

COMPENSATION & EQUITY COMMITTEE MINUTES
SEPTEMBER 30, 2021 MINUTES
12:30 P.M.

In Person: 239 Tigert Hall (Provost's Conference Room)

Via Zoom: <https://ufl.zoom.us/j/92504652019?pwd=NTdYWmJSaThMbUprUEtoR0xodldNUT09>

Present: Sean Trainor, David C. Bloom, Stan Kaye, Carolyn Kelley, Mei-Fang Lan, Brent Goodman, Mariam Louis, Chris Hass, Laurie Bialosky, Ana Gardner, Sylvain Doré, and Amanda Phalin.

- 1. Call to Order** - Sean Trainor, Compensation & Equity Committee Chair
 - Chair Trainor called the meeting to order at 12:31 p.m.
- 2. Introductions / Request for Vice Chair**
 - Please let Chair Trainor know if you would like to serve as a Vice-chair, to provide committee chair support and back-up.
- 3. Approval of April 13, 2021 Minutes**
 - The minutes were approved.
- 4. Approval of [Revised Faculty Titles Resolution](#) and [Report on Faculty Titles Survey](#)**
 - A [proposed faculty titles resolution](#) containing updates to address data obtained from the [Report on Faculty Titles Survey](#) was reviewed and discussed.
 - Survey respondents expressed clear support for a faculty title change for instructional, non-tenure track faculty.
 - The consensus of survey participants and faculty who have been engaged in this issue over the past year seems to be that any approved faculty title change should be a change in official (as opposed to only working) faculty titles. Such a change would require a regulation change. Human Resources has relayed that such an effort will involve a time investment but would not be unduly difficult.
 - There was an inquiry about if the proposed change will eliminate the Lecturer title altogether. This change would apply to those faculty in the Lecturer title series who have a 50% or greater teaching responsibility.
 - Report findings regarding expectations and impacts of a faculty title change were reviewed and discussed.
 - The committee discussed the relationship of job titles to job inequities related to compensation, security, status, and the representation and rights of faculty within units. It was also noted that the National Institutes of Health (NIH) grant review/applicant assessment process penalizes faculty holding the title of Lecturer.
 - Tenure track hiring models across campus were discussed.
 - A motion to approve [today's revised resolution](#), with the insertion of a clause denoting that working titles be approved during the transitional period between Faculty Senate approval and final implementation, carried unanimously. Chair Trainor will present this resolution at the October Faculty Senate Steering Committee and Faculty Senate meetings.

5. Introducing Agenda for 2021-2022 Academic Year

- The committee is interested in exploring the following topics this academic year:
 - a. Multi-Year Contracts Resolution.
 - The committee expressed interest in moving another resolution forward to express the need for more aggressive or exclusive use of multi-year faculty contracts. This would still give UF flexibility to remove someone from employment. It was discussed that there is a distinction of 'for cause' termination of employment versus non-renewals. The former is a yearlong process and UF pays the employee's salary during this process. A nonrenewal provides a one-year notice if you have been employed at UF for three years.
 - Are multi-year contracts funding-neutral?
 - b. Faculty Salary Minimum Resolution.
 - c. Compensating COVID-Related Work Resolution.
 - Consider increases in compensation, which can be something other than a salary increase, for exceptional performance during COVID.
 - d. Supporting Push for Increased UF Retirement Contributions.
 - e. Fulfilling a central committee goal to raise awareness of internal pay inequities, including salary compression and inversion.
 - Is over-performing faculty the group which are experiencing salary compression? It may be unit or college-dependent.
 - Explore ways to provide faculty with more robust tools to address negative compensation items, such as salary compression, etc. Attention should be given to solutions for non-tenure track faculty as well as faculty who may not have the opportunity to receive merit raises.
 - f. Increasing faculty retention by finding ways to reward loyalty.
 - UF's new Top five status may intensify the recruitment of UF faculty to other institutions.
 - Discuss funding considerations to reward over-performing faculty.
 - g. Consider reviewing deferred compensation at the state level (AIG, Nationwide)

Other points of committee discussion included:

- Employee exit interviews. UFHR has been conducting exit interviews for the past 18 months, with very little helpful information being received. Faculty most often state their rationale for leaving in fairly generic terms. Rationale most commonly cited includes that faculty are leaving 'for other opportunities', or 'because of family'. Given that approximately 800 employees turn over each year, exit interviewing and assessment is demanding and would take a sizeable commitment in personnel and time. Can anonymity be maximized when collecting this information? UFHR is currently exploring ways to strengthen response rates and data received by reviewing the communication methods used in sending exit surveys and in the overall process.
- Chair Bloom has discussed with the Academic Policy Council that he is facilitating a task force to examine faculty tenure and academic freedom. There is an opportunity to consider using a post-tenure review to reward over-performing faculty. Please let Chair Bloom know

if you are interested in serving.

- It was mentioned at a recent Advisory Council of Faculty Senates (ACFS) meeting that universities may add six to seven questions to the [Collaborative on Academic Careers in Higher Education \(COACHE\)](#) Survey, a survey which provides benchmarks with UF and other institutions, allowing for long-term track changes within UF.

8. Faculty Inquiry re: ORP Contributions to Retirement Insurance Premiums

- Faculty who are in the Florida retirement system receive a small payment from the state to help them with health insurance premiums in retirement. There is a formula based on years of service. While changing state law may not be feasible, employees who join UF as their first job or come from other prior institutions with optional retirement plans sometimes choose not to join the FRS but stay with TIAA or other ORP's, which can create an inequity. FRS members get this small but significant benefit at retirement but ORP enrollees do not. Addressing this item would likely not be a substantial financial impact to the institution, but it would be for retired faculty who are not highly paid.

- Brent Goodman will partner with UFHR Benefits Director Shannon Edwards to obtain a response to this inquiry.

Additional program details were provided in the Zoom chat:

-The Health Insurance Subsidy (HIS) is a monthly supplemental payment that helps to offset the cost of the member's health insurance premiums. Eligible retirees or beneficiaries will receive a monthly HIS benefit equal to \$5 per month for each year of FRS Pension Plan and/or Investment Plan service credit earned at retirement. The minimum HIS benefit is \$30, not to exceed a maximum of \$150 per month. This is an extra benefit; it does not come from the member's Investment Plan account balance, nor is it a guaranteed benefit.

Eligibility- To be eligible to receive the HIS, the employee must:

-Meet the age or service requirements to qualify for normal retirement under the Pension Plan.

-Have taken a distribution from the Investment Plan OR be an Investment Plan

-Hybrid Option member who has begun receiving their Pension Plan benefit.

-Terminated all employment with all FRS-participating employers as described in Section 121.021(39), F.S.

-Satisfy the vesting requirements for the Pension Plan or be eligible for an FRS disability benefit.

-Provide proper documentation certifying that they have health insurance coverage (Cover Florida Health Care Access Program, Medicare, and TRICARE are accepted).

-Apply for the HIS as required by the Division using forms FRS HIS-IP and HIS-IP-2, which are also available by calling the MyFRS Financial Guidance Line, Option 3.

Eligible Beneficiary- Only the surviving spouse named as the member's beneficiary is eligible to receive the HIS in the event of the member's death. Named beneficiaries other than the spouse are not eligible for the HIS.

For More Information- Learn more on the Health Insurance Subsidy page. The HIS benefit is administered by the Division of Retirement. Direct any questions about the HIS to the Division at 1-866-446-9377, Option 3.

9. Adjournment

- The meeting adjourned at 12:27 p.m.