



Committee on Compensation

Wednesday, June 12, 2019 | 12:15 p.m.
1230 Main Street, Suite 700
Columbia, SC 29201

MINUTES

Committee Members Present: Mr. Glenn McCall (Chair), Ms. Janet Smalley, Ms. Kathy Bigham, Dr. Randy Imler, Mr. Tim Sease, Mr. Tim Hopkins, Dr. Julie Fowler

Committee Members Absent: None

Others Present: Dr. Dan Mahony, Ms. Lisa Cowart, Mr. Justin Oates, Dr. Kimberly Faust

Call to Order/Introductions

The meeting was called to order at 12:15 p.m. by Ms. Kathy Bigham.

Invocation

Mr. Glenn McCall said the invocation.

Approval of Consent Agenda

Mr. Tim Sease moved to accept the consent agenda consisting of the minutes of the March 29, 2019 regularly scheduled Committee meeting as well as the specially called Committee meeting on May 17, 2019. Dr. Julie Fowler seconded the motion. The vote was unanimous in accepting the consent agenda with minutes as written.

Classification and Compensation Study Update

Vice President of Human Resources, Employee Diversity, and Wellness, Lisa Cowart, gave an update on the current status of the study. The Committee reviewed the draft compensation policy, comparison markets used in calculating compensation amounts, peer groups both at the national and regional levels, and an athletic peer group.

The Committee agreed to present the follow pay philosophy statement to the full Board at the June 28, 2019 meeting:



Winthrop University values its dedicated, skilled, diverse, and inclusive workforce. Winthrop is committed to providing pay levels that are fair and competitive with those institutions and organizations with which we compete for talent and to addressing pay concerns of faculty and staff.

To that end, Winthrop will:

- Develop and administer pay programs using competitive salary market data;
- Develop and administer pay guidelines and a salary structure that are transparent to the Winthrop community and provides the basis for salary-related decisions; and,
- Openly communicate the guidelines and structure with the Winthrop community.

Executive Session – pursuant to S.C. Code Ann. §30-4-70(a)(1) for the purposes of discussion of employment matters involving certain university employees

Kathy Bigham called for a motion for the Committee on Compensation of the Board to review and discuss employment matters involving certain university employees in executive session as permitted by Chapter 30, Title 4, section 70 (a)(1) of the Code of Laws of South Carolina. Tim Hopkins made the motion to go into executive session; Janet Smalley seconded. The voice vote was unanimous in favor of the motion. President Mahony, VPs Oates, Cowart, and Faust were invited to remain for a portion of the executive session.

Randy Imler moved to go out of executive session; Glenn McCall seconded. The voice vote was unanimous in favor of the motion. No action was taken in executive session.

Old Business/New Business

There was no old business. There was no new business.

Adjournment

Hearing no objection, Kathy Bigham adjourned the meeting at 12:50 p.m.

Kimberly A. Faust, Secretary to the Board of Trustees

Kathy H. Bigham, Committee Chair