

COMPENSATION COMMITTEE Minutes

Tuesday, December 3, 2019

2:00 p.m.

Tigert Hall, Room 239 - Provost's Office
Conference Room

Present: Sean Trainor, Jodi Gentry, Luis Alvarez-Castro, Ray G. Thomas, Carolyn Kelley and Laurie Bialosky.

- 1. Call to Order and introductions** (Sean Trainor, Compensation Committee Chair)
2. The meeting was called to order at 2:03 p.m.

Approval of November 19, 2019 Minutes

-The minutes were approved as amended:

'Many UF ~~non-tenured~~ teaching track faculty **in the Lecturer title series** have expressed the need for having a different title.' This clarifies that this part of the committee's discussion centered on a point also raised during the October Faculty Senate open floor discussion (*Reference:* [Webcast](#) [@ 1:02] & [Minutes](#)).

2. Information on Updated Leave Policy Proposals (Jodi Gentry, VP for Human Resources)

-The current leave structure was discussed in the context of how the university can be competitive, contemporary, and flexible. Utilization of leave and leave structure options were discussed and vetted within HR, including: December personal leave days and employee cash-out options; and Paid Time Off (PTO) options.

Also discussed:

- Cost savings perspectives, from employee and institutional points of view, were shared.
- Utilizing PTO when life events, such as caring for a new baby, aging parents, a sick spouse etc. happen simultaneously.
- Broad comparisons of staff and faculty sick leave and leave balances and ways to curb possible abuses and encourage the full utilization of PTO, particularly vacation leave.

- Possible parameters for a critical leave bank, such as establishing if a medical certification is required.
- One model discussed was a shift to a paid medical leave benefit as well as a short-term disability plan based on life events.
- UFHR will begin vetting various options with deans this month.
- December Personal Leave (DPL) Days:
 - Four personal leave days are credited to eligible Academic Personnel and TEAMS employees each December; assists with energy savings and encouragement of TEAMS membership participation.
- Investment priorities of faculty at different career-points.
- Sick pool leave status and impacts were discussed.
- UF competitiveness in pool rates as compared to other top ten peer institutions were discussed.
- VP Gentry can bring comparables for the twelve Florida State University System (SUS) universities this spring.

3. Spring Meeting Scheduling

- The committee meeting schedule will be finalized by email. Poll results show that Tuesday and Thursday mornings work best.

4. New Business

- The Faculty Senate Chair will continue to encourage colleague discussion about PTO priorities and options as well as discussions related to faculty job titles being properly matched to the kind of work performed.

5. Adjournment

- The meeting was adjourned at 3:28 p.m.