

## **Compensation Committee**

### a) Functions

- (1) Provides for a continuing evaluation of the level, nature, and distribution of faculty compensation.
- (2) Makes recommendations to the Dean of the College and the President on faculty compensation, including the annual determination of individual faculty salaries.
- (3) Makes other reports and recommendations to the Faculty Council as appropriate.
- (4) Serves in an advisory capacity to the Vice President for Business Affairs and Treasurer as members of the Benefits Committee. (This duty may involve an understanding of fiduciary responsibilities.)
- (5) Serves as a communication liaison between faculty and the administration with regards to compensation and other issues of college finances.
- (6) Makes recommendations to the Budget Committee as appropriate.

### b) Structure

Three members elected by the faculty by secret ballot and majority vote to three-year, non-renewable terms, the terms to be staggered so that one member is elected each year. Each member must have one or more years of service as a full-time member of the teaching faculty. No more than two persons of any one academic rank may serve concurrently on the committee, except where the promotion of a person already on the subcommittee results in three members having the same rank.

There must be at least one untenured member of the committee except in the case where a member elected as an untenured member on the committee is granted tenure during his/her term of service.

The chair is that elected member of the committee in the third year of a term. If no member is so qualified, the Faculty Council Vice-Chair will designate one of the elected members as chair. The chair serves as a member of the Faculty Council.