

**Compensation Committee Agenda (DRAFT)**  
**February 16, 2016**  
**1:00 p.m.**  
**Tigert 1**

Call to Order

Approval of January minutes

Possible questions to put on a survey of faculty

Parental Leave Policy

[http://hr.ufl.edu/wp-content/uploads/forms/leave/parental\\_info\\_procedure.pdf](http://hr.ufl.edu/wp-content/uploads/forms/leave/parental_info_procedure.pdf)

**Compensation Committee Minutes**  
**January 26, 2016 1:30 p.m.**  
**Tigert 202**

**Attendance:**

Paul Davenport, Jacqueline Swank, John Yelton, Amanda House, Sue Alvers, Thomas Buford, Maya Stanfield-Mazzi, and Angel Kwolek-Folland (by phone)

**Welcome and Introductions**

Paul Davenport, Faculty Senate Chair, opened the meeting. After introductions the minutes from December 2013 were approved. Dr. Davenport then explained the responsibilities of the committee and reminded the committee that retirement packages and benefits are considered part of compensation. Reviewing the minutes from the 2013 meeting, Dr. Davenport noted that the issue of “what is merit” was a concern at the last meeting and asked that it continue as an agenda item.

**Election of Chair**

John Yelton was elected chair.

Discussion revolved around understanding the committee’s responsibilities and available resources.

- Angel Kwolek-Folland suggested that the group focus on a five year window and include the new strategic goals.
- Amanda House recommended that a representative from Human Resources sit on the committee as a liaison.
- Send out a faculty survey to learn what kind of compensation is important – Better health insurance, retirement packages or are there other priorities? Maya Stanfield-Mazzi stated that she would appreciate as a nine month faculty, to have her salary spread through twelve months instead of nine months.

The committee decided to meet on the third Tuesday of each month at 1 p.m. Sue will find a location.

The meeting adjourned at 2:30 p.m..

Dr. Kent Fuchs, President  
University of Florida  
Office of the President  
226 Tigert Hall,  
Gainesville, FL 32610

Dear Dr. Fuchs,

I am writing today to request your help to change UF's current maternity/paternity leave policy. I believe the current policy is detrimental to faculty success here at UF, and especially detrimental to women. In the short time that I have been here it has become clear to me that UF prides itself in its high quality faculty and it's recent efforts to recruit and retain prominent and preeminent faculty are impressive.

At my orientation this fall I was amazed at the many wonderful faculty who were hired this last year. Many people we met came with their spouses and their families, and I heard many stories of how UF helped to make their family situation work so that they could relocate here. I was no exception. I am grateful for the efforts that went in to bringing me here and I am very happy with the support I have been given by my department and dean. It is then surprising to me; given the overwhelming support I have received helping both my family and my career that UF has such poor support for family leave.

In fact, it is my understanding that UF's family leave policy is one of the least supportive in the state and also does not fare well compared to other peer institutions (although none are great relative to corporate policies (see below)). The examples I provide below also show the variety of ways institutions have made it possible to have a full semester of paid leave:

Within Florida:

- University of South Florida offers faculty 19.5 weeks of paid leave (1 semester).
- Florida State University offers faculty 12 weeks of paid leave plus up to 6 weeks of leave paid through accrued sick time (essentially 1 semester)

Peer Institutions Outside Florida:

- University of Massachusetts Amherst offers faculty 1 full semester of paid leave (12 weeks paid and up to 6 weeks of leave paid through sick time (either accrued or from future bank). Must return for following semester.
- Columbia University: pregnancy is considered a non-occupational disability and is paid based on physician's recommendations of time off (typically 8 weeks). Faculty may use accrued sick time after that for parental care.

- University of Minnesota, 6 weeks of paid leave, time taken after that falls under paid medical leave and disability benefits so faculty are able to take a full semester of leave.
- University of Oregon, 12 weeks paid leave through a combination of sick leave, disability, vacation time, and paid by the institution. Faculty may borrow from the sick bank to get the full 12 weeks.

Currently UF faculty can borrow up to 6 weeks of paid parental leave that must be paid back within 6 years. Faculty can take additional paid time using accumulated (already earned) sick leave time, but cannot take more paid leave if you haven't accumulated the sick time. For junior and new faculty this essentially means that it is impossible to take a full semester of paid leave. By my calculations, faculty earn 78 hours of sick leave for a 9 month appointment. A full semester of paid leave requires approximately 600 hours of sick time. A faculty member who has worked for UF for 2 years has earned 18 days of sick time and so they would only be able to take approximately 9 weeks of paid leave and would be paying back the sick time for 4 years. In order to take a full semester of paid leave, faculty will have to have worked for UF for approximately 4 years. This also leaves that faculty member without any sick time to use if he/she is actually sick and needs to take a leave. In addition, faculty often have two children and the sick leave bank is depleted from the first child.

Although the current policy allows up to 6 months unpaid leave, unpaid leave does not include benefits, imposing additional costs for families when income is often reduced by half or more in two parent households (and reduced almost completely for single parents). Anyone who has had a baby knows that trips to the doctor are frequent for a baby born without complications. Trips to the doctor for minor problems like difficulties feeding, gaining weight or jaundice are extraordinarily expensive without insurance and emergency health care insurance programs such as Cobra do not cover these costs.

In addition, for most faculty an unpaid leave (or any reduction in pay at all) is not an option as mortgages, daycare bills, basic utilities bills, and even student loans, would not get paid during the unpaid time. This adds additional stress on families to make ends meet. Faculty often cannot take unpaid leave and so then young, primarily female faculty are making arrangements within departments and are then teaching overloads to "pay back" their courses in the semesters following the leave. This policy puts women at a disadvantage in terms of making progress toward tenure and promotion and research productivity (for research active faculty members) is compromised.

My understanding is that in essence this policy translates to no policy for the majority of people having babies at UF. Faculty having children are often doing so in their 30s, which is typically in the first couple of years of starting faculty positions. By my calculations is that it is currently impossible to take a full semester of paid

leave within the first 3 years of working at UF. In my opinion this policy is unacceptable and not making changes to provide better support for families will translate to fewer young faculty deciding to come to UF over other options, more faculty deciding to leave UF after feeling unsupported, and fewer women successfully navigating tenure and promotion.

I would like to ask for your help to develop a policy here at UF that allows faculty to take a full semester of paid leave for the birth or adoption of a child. I know several businesses are beginning to take the lead and adopt supportive family leave policies (Netflix offers a full year of paid leave, Amazon offers 20 weeks of paid leave, Adobe offers 26 weeks of paid leave, Apple offers 18 weeks of paid leave, Facebook offers 16 weeks of paid leave) and I believe that this is one important way to support preeminence here at UF. A supportive paid family leave policy will make UF a destination of choice for faculty. I know that the UFF Union has developed a proposal for such a plan and I support their proposal.

Please help me change this policy. I would be more than happy to serve in any way that might move this change forward and give faculty the support they need to be successful at UF.

Thank you for your time,



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