

Compensation Committee Minutes

Tuesday, November 19, 2019

2:00 p.m.

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

Present: Jodi entry , Luis Alvarez-Castro, Sean Trainor, Laurie Bialosky, Chris Hass and Steven Thomas.

1. Call to Order – Sean Trainor, Compensation Committee Chair

-The meeting was called to order at 2:11 p.m.

2. Introductions

- Committee members and liaisons were introduced.

3. Approval of October 22, Minutes

-The minutes were approved.

4. Update on the Status of the Compensation Committee Action Item

-Faculty Senate amendment(s) to the [University Constitution](#).

-Past Compensation Committee Chair Steven Thomas presented the [proposed Compensation Committee charge](#) to the Steering Committee in October where it was approved, and to Faculty Senate as an October Information Item.

However, A motion was made to refer the Compensation Committee action item on the Senate agenda to the University Constitution & Regulations Committee (UCRC)

Following October Faculty Senate discussion, it was decided at the November Steering Committee meeting to remove this item from the Senate November agenda and return it to the UCRC for further discussion. The concern raised was that the charge wording is inconsistent with the university constitution. The proposed Compensation Committee charge wording (in reference to the Compensation Committee reporting to the

Welfare Council) appears inconsistent with the constitutional wording for other committees' and councils' reporting mechanisms.

-The Compensation Committee suggests striking last sentence of the charge (i.e. "Its agenda is established in conjunction with the Welfare Council to which it reports.") if necessary but seeks guidance from the UCRC on how best to proceed. This item is on the next (December) UCRC agenda. Chair Trainor will attend. The item will then return to this committee and the Committee on Committees for final approvals.

5. Information on Faculty Titles (Jodi entry, VP for Human Resources)

- VP Gentry provided a list containing the 6500+ UF faculty titles for discussion. The number of active employees' titles appear in the left column while the right column shows the majority activity of that title.

-This list does not contain working titles but rather HR-coded and official titles.

-Effort reporting was reviewed during collation of this list.

Discussion points included:

-Compensation in administrative roles and how best to compare faculty administrative titles to those without them.

-HR-coded/official titles (rather than working titles) are typically better suited to provide market compensation comparisons. However, addressing working titles helps as an incremental step to simplify this process. For example, what are the distinctions between HR-coded titles (such as Instructor I & II) and how is it best to benchmark for salary comparisons?

-Ideally, faculty perform the same job functions in the same title series.

-Many UF teaching track faculty in the Lecturer title series have expressed the need for having a different title. The definition of teaching has broadened widely in recent years and there is a concern among UF faculty that current titles are not being optimized to reflect what faculty (and peers at similar institutions) actually do.

-Faculty responsibilities are stated in appointment letters, which assists with record-keeping. Additionally, faculty report on activity annually. Evaluation is typically based on assignment of duty and compensation could vary, particularly as market compensation varies widely between different academic disciplines.

-Titles must be accurate and in adherence to university regulations.

-An academic title review would be a lengthy process, particularly given that the UF Human Resources staff titles review was a four-year process.
-VP Gentry encouraged the committee to let her know if UF Human Resources can pull data in a different way which would be helpful to the committee.

6. New Business

-There was no new business.

7. Adjournment

- The meeting adjourned at 2:49 p.m.