

COMPENSATION COMMITTEE Minutes

Tuesday, January 14, 2020

9:00 a.m.

**Tigert Hall, Room 202 – Business Affairs
Conference Room**

Present: Sean Trainor, Jesse Kresak, Luis Alvarez-Castro, Chris Hass, Ray . Thomas, Carolyn Kelley, and Laurie Bialosky.

1. Call to Order (Sean Trainor, Compensation Committee Chair)

-The meeting was called to order at 9:05 a.m.

2. Introductions

-Committee members were introduced.

3. Approval of December 3, 2019 Minutes

-The minutes were approved as amended to correct scrivener errors.

4. Compensation Committee Charge Update

-An approved update was provided of the [charge approved at the December 4, 2019 University Constitution & Regulations Committee \(UCRC\) meeting](#).

5. Leave Discussion

-The committee is considering preparing draft resolutions on family leave and title changes to forward to Welfare Council, the Steering Committee, and Faculty Senate. The Faculty Senate Chair continues to focus on the welfare of the faculty by working on the goals of improving access to quality affordable daycare and early childhood learning facilities on campus and securing a paid parental/family leave benefit.

-This is a standing item on the Faculty Senate Chair and President Fuchs' bi-monthly meeting agenda. VP of Human Resources, Jodi entry is collaborating with COO, Charlie Lane to formulate and present to President Fuchs an updated leave policy by July 2020.

-PTO and paid parental leave benefit options were discussed, including consideration of the following points:

-Accounting for a wide variety of leaves for employees.

-Underutilization of leave time.

- Creating policy clarity in the leave system, including the sick leave pool.
- Leftover year end PTO roll over options and how to identify 'critical leave bank' or specific life events (such as having a baby or caring for ill family member).
- The importance of maintaining a culture of flexibility with accountability
- Options of a requirement to spend a specific portion of PTO to access leave benefits were discussed.
- Some private companies, such as Walmart, recently strengthened their parental leave policy.
- There is a twelve-week paid parental leave benefit available at the federal level.
- Strong parental leave policies can assist with increasing job applicants and employee retention.
- An increased understanding of the cost structure associated with leaves, (such as sabbaticals, when a leave timeline is known in advance), would be helpful.
- Leave remains a standing item of discussion for this committee.
- Additionally, faculty job and working titles will be placed on upcoming Academic Policy Council agenda(s).

6. Spring Meeting Scheduling

- The committee meeting schedule was emailed and reviewed.

7. New Business

- New university committee and council nominations are open through 1/31/20. Please be sure to nominate yourself or a colleague. Jesse and Steven are rotating off this committee at the end of this academic year. Luis will be on sabbatical next academic year and will be replaced with the next highest vote-getter, who will complete his committee term (i.e. through May 2021.)

8. Adjournment

- The meeting was adjourned at 10:04 a.m.