MINUTES

Present: Karen Cook, Vickie Fu Doll, Kim Glover, Jennifer W. Roach (LFPA liaison), Shannon Royer (ex officio)

Housekeeping: Vickie Doll was appointed as chair and Karen Cook as secretary of the Committee. Kim Glover, who is also serving on LFPA Exec, offered to serve as liaison. A regular meeting time was selected.

Standing Charges

3.3.7.1 The Committee on Salaries and Benefits, in consultation with the library administration and the Library Faculty and Professionals Assembly, shall prepare such reports and statistical studies as may be needed to support the library’s budget request for salaries and shall seek ways to educate staff concerning benefit options.

3.3.7.2 The Committee on Salaries and Benefits shall be composed of three members of the Library Faculty and Professionals Assembly appointed by the Executive Committee, and the Libraries Human Resources Director (ex officio). The appointed members shall serve two-year overlapping terms, and shall select a presiding officer and a recording secretary.

Special Charge: The special charge assigned to your committee is to explore how merit pay is determined and communicated to members of LFPA.

Committee members discussed the special charge. They shared information about the history of merit pay, in particular the award process and its connection to the annual evaluation, and raised questions about the timing and nature of the process during the current year. Shannon Royer was very helpful in clarifying the experience of past. As the year progresses, more information will become available and enable us to fulfill the special charge.

A. Action Items
1. Next meeting set for Thursday, October 17, 2013, 1:20-2:20