

## Faculty Senate Personnel Committee

Wednesday, February 19, 2020

11:30 – 12:30 p.m.

Location: HPA 1 room 335

MINUTES

### Members Present

Stephen King (Chair and Senate Liaison), Wingyan Chung, Rodrigo Amezcua Correa, Nina Orlovskaya, Michael Proctor, Blake Scott, Kristine Shrauger, Vladimir Solonari, Edwin Torres, Martine Vanryckeghem, Linda Walters, Nora Warshawsky.

Call to order was given at 11:30 a.m.

- Roll call was taken. Kristine Shrauger agreed to take notes.
- Minutes of January 15, 2020 were corrected and approved.
- Announcements and recognition of guests: Jana Jasinski and Lucretia Cooney from Faculty Excellence.
- Chairperson King described a desire to have the committee be able to function year round, not necessarily with meetings, so that issues can keep moving forward in the April-August time frame
- Old Business:
  - Alternative deceased faculty option (Linda Walters) topic 2019-2020-22
    - Another resolution is being brought forward that gives faculty the option to opt-in/opt-out for University wide death announcements.
    - Faculty Excellence would send this notice out.
    - Going to Steering tomorrow. We should **Follow** this
  - 2019-2020-21-email access for faculty leaving UCF (IT committee)
    - Ability to download files.
    - Set up for 2 years
  - Feedback from the Salary Study Resolution. IKM is moving forward. Subcommittee (Michael Proctor, Linda Walters, Stephen King) formed to help guide and keep things moving.
- New Business: Review of outstanding Topics for 2019-2020 Faculty Senate:
  - **Faculty Administrative Action -- #4**  
*Consistent investigation and consequences for faculty administrative action regarding sexual harassment or other issues of misconduct.*  
**Continue.** How to investigate?
  - **Faculty facing administrator and vice president reviews. -- #5**  
*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.*  
**Continue.** Linda Walters, Stephen King and Kristine Shrauger
  - **Faculty Grievances. -- #12**  
*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 of grievances by type, gender, etc. to identify a trend. Also research / benchmark other university process.*  
**Continue.** Gather some statistics and data. Nina Orlovskaya

- **Summer Work Assignments – #17**  
*Current discrepancies in the compensation for faculty that are required to have graduate students take thesis hours during the summer, independent of other responsibilities.*  
**Completed:** Resolution created and approved by Faculty Senate.
- **Out-of-Unit Faculty Benefits – Resolution 2017-2018-12 was denied. - #18/Combined topic with Topic 2019-2020-26**  
*Work with the Faculty and Staff Benefits Committee in upcoming year to address issue.*  
**Continue:** Linda Walters and Stephen King will continue to work on this.
- **Emeritus Resolution 2017-2018-13**  
**Follow:** Policy update proceeding examine to see if points raised in Personnel and IT committee resolutions are addressed in the policy.
- **Faculty Excluded from Awards – 2018-2019-1**  
*Faculty with minor administrative roles (out-of-unit) are now excluded from awards based on the Collective Bargaining Agreement. The impact on the faculty evaluation based on the inability to apply and be selected for an award.*  
**Keep monitoring.**
- **Faculty Structure for Awards – 2018-2019-2**  
*Excellence and Pegasus Professor awards should be more prestigious than individual accomplishment awards such as TIP, RIA, and SoTL and the financial benefit should be more than a one-time payment.*  
**Keep monitoring, address with new Administration.**
- **Faculty Salary Compression Study – 2018-2019-12**  
*Update to study for all faculty.*  
**Follow:** Resolution was approved by Senate, IKM is currently working on this project. Subcommittee formed to answer any question.
- **Faculty Retention – 2018-2019-14**  
*Collects are struggling with faculty retention*  
**Continue:** Nora & Blake Scott will look into this further.
 
  - Retaining people who have gotten ADIs, TIPs, and RIAs.
  - Is retirement separate than faculty retention?
- **Spousal Conflict of Interest Resolution; Resolution 2016-2017-13 – 2017-2018-16**  
*Keep informed of progress the UCF Research Conflict of Interest committee is making on issue. Policy didn't resolve specific issues.*  
**Continue.**
- **Travel – develop a short bullet point guidelines for faculty regarding travel procedures.**  
*Keep informed of progress the UCF Research Conflict of Interest committee is making on issue. Policy didn't resolve specific issues.*  
**Continue.** Steve King and Vladimir Solonari