

**Compensation Committee Minutes**  
**Thursday, September 19, 2019 – 10:30am**  
Tigert Hall Room 354

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**Present:** Steven Thomas, Carolyn Kelley, Sean Trainor, Jesse Kresak, and Senate Chair Ray Thomas.

1. **Call to Order:** The meeting was called to order at 10:35 a.m. by Chair Steven Thomas.

2. **Introductions:** Committee members and Senate Chair Ray Thomas were introduced

3. **Approval of Minutes – March 15, 2019 Meeting:** The minutes were approved.

4. **History and Function of the Compensation Committee**

Senate Chair Ray Thomas addressed the committee, reviewing the original formation of the Compensation Committee in 2003 and its purpose. He offered the suggestion that the following items would be appropriate for evaluation and discussion by the committee in 2019-2020:

- Parental leave (including the possible inclusion of “modified duties”)
- Baby Gator

5. **Committee on Committees (COC) Update**

The committee agreed that the proposed re-definition of the Compensation Committee’s role, approved by the Committee on Committees (see below) would not change its original intent, and that this re-definition should be moved forward. Chair Steven Thomas will contact COC chair for the next step.

*The Compensation Committee evaluates matters of compensation including, but not restricted to, salary and benefits. Its agenda is established in conjunction with the Welfare Council to which it reports.*

6. **Sibson Report**

The committee agreed that it would help its work to be given a full copy of the Sibson report. Outgoing chair Steven Thomas and incoming chair Sean Trainor will contact Jodi Gentry to request a copy.

7. **Election of 2019-2020 Compensation Committee Chair**

Sean Trainor was unanimously elected to chair the 2019-2020 Compensation Committee.

8. **New Business**

In addition to the 2019-2020 agenda items listed above, the committee identified the following as necessitating discussion: disproportionate compensation difference between non-tenure and tenure track faculty, considering the work required of each; and how cost-of-living salary increases are handled at peer institutions.

9. **Adjournment:** The meeting adjourned at 11:28am.