

Compensation & Equity Committee Minutes

21 Oct. 2021

Attendees: Beverly Dede, Anna Gardner, Chris Hass, Mariam Louis, Carolyn Kelley, 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 in this position.
3. 12:40 – Approval of September 30, 2021 Minutes (see attachment)
 - a. The September 30 minutes were approved unanimously at 12:37pm. Beverly Dede moved to approve the minutes; Carolyn Kelly seconded.
4. 12:45 – Update on Faculty Titles Resolution
 - a. The Chair informed the Committee that the faculty titles resolution had been approved by the Welfare Council and Steering Committee. He further informed the Committee that this resolution would be on the October Faculty Senate agenda as an information item and on the November Faculty Senate agenda as an action item.
5. 12:50 – Discussion of Draft Multi-Year Contracts Resolution
 - a. The Chair introduced a draft resolution calling for the University to transfer non-tenure-track faculty currently on one-year contracts to rolling multi-year contracts.
 - b. Meeting attendees discussed expected administrative attitudes toward this proposed change. Chris Hass indicated his expectation that deans would have reservations about this resolution related to finances and accountability. John Kraft indicated that this change would have a minimal impact on day-to-day college operations.
 - c. Brook Mercier indicated that the majority of non-renewals at UF are related to availability of funding rather than faculty performance.
 - d. Mariam Louis and Chris Hass noted that this proposal would be an awkward fit for the College of Medicine and Health Science Center. They encouraged the Chair to either exempt those units from the resolution or consult with those units leadership about the resolution's applicability.

- e. Chris Hass encouraged the Chair to consider modifying the resolution to contain a probationary period before transitioning affected faculty to multi-year contracts; he also encouraged the Chair to frame this proposal as an equity issue, given that NTT faculty are more likely to be women and/or minoritized groups than TT faculty.
6. 1:10 – Discussion of Faculty Compensation Priorities (Salary vs. Retirement)
- a. The Chair summarized a presentation by VP Jodi Gentry to the Budget Council. During this presentation, VP Gentry asked if faculty would prefer future compensation increases to go toward raising salaries or toward enhancing retirement matching funds. By putting available funds toward retirement matching contributions, VP Gentry noted, UF could make its retirement package more competitive with those of peer institutions.
 - b. In general, the C&E Committee agreed that any available funds should go toward increasing pay rather than retirement matching.
 - c. A meeting attendee suggested a joint statement by the Budget Council and C&E Committee affirming this position.
7. 1:30 – Adjournment
- a. The meeting adjourned at 1:31pm.