

# COMPENSATION & EQUITY COMMITTEE Minutes

Thursday January 26, 2023 | 10:00 a.m.

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

---

**Present:** Beverly Dede, Anna Gardner, Brent Goodman, Chris Haas, 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 December 2022 minutes**
  - The minutes were approved.
- 3. Chair Report/Discussion Item A: UF HR interest in presenting Employee Education Program to Faculty Senate**
  - Item not discussed in meeting as Chair got answer on this matter before the meeting. Matter discussed before meeting began.  
Addendum from Laurie Bialosky: A Faculty Senator has suggested that Verlissa Ford, Education & Awards Coordinator in UF Human Resources' Training & Organizational Development division, present information about the Employee Education Program, which covers tuition for UF employees to take courses and earn course credit and potentially entire degrees. Ford is reviewing dates to determine when she can present information either to this committee or possibly the Welfare Council before presenting at a future Faculty Senate meeting.
- 4. Chair Report: Update: Faculty Turnover Data.**
  - Chair's review of data gathered by college (provided by Brent), revealed no major trends across UF; possible trends within individual colleges – follow up by Chair and Brent. Update: Chris: he met with Kathy Lebo on Jan 25. State is collecting data in relation to new hires and has data on turnover rates: TT: 5-10%; NTT 12-15%. Turnover rate highest for UFCOM. HR receiving large applicant pools for new hires; data for number of hires that result from the large pool TBD.
- 5. Chair Report: Update: Multi-year contracts NTT Faculty**
  - Chairperson council members will take resolution to colleges to get feedback. College of Engineering has requested presentation on mater, which Chair will handle.
- 6. Chair Report: Update: Faculty title for NTT faculty.** Transition has occurred campus wide. Not officially approved, but okay for use. Brent advised HR is looking for a place to put this info on the website. Title change is administrative - no change in job duties or promotion requirements. Professor,

Clinical Professor, and Research Professor titles series remain Tier I; Instructional Professors, along with Librarians and “in”-series faculty remain Tier II. Some members questioned if assistant professors at Tier I can vote on promotions for Tier II faculty, even if Tier II faculty is being promoted based on teaching and assistant professor may have limited teaching experience. General consensus appears to be that this is structure in place. Aa.ufl.edu; tenure, page 15 covers matter, but language may be open for discussion/interpretation.

#### 7. **Chair Report:/Discussion Item B: Request for Input on Welfare Council's Faculty Recognition Initiative**

-Welfare Council looking to put forward initiative suggested by Chris to find ways to recognize excellent long-term service (in teaching, research, and service) that creates: 1) uniformity across colleges in its practices for recognition 2) new forms of rewards for long term, high quality service, 3) a sense of community among all UF faculty. Welfare Council requests feedback from C&E Committee as part of initial steps of exploration. Opened to floor for discussion of suggestions as well as info on current practices of which committee members are aware.

- UFCOM employees get a 10-year gold pin and individual recognition and photo at a meeting and high teaching evals are recognized with account to purchase supplies related to job. Nothing for service, which is a gap that could be filled.

-CLAS has Teacher and Advisor of the Year awards.

-Possible suggestions for future recognition:

>Faculty with Gator Evals of 4.7 or above get recognition (a sort of “dean’s list” for teaching excellence.

>Engraved bricks as a “faculty walk”

>Banners posted around campus

-Areas where recognition is greatly needed: UFCOM in general in terms of service hours (time and effort) and excellence in providing mental health care counselling.

#### 8. **Open Discussion**

- Miriam: reported on a recent session of Women in the Medical Sciences: all women medical faculty event: discussed the sense of unhappiness among women medical faculty due to a lack of support and recognition. Full report to come out in February 2023.

**Meeting adjourned at 11:00 am.** Minutes Submitted by Compensation & Equity Committee Member Carolyn Kelley.