

Personnel Committee Meeting  
Faculty Senate  
8/26/2020 11:30 a.m.-12:30 p.m.  
Virtual meeting

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Attendees: Kristine Shrauger, Stephen King, Jascinth Lindo, Karol Lucken, Jana Jasinski, Mark Ehrhart, Timothy Hawthorne, Blake Scott, Lucretia Cooney, Michael Proctor, Edwin Torres Areizaga, Martine Vanryckeghem, Mason Cash

The following people were nominated and elected to serve in the following capacities in the Personnel Committee:

- Stephen King, Chair
- Edwin Torres Areizaga, Vice-Chair
- Kristine Shrauger, Secretary

Faculty Senate Steering has not finalized reviewing and assigning the Topic List for 2020-2021. After the next meeting, topics that have been assigned to Personnel will be reviewed and discussed. For now, the Personnel Committee will review the outstanding topics from 2019-2020:

**2019-2020-4 - Faculty Administrative Action**

- *Consistent investigation and consequences for faculty administrative action regarding sexual harassment or other issues of misconduct.*
- This is too big and not understandable. Need more information.

**2019-2020-5 - Faculty Facing Administrator and Vice President reviews**

- *(The Senate was heavily involved in the review of administrative vice presidents pre-BOT during the 90's. Previously approved administrative review resolutions were approved and placed in the Faculty Handbook (1971-1972-3, 1978-1975-5, 1983-1984-5, 1991-1992-13). With the evolution of the BOT and Faculty Excellence, faculty need more involvement in the review process). – last February's minutes*
- Some of the Vice Presidents are not faculty. They are A&P as well as Faculty. Their direct supervisor evaluates them, faculty do not have the ability to review and evaluate them as well. We need faculty input on upper division administrators.
- Do we have a sense of the scope of this: how many administrators would need to be evaluated? Someone had a list from last year that we will need to review again. We need to define who needs to go through this process. Would Administrators even appreciate this sort of evaluation? Do Administrators seek input on their evaluation of their employees?
- Examine what other universities are doing; justify why it is needed.
- Are there previous resolutions regarding this topic? There is no set process that this happens. We already have a template; we need to look into past resolutions.
- With the new president, it is important for us to act on this quickly, so that he may have some feedback from faculty.
- Committee members: Kristine Shrauger, Michael Proctor, along with Richard Harrison and Stephen King

**2019-2020-12 - Faculty Grievances**

- *Grievances should be heard by a faculty panel instead of one administrator making the final decision. Obtain statistics on grievances from Contract Compliance & Administration Support on historical total number grievances by type, gender, etc. to identify a trend. Also research/benchmark other universities process.*
- This is a UFF issue, but we could investigate it and give suggestions and what should/could be done.
- How big of a problem is this?

- Nina submitted this topic, she's not on this committee this year. Let us put it on hold.
- This will stay on the topic list.
- Seems vaguely related to the previous resolution of supervising graduate students.

#### **2019-2020-17 - Summer Work Assignments**

- *Current discrepancies in the compensation for faculty that are required to have graduate students take thesis hours during the summer, independent of other responsibilities.*
- We had a resolution last year with this, it was not approved.
- Before we come up with another resolution, what is a way to move forward in order for the resolution to move forward.
- *Chat Notes: Mason Cash: From Provost Johnson The resolution on summer salary was denied by interim provost Johnson for the following reason: "Discussions with representatives of the university regarding faculty compensation are the purview of the UFF, which has jurisdiction to bargain the terms and conditions of employment. Discussing compensation in other forums has the appearance of bargaining away from the table, which is prohibited. Consequently, I need to deny this resolution."*
- It is out of our hands, we shouldn't have an opinion on this. We should reach out to UFF with some rational and that may help move it. That may help move it.
- Michael Proctor ran it last time and does not want to put it forward this time. He doesn't see the potential for change.
- Mason Cash will be the liaison with UFF and send the resolution and rational over to UFF.
- Mason Cash will be responsible for this cause.

#### **2019-2020-18 – Out-of-Unit Faculty Benefits –**

- *Work with the Faculty and Staff Benefits Committee in upcoming year to address issue.*
- *Resolution 2017-2018-2 was denied. Work with the Faculty and Staff Benefits Committee in upcoming year to address issue.*
- Stephen King is very interested in working on this. Stephen is considered out-of-unit. When in-unit faculty members get raises, he and others in out-of-unit do not qualify.
- Rarely see the benefit of being out-of-unit.
- There are two types of out-of-unit faculty:
  - Those that have certain percentage of administrative roles (deans and chairs)
  - Those faculty at the College of Medicine and some others

#### **2017-2018-19 - Emeritus Resolution**

- *Policy update proceeding examine to see if points raised in resolution are addressed in the policy.*
- There is a policy already out there.
- Just need to monitor it and make sure it keeps going.
- Make sure we are happy where things are.
- Martine will keep the committee informed.

#### **2018-2019-1 Faculty Excluded from Awards 2018-2019-2 Faculty Structure for Awards**

- Monitoring them.
- Faculty Structure for Awards – Karol brought it up last year, went nowhere. Let us hold off for now.

#### **2018-2019-12 Faculty Salary Compression Study**

- This is one of the good things that has come out of this committee.
- Perform the salary study, we need to make sure that it was completed, and look at the data. See if it is moving forward.
- Edwin, Martine, Mason and Michael are on the committee.

## Faculty Retention – 2018-2019-14

- *Blake Scott* would like to work on this one.
- Blake would like to recommend a systematic approach to stay and exit interviews with Faculty. He has been doing some research on the topic over the summer. At least more information or a draft of a resolution for the next meeting.
- Michael Proctor: I've mentioned on the topic of retention and diversity, inclusion and equity that his department has done a really good job at diversity; he discussed that people moved on to other positions outside of the department. Do you have any DEI in the systematic approach to the exit interviews? We can look at some of the evidence through the COACHE survey.
- Another mechanism to answer questions – a systematic stay and exit interview. Why did people leave?
- Karol Lucken: ADIs, TIPs, RIAs – does this dovetail with exiting faculty. Salary boosts in order to leave and acquire more money from the next position. ADIs, TIPs and RIAs before they get tenure, so they get a 4-fold salary boost.
- Mark Ehrhart volunteered to help.
- Steering is planning on creating a Diversity, Equity and Inclusion. Some topics may dovetail into their committee and vice versa.

## Resolution 2016-2017-13 / 2017-2018-16 Spousal Conflict of Interest Resolution;

- *Keep informed of progress the UCF Research Conflict of Interest committee is making on issue. Policy didn't resolve specific issues.*
- The scope has increased. At one point it was about research grants. Spouses are no longer allowed to be on student dissertation committees. For many students, where spouses have been recruited together, work together, have students that work between labs; that wants to work in inter-disciplinary degrees have a problem.
- There was also a possibility to move this to Research Council. It might be easier to do outside of Research Council.
- It seems that the committee is of 2 minds:
  - Some see it as good.
  - Some see it as bad.
  - We will have to discuss.
- Karol Lucken and Mason Cash will lead this charge.

Travel: we found out that the information is there. In a poorly written form. Someone needs to write it up in bulleted points.

We will wait to see what Steering gives us this year to work on.

Further discussion amongst the committee:

- 3% tax that is being taxed on each college. Michael Proctor... classes have increased dramatically. Police Department had positions cancelled. Safety is an aspect. Safety of people is part of this committee. Which committee oversees the safety of the University. Wondering that this 3% cut is distributed equally across the university.
- Stephen King is chair of the Ad Hoc Faculty Senate Health and Safety Crisis Response Committee. Deal with any COVID medical side. Similar committee on budget – Reid Ojtgen. Blake is on the Ad Hoc budget Committee. Something that may come up before us is – after legislature meets – recommendations for furloughs, lay-offs – beyond the Collective Bargaining Agreement in conjunction. The Ad Hoc committees will continue through the next year. The input will be important over the next year.
- Martine Vanryckeghem.
  - Do we have a subcommittee dealing with excessive amount of service that we do that is not reflected in our teaching/research/service assignments.

- Ad Hoc Shared Governance committee still has it on the radar. It maybe something that we want to do in conjunction with them. If Personnel moves with this, Martine will be involved if we develop this topic further.
- Blake Scott: put on radar:
  - Steering Committee and even Full Senate Meetings – confusion and concern around faculty working in other countries and getting paid ... research appointments, sabbaticals, shorter terms. Feeling among Faculty that they are not working fast enough to clarify the policies. Other universities have clear policies.
  - Is this a Personnel question or another committee that needs to be working on this. This is a legal question. We don't have that expertise.
  - Travel for certain people from certain countries has become a problem, in addition to covid restrictions has been a mess (Stephen King).

A move was made to accept minutes; tabled as the attendees were missing.

Email Stephen with which subcommittee that you'd like to work on so we could move forward quickly next month.

Green – indicates copied information from topics spreadsheet.

Blue – copied from chat.