

Compensation Committee Minutes
February 16, 2016 1:30 p.m.
Tigert 202

Attendance:

Jacqueline Swank, John Yelton, Amanda House, Sue Alvers, Thomas Buford, Maya Stanfield-Mazzi, Deborah Cupples and Jodi Gentry

The meeting was called to order by John Yelton at 1:05 p.m. and the January minutes were approved.

John Yelton suggested that if the committee plans to distribute a survey to faculty about compensation package concerns, then members should start to work on the questions.

- Thomas Buford mentioned that faculty at the Health Science Center are concerned about retirement, parental leave and child care. Baby Gator is too expensive for many of faculty to use. The number one issue for the clinical faculty is health insurance.
- Amanda House asked what is in the university's compensation package?
- Discussion revolved around the issues that the committee thought should be covered in the survey.
 - Merit vs cost of living raises
 - How well do faculty understand merit raises?
 - Retirement
 - Parental Leave
 - How well do faculty understand parental leave? UF does not offer paid parental leave. Faculty must use their vacation and sick leave. They do not receive paid parental leave.
 - How many faculty are using parental leave?
 - Child care expenses

What do other universities include in their compensation package that UF does not have?

- Tuition Exchange program?
- Free college tuition for children?

It was noted that different areas/colleges have different benefit offers.

Jodi Gentry distributed a document on [UF's fringe and retirement](#). She will try to bring the following information for the next meeting.

- Logistics of a survey
- Data on parental leave activity
- Benchmarking from other universities

Members will gather survey questions for the next meeting.

The meeting adjourned at 2:15 p.m.