2000

Meetings with the Provost 1999-2000

Bowling Green State University - Administrative Staff Council

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Notes

1. Pencil
2. Colored Ink
WELCOME

• Introduce self
• Introduce Linda Dobb and other dignitaries

Over the last year, John Clark and I met regularly with HR staff. It became clear in our conversations with HR and with our constituents that many of our administrative staff were somewhat confused about the policies, procedures, and processes surrounding pay grades/ranges, salaries, JAQ’s and their interconnectedness.

Becca Ferguson and Donna Wittwer lacked real data about admin staff so Donna has been building a database of admin staff information. In preparation for our presentation to the President’s Compensation Working Group, John Clark crunched Donna’s data and found some very interesting numbers. You’ll hear about some of those later.

There were enough new staff (and enough questions from staff) that we were sure that many admin staff needed more information about BGSU’s compensation plan. We decided to make as many policies, procedures, and processes as visible and accessible as possible. So, Here we are.

Several things you should know:

• Compensation is still a campus-wide priority for President Ribeau. but the state budget situation is making it difficult to implement his priority-- the General Assembly is vacillating about the solutions to the budget shortfall and k-12 funding.

• Anne Tracy and Laurel Zawodny of Classified Staff Council, Jim Evans of Faculty Senate and I joined the students who rallied on the statehouse steps last Wednesday. We met with Randy Gardner to discuss our concerns. Members of the House and Senate are hearing from higher ed. Our letters are helping. Don’t Use BG Letterhead and don’t email using your BGNet account, but contact the house and senate leadership.
Date: Thu, 12 Aug 1999 07:04:25 -0500
Reply-To: lopes@bgusu.edu (Paul G. Lopez)
Sender: owner-asc-raps@listproc.bgusu.edu
From: lopes@bgusu.edu (Paul G. Lopez)
To: ASC-FEES <asc-raps@listproc.bgusu.edu>
Subject: Fwd: Provost meeting...

X-Gateway: FirstClass Gateway for SMTP/IMTP (MacOS) version 1.02
X-MIMETag: Items by SMTP Server on MAIL604/3EVEP/BG3SU (release 5.0.1) July 16, 1999 at 08/12/99 07:55:43 AM,
Serializes by POP2 Server on MAIL604/3EVEP/BG3SU (release 5.0.1) July 16, 1999 at 08/12/99 08:08:30 AM,
Serializes complete at 08/12/99 08:08:30 AM

Please feel free to share, discuss, converse, etc. with Admin Staff in your area about issues below (and others that come up)...hopefuly we will have your constituent list out to you soon.

Spoke with Provost Dobb this morning (8:30a, 8/11) about ASC issues of concern:

-Unit level Merit and "Super Merit" criteria
Need to get this done. Need for the push to come from her and accountability to be monitored by Human Resources. She seemed very positive about making sure this gets done. Will talk with Becca Ferguson. We asked for something in writing we can push with at the implementation level.

-Teaching Compensation
We talked about our ad-hoc committee on this issue and stated we will be framing the concerns for her and Human Resources during this next year. We gave her a heads-up it was coming and an example of at least one inequity (compensation comparison with part-time instructors and Admin Staff instructors).

-"Placement" (aka problems with salary compression, inversion and need for market adjustments)
Did some historical overview with Mercer plan inadequacies with respect to "placement" of employees within their respective pay ranges. Our presentation of hard work done to help to do that work - to the President's compensation working group and our hope of this issue being addressed as we felt was right/fair (based on the plan we presented). We heard of plans taking shape to first look at persons in the 1st quartile of their pay range with the possible intention of moving them further into their range based. A consulting group from Washington DC will be looking at each position based on things such as time in position, experience, etc. (We'll need to get more specifics from HR.)

-Benchmark
We spent a little time talking about the "benchmark" the President's compensation plan has cited (Chu Chris Dalton) is 4 to 5% below the 70th percentile of Doctoral I & II, and Research II Universities in Ohio. Our concern being the use of COPA data that looks at only 40 positions for comparison. We were assured that a more comprehensive study (looking at more positions) is forthcoming from the new compensation specialist position being hired into HR.

-Merit distribution
We expressed our concern about possible attempts to change the 3% distribution base of merit and made a distinct request to be involved with any attempts to change this. Provost Dobb said she would be against any change here. She stated the 3% was as low as she felt we should go and that hopefully a percentage above that would be present this year to allow for meritorious rewards.

-Lotus Notes support
Some concern about ITS support for students and teachers (Lotus Notes). Provost Dobb to ask ITS about it.

-Informed her of the ASC Fall "get-together" date, 9/30, 3-5p @ Milet is.

Paul
Date: Mon, 22 Nov 1999 08:46:34 -0500
Subject: Provost Meeting today...
To: azmchar@bgnat.bgsu.edu, ciclirk@bgnat.bgsu.edu
From: Paul G. Lopez@wbgu.bgsu.edu (Paul G. Lopez)

Other stuff...?
Paul

Provost Meeting
(11/22/1999)
- Compensation (something in writing describing what, why, how, when)
  *Update on email and Bacc breakfast
- Parad, R2 Q Provost interviews, Professional Dev alicizing staff PD
  Grants, Website getting close, Handbook getting close, EAP??

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Provost Meeting
(2/28/2000)

- Wednesday, "Invest in Yourself" Professional Development half-day
- We’ve awarded the entire $4000 of allocated Professional Development grant funds for this year
- Positive vibes about the Executive VP restructure
- Compensation Plan
  - $160K distribution
  - Year II
  - Those @ cap, will they receive earned merit
- "Spirit of BG Award"
  - $1000 request to Eileen 2/10 (heard anything)
  - Some concern of how this might match-up with Faculty awards

William - Dick Bruwers
Becca - Dobb

Dobb "START above the maximum"
Busca -
Reposizioni - aid practices
Regionale
Procedurale

Program
Scholarship
18,100
2,500

Ferrara
Davide Boccaleggio

May staff

Decorations - Home Meeting - Evening Food
Meeting Arrangements - 6th Night - Music
in the audience

Kris VerBran - surprise
2nd Bruna - ready to get going anytime

Matt
Debb.

- Internet Trinidad & Tobago undefeated west supenmerd (Tfks)
- corrrrect - students/teacher support user committee
- Placement, market background
- Teaching compensation
- Verify benchmark (counseling suggestion)
- Ace Sept 30 2-5 p.m. Electronic "P"s
- Pre. Proceed VP's (Judy Kendall)

H.P. Acronyms

We'd like see a plan, time frame