

Preamble*: The Faculty Senate of the University of Florida endeavors to work in concert with the University to promote the long-term success of the institution. As the University continues to rise in the rankings of top Public Schools, our colleges and departments risk losing their stellar faculty to other institutions. Faculty retention is necessary to sustain our success. In parallel, the ongoing pandemic has caused a financial strain on people globally. Bringing our retirement benefits in line with our peer institutions will help us competitively attract and retain faculty.

Resolution*: WHEREAS research by our Human Resources found our SUSORP Employer Contribution of 5 percent, well below the average 10 percent contribution provided by our peer institutions; WHEREAS previous Faculty Senate Chair Quillen's report on retirement benefits found our University to rank near the bottom of our peer institutions; WHEREAS the University of Florida has highlighted the Faculty 500 program and AI initiative as important goals to continue our rise within the rankings of top Universities; WHEREAS faculty recruitment is strengthened by competitive retirement benefits with peer institutions; WHEREAS faculty retention in the setting of a pandemic and competition from aspirational institutions will require the University to remain competitive in the compensation of both faculty salary and benefits; THEREFORE, BE IT RESOLVED that the Faculty Senate of the University of Florida provides a VOTE TO REQUEST OUR ORP Employer Contributions be raised to 10 percent and mirror our peer institutions.