

Compensation & Equity Committee Minutes

18 Nov. 2021

Attendees: Beverly Dede, Anna Gardner, Chris Hass, Mariam Louis, John Kraft, Brook Mercier, Amanda Phalin, Sean Trainor.

1. 12:30 – Call to Order (Sean Trainor, Chair)
 - a. The meeting was called to order at 12:31pm.
2. 12:35 – Introductions / Request for Vice Chair
 - a. Attendees were asked to consider taking on the role of vice chair and encouraged to contact the chair via email if interested.
3. 12:45 – Update on Faculty Titles Resolution
 - a. The Chair reported that the faculty titles resolution had been presented as an information item at the October Faculty Senate meeting and would be voted on at the November Faculty Senate meeting.
4. 12:50 – Discussion of Revised Draft Multi-Year Contracts Resolution
 - a. The Chair returned to the Committee with a revised version of the multi-year contracts resolution that incorporated feedback from the October meetings of both the C&E Committee and Welfare Council. While the revised resolution enjoyed general support from the Committee, it was not yet ready for a vote, as it lacked data on non-renewal rates at the University. The Chair promised to follow up with UF HR to secure this information.
5. 1:10 – Discussion of Changemaker’s Toolkit Proposal
 - a. The Chair proposed a decentralized approach to addressing college- or unit-level equity issues, namely a “Changemaker’s Toolkit,” authored by the C&E Committee, providing faculty with information on how they can effectively advocate for an equity pay raise or other equity-related changes in their working conditions.
 - b. Chris Hass returned to his suggestion, put forward at previous C&E Committee meetings, that unit heads be required to justify, in writing, on a periodic basis, any outlier salaries (either high or low).
 - c. John Kraft argued that the main obstacle to equity pay raises is the absence of funds to support these efforts. In the absence of these funds, he worried that this proposal would encourage faculty to invest time and energy in projects that are unlikely to produce results.

- d. Chris Hass argued that this proposal failed to deal with an important root cause of equity issues, namely unit bylaws that, in many cases, are badly in need of updating. The Committee agreed to return to the topic of unit bylaws in the future.
- 6. 1:30 – Adjournment
 - a. The meeting adjourned at 1:20pm.