

Board of Directors Meeting Minutes
June 9, 2006

A special telephonic meeting of the Iowa Public Radio Board of Directors was held June 9, 2006, at 8:03 a.m., to discuss a proposed compensation structure for IPR senior management team members.

Present for the meeting were Art Neu, chair; Warren Madden, Steve Parrott and executive director Cindy Browne. Also participating were Don Wirth (WOI), Joan Kjaer (WSUI/KSUI) and consultant Roxanne Rogers. Board members Kay Runge and Steve Carignan were absent.

Browne reviewed the proposed compensation structure, which calls for two salary ranges. The director of content and media and the director of development position would have a pay range of \$75,000 to \$105,000 and a mid-point of \$90,000. The director of finance and administration and the director of network operations would have salary ranges of \$60,000 to \$90,000 with a midpoint of \$75,000.

Parrott moved approval and Madden seconded.

Discussion of the motion touched on several points:

- Madden said it would be helpful to have a clearer understanding of why each position was placed in its proposed level. He also asked if a state formula for determining comparable worth of positions had been used in making the recommendation.
- Browne noted that the two tiers of compensation would allow differentiation between senior management jobs that would be externally oriented and tied to revenue streams compared with the two positions that are more internally and support-service oriented. She also noted that market data indicate that the development director position needs to be higher than the network and finance positions. In addition, the director of content and media does not have comparable positions currently in public radio and would require skills beyond the typical program director, thus necessitating a higher salary range.
- Wirth said it appeared to him that there was a discrepancy in the proposed salary for the finance director. The market analysis conducted by consultant Roxanne Rogers would seem to indicate that it should be in the higher salary matrix with the director of development and director of content and media, he said.
- Browne replied that she recommended putting the director of finance in a lower salary range at the current time because it is more like an institutional position than a community licensee position. Finance directors within institutional licensees do not have the same responsibilities because their institutions, such as a university, provide many of the services that community licensee finance directors must perform and supervise. She agreed, however, that as IPR becomes more independent of the universities, it would be appropriate to review the placement of the finance director position on the salary range matrix.
- Madden noted that the new senior management positions should probably be contract employees with IPR rather than university employees. Browne agreed, noting that it would be most convenient to contract through ISU and to put the salaries in the executive director's budget. It was agreed, however, that if a station manager is not also a member of the senior management team, those managers should remain employees of their respective university.

By a 3-0 vote, the motion for the salary structure was adopted and the meeting was adjourned.