

FACULTY SENATE PERSONNEL COMMITTEE
Meeting Minutes
February 19, 2025

Attendees: Shawn Burke, Baiyun Chen, Vladimir Gatchev, Richard Harrison, Georg Koszulinski, Karol Lucken, Geraldine Luzincourt, Matthew Mosher, Danielle Pratt, Michael Proctor, Wei Wei

Absent Members: David Harris, Rodrigo Correa Amezcua, Martine Vanryckeghem

Guests: Joel Cramer (*Vice Provost, Faculty Excellence*)

1. Call to Order

2. Recorder of Meeting Minutes – Georg Koszulinski

3. Approval of Minutes for November 20, 2024 - Motion – Michael, 2nd Matthew, Passes

4. Recognition of guests: Joel Cramer

5. Announcements

- Update on Faculty Senate Adhoc Cmte on Evaluation of Teaching
 - Ad hoc committee submitted both resolutions on SPIs. Will be debated at full senate meeting next month.
 - General idea to cap the limit of SPIs on evaluation and awards.

6. Ongoing/Unfinished Business

- Big 12 Faculty Fellowships
 - Requested VP Cramer include notation on the website that faculty can participate in the exchange as non-awardees if funds have been secured from another source.
 - Same committee that evaluates travel awards will review Big 12 Faculty Fellowships
 - ACTION ITEM: VP Cramer has agreed to make this revision and submit to the Personnel committee for review

- Post-Retirement Faculty Involvement/Volunteerism at UCF
 - Retiree/Emeriti subcommittee update.
 - President and Provost feel strongly retirees should be invited to Founder's Day.
 - Distinction that needs addressing overall is the distinction between privileges afforded to retired faculty versus emeriti faculty.

- All retired faculty will be granted use of their UCF email account, unless it lies dormant for a year. If it is not used at least once each year, it will be closed.
 - It is noted by Faculty Excellence that a list currently exists that includes email addresses of all UCF retirees.
 - General announcements on UCF events etc. will go out as email blasts to all retired faculty
 - It is noted that faculty currently retiring are not being notified of the above bullet points, and that this would need to be written up as policy. There is currently a disconnect between Human Resources exit interview protocols and Faculty Excellence and Personnel Committee requests.
- Status and Response to Faculty Senate Resolution on Salary Equity Study
 - Present resolution still stands, however, does not include wage erosion
 - No action presently required by this committee. Presently awaiting a response from Provost
 - Not seeing a need for the Big 12 analysis (athletic conference designation appears arbitrary)
 - Wage erosion, while not unique, is a particular problem in the State of Florida, and this of course links to faculty retention at UCF

7. New Business

- Faculty Retention
 - M. Proctor reminded VP Cramer of the annual report on faculty retention. The report typically covers data from Nov 1 to Nov 1 of following year.
 - ACTION ITEM: VP Cramer will bring this report to committee by next meeting
- Faculty expansion in Faculty Senate
 - Desire to expand representation of units for improved equity across the University
 - Add to steering as a means to replace the seats lost by other faculty coming in
 - The ideal committee to address this issue would be this committee
 - This expansion would require a constitutional amendment, not a bylaw change.

Next meeting March 12th.

Meeting adjourned: 12:26