

COMPENSATION COMMITTEE Minutes

Tuesday, February 18, 2020

9:00 a.m.

**Tigert Hall, Room 202 – Business Affairs
Conference Room**

Present: Steven Thomas, Sean Trainor, Jesse Kresak, Luis Alvarez-Castro, Chris Hass, Ray G. Thomas, Carolyn Kelley and Laurie Bialosky.

1. Call to Order (Sean Trainor, Compensation Committee Chair)

-The meeting was called to order at 9:00 a.m. by Compensation Committee Chair Sean Trainor.

2. Introductions

-Members were introduced.

3. Approval of January 14, 2020 Minutes

-The minutes were approved as amended to correct scrivener errors.

4. Discussion of Faculty Senate Draft Resolution on Leave Policies:

(Leave 1st Draft)

- The committee may wish to share any resolution it puts forward with the UF Staff Council for their input and discussion.

- Are leave policies consistent across all units? Some units may operate in an environment which cannot always allow maximum leave flexibility (such as smaller or clinical) and thus a chair may not have maximum flexibility to approve leave.

- The best peer university and data comparables to utilize in the proposal were discussed, including:

<http://senate.ufl.edu/resources/faculty-information/peer-institutions/>

- Other data and considerations include:

- The U.S. News and World Report (i.e. UF's 'Rise to five' metrics).
- Sibson data (which dates from 2017.)
- That 26 percent of the UF cabinet are female; 56 percent of UF deans are female; and 38 percent are dept. chairs.
- 12 weeks is the federal appropriation for parental leave.
- The committee considered a 15 week parental leave proposal but the majority approved a 12 week proposal, which could provide flexibility in maintaining a lab, research projects, and administrative tasks.
- This resolution draft will be updated and brought to Welfare Council, which meets on Monday. It will then move forward to the Steering Committee, then ideally to the April Faculty Senate meeting as 'Information item' and then, as is standard, to the May Faculty Senate meeting as an 'Action item' where it will stand for a Senate vote.

5. Discussion of Faculty Senate Draft Resolution on Job Titles (Faculty Titles 1st Draft)

- Draft proposal considerations include:
 - The use of adjunct and lecturer titles are sometimes used interchangeably at other institutions. An employment posting would ideally clarify the tasks performed within a job title.
 - The committee discussed a lack of clarity between professional academic staff versus faculty in the current lecturer title.
 - An updated draft proposal can be presented at the next Academic Policy Council (APC) meeting on March 20. Senate meets on March 19, so this item will not move forward to the Senate until April, allowing an opportunity for review by the APC and the Welfare Council.

6. Spring Meeting Schedule

- The [committee meeting schedule](#) is posted online.

7. New Business

- There was no new business.

8. Adjournment

- The meeting was adjourned at 10:31 a.m.