

# **Compensation Committee Minutes**

**Tuesday, September 15, 2020 – 1:30 p.m.**

Via Zoom: <https://ufl.zoom.us/j/96391699104?pwd=ZmxvVEVGb3ZSUUo0Vjhtd1ZyUG80QT09>

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

## **1. Called to order**

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

Introductions:

- The 2020-2021 Committee members and administrative liaisons were introduced.

## **2. Approval of Minutes – May 5, 2020 meeting**

- The minutes were approved.

## **3. Chair's Report**

- Chair Trainor:
  - Read the charge and mission of the committee and noted it had been recently updated in the [University Constitution](#) following the [1/30/20 Faculty Senate approval](#):  
The committee shall evaluate, report on, and make recommendations concerning matters of compensation including, but not restricted to, salary and benefits.
  - Reviewed the two resolutions approved by this committee in the last academic year, including the one below and the [Parental Leave Resolution](#).
  - Answered inquiries regarding the [Faculty Titles Resolution](#) pending in Senate.

## **4. Suggestions for 2020-2021 AY Agenda Items**

- Develop a childcare resolution. Trustee Daniel T. O'Keefe is working on this issue with the Faculty Senate Chair and Dr. Stacy Ellis, Baby Gator Director. Trustee O'Keefe has a background in real estate and finance and dealt with on-site childcare for the employees of the south Florida water management district when he was chairman there.
- The incoming chair for the African American Studies Program, Associate Professor David Canton, has assembled a group which is highlighting the

importance of developing a more proactive and stronger retention policy to retain black and minority faculty. The committee agreed it supports these efforts and also expressed the need for a broad effort to retain UF faculty across-the-board.

- Review the pay equality of UF faculty in comparison to colleagues at peer institutions. The committee requests that Brook Mercier provide additional, BOT information on pay equity at a future meeting. The committee discussed the recent, routine university audit related to pay and gender base. Salary compression and inversion was also discussed. UF Institutional Planning & Research has been discussing this topic and may have raw data available for the committee to review. The committee can consider establishing what the benchmarks of comparison are and Brent Goodman, Associate Director of Classification and Compensation, might have helpful input to share.

- The committee discussed how best to align its initiatives with strategic university initiatives, particularly given the budget realities in the COVID environment.

- Shared governance was discussed and the need to increase the connection between individual colleges (particularly through the College Faculty Councils/Assemblies) and university-wide bodies such as the Faculty Senate. The Faculty Senate Chair is hosting a monthly meeting prior to each Senate meeting for past and current College Council Chairs and it was suggested that the chairs of the [five Senate policy councils](#) and Associate Provost Hass be included as well.

- The Faculty Senate Secretary will email committee members the Sibson report which Jodi Gentry, VP of Human Resources, presented to Faculty Senate, as this may be a helpful reference, particularly for new committee members. VP Gentry had also presented this information to the Compensation Committee and the Welfare Council. The link is below @:

<http://fora.aa.ufl.edu/FacultySenate/Pages/Faculty-Senate/AgendasMinutes2018-2019> on the [March 21, 2019 agenda: UF Benefits & OPS Update](#). Additionally, the [3/15/19 Compensation Committee meeting minutes](#) contains additional hyperlinks.

- The committee discussed the [Regulation 1.017 - Separation from Employment, Layoff and Furlough](#) and its intention to assist in providing faculty input on practical and preferred approaches to this issue, recognizing that minimizing layoffs and maximizing job security are key.

- The option of employment furloughs is being introduced because currently in the university regulations, there is only the option of using

employment layoffs in times of financial duress; if the Board of Trustees (BOT) approves this regulation, it will add an additional option to the university's tool kit. Units will use the furlough option differently so there is currently no university-wide policy. If Welfare Council wishes, this committee will partner with it in addressing this topic.

- Chair Trainor is requesting assistance from the committee to look into what furlough policies currently exist among our institutional peers.

- Brook Mercier will assist in locating any policies internally or externally which can inform this topic and the committee's work.

- To assist the committee in discussing university-wide guidelines on equitable furlough implementation, committee members are interested in better understanding the "color of money" at UF, (view: <https://learn-and-grow.hr.ufl.edu/courses-registration/pro3-series/pro3-course-descriptions/fiscal-management-courses/>), as well as the university's finances more broadly. A representative from the UF Budget Office will be invited to the next meeting.

- The Faculty Senate Secretary will share the committee's request with the Faculty Senate Chair to add the furlough topic: [Draft Furlough Policy / Notice of Proposed Regulation Amendment - 1.017](#) to the October 1 Steering Committee and October 15 Faculty Senate agendas to continue discussion.

## **5. 2020-2021 Meeting Schedule**

- The committee will hold an additional, emergency meeting on Tuesday, September 29<sup>th</sup> 1:30 – 2:30 to expedite feedback on the furlough proposal. The Compensation Committee expressed interest in attending the October 1 Steering and October 15 Senate meetings.

- The committee meeting dates established through Spring 2020 will remain as scheduled and will be re-visited at the end of fall semester to ensure the meeting times still work well.

## **6. Adjournment**

- The meeting adjourned at 2:33 p.m.