

## Faculty Senate Personnel Committee

### Meeting Minutes

Wednesday, December 5, 2018

11:30 am – 12:30 pm

Location: Millican Hall Room 395-E

Call to Order: 11:30

Present: Stephen King (chair), Yoon Choi, Manoj Chopra, Kendall Cortelyou-Ward, Muyunghie Kim, Karol Lucken, Michael Proctor, Alfons Schulte, Kelly Semrad, Vladimir Solonari, Linda Walters, Romain Gaume, Nora Warshawsky

- 1) Note taker volunteered- Nora Warshawsky
- 2) Approve minutes of November 7<sup>th</sup> meeting.
- 3) Announcements:
  - a. Guests Recognized: Lucretia Cooney and Jana Jasinski (Faculty Excellence)

- 4) New Business/Topics for Discussion:

**Non tenure earning faculty and the UCF University Promotion and Tenure Committee.** The committee was asked to review the current promotion process of the Non-Tenure Track (NTT) Faculty. This group includes Regular, Research, Clinical, and Multi-Year professors as well as Medical Librarians.

The University Promotion Review Committee has experienced increasing workload due to the growing faculty in general. Additionally, the university is hiring more NTT faculty, thus increasing the workload of the University promotion review committee for NTT faculty.

The current process is not well defined and now inconsistent with the Tenure Track faculty promotion process. Last year the Personnel committee recommended that the requirement for University review be omitted for those Tenure Track and Tenured faculty seeking promotions that were approved unanimously at the College level.

At the University Review level, the current practice has been to substitute the standing, elected College member of the committee with a NTE Faculty member of equal or higher rank from the specific College when a NTE faculty promotion is being discussed and voted on. This began with limited numbers but the numbers at each session have steadily grown over the course of time.

After much discussion the framework of a resolution was approved for the chair to put into writing for the January meeting. This was approved in a motion 11 approve, 0 disapprove, one abstention.

The main points for the resolution to include were 1) to allow unanimous cases to bypass the University committee similar to how Tenure track cases already proceed and 2) to replace a single member of the committee with a voting non-tenure earning faculty from the same college as the person under consideration to help interpret the guidelines and responsibilities for non tenure earning faculty within that college to the entire committee.

- 5) Updates to close issues:

- a. Awards for out of unit faculty: Pegasus awards now open so the process appears to be moving.

- b. Program review: Faculty can ask their administrators for a copy of all program reviews that have taken place.

- 6) Meeting adjourned.