

# COMPENSATION & EQUITY COMMITTEE Minutes

Thursday March 31, 2022 | 10:00 a.m.

In Person: 239 Tigert Hall (Provost's Conference Room) or Via [Zoom](#)

---

**Present:** Laurie Bialosky, Shannon Edwards, Ryan Fuller, Anna Gardner, Brent Goodman, H  l  ne Huet, Stan Kaye, Carolyn Kelley, Brook Mercier, and Sean Trainor.

1. **Call to Order** (Sean Trainor, Chair)
  - Compensation & Equity Chair Sean Trainor called the meeting to order at 10:00 am.
2. **Approval of February 25, 2022 Minutes**
  - The minutes were approved.
3. **Update on [Multi-Year Contracts Resolution](#)**
  - The resolution was approved by the Welfare Council. Will go to Steering Committee, probably in May, as information item only, not for a vote.
4. **Update on Budget Council Resolution on Retirement Contributions and "Compensating for COVID" Resolution**
  - The resolution calls on UF to increase contributions to ORP to mirror peer institutions. The C&E Committee cannot vote on it. This committee has been considering a separate resolution aiming to restore a healthier relationship between the university and its employees by providing employees recompense for sacrifices made during and because of COVID-19. This matter was discussed in the most recent Welfare Council and Budget Committee meetings, and no consensus has been reached. These groups advise that the C&E Committee develop a survey to hone in on the best decision based on the needs/wants of employees.

## 5. Status of Paid Parental and Medical Leave

-As a follow up to the Faculty Senate's parental leave resolution, Director of University Benefits, Shannon Edwards, attended this March 31 meeting and provided this update about the usage of the UF parental leave: Parental leave is at 8 weeks presently. C&E Comm has requested 12 weeks. This request has been well received.

-Recently, 292 Faculty members have used leave: 197 used the 8-week parental leave and 95 used paid medical leave. The difference between the two: Paid parental leave allows for immediate access of the 8-week benefit. Paid medical leave requires that employees use 40 hours of accrued paid sick leave before medical leave kicks in.

-Edwards wants the program to go to 12 weeks, but HR needs to pull data points, such as who is funding the leave? For example, if leave is funded by

a department or program, this unit may have to pay someone to teach a class while a faculty member is on leave. There are no dates for when this matter will be discussed, but it is being looked at as a viable option.

Edwards asked for questions:

Question from H el ene Huet, Assistant Librarian & Faculty Senate member, & Faculty C&E Comm guest: Is paid medical leave being considered for 12-weeks' time period as well? And if so, would the employee have to use 40 hours of accrued sick leave before it kicked in? Edwards: Yes the increase is being considered and Edwards supports this change. Yes, the employee would have to use two weeks (40 hours of accrued sick leave before the benefit kicked in.)

Question from Sean Trainor, C&E Comm Chair: He was unaware that parental and medical leave are department/program funded. Small departments/programs can be strapped for funds, and these smaller departments/programs often are teaching-centered, so the hiring of replacements for teaching classes could create financial strains. Is there another stream for funding? What can Faculty Senate do to make this issue a priority? Edwards: She met with senior leader in finance to discuss this issue and advised that HR needs clarity concerning where this decision is hitting unevenly for small departments/programs. She cannot answer about Faculty Senate's role as it is outside the scope of her position. Ryan Fuller, Associate VP and Deputy General Counsel, offered a response: Make sure David Bloom, Faculty Senate President, has an audience at the trustee's meeting to bring up this matter.

Question from Huet: Previous conversations around this issue seemed to suggest that paid leave would be funded by a reduction in Paid Time Off (PTO) accrual for 12-month faculty and staff. Is this plan still in place, especially as the transition from vacation/sick leave to PTO is currently on hold? Edwards: This issue has to be resolved. Edwards advises that paid leave and how to fund it needs to be decoupled from PTO.

Brent Goodman, Director of Classification and Compensation, offered additional input on Trainor's question. If someone from a department takes a leave, the additional cost for a department would only result if someone needed to cover a position – this would be a back fill cost. Trainor advised that this type on back fill cost would be common in departments that had faculty with high teaching loads.

## **6. Phased Retirement Program (PRP) for ORP**

Guest faculty, Stan Kaye, Professor for School of Theater + Dance, explained that UF doesn't have a phased retirement program for ORP. Kaye found a phased retirement program (PRP) at UPenn. Kaye believes

the plan is possible and can fit into the current CBA. He notes that as UF is a top-five state school, it should be in a situation where faculty members have to negotiate for their own retirement. If PRP is adopted, a standard method would be in place, eliminating the need for individual faculty members to negotiate retirement, and adding in PRP would “let the faculty retire with dignity.” He notes that FSU as instituted PRP, so there shouldn't be a legal issue. Fuller advised that he agrees with Kaye and that PRP needs to be explored as an option at UF. He notes that PRP is popular with Dean and faculty. One legal obstacle is Florida Statute 215 425, which prohibits state employees with severance pay (money to employees for services already rendered). Kaye added that FSU has figured out how to make the PRP work within the boundaries of the state law. Kaye added that having PRP available is a “win-win” as it will be popular with faculty and will help UF manage finances.

Fuller said he will look at the FSU plan to see if it offer a feasible option for UF. Next steps: This matter will be researched outside of the C&E Comm for its viability, and possibly be taken up in the fall as an issue to consider for the C&E Comm, Kaye asked about the process going forward. Fuller advised that Faculty in and out of unit must be okay with the proposal. From there, it will go to the Provost and CFO to discuss its costs. Then, the Provost and Deans will discuss, possibly leading to passing a regulation or policy. The role of the Union and CBA also needs to be considered.

#### **Election of 2022-2023 C&E Comm Chair.**

Trainor expressed interest in continuing in this role, upon his reappointment to the committee. No other committee members expressed interest. Carolyn Kelley nominated Trainor for the position. Anna Gardner seconded. Sean Trainor will continue in the role of Chairperson.

#### **Meeting Close**

This is the last meeting of the year. The committee will reconvene in Fall 2022. Meeting was adjourned at 10:40 am.

Minutes Submitted by Compensation & Equity Committee Member Carolyn Kelley.