

COMPENSATION COMMITTEE MINUTES

Tuesday, September 29, 2020

1:30 p.m.

via Zoom: <https://ufl.zoom.us/j/97998386934?pwd=aEFqSkpQZDVXM3EvY00zVkZXMIldoUT09>

Present: Chris Hass, Sean Trainor, Mei-Fang, Mariam Louis, George Kolb, Beverly Dede, Madan Oli, Sylvain Doré, Brook Mercier, Carolyn Kelley, and Laurie Bialosky.

1. Call to Order

- The meeting was called to order at 1:31 p.m. by Compensation Committee Chair, Sean Trainor.

2. Approval of September 15, 2020 Minutes

- The minutes were approved.

3. Chair's Report

- **Update on [Faculty Titles Resolution](#)**

- The resolution was presented as an Information Item at the September 17, 2020 Faculty Senate meeting. It was received with a mixed response and a number of inquiries, including from the Provost who expressed concern about clarity between working and Human Resources (HR) or regulation job title changes and definitions. Some comments included, could the proposal: create confusion if there is already ambiguity about how the Lecturer title is currently and practically used; be an obstacle to increasing pay levels in this title series; generate increased respect and equity for colleagues utilizing this working title; assist with faculty recruitment; and seek to address the issue of job titles at the HR and regulation level.

- The proposal has been added to this Thursday's Faculty Senate Steering Committee agenda to review these comments and points of discussion.

- The Faculty Senate Chair has encouraged the Committee Chair to be available to discuss this proposal at the colleges' Faculty Council/Assembly meetings.

- **Report on furlough policies at peer institutions**

- The [furlough regulation](#) was voted on today by the Board of Trustees (BOT). Faculty Senate Chair Sylvain Doré reported that BOT Chair Mori Hosseini strongly expressed support of the faculty and their dedication and efforts in carrying out the mission of the university, especially in the challenging COVID-19 environment.

- Approval of the regulation allows furloughs to be considered but there are no plans for immediate implementation. President Fuchs expressed that the furloughs are intended to be used as a last resort under any possible future financial duress.

- The policy applies to Faculty, TEAMS, USPS, Sworn Law Enforcement and Postdoctoral Associates.

- At today's BOT meeting, Chair Doré had recommended that the consideration of the furlough regulation be tabled to allow additional time for faculty input and communication. This was rejected, as BOT members expressed the need to vote on this item prior to its next (December) meeting. The regulations were unanimously approved with Trustee Doré voting

in favor, with the understanding that faculty feedback and work will continue on the [draft furlough policy](#) (posted at: <https://regulations.ufl.edu>, along with the regulation). Chair Hosseini requested that VP of Human Resources, Jodi Gentry, present an update and overview to the BOT at its December meeting.

- The faculty collective bargaining units will need to bargain the furlough policy.
- The regulation was shared at the September 17 Faculty Senate meeting and the policy work continues, including comments and assessment shared with Human Resources administrative liaisons and faculty colleagues at the September 14 Welfare Council meeting.

4. Fall 2020 Task?: Develop UF-Wide Guidelines for Implementing Furloughs

The following points were discussed by the committee:

- It was clarified that administrators, including unit leaders and deans, are subject to furlough. President Fuchs has said that if there is any furlough implementation, it will apply to the administrative leadership too, and not just faculty.
- UF Health are separate employees from UF.
- Some faculty have expressed concerns that furloughing post-docs and staff on funded grants can negatively affect work performance and grant obligations. However, many of these individuals have external funding mechanisms available to them, which may provide an additional layer of financial security.
- The committee agreed that maximum flexibility is needed when implementing furloughs but also strongly expressed the need for equity to reduce work environment tension and aid individual and university workplace transitions during and following the virus crisis period.
- The committee discussed the difference between auxiliary-funded units (i.e. units dependent on funds intended to be profit making and/or self-sustaining for providing products or services to the university, such as parking, clinical, or housing); state-funded units; units reliant on grant-funded revenue streams; and the variety of work performed within such units (i.e. for example, some highly-paid, auxiliary-funded individuals generate a lot of clinical revenue; some lower-paid individuals perform essential services and are paid primarily from state funds, etc.)
- Because of the diversity in different colleges, it may be challenging to have one uniform policy since budgets, available funding sources, work functions, and work organizational systems can be dramatically different, so a 'one size fits all' furlough package or option is not optimal.
- The committee and Human Resources/the administration strongly expresses that achieving equity to ensure that a higher burden is not shouldered by any particular group is a fundamental centerpiece of this policy. Those making under a certain wage level (to be determined) will not be furloughed. Human Resources clarified that an analysis needs to be done unit by unit; Human Resources needs to carefully review individual proposals and wishes to avoid a hard set of rules which won't allow flexibility.
- The committee requested that Human Resources establish a visible and accessible Q&A for faculty and employees.
- As of today, no requests have been received by Human Resources to implement a furlough now.
- Establishing a set of values and a salary floor for who can be furloughed was discussed, as well as establishing a timeline. While crafting the policy, committee guidelines considering faculty rank in some fashion would be helpful to prioritize and share with Human Resources.
- The number of review levels involved in a furlough decision was discussed, including the example of a Department Chair to a College Dean to an Associate Provost to the Provost and then to the VP of Human

Resources. Administrative units generally would submit a furlough proposal via a Director and then to a VP, or through a Director, then to another unit administrator, and then onto the VP.

- A [newspaper article \(from University of Idaho\)](#) and the [Furlough Days Chart](#) (from University of Arizona) were discussed.

- The models of University of Idaho and University of Arizona, which show in granular details the brackets of twelve and nine month employees, were discussed. While the University of Arizona is a large institution, consideration should be given that UF is a flagship state university. Please review and share any concerns and feedback.

- Similar to the considerations made when awarding raises and merits, each UF unit would need to consider how they will fund payroll from their resources, before considering furloughs. At UF, many units have their own funding models, grant contracts, contracts with other state entities, etc., so it may be difficult to do an across the board assessment and comparison to University of Arizona; UF is very decentralized but more specific guidelines mitigate stress and college level conversations are pivotal. The committee supports the recommendation that the decisions guidelines be done at the college level, which will ideally create increased assent and validity for faculty colleagues.

- Human Resources is working on defining the elements which all units would need to submit when requesting a furlough. A narrative with justification will likely include such elements as: work obligations; work needs; performance; experience; expertise; physical work environment; impact on savings; organizational structure relative to the employee; and actual and/or projected revenues.

- Regarding an inquiry about the possibility of donating to a furlough pool to help cover health care of those furloughed, it was clarified that the state requires individuals to maintain health coverage in a furlough and there is a formula which addresses this; elements include out of pocket payment of benefits, deductions, and premiums. State statutes define some of these elements. Human Resources is conversing with the state now about changing electives and optional benefits.

- The Faculty Senate Chair agrees with the committee that dialogue continuation is needed, essential, and most productive, and is therefore not inclined to propose a specific resolution for a Faculty Senate vote.

5. Confirming 2020-2021 Meeting Schedule

- The committee agreed to keep the October 20 meeting, as originally scheduled, and cancel the December 15 meeting.

6. Adjournment

- The meeting adjourned at 2:32 p.m.