

PCompCom

Personnel Compensation Committee

Background: *(as recollected by Mary Feeney, member of PComCom 2010-2013)*

Administrative/Staff Council did not address, or were involved in, issues for staff and administrators similar to how ABFC operated for faculty. With representation needed, PCompCom was created. Sharon Eisenmann, an active member, attended all meetings. Members in 2012 concluded it was a conflict of interest. Sharon Eisenmann remains an active member attending all meetings as her schedule permits. Members were appointed by the VP of Financial Affairs, then later by the President.

Mission Statement – 2012 *(crafted by Chris Heasley, chair at time)*

As a standing committee within university governance, the Personnel Compensation Committee (PCompCom) strives to promote the voice of all administration and staff in discussions concerning compensation, benefits, and other relevant human resource concerns.

Purpose

PCompCom supports the aforementioned constituencies by making recommendations, consistent with Ignatian ideals, to the University's Budgetary Advisory Board (BAC), and when necessary to the University Cabinet and Board of Trustees.

Membership

PCompCom is comprised of 2 co-chairs and 8 members from diverse campus departments. The Vice President of Financial Affairs makes official appointments for membership, by recommendation of PCompCom's current membership. Once appointed, members are asked to commit to at least one year of service, which is renewable upon the member's interest in continuing to serve.

PCOMP COM always had 2 individuals as co-chairs, one staff/one administration. The demographics of the committee were to remain true with equal representation from staff/administrators, and if possible, male/female.

The balance in the committee, staff to administrators, was important; and representatives, be staff or administrator, should not remain the same. Example- If CA&S presently had a staff representative it did not mean CA&S would always be represented by a staff person, not an administrator.

The balance of the committee was to remain intact when terms expired.

It was determined not to have the committee too large, but representative of all. Organizational charts have changed over the years, especially with Student Life/Athletics/Res Life; Mission/Campus Ministry; Facilities/Public Safety/Administrative Services; whether standing alone or under the umbrella of another.

There was usually one representative from each of the joint areas.

Terms were also discussed in length. To maintain enthusiasm, fresh ideas and new members and so that the group did not become stagnant, members should not remain for multiple terms.