

# COMPENSATION COMMITTEE MINUTES

Tuesday, November 17, 2020

1:30 p.m.

via Zoom: <https://ufl.zoom.us/j/95918979263?pwd=Z1MydTBUWG4yVk13YnpueVdUSGITQT09>

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**Present:** Sean Trainor, Laurie Bialosky, Beverly Dede, Chris Hass, Brook Mercier, Mei-Fang Lan, Mariam Louis, Torben Becker, and Carolyn Kelly.

## 1. Call to Order

- The meeting was called to order by Compensation Committee Chair, Sean Trainor, at 1:30 p.m.

## 2. Approval of October 20, 2020 Minutes

- The minutes were approved.

## 3. Revisiting the [Furlough Policy](#)

- Details of the draft policy was discussed at the November Faculty Senate Steering Committee meeting and will be addressed at this week's Faculty Senate meeting by VP of Human Resources (HR), Jodi Gentry. Chair Trainor relayed to the committee the faculty inquiries he has received from faculty and has forwarded to HR Faculty Senate liaison Brook Mercier. An update and overview of the furlough policy will be presented to the Board of Trustees in December by VP Gentry.

## 4. Update on [Faculty Titles](#)

- Chair Trainor discussed faculty title resolutions with numerous College Faculty Councils. Issues of equity continue to arise as a key focus in faculty titles conversations. Discussion of work conditions, the work environment, salaries, and compensation, have all been raised by various Faculty Council members during the faculty titles discussions.

- The Academic Policy Council discussed faculty titles in its meeting yesterday and the Compensation Committee continues discussion on this subject, which was also the primary topic of a recent faculty town hall.

- Faculty feedback indicates a general split on preference for the title of 'Instructional' versus 'Teaching' Professors.

- The College of Liberal Arts & Sciences Faculty Council is working on a survey to distribute to faculty sometime around the Thanksgiving holiday. This committee can help drive survey engagement.

## 5. Creating Vice Chair Position & Subcommittee Structure

- A number of committee members agreed they would be available to participate in meetings in addition to the scheduled monthly Compensation Committee meetings. Members also agreed with the concept of having a member serve as an unofficial Vice Chair to assist with meetings in the absence of the Committee Chair and to encourage future Committee Chair nominations. Both items are per the request of the Faculty Senate Chair. Please let Chair Trainor know if you are interested in vice-chairing.

## 6. Changing the Committee's Name

- The Compensation Committee agrees with moving forward with a committee name change to the Compensation & Equity Committee. The request to amend Article V, Section 4 (D) of the [University](#)

[Constitution](#) will be forwarded to the Committee on Committees, and if they approve the proposal, then to the University Constitution and Regulations Committee, the Faculty Senate Steering Committee, and lastly the Faculty Senate.

#### **7. Adjournment**

- The meeting was adjourned at 2:29 p.m.