

COMPENSATION COMMITTEE MINUTES

Tuesday, October 20, 2020

1:30 p.m.

Via Zoom: <https://ufl.zoom.us/j/98745548831?pwd=ZWdudjJBSit6aGdxR0VCUXpLK1hIQT09>

Present: Sean Trainor, Chris Hass, Mei-Fang Lan, Beverly Dede, Brook Mercier, Chris Hass, Torbin Becker, and Laurie Bialosky.

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

- The meeting was called to order at 1:30 p.m.

2. Approval of September 29, 2020 Minutes

-The minutes were approved.

3. Chair's Report

- Update on [Faculty Titles Resolution](#)
 - Chair Trainor is attending meetings with the College Councils and Assemblies, including Engineering, the College of Liberal Arts & Sciences, and others. The faculty and the leadership of the College of Health and Human Performance have expressed support for this initiative. Resolution feedback has been generally positive, and some prefer the title of Teaching Professor, while others prefer Instructional Professor.
 - The resolution reflects the general understanding that a change in working title is the most appropriate change from a Human Resources and from a collective bargaining agreement perspective. A regulation change would require consideration from the University Constitution & Regulations Committee (UCRC), Faculty Senate, collective bargaining, and likely the [Public Employees Relations Commission \(PERC\)](#) to reflect the movement of individuals into a different title group. This process for the newer title of 'Professor of Practice' took about one year to complete all such steps.
 - Another approach to the current resolution was discussed. Essentially every university bylaw indicates that faculty are to be evaluated based upon the faculty member's assignment. Thus, regardless of what a faculty member's percentage assignment is of service, teaching, research, etc., the faculty member will still be coded as a tenure or a non-tenure track faculty member, and such a resolution would not change this. However, the use of Associate, Assistant, and Full Professor only would aid in examining salary differentials between and outside of tracks on a more granular level.
 - Faculty resolution feedback has been that most seem to agree that internally, the resolution is not particularly helpful, as units successfully addressing disparities between tenure and nontenure faculty are already successful; alternatively, units which fare more poorly in navigating these issues may not be susceptible to the help such a resolution would provide. The resolution's greatest impact would instead be with student and external stakeholders.
 - Chair Trainor will continue to share his feedback with the committee.
 - The committee discussed the titles of Research Assistant and Research Professor.

- The committee discussed salary compression issues related to the new federal executive order. When hiring in a foreign national line, the new federal guidelines can result in requiring significantly more funding demands. The federal government sets minimum workforce amounts to work in the U.S.
- Pay equity and job security between tenure and nontenure tracks are continuing points of concern and discussion for the committee. Assisting colleges and units with assessments to increase across the board uniformity could be achieved by reviewing specific data points (i.e. viewing, for example, the average male/female in college x earns x dollars). Chair Trainor and the Faculty Senate Secretary will contact both:

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Assistant Provost and Director of Institutional Planning and Research

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Brent Goodman

Assistant Director, Classification and Compensation

UF Human Resources

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to request a report be run and shared in advance of the next meeting and to also attend in November to discuss the supplied data points.

4. Furlough draft policy updates

- [Feedback/a proposal](#) from Danaya C. Wright, Clarence J. TeSelle Professor of Law, Associate Director of the Center for Governmental Responsibility and UF Research Foundation Professor was discussed.
 - The committee agreed that while these points are well-taken and would be a fitting model for unit adoption, it is not in favor of its application across academic and operational units. The unit-level specificity may be logistically difficult to implement and would inhibit the flexibility that is a primary component of the draft furlough policy. Chair Trainor will follow-up with Dr. Wright to encourage her to submit this to her College Faculty Council/Assembly Chair.
- The [Oct 1 2020 CLAS Faculty Council DRAFT Statement on Furloughs and Spring Teaching](#) was shared and discussed by council and was also reviewed by Human Resources; each noted that this specific and helpful feedback is aiding the draft policy review process.
- There have been updates to the draft policy since the last committee meeting. They have been shared with leadership and VP Gentry is in touch with Chair Doré regarding the best Faculty Senate committee/shared governance body to bring that forward for continued review.
- The committee discussed draft policy components which it suggested be re-worked for clarity and practicality, including the shutting off of email, which was designed with the intention of protecting employees from emailed work obligations; and the timetables, which differ between clinical, teaching, and other faculty colleagues.
- The committee discussed an inquiry raised about any possible furlough effects on individuals holding Visas, and specifically if it will affect one's 'full time' status since a furlough would be leave without pay. Human Resources clarified responses will be made on a 'case by case' basis and in consideration of the university's need to stay in compliance with all federal requirements.

5. Faculty Senate Chair Suggested Name Change from 'Compensation Committee' to 'Compensation and Equity Committee'

- The proposal aims to provide a slightly broader charge for this committee and/or the Welfare Council.
- The Committee strongly supports the addition of the word equity in the description of either the Compensation Committee or Welfare Council, and tentatively would consider it in this committee's title. However, council expressed concern that any expansion of this committee's charge or adoption of a new name to more accurately reflect the committee's function must increase clarity and must not cause an overlap of Faculty Senate governance bodies' efforts and limited resources. A too-broad or inclusive description could negatively result in the loss of the committee's focus.

University Constitution Article V Section 4 (C1) – p.19

The Compensation Committee shall have six faculty members who shall represent a broad range of academic disciplines and units. The members shall be elected by the Faculty Senate from the Faculty at large to staggered three year terms. The committee shall elect its own chair. The committee shall have one administrative representative appointed by the President or the President's designee to serve as a liaison able to provide the required information to carry out the committee's responsibilities. The committee shall evaluate, report on, and make recommendations concerning matters of compensation including, but not restricted to, salary and benefits.

6. Confirming 2020-2021 Meeting Schedule (if Spring teaching schedules are known.)

- The Committee agreed to not alter the previously scheduled 1:30 meeting time on the (3rd) Tuesday of each month for Spring 2021 committee meetings.

7. Agenda for the 2020-2021 Academic Year

- The committee is now focusing on furlough policies and will keep the items below on its agenda this academic year.

- *Possible Ideas:*
 - *Resolution on childcare*
 - *Resolution on enhancing proactive retention efforts for faculty of color*

8. Adjournment

- The meeting adjourned at 2:27 p.m.