

# University Constitution and Regulations Committee (UCRC) Minutes

**03 February 2021**

**9:00 a.m.**

**Via Zoom:**

<https://ufl.zoom.us/j/93279171394?pwd=M3puVGg4VkI3TXR0T0c1aXNEdm1lZz09>

**Present:** Padraic Levings, David Bloom, Katie Vogel Anderson, Chris Hass, Reggie Frye, Ray G. Thomas, Taylor Rose, Laurie Bialosky, Charlene Luke, and Merritt McAlister.

**1. Call to Order** - Padraic Levings, UCRC Chair

- The meeting was called to order at 9:00 a.m. by UCRC Chair Padraic Levings.

**2. Approval of 20 January 2021 Minutes**

- The minutes were approved.

**3. Compensation Committee Name Change to Compensation & Equity Committee Update** – Michelle Smith, Assistant Dean for Inclusion, Campus Diversity Liaison | Deputy Title IX

a. - Committee title change from Compensation Committee to Compensation & Equity Committee in Article V, Section 4 (D) of the [University Constitution](#)  
(Approved by UCRC on 1/20/21.)

b. - Discussion on the Compensation Committee's charge related to equity  
(Last [charge amendment approved last year, on 1/30/20, by Faculty Senate.](#))

- Last year, the Faculty Senate approved a Compensation Committee mission change:

<http://fora.aa.ufl.edu/docs/78/2019->

[2020/Compensation%20Committee%20Senate%20Approved%201.30.20.pdf.](#)

- At its last meeting, the UCRC approved a requested name change of the Compensation Committee to the 'Compensation & Equity Committee'; at that time, the UCRC also expressed interest in adding a responsibility to the Compensation Committee's mission to include equity.

- Assistant Dean Smith was invited by UCRC to help provide guidance and an 'equity/DEI' lens with respect to the crafting of the language of the Compensation Committee's mission.

- UCRC discussed [American Association for the Advancement of Science \(AAAS\) DEI definitions](#) and agreed that recommendations concerning equity should:

-- Include an assurance of equitable allocations of all available resources.

-- Distinguish between being equal and being equitable.

-- Be included in the [University Constitution](#) and the [Faculty Senate Bylaws](#). A quick 'Control F' (i.e. the browser shortcut allowing quick location of words or phrases) search of these documents during this meeting reflected that the word equity is mentioned only once, and is in relation to the Sustainability Committee's description in the [Faculty Senate Bylaws](#) [Bylaw 20 (A)(2)(b)(12)] on page 31. It was agreed that the current, past, and incoming Faculty Senate Chairs could work on this item with this committee and with the Office of the Chief Diversity Officer.

-- In addition to considerations of compensation, another element of equity includes opportunity for all.

- The UCRC unanimously approved a new Compensation Committee mission, adopting the language below:

The committee shall evaluate, report on, and make recommendations concerning matters of equity including, but not restricted to, compensation, benefits, resources, and opportunities.

- The timeline and next steps forward for this proposal were reviewed:

[http://fora.aa.ufl.edu/docs/46/2020-2021/Compensation%20Committee%20Mission%20Change%20Feb%2003%202021\\_With%20Jan20.2021UCRCApprovedTitleChange.pdf](http://fora.aa.ufl.edu/docs/46/2020-2021/Compensation%20Committee%20Mission%20Change%20Feb%2003%202021_With%20Jan20.2021UCRCApprovedTitleChange.pdf).

- Assistant Dean Smith thanked the UCRC and Faculty Senate for their attention to the topic of equity.

**4. Regulations Update** – Taylor Rose, Senior Counsel

– No regulations are under consideration for the March Board of Trustees meeting.

**5. Adjournment**

- The meeting adjourned at 9:25 a.m.

**Resources:**

[UF Senate Constitution](#), as amended by February 20, 2020

[UF Senate Bylaws](#), as amended by February 20, 2020

[UCRC Operating Procedures](#), as amended by May 2015