

**Faculty Senate Personnel Committee Meeting Minutes
Wednesday, February 11, 2015**

I. Meeting opened at 2:10.

II. Minutes from November 18, 2014 were approved with one abstention (committee member was not at the 11/18/14 mtg).

III. Old Business

Action Items:

- a. Update on the COM request for change in ‘title of tenure’—(A. Leon & R. Harrison)

Discussion on Tenure for CoM.

It was reported that two candidates for COM are going through this new process right now. Additionally, Dr. Brodie indicated that the College has moved on the process of editing documents, and streamlining process—especially as this pertains to new titles. The above candidates going through the process now will serve as “test cases” for this revised process.

- b. Update on the Parental Leave Resolution—(A. Leon & R. Harrison)—see attached resolution previously sent to committee.

Paid Parental Leave Resolution.

- Policy suggestion sent to Steering. Approved unanimously. will be on agenda for next Senate meeting.
- Expect an amendment in Senate adding a clause to the effect that this will also help with recruitment and retention.

Paid Family Medical Leave.

A second resolution will suggested for placing on the Agenda for March Steering committee, regarding Paid Family Medical Leave.

Action: Wait to see what happens at Senate, regarding the first resolution-Paid Parental Leave. More than likely the second resolution, will be taken up during the 2015-1016 academic year.

IV. New Business: Committee’s Review of Items Reviewed by Committee So Far

Salary Compression/Inversion.

Update: Folks in HR are collecting data on Salaries. Have been meeting to discuss how to collect and present the information.

Action: Perhaps put on the agenda for next year.

Emeritus status.

Many things on Provost’s desk last year that did not get finished. Policy was approved, but not copied into the published policies. (See Resolution 2011-2012-6 Emeritus Policy Revisions: http://www.facultysenate.ucf.edu/resolutions/2011_2012/index.asp and the

attached Suggested wording) This will be discussed by Dr. Brodie at his Feb 18th meeting with the Provost.

Discussion on Faculty Survey regarding working conditions.

- COACHE survey from Harvard was chosen. Faculty have been receiving emails about it today. Exit survey not implemented, though.
- **Action:** Wait and see what will happen with the COACHE survey results—see if there is a need to follow up with Exit survey discussion for next year—2015-2016. Dr. Leon, as the Chair of the Personnel Committee was invited to participate as a member of the Advisory Board for the COACHE survey.

Discussion on allocation of new faculty positions across Colleges and process for determining number of positions for each College

Some chairs and deans have decided, with little faculty input the scope of new positions—some members felt this is happening across colleges.

Questions were raised as to how this committee can address this concern. After some discussion the committee decided that there might be different approaches/strategies to take, including faculty discussing the issue with their respective Chairs and Deans.

Other Action Recommended on This Item:

- Dr. Brodie will mention this in meeting with Provost.
- Richard Harrison will recommend that a discussion of this issue be placed on Steering Committee agenda for March meeting.

Promotion of Instructors and Lecturers

Departments should have revised P&T criteria for promotion of Instructors and Lecturers by the end of this year.

Action: wait until these criteria are in place—this committee to revisit during 2015-2016 academic year.

TIP RIA SOTL revisions.

Dr. Brodie informed the committee that a diverse committee of faculty and administration is currently being formed to look at potential improvements for Incentive and Excellence awards.

Action: Consider discussion/monitoring on this for next year--Wait to hear more about this committee and outcomes.

V. Updates from the Steering Committee—R. Harrison

- Steering discussed COACHE Survey.
- Student response to Foundations of Excellence survey excellent. Faculty response less so.

- Repeal of Concealed Weapons legislation. Has sailed through one House Committee. All universities are hoping that a former member of FL Senate, not President of FSU might be able to stop this.
- Textbook affordability, etc. This will be a challenge for faculty if books are to kept for 3 years and ordered way in advance.
- Downtown Campus. Presentation at BOG meeting soon.
- Cluster hires. Some concern about how different colleges are handling the “grassroots” process differently. Questions surfaced about how FTEs will be managed across disciplines, significance of cluster activities for tenure considerations, etc.

VII. Faculty Excellence/Administration Updates-L. Brodie

Already covered in our other discussions.

Meeting adjourned at 3:33 pm.

Minutes respectfully submitted by:
Mason Cash