



Faculty Senate

Personnel Committee Committee Reports 2021-2022

Chair – Edwin Torres; Vice Chair – Adam Parrish

March 23, 2022

The committee discussed a draft resolution on Faculty Involvement in Hiring. The committee ran out of time discussing the resolution and voted to table it until the next Senate. Karol Lucken agreed to follow through on the resolution over the summer. Chair Edwin Torres introduced discussion concerning topics raised during SVP Hector's February meeting with Personnel. Michael Proctor indicated that wage erosion is a serious concern that is only getting worse due not only to increasing inflation but due to university policies. Senator Proctor agreed to follow through on wage erosion in the next Senate and in Steering if so elected. Chair Torres announced that he will be leaving UCF to serve as Chair at another College.

February 23, 2022

The Personnel Committee met twice since the last steering committee meeting. On February 9, 2022 Personnel hosted a discussion with Provost Johnson and SVP Hector on the subject of Wage Erosion. Key points highlighted for the period 2015 to 2021 included: (1) University administration cost have not grown faster than E&G funding; (2) World Class faculty are funded in 2021 by \$14.7 million of E&G funds allocated and restricted for that purpose by the FL State Legislature; (3) E&G carry forward funds were used in part to finance the Provost-VP of Research \$1 million dollar a year Seed grant program; (4) going forward there must be increased emphasis on "prioritizing" and "re-directing" E&G "expenditures everywhere on this campus", while placing greater emphasis on President Cartwright's call that "we need to secure new funding". On February 23, 2022, the Personnel Committee approved and forwarded to Steering a draft resolution on Faculty Exit or Stay Interview processes. Completion of discussion on a second resolution on Faculty Involvement in Hiring was postponed until the March meeting of the Personnel Committee.

February 9, 2022

The Personnel Committee met twice over the past four weeks (January 19 and February 9) to discuss issues akin to its mission. During the January 19 committee the committee engaged in a discussion on the exit and stay interviews at UCF and members voiced several suggestions on how to improve the process. A draft resolution has been prepared and will be given consideration towards the end of February. The committee also talked about the process of faculty involvement in hiring. Following relevant discussions with stakeholders, a resolution is being drafted (separate from the resolution on exit interviews) and will be given consideration towards the end of February. During our last meeting (February 9), we invited the SVP Hector and Provost Johnson to discuss budget-related issues and their impact faculty salary increases, the impact of inflation on wage erosion, and the prospect for the university to raise its revenues in the coming years. The session took the format of a question-and-answer session. The



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committee will reflect on the information given and continue discussion in the coming meetings. The next meeting of the personnel committee is scheduled for February 23, 2022.

November 10, 2021

The Personnel Committee hosted a presentation by Keana Galloway - the EEO & Search Compliance Manager- and her team to discuss the topic UCF faculty search and hiring policy. She revealed that her team is reviewing the current process and considering possible revisions. Given a 45-minute discussion of the topic, Keana agreed to welcome input from the Personnel Committee on revisions. To facilitate input, the Personnel Committee established a "Faculty Involvement in Hiring" sub-committee to work with Keana Galloway and her team. Subcommittee members consist of: Luca Argenti, Adam Parrish, and Karol Lucken. The Personnel Committee also discussed the topic Faculty Exit & Stay Interviews. Subtopics discussed included: the recent increase in voluntary departures from UCF; shortcomings and deficiencies in the current system to gather meaningful insights into departures; and HR's desire to standardize the interview process. The Subcommittee on Faculty Exit & Stay Interviews will continue to monitor this process, provide faculty input to HR, and report back to Personnel in the future. Before adjourning, the Committee cancelled the December 8, 2021 meeting.

October 13, 2021

Personnel Committee with Chair Edwin Torres calling the committee to order. We discussed the Topics List forwarded to us by Steering. We marked as closed the following topics: Required Faculty Training; Extension of Tenure Clock due to COVID; Emeritus Policy; and Spousal Conflict of Interest. We deferred Faculty Grievances to the UCF Union and Out-of-Unit Faculty Benefits to the Benefits Committee. Topics continuing to be considered by the Personnel Committee are: Faculty Exit and Stay Interviews; Faculty Involvement in Hiring; Anonymous Supervisor Surveys; Faculty Administrative Action; Award Structure for TIP, RIA, SOTL, etc.; Faculty Salary Compression.