

Compensation Committee Minutes

Tuesday, October 22, 2019

2:00 p.m.

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

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

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 September 19, 2019 Minutes

-The minutes were approved as amended to replace 'lecturers and adjunct professors' with 'non-tenure and tenure track faculty' in item number eight.

4. Update on change of the charge of the [Compensation Committee](#)

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

-Past Compensation Committee Chair Steven Thomas presented the [proposed Compensation Committee charge](#) to the Steering Committee earlier this month where it was approved. It will move forward to an information item at this month's Faculty Senate meeting and to an action item (for a vote) in next month's Faculty Senate meeting. This verbiage has been [approved by](#) the Committee on Committees, the University Constitution & Regulations Committee and the Welfare Council. It seeks to change the committee's constitutional charge to evaluate matters of compensation beyond raise results and salary structures and compensation relative to peer institutions. It also updates language to include a President or President's designee administrative appointment to remain consistent with other constitutional language.

-The committee discussed and agreed that, in adherence to its role as a Faculty Senate standing committee in university shared governance, it is to act solely in an advisory capacity. VP entry expressed concern that the Compensation Committee verbiage clearly reflect that this committee act in an advisory capacity so no unintentional transgression into negotiation occurs. VP entry does not sit on the bargaining team. The Compensation Committee was originally an Ad-hoc Faculty Senate Committee which evaluated, reported on, and made recommendations on how any raise money was being distributed. It obtained information from each college each year. It was also noted that the collective bargaining agreement was with originally overseen by the Board of Regency.

5. 2019-2020 Meeting Schedule

-Nov. 19th 2-3:30 Tigert Hall, Room 239

-The meeting originally scheduled for December 10th (during final exam week) will be moved to **December 3rd** (during the last week of classes). The meeting will remain scheduled for 2-3:30 p.m. The Faculty Senate Secretary will confirm the Tigert 239 meeting room and email members. The Chair will send a 'When2Meet' poll to establish Spring 2020 meeting dates.

6. New / Other Business

-The committee continued parental leave discussion, including the following points:

-Is it helpful to think about it in terms similar to that of sabbatical leaves?

-Overall, a small percentage of faculty take parental leave, so could this topic be considered in terms of an event-based approach, (i.e. leave for an aging parent or other key life events, which could be more flexible but would add to the overall complexity of a leave definition)?

-This topic is highly relevant in light of the faculty 500 hire initiative.

-Can leave be arranged so accrued leave can be utilized as needed and during the most needed life periods for faculty? Leave flexibility is highly valued by faculty.

-The Veterans Administration (VA) model of sick leave was discussed. At UF, faculty leave considerations are bound by state of Florida relationships and rules (as opposed to the VA's federal-level relationship and rules.)

-A leave analysis could be prepared and shared.

-While exit interviews are often conducted by university units, does the university have a sense of how many job offer declines or acceptances to potential faculty are related to benefits?

-What is the best way to standardize faculty experience using FMLA? A policy should be as inclusive as possible, which would also assist with policy management and tracking.

-Common misconceptions of FMLA, including when and how it can be taken, and what is provided by the law, was discussed.

-Leave benefits from the macro level and Office of Human Resources perspectives was discussed.

-The Office of Human Resources would like continued feedback from this committee.

-VP Gentry will bring faculty title and Sibson information to a Fall committee meeting.

7. Adjournment

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