

# COMPENSATION COMMITTEE Minutes

Tuesday, February 16, 2021

1:30 p.m.

via Zoom: <https://ufl.zoom.us/j/91391590625?pwd=a3RCUnhlcFZQMW8xbHhSdURVUk9ldz09>

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

## 1. Call to Order

- The meeting was called to order at 1:33 p.m. by Compensation Committee Chair Sean Trainor.

## 2. Approval of January 19, 2021 Minutes

- The minutes were approved.

## 3. Compensation Committee Mission Change (to include 'Equity') Update

- The Compensation Committee reviewed the above [link containing the Compensation Committee mission change proposed by the University Constitution & Regulations Committee \(UCRC\) on Feb 03 2021](#). This link also includes the timeline and next steps forward for this proposal.

- The [American Association for the Advancement of Science \(AAAS\) DEI definitions](#) were discussed, including the portion below:

“Equity means recognizing individuals of all races, ethnicities, genders and other identities as individuals—not as representatives of a societally-defined group—and enabling all individuals to start on equal footing to compete for benefits, resources and opportunities. People of all races, ethnicities and genders may face enormous challenges and work extraordinarily hard to realize their promise and aspirations—and all those who overcome challenges should be recognized for that accomplishment. However, due to longstanding and deeply embedded inequities in American society based on race, ethnicity and gender, treating everyone “equally” or through “color or gender blind” eyes is inequitable. That is because people of some identities must face the challenges of life—whatever they are—bearing the additional burden of racism, sexism, or both, and others do not. Equity is an aim that requires remedial action—including elevating truths and understanding of inequities, and taking “affirmative action” to disrupt inequities that target individuals based on group stereotypes and identity. Federal law generally prohibits consideration of individuals’ race, ethnicity and gender to address general societal inequities; although other court labeled “neutral” action (see below) may be taken to address these harms.”

- Council discussed the limiting nature of the above highlighted sentence.

- Council agreed that the first line reference to "other identities" would encompass religion and ability.

- Council recommendations “of equality” and concerning equity should include compensation equity and not merely equity.

- The Compensation Committee [unanimously approved the proposed Compensation Committee mission change](#).

## 4. Update on Faculty Titles

- Preliminary results from the College of Liberal Arts & Sciences ([CLAS](#)) [faculty titles survey](#) are available.

- All CLAS faculty were sent this survey, regardless of rank, to solicit opinions on changing position titles

of full-time non-tenure track faculty.

- Results were fairly evenly split across the board in support of changing the title of Lecturer to one of the following three options:

- Asst. / Assoc. / Full Instructional Professor

- Asst. / Assoc. / Full Teaching Professor

- Asst. / Assoc. / Full Professor (no modifier)

- There is support in CLAS for a change of some sort, due to the small number of respondents not in favor of any change to the titles of Lecturer, Senior Lecturer, or Master Lecturer.

- Chair Trainor continues to work with BEBR and CLAS Faculty Council/Assembly.

- Survey responses and faculty feedback from all colleges would aid this effort, particularly if there is continued resolution support from tenure and nontenure track faculty who have actively participated in the communications process.

- Ranked choice voting is suggested for the forthcoming all-college survey.

- Please send comments to Chair Trainor for any needed survey tweaks or feedback.

- The [Faculty Titles resolution](#) in its current form, and as originally presented to the September 17, 2020 Faculty Senate as an Information Item, recommends that the Lecturer faculty title become Instructional Professor with a modifier.

- In-unit faculty are required to go through the Collective Bargaining Agreement (CBA) process if there is a faculty title change, so Human Resources and administrative liaisons will continue to be part of this conversation. An initial change to faculty titles via working titles may be an optimal launch point.

Working title modifiers could be eliminated so the title would read "Professor of Field x".

- It was noted that the College of Medicine (Jacksonville) no longer offers tenure and general relative value units (RVUs) and its general relationship to compensation was briefly mentioned.

## **5. Open Floor**

- There were no open floor items.

## **6. Adjournment**

- The meeting adjourned at 2:09 p.m.