

# COMPENSATION & EQUITY COMMITTEE Minutes

Thursday March 23, 2023 | 10:00 a.m.

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

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**Present:** Chris Hass, Carolyn Kelley, John Kraft, 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 January 26, 2023, minutes**

- The minutes were approved.

3. **Chair Report/Discussion Item A: Awards for Distinction**

- Brought idea of Awards for Distinction to Honorary Degrees and Distinguished Awards Committee. HDDA will provide guidance to C&E Committee and Welfare Council on award selection criteria, but otherwise, HDDA's focus is on external awards and therefore very different from the current initiative. Hass suggests following up with College Faculty Committees to see how each college presently handles awards, such as longevity and distinguished service awards. What can C&E Committee add/highlight to awards already in place? Another issue: Develop process to advocate for faculty who aren't presently compensated in equity (i.e. salary compression). Kraft: Market value may handle salary compression as demonstrated in College of Business' low turnover rate. There is a market for performers; faculty can pursue offers from other institutions and ask UF to match. If faculty member is top performer, salary will be matched. Kelley offered counter point: If UF is on the other side of this equation, faculty searches are time consuming and expensive. UF departments may make offers only to find they are being used for leverage in candidates' bids for higher salaries at home institutions. Committee decided this issue is best held off until we have more members in attendance to offer ideas as issue is complex.

4. **Chair Report/Discussion Item A (on agenda): Employee Education**

**Program:** Postponed for future meeting.

5. **Chair Report/Discussion Item B: Multi-year contracts NTT Faculty Resolution**

-Chairperson reported on feedback received. Question: What does resolution mean by "satisfactory/unsatisfactory evaluation process"? If new faculty member gets unsatisfactory appraisal in year one, is faculty guaranteed three years? Hass cited Article 18, of CBA and UF Reg 7.010. New faculty member

(FM) will be reviewed annually and moved to rolling three-year review after year three. Present faculty with satisfactory reviews will be renewed for three years when implementation would begin.

Hass & Trainor: For faculty in the first year, if performance is in doubt, give an unsatisfactory rating. If FMs receive satisfactory rating, they are always first year. If a FM gets unsatisfactory rating, FM moves into year 2 in which FM works to improve. If no improvement, FM is non-renewed after year 3. The three-year contract will facilitate conversations about performance.

Trainor: Senate will recommend the multi-year contracts resolution. Is on faculty senate agenda for April; when approved, will go forward in May. Next step: HR, Deans, and President will discuss and decide if individual units may use it.

6. **Chair Report/Discussion Item C: Update of faculty turnover and exit survey data.** Chair presented two documents: 1) "Copy of Turnover by College": a detailed report (Excel spreadsheets) of data from all colleges that reported turnover rate and terminations from 2019 – 2022. CLAS turnover rate broken down by department and 2) "Revised UF Exit Survey for Tenure, None-Tenure and Tenure Track" (PDF). Chair discussed with Faculty Senate Chair Amanda Phalin. No data jumps out at present for being significant/out of ordinary overall and statistics look good. Also, difficult at present to judge pandemic's effect on turnover. However, at present years 2019 – 2022 look within usual limits despite 2019 being pre-pandemic, 2020 & 2021 in pandemic, and 2022 post pandemic. Committee recommends our returning to this report as updated every year to look for trends and particular colleges and department that are experiencing higher than average turnover for committee's focus. Presently, College of Medicine bears watching along with a few departments in CLAS.

## 7. **Open Discussion**

- No matters presently.

**Meeting adjourned at 10:51 am.** Minutes Submitted by Compensation & Equity Committee Vice Chairperson Carolyn Kelley.