

Faculty Senate Personnel Committee

Wednesday, December 14, 2016

11:30 am – 12:30 pm

Psychology 101

<http://facultysenate.ucf.edu/meetings/PersonnelMeetings.asp>

AGENDA

- 1) Call to order
- 2) Roll Call
- 3) Selection of minutes taker for the meeting
- 4) Review and approval of minutes of November 9, 2016 meeting
- 5) Announcements and recognition of guests
- 6) Old Business
 - a. Salary study (gender-based addition)- discussion
Linda Walters
 - b. Evaluation of endowed chairs: update on compilation
Lucretia Cooney
 - c. Summer compensation: update on CBA
Stephen King
- 7) New business-
 - a. TIPS, RIAs, and SoTLs [*from committee*]- discussion
 - b. Employee contribution to retirement plans -
- 8) Other topics
- 9) Adjournment

Faculty Senate Personnel Committee Meeting

Minutes

November 09, 2016

Stephen King, chair, called the meeting.

Present: Stephen King (Chair), Lucretia Cooney (Office of Faculty Excellence), Mindi Anderson, Scott Carter, Robert Folger, Paul Giordano, David Harrison, Richard Harrison, Waldemar Karwowski, Jonathan Knuckey, Karol Lucken, Vladimir Solonari, Valerie Storey, Michelle Upvall, Martine Vanryckeghem, Konstantine Vodopyanov, Linda Walters.

MINUTES

Motion to approve the minutes of the October 12, 2016 meeting was made and seconded. The minutes were approved as recorded.

ANNOUNCEMENTS

Dr. King announced a membership change. Valerie Storey, representing the College of Education, was added to the committee for the position Debbie Hahs-Vaughn stepped down from. He also announced that he will provide an updated list of the Personnel Committee membership.

OLD BUSINESS

Final discussion was had on the 2016-2017 Resolution concerning the Availability of Lactation Rooms for UCF Women. The history of the origins of the proposed resolution was noted and some discussion as to why a cost/benefit analysis was not performed. The resolution was put to a vote. It was approved with 1 abstention. The next step is to forward the resolution to the Steering Committee.

Dr. Waters will be heading a subcommittee to pursue a gender equity study. This is an extension of the initial faculty salary study by Paige Borden with the Office of the Provost. The subcommittee will prepare a request for Dr. Borden, and present their suggestions at the December meeting

Several information updates were provided on questions surrounding summer assignments, summer liability protection (Florida Statutes 768.28), and compensation for summer service. Because Article 8.6 of the CBA was in the process of negotiation, discussion of summer assignments and compensation for summer service were tabled until finalization of the CBA.

An updated draft of the university policy statement (Policy # 4-502.2) on Emeritus Status eligibility and benefits was circulated for comment. There was considerable discussion regarding the meaning of retirement start dates and some concern was expressed over the lack of explicit reference to librarians in the policy. Dr. King indicated that he would solicit and compile the comments of the Faculty Senate Personnel Committee within the week and faculty as a whole could submit their own comments to the office of President Hitt within 2 weeks.

The nepotism policy statement issued by President Hitt also came under discussion. The main issue of contention is the section of the policy addressing relative or spousal hires on research grants. A resolution was presented that would modify Policy 3-008.2 so that potential conflicts in research projects are permitted to utilize the same mitigation process permitted in other areas of university business. The resolution passed with 15 in favor and one opposed.

OTHER BUSINESS

None.

From CBA November 2016

8.6 Supplemental Summer Appointments.

Page 16

2015-2018 CBA

(a) Policy. Supplemental summer appointments, when available, shall be offered equitably and as appropriate to qualified employees, not later than five weeks prior to the beginning of the appointment, if practicable. Course offerings and summer assignments will be made taking into consideration programmatic needs, student demand, and budget availability. The criteria shall be made available in each department or unit.

(b) Compensation. Compensation for summer employment shall be twelve and one half percent (12.5%) of the employee's 9 month base salary for the first three (3) credit hours of summer assignment, including teaching, research, and service; twelve and one half percent (12.5%) of the employee's 9 month base salary for the second three (3) credit hours of summer assignment, including teaching, research, and service; and eight percent (8.0%) of the employee's 9- month base salary for the third three (3) credit hours of summer assignment, including teaching, research, and service. Courses of greater or fewer than three (3) credit-hours shall be prorated. The supplemental summer assignments, like that for the fall and spring semesters, include(s) the normal activities related to such an assignment as defined by the department/unit and the nature of the course, including office hours, course preparation, curriculum development, lectures, evaluation of student efforts, academic advising, research, and department, college, and University committee meetings.

(c) Supplemental summer appointments shall be made in accordance with Section 1012.945, Florida Statutes (the "twelve hour law").