

University of Florida  
College of Journalism and Communications  
Salary Equity Committee

2024-2025 Annual Report

Faculty Committee Members: Natalie Asorey (PUR), Ted Bridis (JOU), Benjamin Johnson (ADV), Ethan Magoc (INC), Iman Zawahry (MPMT)

Report: The committee met on October 17, 2024. No salary equity requests were submitted during the 2024-2025 academic year. The committee met again on April 17, 2025, to review the salary equity review policy and coversheet. No changes are recommended at this time. The committee does suggest, however, that the college and its faculty senate examine and specify the selection process for department- and college-level committees to provide more clarity for department chairs and the senate election committee. The college constitution indicates that the college-level committee will be constituted from chairs of the department-level committees. The review process requires both department-level committees and a college-level salary equity committee. There is variability in whether and how department-level committees are formed each year, and the process has typically been to elect the college-level committee first. This committee recommends greater clarity in whether college or department-level committees are formed first, and more consistency in departmental committee formation.

Respectfully submitted,

Benjamin Johnson  
Chair, UF CJC Salary Equity Committee, 2024-2025