

COMPENSATION & EQUITY COMMITTEE Minutes

Thursday November 17, 2022 | 10:00 a.m.

In Person: 239 Tigert Hall or via [Zoom](#)

Present: Laurie Bialosky, Guy El Helou, 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 September 22 Minutes**
 - The minutes were approved.
3. **Chair Report/Discussion Item A: Update on Title Changes for NTT Faculty**
 - BOT decided not to move forward with NTT title changes. Decision is connected to university ratings. "Faculty" salary is calculated by the title "Professor"; if NTT faculty have "Professor" in title, the ranking would possibly go down as NTT salaries are lower than TT faculty. Chair said that push for individual colleges to accept the titles as working titles is being considered as "Lecturer" title series hurts recruiting. Haas advised that this issue may be resolved via a directive memo. Possible to change the working titles only, because working titles are not figured into university ranking data. This matter will be discussed with the Deans – directive is approved, changes in title would be made to websites, emails titles, business cards, etc. – but not be considered part of "Professor" salaries for rankings.

 - Next actions: Haas can report back after meeting with Provost and Deans scheduled for week of Nov 22. CCE should expect an update by semester's end.
4. **Chair Report: Update on [Multi-Year Contracts Resolution](#)**
 - On Senate Faculty Chair Phalin's request the proposal will be discussed in Faculty Council Chair meeting for feedback; then it will be discussed in Faculty Council meetings. Will be reintroduced either Spring 23 or Fall 24. HHP College FAC chair was told that multi-year contracts may be in violation of law; however, 20% of UF faculty currently have multi-year contracts and Florida Gulf College uses them.
5. **Discussion Item B: Commitments to Turnover/Exit Interview Data Analysis:**
 - Chair advised would be helpful to mine data about turnover (from exit interviews) to find possible drivers. CCE member El Helou volunteered. Kraft suggested we begin by looking at colleges where faculty are

leaving at accelerated rate. Possible to get this data? Goodman advised that *general* data is available for Faculty turnover rate per college; however, this data is not broken down into NTT and faculty splits. Goodman can have data available by Dec 15 meeting.

- Chair suggested that once we get data by college, we can concentrate efforts on the colleges with greatest % of turnover. Chair requested Goodman provide data by college from 2018 – present, keeping in mind 18/19 is last “normal” year before pandemic. Haas counseled that reports must be mined to see how faculty is counted – consistency may vary across colleges. Goodman advised that exit interviews are detailed – possible good source of information.

6. **Discussion Item C: Quantifying/compensating for service commitments:**

- Chair advised some faculty members report doing extra service that goes uncompensated. Haas suggested we think about: 1) to what extent is equity in service evaluated, 2) does “hidden service” aka non-promotable service need to be made countable? 3) Are better practices available that UF can use as model? Possibly look at UC Davis’ plan.

- Chair questioned if this issue is within scope of CCE's role. Haas advised that quantifiable service is a current popular topic in higher education. Are some institutions doing a better job than UF presently? Should we develop best practices for UF? Kraft questioned if the outcome of any study would be able to affect a change in how UF TT faculty view service. Goodman added that a movement is in place to replace PeopleSoft. Questions asked in HR: Are we managing pay well? Are the Admin supplements fair (ie: chairperson roles?) Kelley inquired if this service inequity issue is across all colleges at UF or isolated in certain colleges?

- Haas advised the literature suggests the divide is demographic. Women and people of color do more unrecognized service, such as taking on mentor roles that take up a lot of time but are not recognized for compensation or as “promotable” service. Louis advised that COM allows for a narrative for service in the promotion packet, and while it does carry limited weight, it is valued significantly less than clinical research. Louis said in COM getting faculty involved in service is becoming more difficult. Haas advised that we cannot survive as an institution with a minority of people doing the majority of service. Committee recognizes complications with taking on this issue (faculty culture attitudes about service, difficulty in measuring, and reluctance to create a dashboard); however, CCE recognizes it as a problem and will keep in mind for revisiting in the future.

7. **Discussion Item D: Updating per diem Rates for Work Related Travel:**

-Char asked Goodman if per diem rates have not been updated in past 10 years. Goodman advised that Finance and Accounting owns mileage rate information. Contact: Olga Wilder. Goodman is not sure if mileage rates are controlled by state law or set by the university. Chair will follow up with Ms. Wilder to see which entity determines per diem rates.

8. **Open Discussion:**

-Haas advised that BOT will be addressing why all state employees got 5% inflation-related raise with exception of higher education.

Meeting Close

No other items were proposed under Open Discussion. Chair adjourned the meeting at 11:00 am.

Minutes Submitted by Compensation & Equity Committee Member Carolyn Kelley.