

# COMPENSATION COMMITTEE MINUTES

Tuesday, March 17, 2020  
9:00 a.m.

Zoom: <https://ufl.zoom.us/j/240701473>

**Present:** Sean Trainor, Ray Thomas, Luis Alvarez-Castro, Carolyn Kelley, Chris Hass, and Laurie Bialosky.

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

-The meeting was called to order at 9:06 a.m.

## 2. Approval of February 18, 2020 Minutes

-The minutes were approved.

## 3. Final Update on Changes to Compensation Committee's Charge

(For details, see: <http://fora.aa.ufl.edu/docs//78///2019-2020//Compensation%20Committee%20Senate%20Approved%201.30.20.pdf>)

-The committee was updated that the Faculty Senate approved the Compensation Committee charge as above at its January Senate meeting. There is no objection from the Compensation Committee.

## 4. Concluding Discussion of Faculty Senate Draft Resolution on Leave Policies

-The Committee finalized the [Parental Leave Resolution](#) and will forward it to the Welfare Council for feedback and approval. If approved, the Steering Committee may place it on the April Faculty Senate meeting agenda as an 'Information Item' and on the May Faculty Senate agenda as an 'Action Item'.

## 5. Concluding Discussion of Faculty Senate Draft Resolution on Job Titles

-Following discussion, the committee prepared a [Faculty Titles Resolution](#) and will forward it to the Welfare Council for feedback. In light of the COVID-19 crisis, committee members agreed this item should not be considered at Faculty Senate until the fall.

## 6. Fall Agenda

-Addressing faculty concerns following any effects from the virus will be a committee priority in the fall, when the faculty titles resolution will be re-visited. It was agreed to

cancel the April committee meeting and the Faculty Senate Secretary will email a cancellation notice/reminder to committee members.

## **7. New Business**

### **-Election of 2020-2021 Compensation Committee Chair**

-Sean Trainor was elected.

### **-COVID-19**

-The Faculty Senate will meet as planned this Thursday but via the Zoom platform. Drs. Fuchs and Glover will participate as planned and all March Senate Action Items will move forward for a vote.

-The university will be following announcements from the Center for Disease Control (CDC) and is looking at actions and planning in an approximately eight-week window of time.

-Committee members discussed concerns that with no Florida state income tax as a budgetary revenue buffer, there is fear of a possible steep economic downturn if the virus is not mitigated. The Faculty Senate Chair discussed the importance of directing faculty experiencing additional workload responsibilities and concerns surrounding COVID-19 to their directors, deans, and department chairs for guidance and advisement. Faculty Senate will take these advisements into consideration and will be assisting faculty wherever possible.

## **8. Adjournment**

-The meeting was adjourned at 10:21 a.m.