

COMPENSATION & EQUITY COMMITTEE Minutes

Friday, September 22, 2023 | 9:00 a.m.

In Person: 239 Tigert Hall (Provost's Conference Room)

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

Meeting ID: 994 4780 2574 Passcode: 971618 Dial in: +1 305 224 1968

Present: Sean Trainor, Chair; Carolyn Kelley, Vice-Chair, Laurie Bialosky, Margaret Fields, Brent Goodman, Chris Hass, John Kraft, and Melody Royster.

1. 9:00 – Call to Order (Sean Trainor, Chair)
2. 9:00 - Introductions
3. 9:05 – Approval of April 27, 2023 Minutes & Chair's Report
- The minutes were approved.
4. 9:15 – Tasks for 2023-2024 academic year

a. Develop annual turnover reporting criteria

Look into turnover in terms of why faculty are leaving UF. Chair advised that he and Amanda Phalin reviewed exit surveys information and it didn't produce any helpful data. Chair asks for suggestions:

- i. Hass suggested talking to Audrey Gainey, Director of Talent Acquisition and Onboarding, again to see if we could figure out what qualitative data we are missing.
- ii. Fields suggested a review of exit survey questions to see if they need revising.
- iii. Goodman suggested an alternative may be to look at all faculty job satisfaction and reasons for leaving (Salary? Unfulfilling work? Issues with colleagues?) Hass agreed that looking at why faculty left is key and do definitions surrounding word turnover need refining?
- iv. Trainor said data reviewed to date has surprising results: some colleges had spikes in one year then settled into usual patterns. Looking over longer periods of time may be helpful. He suggested that Goodman put in preliminary request for data: Turnover by college, 2019-2022 in CLAS by unit (voluntary, involuntary and retirement. Also, does HR have standard definitions for early, mid and late career?
- v. Goodman: Not possible to calculate turnover related to years of service per individual – there would need to be an average aggregate developed per unit. year of service. Should be possible to get turnover within the first year.
- vi. Hass: Faculty turnover is 9.3% this year versus 8.6% last year. What data can be captured to give insight into why and how departures related to point in career.

- vii. Question came up: Do faculty feel that faculty searches are presently more difficult?
- viii. Goodman: HR can track # of searches open and closed. Data results complicated by fact that not all units update when a search is closed, and some searches remain open permanently.
- ix. Goodman: When UF switches to "Workday" HR will look at how to make data mining more efficient.
- x. Trainor: For now, what does the data look like at the moment? What is HR currently tracking and then see if we can fine tune our searches. During next report to Senate, the importance of updating search committee findings will be emphasized.
- xi. Trainor asked about status of COACHE standard data site for workforce satisfaction for faculty. Hass advised COACHE launch delayed due to COVID. Will be launched this year.
- xii. Trainor advised that CEC can be accountability partner with COACHE to present the satisfaction data to assist in working on accountability.
- xiii. Fields: Can we look at how turnover is affected by inefficient hiring. What factors did hiring committee miss at the interview?
- xiv. Kraft: In College of Business, only 1 in 5 Asst Profs get tenure because they get the signal early in the process, so it may not be that people are separating due to job satisfaction. Could be a question of a lack of support systems for new faculty.
- xv. Fields Could dissatisfaction be related to lack of training of new hires at the college level? Hass advised training issues could show accountability issues with the administrative (not faculty) side.

b. Update university policy on rank / evaluation criteria

Updating Appendix A of Tenure and Promotion Guidelines (Appendix A includes standards on whom can evaluate candidates for promotion/tenure.) Some possible issues occurring with present guidelines:

- i. First-year Asst. Profs are evaluating NTT Asst. Instructional Prof (Senior Lecturer) and Instructional Prof (Master Lecturer) positions despite first-year Asst. Profs often having little to no teaching experience compared with the Instructional Profs, whose promotion is largely determined by their teaching accomplishments.
- ii. Librarians and NTT faculty can evaluate PK Yonge faculty without having any experience in high school education.

c. Suggestions from the committee for 2023-24 CEC Tasks

Trainor: Longer term issues: Could CEC be involved in ranking Colleges in UF to help with accountability? To consider this project, CEC needs to determine data points that need to be captured beyond turnover, such as reviewing Florida Equity Report for a start.

- ii. Goodman: Office of Federal Compliance Program looks for pay disparities. UF's recent audit got a letter of compliance. FIU hit with fine for gender discrimination Is it possible to access this report?
- iii. Hass: Look at pay differences across faculty with rank of instructional professor – could use peer institutions for comparison.

d. For October 27, 2023 meeting:

Prior to the meeting, Chair will send links to access Appendix A and survey questions to all committee members. Plan:

- i. Review current exit surveys and questions (1/2 meeting)
- ii. Review [Appendix A, UF T&P Guidelines](#) (1/2 meeting)

9:55 am – Adjournment

Minutes Submitted by Carolyn Kelley, Compensation & Equity Committee Vice Chair