

Ad Hoc Committee on Faculty Compensation

February 2, 2005

3:00-4:30pm

354 Tigert Hall

Minutes

Members:

Frank Bova,
David Denslow, *Chair*
Mary Ann Eaverly,
Malay Ghosh,
Jean Larson,
Paul Mueller

Guests:

Pierre Ramond, *Faculty Senate Chair*

The meeting was called to order at 3:10pm.

Frank Bova distributed copies of the Faculty Compensation Plans for Medicine, Dentistry and Pharmacy.

Malay Gosh distributed copies of the Report of the Ad-Hoc Merit Pay Committee from the College of Engineering. He noted that Journalism did not have any college-wide criteria, working at the department level instead (there are four departments). He has not heard from Fine Arts.

David Denslow distributed electronic copies of a section of a report he is writing for another audience. This section includes a comparison of Florida's post-secondary spending to other states, a plan by the Council of 100 to bring Florida's total public funding per FTE up to the national average over the next 5 years, and a brief discussion on community colleges.

Frank Bova and David Denslow reported on two meetings with Victor Yellen, from whom they received a large amount of data. Denslow reported a first look at the Education and General section of the faculty (E&G). Bova showed some of the spreadsheet data, and pointed out that there were duplicate entries for some individuals and that compensation, particularly in the disciplines with a clinical side, was frequently from more than one source.

A brief look at the data revealed that there are significant differences in the way faculty are compensated in different disciplines. Denslow will contact Ramond about potential additions from IFAS and possibly engineering and/or a basic science person from medicine/dentistry/nursing/pharmacy.

Denslow also distributed a tentative outline of the report we are developing. We discussed this outline and what needed to be done to prepare for writing such a report. One goal is education of faculty on the process by which compensation changes, and what forces are involved, what trade-offs are made.

Denslow will work on Section I: External Comparisons. We will consider asking the senior senator in several departments/disciplines to find salary comparisons at the department/discipline level such as Cenzer found last year for mathematics.

Section II: The Structure of Raises and Salaries drew further discussion. The first subsection, IIA: Raise Patterns for the 2004-05 Academic Year is an analysis of the data, to be done by Bova, Denslow and the anticipated IFAS person. For the second subsection, IIB: The Structure of Salaries, there was a discussion of what measures to use for quality of new hires, and it was decided that we try to determine the rank at which new people were hired, possibly in addition to the institution at which they earned their doctorate. No good measure of productivity was enunciated. The Salary Pay Plan for Professors was discussed as a method of keeping evaluation costs down and introducing a psychological carrot with potential 9% raises. It was pointed out that in tight times, new hires, as seed corn, are given raises, and stars are given raises, but those who are expected to continue for the next ten years are not. With a failure to reward scholarly effort on their part, many of these turn their energies to consulting, private business ventures or other interests. Mueller suggested a Subsection IIC: Salary in the overall context of the University budget be included, since essentially all continuing salary dollars come from the State of Florida.

Mary Ann Eaverly agreed to start writing brief descriptions of the reports related to distribution of merit pay.

Paul Mueller will draft a questionnaire for deans on items related to meeting market conditions, particularly for new hires, matching outside offers, turnover of faculty. He will craft it to fill in blanks left by the spreadsheets now being filled out for reporting to the trustees.

Gosh will continue to seek information from Journalism and Fine Arts.

Eaverly and Mueller will contact Allan Burns about merit pay criteria on file in the CLAS office.

Jean Larson will seek the memos distributed from the president and/or provost.

The meeting adjourned at 5:00 p.m.