

Delta College
Board of Trustees
Special Meeting – Evaluation and Compensation Committee
May 18, 2015
Board Room B-151
5:30 p.m.

Board Members Present: D. Middleton, M. Nash (by phone), D. Wacksman

Others Present: S. Barbier, T. Brown, A. French, J. Goodnow, D. Hill

Press Present: None

Call to Order: Evaluation and Compensation Committee Chair, M. Nash, called the meeting to order at 5:51 p.m.

M. Nash called for the approval of the agenda. D. Middleton made a motion to approve the agenda with support from D. Wacksman. The motion passed unanimously.

M. Nash called for public comment. Hearing none, the meeting proceeded.

M. Nash started the discussion by turning it over to J. Goodnow who shared with the Board two articles that T. Brown had come across. “Paying the President, Best Practices in Executive Compensation” from *The Higher Education Workplace* magazine. The other, “Setting Presidential Compensation: What Board Members Need to Know” from the *Trusteeship Magazine* published by the Association of Governing Boards of Universities and Colleges. She also shared with them a news articles from MLive in regards to SVSU giving their president a raise in December of 2014. Finally she provided the Board with a local article on Bay City Public Schools incoming superintendent three-year contract. J. Goodnow indicated that these articles may be helpful to the Board when they consider her compensation. The articles distributed will be sent to the rest of the Board members.

There was a discussion on whether or not the president’s compensation should be moved to December. J. Goodnow indicated her preference of making no changes. She noted her desire for an improved process for not only her but for the next President. She feels there should be some structure to the process, a defined timeline and some research done for comparable compensation packages. She indicated that she is the lowest paid League College President.

Delta is one of the smallest colleges in the League of Innovation, while J. Goodnow is becoming one of the senior president’s among the group. In terms of budget and overall student population we are comparable with other league colleges including Lane Community College, Kirkwood Community College and Moraine Valley Community College. If compensation were to be moved to December, there would be no salary increase for 6 months along with no retro pay, since the current contract for the president is written from July 1 to June 30.

J. Goodnow mentioned some of the concerns S. Barbier had indicated in a memo to the Board of Trustees. His biggest concern was using the faculty's average salary increase, which is misleading, to determine the President's increase. S. Barbier also did not agree with the President's increase in salary being based on the faculty's performance. J. Goodnow was in agreement with S. Barbier's concerns and she felt that she should be evaluated on the performance of her goals. M. Nash noted that there is also a market value that needs to be considered. It was also noted that it's a very expensive process to replace the President of the college. The faculty salary increases range from .4% to 15%.

D. Wacksman noted that the Board doesn't want to give the president an extremely high raise. Therefore, the Board asks for the average increases of the other groups in order keep the increases comparable. It's very hard to compare especially when the skills needed for faculty and administrative positions are very different.

M. Nash indicated one of his big issues in moving forward is how to recruit talent with only minimal increases in salary and is the 2/3 full-time faculty ratio something that needs to be adjusted. You may drive off faculty with flat wages and how do you retain the faculty that we have. J. Goodnow also mentioned a recent news article on the decline of household income in recent years and how we need to take into account what is happening around us within education, business and industry.

M. Nash noted that he would be recommending to the full Board that the compensation and evaluation be done at the same time. The committee asked for salary information for other league colleges for comparison. M. Nash also asked for the other items included in her compensation package besides the base salary. He also asked T. Brown to pull some salary information from other community college within our core group for comparison.

The meeting was adjourned at: 6:28 p.m.

Talisa Brown, Board Assistant Secretary