

Compensation Committee Minutes
March 15, 2016 1:00 p.m.
Tigert 202

Attendance:

John Yelton, Amanda House, Sue Alvers, Maya Stanfield-Mazzi, Angel Kwolek-Folland and Jodi Gentry

The meeting was called to order by John Yelton at 1:00 p.m. and the February minutes were approved.

Discussion continued from the last meeting about the parental leave policy. It was mentioned that Welfare Council is also looking at parental leave and it would be good if both the council and this committee agreed to a recommendation and proposal.

- Amanda House noted that currently the university does not have any parental leave. Faculty use vacation and sick leave. It would be ideal if parents received up to six weeks paid parental leave.
- Jodi noted that only 122 faculty used vacation/sick leave as parental leave last year.
- Jodi will research paid parental leave policies at peer universities.

Concern was raised about proposed survey questions that might go against the United Faculty of Florida bargaining agreement, such as a survey about merit. Jodi Gentry and Angel Kwolek-Folland mentioned that the recent climate survey asked many of the questions that committee members were proposing.

- Climate survey results should be available in June. Plans are to have two town hall meetings for faculty and staff to discuss the results. There will also be one in September for those who were unable to attend in June.
- Expectation is to have two to three action items that can be implemented within 12 months.
- Fifty percent tenured faculty participated.

The meeting adjourned at 2:09 p.m.