Compensation and Evaluation Committee

- **To Review Compensation of Faculty and Make Recommendations to Trustees**
  - Existing Faculty
  - New Hires for Current Academic Programs
- To Evaluate Chief Executive Officers (President and EVP) and Report to Trustees
- To Recommend Policies Regarding Compensation for Growth Areas of the University (In Process)
- To Evaluate Retirement Plans and make Recommendations (to be addressed in next academic year)
Seven Reasons for Mandating Increases in Faculty and Staff Compensation

1. Our dedicated faculty and senior administrative staff have worked in some cases for decades to represent, formulate, teach and disseminate Maharishi’s Knowledge in spite of very low compensation and in some cases personal sacrifice—resulting in the very existence and success of the University.

2. There is great inequity in the pay structures of the faculty and senior staff.

3. Maharishi, himself recommended a minimum stipend of $1500 for top faculty and staff.

4. The Higher Learning Commission has identified this as a weakness of our institution and recommended planning for remediation.

5. We have an aging faculty who will have to be replaced with more expensive, newer hires— it behooves us to correct this problem while our “founding faculty” are still working.

6. Faculty Satisfaction is one of the pillars of MUM’s success. As we expand and succeed we must not only recognize the contribution of the “founding faculty” but increase their compensation and plan for their dignified retirement.

7. We will have trouble attracting high quality faculty in the future if we don’t correct this problem.
Assumptions:

1. This is not a comprehensive plan; it is narrow in scope and doesn’t preclude growth etc.
2. We will address only the top levels of faculty and staff.
3. We will not address problems with hourly employees.
4. We will not attempt to standardize faculty compensation, only to bring all of the above-mentioned faculty and staff to the minimum stipend of $750 - $1500.
5. We will accomplish this over a five years, sooner if possible.
6. Funding Sources will be identified- first income from the endowment, increased enrollment, some percentages of new enterprises (Distance Ed, ESL, expanded book store etc.)
7. Management will implement these changes only with individuals demonstrating an appropriate standard of performance and/or academic excellence.
8. Faculty at our institution will always be motivated by more than salaries- dedication to the Mission of the University, lifestyle, schedule, community etc.
Proposed Faculty Compensation Increases
<table>
<thead>
<tr>
<th>FACULTY</th>
<th>Current</th>
<th>Target</th>
<th>Difference</th>
<th>YEARLY COST TO UNIVERSITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deans (8) X1500</td>
<td>$8,450.00</td>
<td>$12,000.00</td>
<td>$3,550.00</td>
<td>$42,600.00</td>
</tr>
<tr>
<td>Department Heads (11)X1350</td>
<td>$12,168.00</td>
<td>$16,518.00</td>
<td>$4,350.00</td>
<td>$52,200.00</td>
</tr>
<tr>
<td>Long Service (19)X1200</td>
<td>$14,278.00</td>
<td>$22,800.00</td>
<td>$8,082.00</td>
<td>$96,984.00</td>
</tr>
<tr>
<td>Total Faculty</td>
<td></td>
<td></td>
<td></td>
<td>$191,784.00</td>
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<tr>
<td>Total Faculty w/FICA etc</td>
<td></td>
<td></td>
<td></td>
<td>$210,962.00</td>
</tr>
<tr>
<td>STAFF</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>High Level Administration (6)X1500</td>
<td>$6,000.00</td>
<td>$9,000.00</td>
<td>$3,000.00</td>
<td>$36,000.00</td>
</tr>
<tr>
<td>Top Administration (11)X1000</td>
<td>$7,525.00</td>
<td>$11,000.00</td>
<td>$3,475.00</td>
<td>$41,700.00</td>
</tr>
<tr>
<td>Next Level (29)X750</td>
<td>$16,330.00</td>
<td>$21,750.00</td>
<td>$5,470.00</td>
<td>$65,640.00</td>
</tr>
<tr>
<td>Total Staff</td>
<td></td>
<td></td>
<td></td>
<td>$143,340.00</td>
</tr>
<tr>
<td>Total Staff w/10% Fica etc</td>
<td></td>
<td></td>
<td></td>
<td>$157,674.00</td>
</tr>
<tr>
<td>Total Faculty and Staff</td>
<td></td>
<td></td>
<td></td>
<td>$368,636.00</td>
</tr>
<tr>
<td>YR1 20% Increase/yr</td>
<td></td>
<td></td>
<td></td>
<td>$73,727.00</td>
</tr>
<tr>
<td>YR2</td>
<td></td>
<td></td>
<td></td>
<td>$147,454.00</td>
</tr>
<tr>
<td>YR3</td>
<td></td>
<td></td>
<td></td>
<td>$221,181.00</td>
</tr>
<tr>
<td>YR4</td>
<td></td>
<td></td>
<td></td>
<td>$294,908.00</td>
</tr>
<tr>
<td>YR5</td>
<td></td>
<td></td>
<td></td>
<td>$368,635.00</td>
</tr>
</tbody>
</table>
Funding Sources: Endowment

• Earning approximately 4%
  – Year One  1.8 Mil
  – Year two  3.6 Mil
  – Year Three 5.4 Mil
  – Year Four 7.4 Mil
  – Year Five 9.2 Mil
Action Steps

- Compensation Committee Finalizes Plan
- Present to President - review plan and make adjustments
- Present to Executive Committee - review plan and make adjustments
- Present to Trustees
- Pass Resolution
- Verify Funding Sources
- Notify Faculty & Staff
- Begin to Implement
- Notify Accrediting Institution?
New MUM.edu website/intranet

- Met extensively with 40+ departments
- User -oriented web architecture
- Academic department web presences
- Content publishing by departments
- Parallels and supports LEED initiatives
- Portal structure
- MyMUM personal page
Home page design
Footer navigation
Internal pages
Calendars
MyMUM personal portal
MyMum features

- Self-managed user profile
- Serves on and off campus stakeholders
- Includes (out of the box):
  - Message inbox (shown)
  - Faculty Grading/Student Grades
  - Course schedule/syllabi
  - Social media feeds
  - Peer Directory
- Future: assessments/dome attendance/portfolios
Portal design
Analytics

Omniture Site Analytics Launch
Report Dashboards
Page level reporting
Many other reports
Soon:

- Live launch
- Social media data
- Accurate Google ad data
- Multi-platform ad deployment module
- Redeploy on new site
- Data driven ad/page content decisions
- Upstream reporting toolsets
Other initiatives

StudentPla.net
SocialExtract.com
StudentPla.net

Home

Greetings!

Welcome to Student Planet – a unique inter-active site dedicated to improving student experience of education and – in fact – of LIFE itself!

We're students, faculty, alumni and staff of Maharishi University of Management (MUM) in Fairfield, Iowa. We started this website as one means of sharing our passion to help create a better world and to help create a better educational experience for students everywhere.

Get Your Planet Passport

Welcome to Student Planet. You can join us and become a member of our community and share your ideas and creativity, enjoy the contribution of other members and gain free access to our services:

- Mini Courses
- Video Tutorials
- Questions & Answers
- Newsletters
- Tips & Updates
- Be Writer
- and much more ...

First Name

Email

SEND MY PASSPORT

Most Popular Posts
Social Extract
Expected outcomes of these initiatives

• Student engagement
• Student satisfaction
• Positive word of mouth
• Self-referral organization
• Streamlined core functions
• Job satisfaction
• Actionable intelligence
• Effective ad spend
• Increased enrollments
JOLIET JUNIOR COLLEGE
AND TRANSCENDENTAL MEDITATION

CREATING A MODEL FOR
CONSCIOUSNESS-BASED EDUCATION IN
COMMUNITY COLLEGES
Community Colleges

- Serve almost half the undergraduate students in the US
- Millions of students and adult learners not able to access higher education without community colleges
- 4 million part-time students and almost 3 million full-time students enrolled in community colleges
- 60% of students attending community colleges transfer to 4 year college
Non-profit educational organization representing more than 6,500 elected and appointed trustees

Governs over 1,200 community, technical, and junior colleges in the United States and beyond

Jeff May is Board Member of ACCT

Jeff May and Dr. John Hagelin to present workshop at annual ACCT meeting in Washington DC on October 12, 2012

Presentation on Consciousness-Based education must include the achievements of the JJC TM project per requirements of the ACCT
“With a proud history as the nation’s first public community college, JJC is a leader and innovator in higher education.”
Dr. Debra Daniels, JJC President

- The nation’s first public community college
- Two year junior college with 16,000 students
- Estimated growth: over 30,000 students in ten to twenty years
- Kendall and Will Counties (served by JJC) fastest growing counties in US before 2008
- Joliet (located in Will County) projected to be second largest city in Illinois
- Will County projected to be fastest growing county in US after recession
- Joliet ideal location for MIC (Maharishi Invincibility Center) and college TM project (due to all of above)
The JJC TM Project

- Forty students learned TM since November 2011
- JJC TM Club: officially chartered in early 2012
- Over 60 student members
- Four students attended residence courses
- Five students attended visitors weekend at MUM
- President and Vice-President of JJC Veterans Alliance learned TM
- Rich Neate gave presentation to Veterans Alliance meeting
- Dr. Fred Travis gave presentation to over 100 students
Support from Top Administrators and Faculty

- Jeff May, Vice-Chair of JJC Board of Trustees
- Dr. Debra S. Daniels, President of JJC
- Professor Pat Tinken, Professor and Coordinator of Psychology since 1987
- Mary Anna Conti, Chair of Social and Behavioral Sciences Department
Jeff May, Vice-Chair of JJC Board of Trustees

- Practiced the TM Sidhi Program for over 30 years
- Retired Founder and Managing Director of non-profit educational company
- Developed educational programs helping at risk youth in public schools for 35 years
- Raised over 7 million dollars per year for 22 programs helping at risk youth
- Board member of the ACCT (Association of Community College Trustees)
- Envisions creating a “consciousness track” within the Social and Behavioral Sciences Department
- Envisions integrating “consciousness track” in all departments
Dr. Debra S. Daniels, President of JJC

- Very open and intrigued by the progress of the JJC TM Project
- Scheduled to meet with student members and faculty sponsor of TM club on May 23
- Wrote letter of support for Jeff May and Dr. Hagelin to present workshop on TM on Oct. 12 at ACCT conference
Patrick Tinken, Professor of Psychology at JJC

- Professor and Coordinator of Psychology since 1987
- Founded the Holistic Wellness Program at JJC in 1997
- Founder and Faculty Advisor of the JJC TM Club
- Practiced the TM-Sidhi Program for over 30 years
- Primary organizer for teaching TM in Social and Behavioral Sciences Department
- Inspired most of the students who have learned TM
Mary Anna Conti, Chair of Social and Behavioral Sciences Department

- Meditated regularly for past two years
- Paid for many faculty and personnel in Social and Behavioral Sciences Department to learn TM
- Strongly supports teaching TM to as many faculty and students in Social and Behavioral Sciences Department as possible
# Support from the JJC Veterans Alliance

<table>
<thead>
<tr>
<th><strong>JJC Veterans Alliance:</strong> founded by Bob Gualandi and Ian Markert</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over 500 veterans currently receiving veteran benefits at JJC</td>
</tr>
<tr>
<td>In Fall Semester of 2012: veterans with benefits double to over 1,000</td>
</tr>
<tr>
<td><strong>Ian Markert</strong>, President and Co-Founder of JJC VA:</td>
</tr>
<tr>
<td>Learned TM, strongly supports teaching TM to more vets</td>
</tr>
<tr>
<td><strong>Jon Lorrata</strong>, Faculty Advisor to JJC VA: supports teaching TM to vets/wants to learn TM</td>
</tr>
<tr>
<td><strong>Bob Gualandi</strong>, Vice President and Co-Founder of JJC VA:</td>
</tr>
<tr>
<td>Learned TM, experienced profound relief from long term PTS, wants to help teach TM to more vets in and outside of JJC</td>
</tr>
<tr>
<td>Advisor to the Will County chapter of the Wounded Warriors Program (WWP)</td>
</tr>
<tr>
<td>Bob advised Will County WWP to include support for TM</td>
</tr>
<tr>
<td>WWP in Will County just received $1.7 million in government funding</td>
</tr>
</tbody>
</table>
Making the JJC TM Project Financially Self-Sufficient

- Project can become financially self-sufficient in one year or more assuming the following:
  a. 50% or 60% payout on course tuitions
  b. financial support for a physical center adjacent to the JJC campus
  c. scholarship funds for student veterans to learn TM

- To expand project and to further assure long-term financial self-sufficiency, Jeff May will guide project to procure additional funding from:
  a. the JJC Foundation
  b. government grants
A Model For *Consciousness-Based education* in Mainstream Higher Education

- Professor Pat Tinker developing syllabus for class including TM instruction
- Class to be integrated into the financial aid system of JJC with support from JJC Foundation
- Jeff May envisions “consciousness track” within the Social and Behavioral Sciences Department
- Other “consciousness tracks” in all departments
A Model For *Consciousness-Based education* in Mainstream Higher Education

- Following this step by step strategy JJC can:
  - Become model for *Consciousness-Based education* within mainstream higher learning
  - As Vice Chair of the JJC Board of Trustees and as a Board Member of ACCT, Jeff May will:
    - Give personal introductions to presidents of community colleges to start similar programs at other community colleges
The Necessity for Urgent Action

- On October 12, 2012 Dr. John Hagelin and JJC Trustee Jeff May to present at ACCT annual meeting in Washington DC
- Part of presentation to be devoted to JJC project by rules of ACCT
- Opportunity to impact hundreds of presidents and trustees from community colleges all over US
- Imperative to make as much progress on JJC project as possible before Oct. 12 to capitalize on opportunity
Summary

- JJC Project can be model for *Consciousness-Based education* within mainstream higher learning institutions
- JJC model can be duplicated at community colleges throughout US with help from Jeff May
- All aspects of movement reap enormous benefits
- MUM gains *permanent* streams of *high quality* students already practicing TM
- Maharishi Foundation gains *permanent* streams of future TM Teachers and movement leaders
Summary

- The David Lynch Foundation fulfills goals for Student Initiative Program and Operation Warrior Wellness
- In order to realize these benefits, JJC project urgently needs support in following three areas:
  - Renting a physical center adjacent to the JJC campus for teaching and project operations (estimated cost: $2,000 per month for rent, utilities, Internet and estimated deposit and set up cost of $3,500)
  - Support from Maharishi Foundation for allowing 50% or 60% of $375 course tuition to support the project (see cash flow projections)
  - Scholarship funds for teaching TM to veterans at JJC
“Glory to God for making the experience of finding the source of our existence an experience of pure bliss and higher consciousness.”
Kyle Dornan

“I feel like my brain is smiling.”
Mike McCumber

“Prior to practicing TM, being a person with ADHD, thoughts were always raging in my head and it was almost impossible to decide what thoughts and ideas needed to be acted on...Only 3 days after practicing TM, I was able to see my thoughts very quickly aligning themselves and being organized. It’s as if I had a full chalkboard of information, which has been completely wiped clean and now I can pretty much rewrite my mind and it’s no longer an issue of having too many thoughts or too many unsorted thoughts in my life. I can now peacefully drive or walk around and instead of having all of these thoughts, now I am able to notice beauty and positivity in my life. I see that the grass is greener or notice the clouds in the sky or the color of someone’s shirt.”
Jeremy Nelson
Quotes from JJC Students

“I used to panic about the future of the world, seeing all the horrible news, but now I realize that all that truly matters is the serenity of the inner divine self and the power of people coming together to create a better world.”
Marissa Fitzgerald

“I was kind of wowed, in fact, I was not kind of, I was wowed by the feeling I had when I finished, even the first session... I kind of felt like somebody just unwound something back here (motions to the back of head), and I just felt very rested; my body didn’t feel as tense, as fatigued and as tired, and I slept really good that first night, and I woke up and thought, ‘I’m not going to even think twice about doing this again’... and I’ve felt that sense of more focus during the day and I don’t feel the fatigue as much...”
Bob Gualandi, Vice-President of the JJC Veterans Alliance