

Senate Personnel Meeting
12/14/2016.

Meeting called to order at 11:35 am.

Members: Mindi Anderson, Mason Cash, Robert Folger, Paul Giordano, Richard Harrison, Kim Myunghee, Stephen King (chair), Jonathan Knuckey, Karol Lucken, Eric Merriam, Vladimir Solonari, Michelle Upvall,
Guest: Keith Koons

Minutes: approved.

Announcements:

Policy for Emeritus status have been approved. Thanks to this committee for contributions to this.

Old Business:

a. **Salary study** (gender-based addition)- discussion Linda Walters

Gender disparities: Linda Walters not able to attend. But reported that they are looking at gender breakdown of salary studies of other universities. Designing a study would look at gender-based differentials within UCF.

Salary compression: A salary study (March 31, 2016) focused on people with low salary (compared to others with similar position in the field). Large pool under 30% of what others make at other universities. Provost reported in 3/31/2016 at faculty Senate meeting that it would take \$3.72M to bring all faculty in this category up to the 30%.

Committee considered inviting a conversation with UFF regarding these disparities in salary. Stephen King will invite UFF to discuss this.

Question about whether to count TIP RIA SOTL in salary studies. A: These are counted as Salary for the purposes of this study.

b. **Evaluation of endowed chairs:** update on compilation Lucretia Cooney.

Lucretia Cooney could not attend. No new information. Still assembling list of endowed chairs.

c. **Summer compensation:** update on CBA Stephen King

Handout on Section 8.6 from CBA. Can people be required to perform service over summer? Faculty can perform such duties, but cannot be required to do so. But there is no liability issue with meeting with graduate students, attending meetings, etc. when on a 9 month contract.

No requirement for other duties if not assigned teaching and service. But those assigned teaching can also be asked to normal other duties.

Concern with those paid on grant over summer. Meeting with graduate students during summer is not part of one's duties. Some interpret grants as restricting meeting with graduate students that are not involved with the grant.

Teaching summer abroad. Discussion of recent concern about people being pressured to teach study abroad without salary. Seems to be covered by 8.6.

New business-

- a. TIPs, RIAs, and SoTLs [from committee]- discussion

Discussion of concerns about time involved in application (as contrasted with regular assessment and merit based salary increases). Also difficulty and time involved assessment of portfolios. Competitiveness of the system seems inherently unfair.

Difficult to make changes on this. But important to try to improve it. Maybe a conversation with UFF would be productive, to help understand the impediments to making changes, and what our committee can do to improve things.

Application process is now enforcing policy to enable faculty to correct minor problems.

- b. Employee contribution to retirement plans:

Keith Koons: Steering discussed 403(b) plans. University is consolidating number of vendors, improving the quality of offerings. UCF participation is comparatively low. Idea is to encourage more faculty to take advantage of these additional benefits (in addition to FRP).