

THE PENNSYLVANIA STATE UNIVERSITY
BOARD OF TRUSTEES

COMMITTEE ON EQUITY AND HUMAN RESOURCES
MINUTES OF MEETING
VOLUME EQHR 9

June 13, 2023

A meeting of the Committee on Equity and Human Resources was held via Zoom Tuesday, June 13, 2023 at 10:00 a.m.

The following Trustees, constituting a quorum, were present: Bendapudi, Schneider, Short, Delligatti, Gursahaney, Harpster, Kleppinger, Paterno, and Riegel. Constituent Representative Duffey was also in attendance.

Staff members in attendance were: Guadagnino, Harvey, Oziemblowsky, Schwartz, Smith, Thorndike, Whitehurst, and Wilkes.

The meeting was called to order by Chair Schneider at 10:00 a.m.

Chair Schneider called for a motion for the Committee to approve the *Minutes* of the April 20, 2022, meeting. A motion was put forward by Riegel, seconded by Short, and approved unanimously.

Chair Schneider introduced Jennifer Wilkes, Vice President for Human Resources and Chief Human Resources Officer, to provide an overview of the compensation modernization initiative, which started in 2020. Wilkes noted the initiative's goal is to modernize the university's classification, career progression, and compensation for all personnel excepting faculty, part-time, and unionized employees. This includes expanded job families, profiles, and levels that clearly defines the work done at the university, opportunities for employees to advance their careers on four career tracks (support, professional, supervisor, and management), and the ability to pay salaries at market rates commensurate with job responsibilities. Wilkes stated the new compensation program will provide both structure and flexibility while making business processes more streamlined and transparent. It supplies narrow salary grades to provide more autonomy to determine and manage pay, guidance on an individual's intended pay positioning within a salary grade, and updated business processes including a new promotion process. Wilkes noted Penn State Human Resources is closely communicating with employees on its implementation in 2023 and is soon rebranding this effort as a classification, compensation, and staff development plan vice compensation modernization going forward.

There was substantive discussion on the compensation modernization initiative in relation to employee salary bands; promotions, within-level increases, and retention bonuses; manager and senior administration reviews of job profiles; employee morale and change management; total compensation (tuition discount, medical, paid time-off, etc.); and employee benefits.

Trustee Schneider recognized Trustee Davis as the outgoing Student Trustee and applauded her for her efforts as a key member of the Committee during her tenure. She welcomed Trustees Amoros, Krieger, and Schuyler as new members of the Committee, and noted the Committee would work to align its objectives with President Bendapudi's goals at the retreat scheduled for August.

The meeting can be viewed in its entirety [here](#).

With no further action to come before the Committee, the meeting was adjourned at 10:33 a.m.

Respectfully submitted,

Thomas J. Oziemblowsky
Associated Director, Office of the Board of Trustees