Minutes from Our Meeting with President Caldwell
March 9, 2006
2:30 p.m.
President Caldwell's Office

Those present: President Caldwell, Sheila Cannon and Darwin Gifford.

The President expressed his love and appreciation for the faculty, staff and students at Dixie.

We asked him about his thoughts on broad banding, a new concept for administering compensation and job performance for staff. Through his experience with broad banding he said it provides improved morale, better job performance, and is simpler, more flexible to administer. Our current grading system would virtually be eliminated and replaced with broad bands, allowing for mobility within our jobs. This system would end the reclassification process and provide easier access for compensation. Broad banding also makes managers be more responsible for supervision. This system places staff appropriately within their job description with the appropriate amount of compensation within that area. The President stated that it would take at least one full year of hard work from both associations to evaluate and decide what plan would be best for this institution. He said that it would take an additional 1 or 2 years to implement the changes.

Since this meeting, Darwin and I received some web addresses of a few colleges that have broad banding or career bands. If you wish to read any of this information, the following web addresses apply to The University of Michigan, The University of North Carolina at Charlotte, and Ohio State University. The University of Georgia and Penn State also have these implemented; however, their web addresses are not listed.
http://careernavigator.umjobs.org/
http://www.uncc.edu/humanres_is/CB/
http://hr.osu.edu/hrpubs/comphandbook.pdf
http://hr.osu.edu/policy/policy310.pdf
http://hr.osu.edu/policy/policy315.pdf
http://hr.osu.edu/policy/policy335.pdf
http://hr.osu.edu/policy.policy610.pdf
To give you some idea of what career banding is, here is an example from The University of Michigan. This Career Band focuses on how jobs can be designed to best contribute to the objectives of the organization, and the internal and external value assigned to these jobs. In addition, establishment, administration and maintenance of salary programs, pay structures, systems, policies and labor market analysis are key elements of jobs within an organization's compensation fund.

The President mentioned that we were given 3.5% of one-time money for compensation for next year. However, 5% will go towards an increase in benefits, as was agreed upon with the legislature. Each staff association has met to discuss how this should be provided to the staff. The Classified Staff Association has agreed that the remaining 3%

should be given to everyone equally across the board. He said that he would abide by each staff association's recommendations. He mentioned that on-going money is tight; therefore, there won't be any compensation for staff from that area. With the tuition increase, $400,000 will go towards compensation and the needs of our faculty members and $900,000 towards recruiting new faculty members.

He briefly mentioned that the commissioner's office didn't provide support for the small school initiative and we did not receive funding. Another bill will be proposed for 1.5 million for secondary education. If approved, we will request a rapid start-up. The Washington County School District is worried about being able to provide enough qualified teachers for next fall; therefore, it is crucial for Dixie to be able to provide support in this area.

We thanked the President for allowing us to meet with him and this meeting was adjourned at 3:00 p.m.