

COMPENSATION COMMITTEE Minutes

Tuesday, January 19, 2021

1:30 - 2:30 p.m.

via Zoom: <https://ufl.zoom.us/j/95634382272?pwd=cWttSlIdLQzZkWIg5bDRIZ3hkR215UT09>

Present: Sean Trainor, 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 1:30 p.m. by Compensation Committee Chair Sean Trainor.

2. Approval of November 17, 2020 Minutes

- The minutes were approved.

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

- The CLAS Faculty Council conducted a [Faculty Titles Survey](#) through [BEBR](#) and is interested in obtaining a list of faculty members in each college so that the survey may be distributed to UF's other colleges as well. This may be done through contact of the Faculty Senate Chair and/or the [Faculty Council/Assembly Chairs](#).

4. Follow-up on vice-chair and subcommittee structure

- Please contact Chair Trainor if you are interested in assisting him in a committee leadership assistance role.

5. Open Floor

- The College of Engineering has included a inclusivity diversity item on each of its meeting agendas to allow any meeting participant to briefly share a 'tip' or item of interest in the area of DEI. Speakers are also invited to meetings to have further and more in-depth DEI discussions.

- Committee members are interested in hearing from a variety of university administrative officials, who could be invited to these meetings on a rotational or individual basis, to hear broader perspectives.

- Audrey Gainey, SHRM-SCP, Talent Acquisition and Onboarding Director in UF Human Resources, presented inclusive recruiting strategies at the December Faculty Senate meeting. Committee members are interested in inviting her to a meeting this semester to learn about best hiring practices.

- Shannon Edwards, University Benefits Director, is available to the committee and Faculty Senate to address general benefits concerns or answer any additional inquiries related to the UF AEF 403(b) plan, a voluntary service (i.e. voluntary for those outside the College of Medicine).

The following documents were shared for review and discussion:

- The American Council on Education (ACE) report entitled "[Equity-minded Faculty Workloads: What we can and should do now](#)" This report addresses faculty workload and evaluations through the lens of equity.
- The [2020 Florida Equity Report](#). This is an annual report which encompasses enrollment, gender equity in athletics, and employment as required by statute. Each university equity officer is

responsible for preparing the report for approval by its board of trustees and the university president and submitting the report to the Florida Board of Governors annually.

- Council discussed salary studies, equity, and the role of the Compensation Committee. Regardless of budgetary scenarios, the committee is able to make recommendations to advance equity for faculty at the university.
- Effectively capturing faculty mentorship or service information for annual reporting was discussed, particularly in regard to how to best assist Chairs in equitably viewing such information. Reporting mechanisms were discussed, including utilization of identity information, such as by faculty position or title.
- An Oklahoma State Faculty Salary Survey by Discipline <https://ira.okstate.edu/facsal.html> was viewed. Oklahoma State has taken a lead role in a nationwide faculty survey of other institutions, (in addition to their own).
- In addition to reviewing what other universities review and execute in this space, committee administrative liaison Brent Goodman could provide an informational snapshot, and Institutional Planning and Research Director Cathy Lebo could be followed-up with since she routinely submits reports to such entities as the American Association of Universities (AAU), etc., and could help provide guidance us on the best areas of focus. Reviewing annual metrics may help provide a clearer picture of possible inequalities and may be viewable in such annual reporting.
- Is there any method or approach the committee would like UF to consider changing when generating such reports?
- The Faculty Senate Chair may also be able to share to what other Faculty Senate Chairs are doing across the state and nationally to address the issue of equity.

Adjournment

- The meeting adjourned at 2:06 p.m.