

## Budget Council Minutes

February 11, 2022

2:30 p.m.

**\*239 Tigert (Provost's Conference Room)**

\*if needed, Zoom link is:

<https://ufl.zoom.us/j/91319852041?pwd=U2tNSzhDVzgwZEVjaVkyZUhaOHRzdz09>

Meeting ID: 913 1985 2041 Passcode: 076110 Dial: 301-715-8592

**Present:** Ashley Ghiaseddin, Karen Whalen, Sean Trainor, George Kolb, Lauren Solberg, Jorg Peters, Amanda Phalin, Laurie Bialosky, Ariel Pomputius, and Shawn Weatherford.

- 1. Call to Order** - Ashley Ghiaseddin, Budget Council Chair
  - The meeting was called to order at 2:35 p.m. by Budget Council Chair Ashley Ghiaseddin.
  
- 2. Approval of December 13, 2021 Minutes**
  - The minutes were approved.
  
- 3. UF Employee Recompense, Post-COVID-19** - Sean Trainor, Chair, Compensation & Equity Committee
  - Dr. Trainor seeks feedback from Budget Council regarding the best way to move forward to request UF employee recompense due to COVID-19 hardships and to reward such efforts, and to help re-build faculty morale. Council Chair Ghiaseddin is in favor of advocating that UF move closer to its peer institutions' benchmark of ten percent for employee retirement contributions. It was discussed if two resolutions should be crafted, one with a focus on retirement benefits, and a second addressing COVID-related recompense.
  - Broad but central resolution recommendations fall into the general categories of:
    - expansion of paid medical leave from 8 to 12 weeks and re-affirming the May 7, 2020 Faculty Senate [Parental Leave Resolution](#). Before considering increased leave extensions, (Retired) VP of HR Jodi Gentry indicated last year that HR was interested in evaluating how many employees are taking advantage of the 8 week leave benefit.
    - a focus on a 2022 compensation package which addresses the pinch of inflation and increased costs of living, particularly for faculty on the lower end of the pay scale.
    - recognizing the three-phase Baby Gator plan; while awaiting construction of the early childhood education facility, consider how to lighten the burden of childcare for employees, especially during pandemic times.
    - continuing to gather feedback and suggestions, noting that Collective Bargaining Agreement (CBA) and non-CBA faculty plan implementations will be different,

contingent on required CBA bargaining. Faculty Senate represents all faculty, not just the approximately 30 percent of faculty in the CBA, and while it does not speak on behalf of staff or graduate post-doc, etc. student employees, it is hoped that benefits being advocated for can also be extended to these groups as well.

-- increasing UF competitiveness with its peer institutions, continuing UF excellence, and identifying how these steps help UF's Top Five initiative.

-- given national pandemic/post-pandemic retirement trends, there is an increased need for a robust retirement benefits conversations.

- Recent Sustainability Committee's conversations pertaining to faculty concerns about fees and affordability, and the push towards encouraging people to not drive to campus but to use park and ride, the campus shuttle, biking, and other sustainable transportation options were shared.

- Shared governance was discussed. VP of Business Affairs Curtis Reynolds oversees the [Parking and Transportation Committee \(PATC\)](#), a joint committee. Senator Keith Rambo chairs PATC and the Infrastructure Council and actively liaises with both.

- Sustainability Committee Chair and Budget Council member Ariel Pomputius suggested inviting Scott Fox and Jeremiah McInnis from [Transportation & Parking Services](#) to speak to council. They recently spoke to the Sustainability Committee and provided information about how they are balancing the many, various TAPS projects, which is pertinent and of interest to faculty.

- To help restore employees/faculty and UF relationship, and acknowledge pandemic hardships, one resolution could focus on expanding medical leave, providing raises, and Baby Gator and/or parking subsidies, with a focus on options which are the most inclusive for the most UF faculty/employees.

- Of the three different available [UF retirement plans](#) (pension, investment, and optional), The State University System Optional Retirement Program (SUS ORP) is the most malleable for/is most under the purview of UF (as opposed to the state of Florida).

- Budget Council agreed it will present one resolution, focusing on increasing SUSORP Employer Contribution to ten percent. 2017-18 Faculty Senate Chair David Quillen's information presented at the [January 25, 2018 Senate meeting](#) can be reviewed/referenced.

4. [Recommendation for Sustainable Investing](#) - Ariel Pomputius, Chair, Sustainability Committee

*Additional Reference Resource:* [UFICO ESG Policy Overview](#)

*[Source: <https://fora.aa.ufl.edu/FacultySenate/Pages/Budget-Council/AgendaMinutes2020-2021>] Jan 15 2021*

- Due to today's meeting time constraints, it was agreed that this item will be discussed at a future meeting.

**5. Administrative Liaison's Report/Updates – George Kolb**

- An inquiry was made regarding the Board of Trustees (BOT)'s plans to modify the Responsibility Center Management (RCM) (a budgeting model used for distributing funds within the university). Assistant Vice President Kolb responded that the enhancements currently being reviewed are more administrative related and is a new way to present the budget, including to such parties as the college deans so they can provide feedback and assist in reaching a consensus on how to best move forward. The use of this model is not expected to result in any significant financial impacts.

**6. Adjournment**

- The meeting adjourned at 3:33 p.m.