

Compensation Committee Minutes

Friday, April 20, 2018

3:00 p.m.

Tigert Hall – Room 239

Present: Jason Byrd, Steve Thomas, Laurie Bialosky and William Page.

1. Call to Order

Committee Chair Steve Thomas called the meeting to order at 3:05 p.m.

2. Approval of Minutes

The minutes were approved.

3. Election of committee chair for 2018-2019

This will be done at the next meeting.

4. Meeting dates: May (?), August 2018-April 2019

Meeting dates were discussed and the committee would like to meet in May before the summer Senate break. Monday May 28th is Memorial Day and will be avoided but the week of May 5 and May 25 work well for most. Steve will distribute an email requesting best dates for the May meeting and Laurie will reserve a room in Tigert Hall.

5. Re-defining the Committee's responsibilities (“The committee shall evaluate and report on compensation relative to peer institutions, raise results and salary structures at the University, and make recommendations with respect to raise procedures at the University.”)

The committee feels it needs to re-articulate its primary responsibilities and should remain involved with outside consulting group, Sibson, which has been hired by UF HR, who receives their data. This data can then be provided to the committee through the Compensation Committee's administrative liaison, VP of Human Resources, Jodi Gentry or her designee.

The committee discussed the following points:

Should the committee be re-defined as ad-hoc vs. standing?

This committee is largely data driven.

Does the committee restrict activity to peer institution comparisons and if so, would that be comparisons geographically or within the top 20 universities, etc.? What is the definition of peer institutions and what characteristics warrant the committee comparisons as ‘similar institutions’?

Salary and compensation issues within each college and unit vary dramatically, so what is the best approach for the committee? Could issues be defined by colleges so that the committee can assist with issues which faculty councils are having difficulty resolving by themselves?

What is the charge and expected cumulative end result of the committee's work?

This could include:

- Leave/parental leave
- Sabbaticals
- 9-month/12-month pay
- Child care/Baby Gator

Can Welfare Council gather information about what the needs of faculty are and then charge it to this committee?

The committee could report on issues related to compensation as defined by the Welfare Council as the start of the academic year.

If so, the Compensation Committee could include the following re-definition: The Compensation Committee shall evaluate, report, and make recommendations on compensation on issues based on consultation with the Welfare Council.

The charge/description of the Welfare Council was read:

<http://fora.aa.ufl.edu/FacultySenate/Councils/Welfare-Council>

6. Short- and long-term agenda

- HR Retirement advising issues were raised. i.e. the ability of faculty to obtain appointments with HR personnel rather than only being sent to a website or virtual assistant. Are on-site HR administrative staff and experts readily available for faculty consultation and information-sharing?

7. Adjournment

The meeting was adjourned at 3:57 pm.