

COMPENSATION COMMITTEE Minutes

Tuesday, March 16, 2021

1:30 p.m.

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

Present: Sean Trainor, Miriam Louis, Brook Mercier, David Bloom, 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 February 16, 2021 Minutes

- The minutes were approved.

3. Election of 2021-2022 Compensation Committee Chair

- Sean Trainor was elected.

4. [Compensation Committee Mission Change \(to include 'Equity'\) Update](#)

- The Compensation Committee's mission and name change, to include equity, has been approved by the Committee on Committees and Faculty Senate Steering Faculty Senate Steering Committee.

Approval is pending at the Faculty Senate, where it will be an Information Item on March 25, and an Action Item on April 15, 2021.

5. Update on [Faculty Titles](#)

- A request for faculty contact information (email addresses) has been placed so that a campus wide faculty titles survey can be emailed. The survey questions and informational video will be identical to those contained in the [College of Liberal Arts & Sciences \(CLAS\) faculty titles survey](#) previously discussed by the committee.

- Faculty title modifiers and the approach used by UF peer institutions were discussed. The College of Medicine in Jacksonville is one unit continuing to use modifiers.

- The Faculty Senate Secretary will invite Brent Goodman, Associate Director of Classification and Compensation to the April meeting.

6. Open Floor

- The committee will continue to engage in conversations with those involved in gender disparities reporting. The Oklahoma study previously discussed by the committee now charges for data access which had been available on their website. The web link had previously been easily accessed for such items as salary data requests. The committee will follow-up next month with Brent Goodman to ascertain if he or UF Human Resources may be able to access it.

- The OFCCP-Office of Federal Contract Compliance Programs conducts audits and certified that there were no issues at UF two years ago. This is distributed annually, in September, and they may not have a helpful analysis since they focus more on micro-assessment, rather than generating macro-issue findings.

- The Chief Diversity Officer (CDO) and Cathy Lebo, Assistant Provost and Director of Institutional

Planning and Research, are working on a dashboard. A demographics and diversity table is located on the CDO site. A CDO search is taking place to determine the replacement for outgoing CDO Antonio Farias.

- The draft Welfare Council IDEA document <http://fora.aa.ufl.edu/docs/78/2020-2021/IDEA%20action%20items%20-%20Faculty%20Senate%203-25-2021.pdf> was noted, as well as the December Faculty Senate [inclusive recruiting strategies presentation](#) by Audrey Gainey, Talent Acquisition and Onboarding Director in UF Human Resources. Both can assist in guiding the kinds of questions which should be asked to address equity disparities, including obtaining such data as who has been invited to campus to interview, who has been hired, UF norms compared to that of its American Association of Universities (AAU)/peer institutions, and other benchmark data obtained at the end of the hiring cycle. The review of such benchmark data by Deans and Chairs is essential.
- Discussion was also held regarding if there is salary growth consistent with the growth in responsibilities or expertise in a faculty's position, particularly in reference to the number of years of service, rank, competitive salaries available at other institutions, etc.
- The California State University system of raises was discussed, including differences in the two state's policies, and legislative priorities.
- Formulas for non-recurring costs, which is established by the state, are also a consideration, as well as differences in revenue-generating opportunities (such as through clinical revenue) between different UF colleges.
- There was an inquiry regarding Foundation funds and it was noted that such funds are 90 percent allocated/ear-marked by the donor.
- UF has about a 15 % turnover rate. More attention is being placed on data to help understand this qualitatively.
- Interview exit surveys were discussed, including that faculty may choose to provide narrative information and therefore need to feel comfortable providing feedback which might possibly identify a source. Faculty concerns and feedback about both UF and the broader community in which UF employees live can be captured in a broader exit survey. UF is in the developmental stage of creating exit surveys. There is currently no standard, campus-wide survey being used, so an institutional approach is sought.

7. Adjournment

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