

Compensation Committee Minutes
January 31, 2017
1 p.m.
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Attendance:

John Yelton, Amanda House, Sue Alvers, Ester deJong, Jacqueline Swank, Aner Sela, Angel Kwolek-Folland and Jodi Gentry

The meeting was called to order by John Yelton at 1:05 p.m. and introductions were made.

External Compensation Consultants Project – Jodi Gentry, VP, Human Resources

- UF will soon ask for competitive proposals from consulting companies to help design a market-based compensation plan for faculty and staff.
- Jodi distributed a draft of the RFP for Consulting Services.
- Besides Jodi Gentry, Selection Committee members are:
 - Melissa Curry
 - Greg Dubois
 - Brent Goodman
 - Laura Huntley
 - Angel Kwolek-Folland
 - Jeanna Mastrodicasa
 - Mike McKee
 - David Quillen
 - John Yelton

Amanda House gave a short report from the Welfare Council. Unit results from the Climate Survey will be released soon. She noted that about 1000 faculty didn't indicate their unit.

Jodi mentioned that Human Resources is working on a three phase compensation plan. She asked John Yelton and David Quillen to be members of the committee working on the plan. Example of elements in the plan are:

- Intersection market/external competitiveness
- Internal equity
- Performance and Incentives
- Philosophy and Strategy

Jodi is hoping to have a five year plan in place to allow everyone to have a larger perspective.

The meeting adjourned at 2:05 p.m.