

COMPENSATION & EQUITY COMMITTEE Minutes

Friday, November 17, 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, Margaret Fields, Anna Gardner, Brent Goodman, Chris Hass, John Kraft.

1. 9:00 – Call to Order (Sean Trainor, Chair)
 - The meeting was called to order by Sean Trainor, Compensation and Equity Committee Chair at 9: a.m.
2. 9:05 – Approval of September 22, 2023 minutes
 - The minutes were approved.
3. 9:05 – Chair's report

– Review/propose revisions of exit survey questions – moved to Dec 15th meeting.

- Reminder to members: Sign up for university-wide committees and encourage colleagues to do the same. Complete a [nomination form](#) for university-wide committees; more details [here](#) including the list of [open seats](#) this election cycle; view the Compensation & Equity Committee roster and terms [here](#).

4. 9:10 Turnover Data: Goodman generated report for FY 19 – FY 23. Chair asked Goodman for general summary: Data sets are the same. There was a dip in turnover (TO) FY 20 and FY 21; then uptick (more dramatic for staff than faculty) at end of FY 21. FY 23 TO for faculty mirrors FY 22.

Fields asked about specifics for staff TO. Fields started staff retention program in CLAS 9 – 10 months ago that included creating staff handbook. Goodman advised that he only brought TO data for faculty to meeting, but he will bring staff TO data to next meeting. He did provide some general TO numbers for staff: FY 19: 12%, FY 22: 16%. FY 23: 11%.. From this point on in meeting, only faculty TO was discussed.

The number of faculty hires outpaced faculty terminations except for FY 21.

Definition of TO: # of faculty who leave UF (terminations) divided by head count of the total # of faculty at UF. Faculty members who change positions within UF are *not counted as TO*. TO (terminations) includes retirements.

Some data analysis showed an 11% increase in TO in Asst. Professor rank last year; of concern as Asst. Profs are costly to replace. This data needs to be studied in more depth; this info could be an outlier.

Trainor questioned if TO rates would show an impact on retention in politically sensitive areas even though, as Goodman reported, overall figures remain unchanged. Trainor wonders if this steadiness overall at UF could be due to PHP having significant TO in FY 19. Looking at reports for FY 22 and 23, TO rates are up in African American, Latin, and Women's Studies. It is possible that data is bearing out the anecdotal discussions that recent political changes could affect TO rates in certain areas of study.

Presently, TO cannot be broken down by TT versus NTT positions, but this data should be available soon with pending HR software changes.

5. 9:25 – Review / propose revisions of [Appendix A, UF T&P Guidelines](#)
-All committee members workshopped change in language to bring about more equitable review system for all promotion ranks.

The proposed draft language:

Faculty in the third rank within their series (i.e. Professor, Clinical Professor, Master Lecturer (Instructional Professor), etc.) may vote on promotion for faculty in the second rank (i.e. Associate Professor, Clinical Associate Professor, Senior Lecturer (Instructional Associate Professor, etc.) with whom they share a significant assignment area (research, teaching, etc.). Faculty in the second rank within their series may vote on promotion for faculty in the first rank (i.e. Assistant Professor, Clinical Assistant Professor, Lecturer (Instructional Assistant Professor, etc.) with whom they share a significant assignment area (research, teaching, etc.). Non-tenure track faculty may not vote on tenure or promotion for faculty in the Professor ranks. Instructional and clinical faculty may participate in evaluating the teaching, clinical, and/or service of faculty in the Professor ranks.

Hass will run this draft language by the Associate Deans in their next meeting. Once Associate Deans' feedback is received, committee can decide on next steps for this project.

6. 9:45 – Other business or questions? Gardner asked about requirements for NTT promotions. Are external (to the department) promotion letters no longer required? Hass advised that best practices for instructional faculty:

Promotion letters (PL) should be external to the department but internal to UF (although okay for PLs to come from institutions external to UF). PLs cannot be internal to the department in which the employee works (per CBA language).

7. 9:50 am – Adjournment