

COMPENSATION & EQUITY COMMITTEE Minutes

Thursday September 22, 2022 | 10:00 a.m.

In Person: 142 Tigert Hall (Div of Stud Life Conf Room) or via [Zoom](#)

Present: Laurie Bialosky, Beverly Dede, Guy El Helou, Ryan Fuller, Chris Haas, Brent Goodman, Carolyn Kelley, John Kraft, Mariam Louis, and Sean Trainor.

1. **Call to Order** (Sean Trainor, Chair)
 - Compensation & Equity Chair Sean Trainor called the meeting to order at 10:00 am.
2. **Approval of March 31, 2022 Minutes**
 - The minutes were approved.
3. **Election of Vice Chair:** Carolyn Kelley elected as vice chair.
4. **Update on [Multi-Year Contracts Resolution](#)**
 - The resolution was addressed at Aug 2022 Senate Faculty meeting. Senate provided feedback. Chair suggested the goal of addressing feedback and getting resolution back to Faculty Senate April/May meeting. Bialosky suggested presenting resolution at next meeting of Counsel of College Faculty Chairs for feedback. Committee debated sending out faculty survey to gauge interest in 3-year NTT faculty contracts. Kelley asked if our past survey about change of titles was persuasive/helpful. Trainor replied that survey showed faculty title change was not as controversial as anecdotally imagined.
 - Next actions: Revisit survey discussion. Present to Welfare Council. (As of 22 Sept 2022, Welfare Council had not set up meeting agenda for academic year (AY) 2022-2023.)
5. **Major goal for CCE this AY:** Implement faculty title changes (See 31 March 2022 minutes regarding approval of this measure.)
6. **Other issues to work on for CCE for AY 2022-23.** Chair asked for suggestions for possible action items.
7. **Possible Action Item: Free UF Gym memberships for Faculty (Kelley) ----**

Suggested due to high cost of faculty UF gym membership (+\$400/year with many closed dates). On-campus gyms are convenient to attend (on location of employment). Would support mental and physical well-being. Dede agreed with this suggestion. Haas advised that this matter was discussed in 2015/2016, and it was rejected. However, since then, the on-campus Living Well Center which offered reduced membership prices, has closed. Kelley asked if perhaps we could pursue to see if there is faculty interest and go from there.

8. Possible Action Item: Address Attrition of Faculty (Louis)

-COM experiencing high attrition rate based on Louis' observations. Are there any actions that fall under CCE purview to study/help address this issue? Goodman can look at turnover rates to see if attrition has gone up via statistical data in COM.

-Louis also observed that UFCOM is having trouble attracting faculty. Is this an issue university-wide or mainly with UFCOM? Kraft suggested that it would help to get the data broken down by college to compare attrition rates and ability to attract new faculty.

-Trainor suggested a list of data items for Goodman to mine: response rate for exit interviews, itemized responses, failed faculty searches to fill positions. Goodman reported that exit survey response rates are improving, which should help get information; however, getting data on failed faculty searches may not be possible as searches remain open.

-Trainor and Bialosky will contact Goodman for specific data to mine for the last three years: 1) How many faculty and staff have left? 2) Faculty sorted by college and rank. Goodman believed that 2019 results would be normal, but mused that 2020-2021 results could be anomalous, due to pandemic.

-Various members suggested breaking down data via gender and race in relation to turnover of faculty. Haas counseled that we already could access this information through the diversity dashboard:

<https://ir.aa.ufl.edu/facts/diversity/>

-Haas suggested we may want to look at salary equitability between TT and NTT faculty in each college. Louis advised that UF COM pay structure is running in the 25 – 35% percentile based on national averages, New hires are at the 50% percentile. El Helou added that Gainesville UFCOM has a 5-year lag issue that affects salary increases due to high raise targets, which feels like faculty are playing catch up. For example, a 2% raise increase was matched with a 2% increase in RBUs. Louis concurred, noting that non-uniformity in salary is an issue in Jacksonville UFCOM as well. Haas advised that every college/department is paid differently. CCE could consider working with UF COM faculty council to address issue of salary inequality. Haas advised that once CCE looks over the data, it needs to put forward specified goals in any proposed resolution. CCE decided to await data from Goodman, review it, and give it to Amanda Phelan to use in the Faculty Senate Chair's report to get this information out to the faculty in general.

9. Action item: Faculty Title Change implementation strategies

-Haas reported that draft regulations for language changes will go to the Faculty Senate once approved by BOT. Terminal degree requirements vary by college, and Provost will have to approve terminal degree requirements.

The Deans of each college have approved the title change resolution. We should have a ruling by December 2022. For people in the CBA, this change will be under Appendix A.

Meeting Close

No other items were proposed under New Business. Chair adjourned the meeting at 10:43 am.

Minutes Submitted by Compensation & Equity Committee Member Carolyn Kelley.