

# COMPENSATION COMMITTEE Minutes

Tuesday, April 13, 2021

1:30 p.m.

via Zoom: <https://ufl.zoom.us/j/96674354287?pwd=N3Z2ZGtKbHpKRHNTT3ZOM09TYWg3dz09>

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**Present:** Sean Trainor, Jason Byrd, Beverly Dede, Brook Mercier, David Bloom, Torben Becker, Chris Hass, Carolyn Kelley, Mei-Fang Lan, Laurie Bialosky, and Brent Goodman.

## 1. Call to Order

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

## 2. Approval of March 16, 2021 Minutes

- The minutes were approved.

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**3. Faculty Titles Discussion** - Brent Goodman, Associate Director of Classification and Compensation  
- The committee discussed UF's definition of faculty in different university spaces. One is the Faculty Senate's definition of faculty located in Faculty Senate Bylaw 21:

<https://generalcounsel.ufl.edu/media/generalcounselufledu/documents/Bylaws.pdf> (p. 33). This defines which individuals are considered faculty and therefore can vote for a Faculty Senator and also be eligible to serve as a Faculty Senator.

- UFHR generally determines faculty status by reviewing an individual's pay plan.

- Associate Director Goodman's team oversees HR transactions, such as a title change, within the central HR system which are typically initially input by unit-level Human Resource personnel. He also assists central UFHR in managing the raise files for faculty and staff as a whole, although OPS personnel are handled by a different UFHR area.

- In 2019, UF hired Sibson to review the primarily staff-oriented pay grade system, and staff salary surveying and benchmarking. It also reviewed the benefits offered by UF for both faculty and staff, including health insurance, paid leave, and retirement, particularly as compared to other UF peer institutions.

- The process which guides UFHR for 'big picture' items was discussed, including scenarios in which a Vice-President, Chair, or Dean could provide a faculty salary increase; examples included new assignments of additional administrative, teaching, or research responsibilities, market value re-assessments, and adjustments made to address internal equity-related issues, etc. Such processes are typically initiated by unit-level HR and is then moved forward for approval by the Provost's Office and central UFHR.

- Data sets for faculty salaries would be useful in completing the committee's mission. Assistant Provost and Director of Institutional Planning and Research Cathy Lebo has been active and connected with senior leadership about this.

- UF subscribes to two surveys: the CUPA-HR faculty salary survey and the Oklahoma State Faculty Salary Survey. UFHR can review narrowed survey versions which include, for example, only AAU institutional data. Attention is given to avoid focusing on too narrow or too broad of a faculty peer group, as this

could be problematic in comparing UF's salaries in the marketplace.

- Scholarly equity and how this committee can support it was discussed. Principles regarding benchmarking, outlining faculty needs, and determining the direction UF should take were discussed and would assist HR in understanding relevant nuances. Knowing the questions faculty have and the areas in need of attention will assist UFHR in accomplishing university and faculty goals.
- HR has concern of privacy issues if individual levels of demographic data are accessed. For example, a faculty member could be a minority but has not previously disclosed it. Race, citizenship, ethnicity are not always disclosed to colleagues and employers.
- Equitability in hiring and salaries, as well as the role of a Department Chair or Dean, were discussed. During the hiring process, a potential new faculty hire's rank and discipline is considered as well as market-related factors. Department Chairs are charged with deciding how to spend its unit's annual budget. Unless there is a new appropriation and given that there can be an annual change in job market-value annually, salary compression, as well as salary consistency, across the organization may be more challenging to address.
- Recognizing when a unit is need of specific knowledge or skills can help in establishing compensation but can be more challenging for complex and advanced academic positions.
- The Special Pay Increases (SPI) and justifications for such requests were discussed. Attention is given to how a particular position organizationally fits into the university and/or unit.
- Roughly 300-400 faculty are typically hired per year but following the faculty 500 initiative, this number has been closer to 500-600.
- The committee discussed the need to identify which reports which are already being generated by UF should be obtained for cross-reference and to help answer specific concerns. New hire or static data which begins in the August/nine-month faculty cycle could be considered, in addition to the institutional snapshot taken in October. Faculty are certified in August, so it is assumed faculty pay plans would be known at least prior to August 15.
- A committee focus next year can be on what specific dashboard criteria, (such as hiring and retention information) is needed. Assistant Provost Lebo can be invited to help guide this conversation.

#### **4. Open Floor**

- There were no open floor items.

#### **5. Adjournment**

- The meeting adjourned at 2:28 p.m.