

Compensation Committee Minutes
December 9, 2013 9 a.m.
Steinmetz Hall Room 2218

Attendance:

Blake Landor
Ralf Remshardt
Edward Evans (via polycam)
Jim Maruniak
Sue Alvers
Deborah Cupples
Angel Kwolek-Folland

Jim Maruniak, Chair, called the meeting to order at 9:02 a.m. Introductions were made. Jim reminded the committee that it has not met in over three years. He explained that previously the committee presented how faculty at the University ranked relative to AAU universities, Florida universities and other states. This report was presented to the Faculty Senate and now Jim thinks that it is time to update our standings relative to where we have been and where we are now. He provided a link to [The Chronicle of Higher Education](#), as a starting point for salary comparison with other universities and [information from past meetings](#).

- Angel Kwolek-Folland noted that the data in *The Chronicle* was from IPEDS and suggested that the committee can get that information from our Institutional Research department. Most of this data is not exact, but in the ballpark.
- It was noted that Instructor salaries were published, but not Lecturers.
- Ralf Remshardt pointed out that it would be more sensible to spend time on internal discrepancies and merit raises than compare salaries to institutions outside the state. He also suggested that the committee should make recommendations or provide guidelines or “best practices” on merit raises for unit managers.
- Angel mentioned that the College Council Chairs might be a good source to find how merit raises are awarded in each college.
- Member assignments:
 - Jim and Ralf plan to research how merit raises are awarded in their colleges.
 - Ralf will contact college council chairs about their college’s process for merit raises.
 - Edward Evans will check into salary compression at IFAS research stations.
 - Angel offered to ask Human Resources for benefit comparisons at state schools, AAU institutions and peer universities.
- Jim Maruniak was elected as chair.

The meeting adjourned at 9:58 a.m.