

Compensation Committee Minutes

Monday, October 15, 2018 – 11:30am

Tigert Hall – Room 239

Present: Steven Thomas, Stephen Arce, Laurie Bialosky, and William Page.

1. Call to Order

The meeting was called to order at 11:25 a.m.

2. Approval of Minutes

The [April 20, 2018 minutes](#) were approved.

3. Re-introductions

Committee members were introduced.

4. Election of committee chair for 2018-2019

Steve Thomas was elected to serve as 2018-19 Compensation Committee Chair.

5. Meeting dates: November 2018-April 2019

The committee will meet on Fridays this Fall and Spring at 11:30 a.m. in Tigert 239 on:

November 16th

(No December meeting)

January 18th

February 15th

March 15th

April 12th

6. Ongoing business: re-defining the Committee's role and responsibilities

Current: "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."

Proposed: "The Compensation Committee investigates matters of compensation, including, but not restricted to, salary and benefits. Its agenda is established in conjunction with the Welfare Council, to which it reports."

New business

-The chair will locate the resource who can provide a compilation and unit/college breakdown of faculty salary to this committee.

-Part of the current committee delegation includes comparing UF faculty compensation to other peer institutions.

-The committee discussed the relevance of faculty compensation in relation to UF's goal to break the top five in university rankings; one measure of success is increased spending per student and that includes faculty compensation.

7.

-This committee will coordinate with Welfare Council to request an update on the Sibson benefits review.

-Committee members expressed interest in attending upcoming Budget Council meetings or reviewing their Financial Transparency Portal at:

<http://fora.aa.ufl.edu/FacultySenate/Councils/Budget-Council> for a general overview of university budgets and numbers. Their meeting calendar is located at: <http://fora.aa.ufl.edu/FacultySenate/Pages/Budget-Council/MeetingCalendar>

-There was an inquiry regarding which colleges are considered out of unit. They are listed below:

In Unit

Business

CLAS

Art

DCP

COE

Engineering

HHP

Journalism

Out of Unit

IFAS

Medicine

Dentistry

Law

Nursing

PHHP

Pharmacy

Vet Met

8. Adjournment

The meeting was adjourned at 12:05 p.m.