

Compensation Committee Minutes

Tuesday, January 30, 2018

3pm

Tigert 239

Attendees

Steven Thomas, David Quillen, Laurie Bialosky, Stewart King, Angel Kwolek-Folland, and Ester de Jong.

Call to Order

The meeting was called to order at 3:00 p.m. by Compensation Committee Chair Dr. Steven Thomas.

Approval of Minutes

The September 18, 2017 minutes were approved.

Introductions

Proposed merger with Welfare Council (Dr. Thomas)

-The proposed merger of the Compensation Committee and Welfare Council was discussed and merger merits include: increased efficiency; less time constraints; the scope of committee responsibilities limit discussion because the committee has an advisory and informational role rather than one of negotiation; and a committee history of sporadic to no meetings.

-Dr. Thomas relayed that during the Committee on Committees' merger discussion, the Welfare Council sees this committee playing an advisory role in conjunction with the business undertaken by the council; this committee reports to the Welfare Council and can explore issues in greater detail before the council reports to the Faculty Steering Committee and Faculty Senate. The Committee on Committees will re-visit this discussion at the end of the academic year to re-affirm the work of and receive an update from the Compensation Committee.

Retirement benefits update (Dr. Quillen)

-Dr. Quillen presented a [retirement compensation report](#) comparing UF to peer institutions which shows UF faring poorly and offers suggestions for an improved path forward. This was also presented at the December Board of Trustees meeting, to the deans and President's cabinet, and at the annual meeting of the ACFS (Advisory Council of Faculty Senates) in Tallahassee.

-Dr. Quillen participated in a kick-off meeting with UF Human Resource Services and [Sibson](#), an outside, strategic human resources consulting firm. UF is hiring the firm to complete a comprehensive benefits and compensation analysis, including face to face interviews with deans, stakeholders, and faculty, as well as peer institutions comparisons.

Open enrollment benefits (Dr. Thomas)

-Open enrollment benefits were discussed at the last committee meeting including university benefit packages items which were not useful or were duplicitous or expensive.

-Some of UF's control over the number of plans offered in enrollment is reduced because we are part of the state of Florida university system and any of its contractual changes.

-Alex, a virtual benefits counselor which was launched in August 2017, saw 15,000 visits; 10,000 visits were made in the three-week benefits enrollment period. 88 percent of users reported receiving a "better understanding" of benefit offerings via Alex.

Meeting schedule.

-This committee's meeting schedule will be reviewed to maximize meeting times for committee members.

New business

-Dr. Thomas requested that each committee member bring forward at least one business item which the committee should examine. Please share articles of relevance with the committee for future discussion.

-New business items could include: equity pay (gender as well as peer institution comparisons); childcare and parking issues; leaves (including sabbaticals and parental leaves); merit raises; and 9 vs. 12 month employment issues.

The meeting was adjourned at 3:55 p.m.