

Monday, February 27, 2017

Agenda

1. Discuss the existing COE policy involving 'Market Equity' in relation to the CBA ([article 9, p. 15](#)) and removal of this language from the description of the tenure and promotion committee in the constitution. Is there a mechanism for faculty participation in the adjudication of salary inequities in the COE?
 - a. "FAC is charged with discussing the Market Equity Reviews
 - b. A question was posed if there was some clarity about what FAC was supposed to do.
 - c. Joyce-Beaulieu noted there was a request to discuss whether or not the policy that was written several years ago (as Tom Dana discussed) is aligned with other procedures and current needs in our college or if it would benefit from revision by faculty to develop a new or revised policy." - From the FPC minutes of January 30, 2017

In Attendance: Paul Sindelar, Kara Dawson, Tom Dana, Thomasenia Adams, Kent Crippen

Minutes

1. We reviewed and identified the pertinent documents and sections that apply to Market Equity Reviews. These include:
 - a. [Article 9 of the UFF-UF 2017-2019 CBA](#)
9.1b "The University and UFF have agreed by the express terms of this Agreement to delegate to the faculty of appropriate units, in specific instances and within specified parameters, the development of discipline-specific clarifications of University criteria for tenure, promotion, merit salary increases, market equity salary increases, and performance evaluations."
 - b. The COE responded to this situation in 2009 with a market equity process: <http://education.ufl.edu/administration/files/2011/01/2009-10-Market-Equity-Review-Policy-and-Procedures.pdf>
 - c. While much of this document describes a procedure that doesn't seem to be appropriate for the current context, the section labeled Department-Level Review could be the starting point for the "discipline-specific clarifications" that are described in the CBA.