

# COMPENSATION & EQUITY COMMITTEE Minutes

Thursday, April 27, 2023 | 10:00 a.m.

Via Zoom Only: [Click here for link](#)

Meeting ID: 962 7320 3529 Passcode: 670338 Dial in: +1 646 558 8656

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**Present:** Sean Trainor, John Kraft, Chris Hass, Anna Gardner, Brent Goodman, and Mariam Louis.

1. Call to Order (Sean Trainor, Chair)
  - The meeting was called to order at 10:00 a.m. by Sean Trainor, Compensation & Equity Committee Chair.
2. Approval of March 23, 2023 Minutes & Chair's Report
  - The minutes were unanimously approved.
3. Election of 2023-4 Compensation & Equity Committee Chair
  - Sean Trainor was unanimously elected.
4. Discussion Items
  - a. Presentation on Employee Education Program (TBD) – in Senate Chair's Apr 20<sup>th</sup> Chair's Report :  
<https://fora.aa.ufl.edu/docs//78///2022-2023//Chairs.Report.Slides.APR2023FACULTYSENATE.pdf>
    - Dr. Trainor asks attendees to review the slide provided by UF EEP program and introduced at 20 Apr. Faculty Senate Meeting by Chair Amanda Phalin.
  - b. Revised multi-year contracts resolution  
<https://fora.aa.ufl.edu/FacultySenate/Pages/Faculty-Senate/SenateResolutions>
    - Dr. Trainor notifies the committee that the committee's Multi-Year Contracts Resolution passed at 20 Apr. Senate Meeting. The committee discussed the logistics of implementation and agreed to check in on the progress of this initiative during the coming academic year.
  - c. Update on faculty turnover and exit survey data
    - Dr. Trainor suggests that, for the coming academic year, the committee should focus on two main initiatives: 1) revising the faculty tier structure at UF to maximize equity; and 2) developing routine annual tasks. As a preliminary plan, these tasks will consist of requesting and analyzing annual data on faculty turnover; incoming faculty compensation; and ratio of TT-to-NTT pay by

college (with a more granular breakdown in the College of Liberal Arts and Sciences). Associate Provost Chris Hass suggested the latter two tasks.

- In late Summer 2023, Trainor will request this data from Brent Goodman so that the Committee can begin analyzing this information in early Fall.

5. Adjournment

- The meeting adjourned at 10:34 a.m.

*Minutes Submitted by Sean Trainor, Compensation & Equity Committee Chair.*