

# COMPENSATION & EQUITY COMMITTEE MINUTES

Friday, January 21, 2022 | 3:00 p.m.

Via Zoom: [Click here for link](#)

**Present:** Sean Trainor, Beverly Dede, Chris Hass, Brent Goodman, Brook Mercier, John Kraft, Laurie Bialosky and Carolyn Kelley.

- 1. Call to Order** (Sean Trainor, Chair)
  - The meeting was called to order at 3:02 p.m. by Compensation & Equity Committee Chair Sean Trainor.
- 2. Introductions / Request for Vice Chair**
  - Introductions were made and Chair Trainor made a request for a Vice-Chair to help support the chair and committee. If interested in assisting the Chair in such a role, please contact him.
- 3. Approval of October 21 and November 18, 2021 Minutes**
  - Both minutes were approved with correction to the October minutes Scrivener's Error.
- 4. Update on [Faculty Titles Resolution](#)**
  - This item has been set in motion for implementation by HR, with retired VP of HR Jodi Gentry having started the process late last fall. While this may occur relatively quickly for out of unit faculty, the United Faculty of Florida (UFF) will need to approve the new titles before it can be implemented for those in the Collective Bargaining Agreement (CBA).
  - The committee agreed with the Welfare Council suggestion to phase out the Lecturer title series and move to the 'Instructional Professor' series or, if appropriate, the "In" job title series.
  - Some job title change factors to consider include if a faculty's duties are technical or teaching-heavy.
  - The committee discussed the need for Faculty Senate to review if there have been any removal of faculty rights from non-tenured faculty. Examples would include reviewing if faculty voting rights at the unit or other levels properly align with the University Constitution and Faculty Senate Bylaws. It was agreed that a statement of rights support by the committee and/or Faculty Senate would be helpful.
  - 'Outlier' salary justifications could also be a future committee topic.
- 5. Discussion of [Revised Multi-Year Contracts Resolution](#)**
  - Data on average number of non-renewals continues to be received and evaluated for

non-tenure track faculty, rolling three-year contracts have long been the default faculty contract structure;

- This contract structure is therefore a known quantity for both Florida university administrators, the State University System Board of Governors, and collective bargaining agents. UF stakeholders could draw on this experience to anticipate administrative issues with this contract structure and ensure a successful roll-out.

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<sup>2</sup> Non-renewal data was provided by UF Human Resources. During this same period, an average of 10 non-tenure track faculty were non-renewed annually for financial reasons. The average annual performance-related non-renewal rate during this period was 0.28% of all UF faculty and the overall annual average non-renewal rate, including for both financial and performance-based non-renewals, was 0.47% of all UF faculty.

<sup>3</sup> In its 1940 Statement on Principles of Academic Freedom and tenure, the American Association of University Professors declared that “[t]enure is a means to certain ends; specifically: (1) freedom of teaching and research and of extramural activities, and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society.” While this resolution does not call for the granting of tenure to non-tenure track faculty, it nevertheless call for a greater degree of freedom and economic security for contingent faculty, both of which are indispensable to the success of the academic enterprise today as they were in 1940. For the full text of this statement, see: <https://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure>

<sup>4</sup> As of Fall 2020, 24.7% of tenured and tenure-track faculty were non-white and 37.2% were women; during the same semester, 35.5% of non-tenure track faculty were non-white and 49.29% were women. Source: <https://ir.ua.ufl.edu/uffacts/workforce/>

- The committee discussed how a carve out of this resolution would look and discussed potentially using ‘HSC faculty with a clinical modifier’ in the verbiage.
- Following an inquiry regarding if some units may simply choose not to implement the components of a Faculty-Senate approved resolution, it was clarified that UF could offer multi-year contracts as implemented by administration.
- Salary funding may also vary widely in the Health Science Center and across campus.
- Non-renewal examples and variables were discussed. Examples included: Professors hired in research lines who are not successfully supporting their salary; harassment or intimidation conduct; etc.
- To inform the conversation of the resolution moving forward, the committee discussed the need to ensure correct terminology is used. For example, non-renewed rights are different than ‘for cause’ rights and there is a difference between contracts and grants language. HR definitions used in non-renewals was screen-shared: <https://regulations.ufl.edu/wp-content/uploads/2013/03/7013.pdf> (p.3 section #3) and <https://hr.ufl.edu/wp-content/uploads/2021/08/ARTICLE-13.pdf> [13.3(a)(1), etc.].
- A motion to approve the resolution and forward to the Welfare Council for review carried unanimously.

## 6. Discussion of 2022 Compensation Recommendations

- Committee recommendations for potential policy changes review included:
- The substantial employee resignations taking place across the country may be affecting academics differently than in other fields. While there might not be as many employees

necessarily resigning in academics, higher educational institutions may experience faculty and employee disengagement on things such as service to the university. Is there a way to reward faculty for the work provided and sustained during the pandemic? Can we make a renewed push for expanding parental and medical leave? The [UF Faculty Senate passed a resolution](#) in May 2020 which addressed these efforts at that time; the [Parental Leave Resolution](#) proposed 12 weeks of paid parental leave per faculty member and UF responded with implementing a policy for eight weeks of leave. The pandemic has highlighted the importance of robust leave options.

- The committee agreed to reinvigorate this conversation, which will also provide an opportunity for Faculty Senate to reaffirm a past resolution.
- Two years into the COVID-19 pandemic, the utilization rate of this policy is likely to be significantly higher now (and potentially post-COVID-19), so the committee agreed that now is a good moment to plausibly revisit this topic and explicitly tie it to pandemic hardships as a meaningful material acknowledgement to faculty.
- It was discussed that many faculty may have completed Hi-Flex IT training essentially outside of work hours and potentially without compensation.
- A resolution explicitly linking benefits to acknowledge the extra faculty efforts throughout the pandemic could be paired with a recommendation of specific benefits.
- A one-time 'COVID-19 efforts' bump could also be considered.
- The most recent increase was 1 percent across the board and 2 percent merit and resulted in a lot of units awarding 3 percent across the board.
- Chair Trainor will invite UF HR Benefits Director Shannon Edwards to further discuss at an upcoming committee meeting.
- The legislature is now in session and the upcoming legislative budget is currently unknown.
- Following an inquiry, it was clarified that UF's Day of Celebrating Our UF Core Values, slated for February 9, 2022, is still being held but Faculty Senate voted down cancelling classes for the day. The day is meant to provide opportunities for education about, and reflection on, the importance of the UF Core Values in respective employee and student roles and responsibilities.
- At today's 1:00 Welfare Council meeting, a motion to make Juneteenth an official university holiday carried unanimously. Welfare Council and Compensation & Equity Committee Liaison Associate Provost Chris Hass is relaying this to Associate Provost Angela Lindner, who, in conjunction with University Registrar, establishes the proposed academic calendars.

## 7. Adjournment

- The meeting adjourned at 4:01 p.m.