% in the salary pool this year provided the opportunity to do something about it.

The committee agreed that it needed to return to the issue of salary imbalances and related issues and to formulate a longer-term policy or strategy for salary distribution in the future. The Dean agreed to do some further work on the issue and to report back to the committee, and perhaps ask for guidance.

4. Announcements. Rohn had several announcements:

- The Nominating Committee is working on a web-based method of election to Faculty Committees.
- Rohn and John Day will be meeting with the Regents over lunch this Saturday as the RPC representatives.
- Paul Cabe will be bring to the committee several land use and environmental safety concerns.
- Day and Ray DeVries will serve as the Sabbatical Subcommittee. Most of the work of the subcommittee will take place in early January, with a recommendation to RPC probably during the third week in January and the subsequent recommendation to the President and Regents the following week.

5. The meeting adjourned at 5:10 p.m.

Respectfully submitted,  
John T. Day, Secretary

Approved December 9, 1998