

TERMS OF REFERENCE

COMPENSATION & BENEFITS COMMITTEE

Standing Committee

1.0 Purpose

- 1.1 The purpose of these Terms of Reference is to provide guidance to the Compensation & Benefits Committee (Committee) to carry out its business in accordance with the Constitution, Bylaws and Policies of the University of Victoria Faculty Association.
- 1.2 The defined terms have the same meaning as the Bylaws of the Association.

2.0 Mandate

- 2.1 The Committee is a Standing Committee of the Association.
- 2.2 The mandate of the Committee shall be as follows:
 - 2.2.1 Conduct regular surveys of the Members regarding compensation and benefit issues and prepare reports for the Executive Committee;
 - 2.2.2 Monitor compensation and benefits available to similar membership categories at other Canadian universities and prepare reports for the Executive Committee;
 - 2.2.3 Collect demographic information specific to the University of Victoria throughout the year and prepare reports for the Executive Committee; and
 - 2.2.4 Make specific recommendations to the Executive Committee concerning salaries and benefits paid to Members.
- 2.3 The Executive Committee may, by resolution, delegate additional duties to the Committee.

3.0 Authority

- 3.1 The Committee may make recommendations to the Executive Committee regarding matters that fall within the scope of the mandate in Section 2.0.
- 3.2 The Committee may request to meet with the Executive Committee or Officers. In consultation with the Executive Committee, the Committee may seek input from experts and Members.
- 3.3 The Executive Committee shall consider the recommendations and either adopt the recommendations without amendment or make such amendments they deem appropriate and adopt the recommendations. If the Executive Committee deems it appropriate or the subject matter requires, the Executive Committee may refer the recommendations in whole or in part to a General Meeting.

4.0 Membership

- 4.1 The Committee shall consist of six (6) members. A member of the Committee must be a Member in good standing of the Association.
- 4.2 Appointment to the Committee shall be as follows:

- 4.2.1 The Members shall elect three (3) Members with staggered three year terms which commence on May 1, Year-1 and expire on April 30, Year-3; and
- 4.2.2 The Executive Committee shall appoint three (3) Members for three year terms.
- 4.3 The Members shall elect one (1) member to the Committee each year so as that the terms of the elected members are staggered.
- 4.4 The Executive Committee shall appoint an additional three (3) members to the Committee in a collective bargaining year. The Executive Committee shall appoint at least one (1) member from the Negotiation Team as one of the additional Committee members.
- 4.5 A member of the Committee may resign by providing notice in writing to the Chair and President.
- 4.6 After seven (7) days' notice to the Members of a vacancy on the Committee the Executive Committee may appoint a Member to fill such vacancy. If more than one Member expresses interest in appointment to the Committee the Executive Committee shall run an electronic vote.

5.0 Meetings

- 5.1 The Committee shall:
- 5.1.1 Elect a Liaison to the Executive Committee; and
- 5.1.2 Elect a Chair.
- 5.2 The Committee may meet at the places they think fit to conduct business, adjourn and otherwise regulate their meetings and proceedings, as they see fit.
- 5.3 Notwithstanding section 5.2, the Committee shall meet in person at least quarterly.
- 5.4 The Chair shall preside at all meetings and if the Chair is not present the Committee may select an acting Chair from among its members.
- 5.5 The Committee may invite Members and non-Members to attend meetings as needed.

6.0 Reporting

- 6.1 On an annual basis the Committee shall identify priorities, deliverables and timeframes to fulfill its mandate in a Committee Plan. The Committee shall deliver a Committee Plan to the Executive Committee. The Committee may request financial support from the Executive Committee as part of the Committee Plan.
- 6.2 The Committee shall keep records of its meetings, decisions and recommendations.
- 6.3 The Committee shall report to the Executive Committee at least quarterly by delivering a written report to the Executive Committee.
- 6.4 The Committee may request administrative support from the Association to fulfill the reporting obligations in Sections 2.0 and 6.0.