

COMPENSATION & EQUITY COMMITTEE Minutes

Friday, February 25, 2022 | 3:00 p.m.

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

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

1. **Call to Order** (Sean Trainor, Chair)
 - Compensation & Equity Chair Sean Trainor called the meeting to order at 3:00 p.m.
2. **Approval of January 21, 2022 Minutes**
 - The minutes were approved.
3. **Status of Revised [Multi-Year Contracts Resolution](#)**
 - The resolution (updated at last month's committee meeting) was tentatively approved this afternoon by Welfare Council to move to Steering and bring to the Senate floor; may happen in March or April.
4. **Budget Council Resolution on Retirement Contributions**
 - Budget Council is working on a resolution to propose increased employer contributions to retirement benefits. This committee has participated in this conversation and is considering a separate resolution aiming to primarily restore a healthier relationship between the university and its employees and provide employee recompense for sacrifices made during and because of COVID-19. The general sense is that if this committee speaks on this issue, a focus on salary as opposed to retirement matching is preferred. However, both paths will be taken into consideration.
 - Resolution verbiage will need to reflect that some retirement plan components and rates are set by the state.
 - Additional education in the faculty retirement savings space would be helpful.
5. **Upcoming Business and Meeting Scheduling**
 - a. As a follow up to the Faculty Senate's parental leave resolution, University Benefits Director Shannon Edwards will attend the March 31 meeting to provide an update on the usage of the UF parental leave. She will also be available to discuss medical leave.
 - b. Mid-March meeting in lieu of 29 Apr. meeting
 - The April 29 meeting conflicts with commencement. Two March meetings will be held. The committee will be updated regarding a

mid-March meeting on its own or combined with Welfare Council, making March 31 the last meeting of the semester.

- c. Constituent request on phased retirement for ORP
 - No established structure exists for a phased ORP retirement plan at UF. The committee agreed it could review the boundaries on what a policy would look like and the expectations of a payout structure. There may be state laws related to compensation buy-outs. Some other institutions allow a withdrawal of retirement savings prior to the end of their ties to the institution. Ryan Fuller, Associate Vice President and Deputy General Counsel, will be invited to the next committee meeting to provide clarity.

6. **Status of Proposed “Compensating for Covid Resolution”**

- Elements discussed included advocating for increasing: across-the-board salaries; leave and retirement benefits; professional development opportunities; and provisions for BabyGator, health club memberships, and parking subsidies; and pay upon leave for accumulated sick time.
- The committee discussed resolution ‘common ground’ elements and:
 - How to narrow or close pay gaps with academic peers.
 - Professorship and chair payments/compensation.
 - Identify equity hotspots, and the space in which there is available funding to match areas of faculty need.
 - Varying parental and family leave needs for junior and senior faculty.
 - One-time vs. recurring costs and how they may tie into or contribute positively to the university’s overall structure or ‘big picture’ were also discussed.
 - Advantages and disadvantages of proposing a ‘kitchen sink’ resolution to include all desired resolution elements were discussed.
 - Feedback on the approach of such a resolution was garnered at this afternoon’s Welfare Council meeting and it was noted that if the purpose of a resolution is to reaffirm the relationship between UF and its faculty, it may be more meaningful to focus on repairing its culture of academia rather than requesting increased forms of compensation. However, Welfare Council agreed that a focus on how UF faculty compensation aligns with peer institutions is of key importance to all.
 - Chair Trainor has received much varied feedback regarding a resolution by this committee. It was agreed that it would be helpful to ask for clarity from Shannon Edwards, University Benefits Director at the next meeting.

7. **Adjournment**

- The meeting adjourned at 3:55 p.m.