

Compensation Committee Minutes

October 25th, 2016

Attendance: John Yelton, Jacqueline Swank, Ester deJong, Jodi Gentry, Angel Kwolek-Folland

The meeting was called to order at 1.05 p.m.

The main discussion was on how we could reduce faculty attrition by improving the overall compensation to faculty. It was felt that incoming faculty were usually in a good position to negotiate salaries on arrival, and so this committee should concentrate on retention issues. An example would be if the employer pension contributions could be increased after 10 years of service.

Jodi Gentry brought our attention to articles listing schools that had been identified as particularly successful in faculty retention. These include FIU and FSU, who clearly have the same State of Florida constraints as we do. Angel Kwolek-Folland showed an article expounding on U. Wisconsin's apparently successful tactics.

After the meeting Jodi Gentry was asked if her team could look into finding what specific practices led these schools to be noted for their retention.

The meeting adjourned at 2.30 p.m.