

Faculty Senate Personnel Committee Minutes February 28, 2013

The Committee met at noon in Colbourn 401. Attending were Mason Cash, Richard Harrison, Larry Holt, Aravinda Kar, Myunghee Kim, Saleh Naser, Lyman Brodie (AA), Lucretia Cooney (AA)

The Committee discussed and voted on the following resolutions: all were approved.

1. Teaching Incentive Program SCH Eligibility

Whereas the Teaching Incentive Program (TIP) is an important recognition of an individual's substantial commitment to excellence in teaching, in classes of all sizes and taught by all modes,

Whereas the TIP program was originally implemented with student credit hour restrictions which have excluded faculty who have assignments with lower than the median student credit hours, yet who have a substantial commitment to excellence in teaching,

Be it resolved that the TIP eligibility criteria will simply require a "substantial commitment to teaching," by regular full time faculty as determined by appropriate units, and will no longer restrict eligibility based on student credit hour production.

2. TIP, RIA and SoTL Awards Eligibility of Administrators

Whereas the current policy of allowing Deans, subdeans, Chairs, and other twelve-month administrative positions to compete for such increase and serve on committees which make these awards may lead to conflicts of interest,

Whereas TIP, RIA and SoTL provide significant salary increases,

Whereas these employees have access to salary increases by virtue of their administrative status,

Be it resolved that current Deans, subdeans, Chairs, and other twelve-month administrators are not eligible for TIP, RIA, SoTL awards, or to serve on , RIA, and SoTL committees.

3. SoTL Eligibility

Whereas SoTL program rewards scholarship of teaching and learning; scholarship that can benefit the university community in many ways,

Whereas many in-unit full time UCF employees, such as librarians, can make a substantial contribution to the scholarship of teaching and learning,

Be it resolved that the restriction of SoTL awards to faculty with the title of Lecturer, Assistant Professor, Associate Professor or Professor should be removed, so that all in-unit full time UCF faculty and employees are eligible to apply for this award.

4. Exclusion of Candidates for Awards Programs Because of Minor Errors

Whereas the TIP program criteria are designed to identify excellence in teaching,

Whereas the TIP program requires that faculty submit a substantial folder regarding teaching.

Whereas small errors in the submission of the folder (e.g. 501 words vs. 500, not obscuring information about Faculty Annual Review categories other than teaching) have caused faculty who are otherwise excellent candidates to be excluded from consideration,

Be it resolved that TIP committees who discover that candidates' folders have minor problems that could be easily and promptly addressed should give the candidate the opportunity to correct such minor errors, rather than rejecting the candidate from eligibility.

5. New Service Incentive Award Program

Whereas UCF values excellence in teaching, research, and service, as indicated by the annual evaluation criteria,

Whereas UCF does not have an award which adds a raise to the base salary of the faculty for excellence in Service,

Be it resolved that a new incentive award, the Service Incentive Program, be established with eligibility applying to all in-unit full time UCF faculty and employees.

6. Expansion of the Number of TIPs and RIAs

Whereas the number of faculty eligible for TIP and RIA, has significantly since the inception of the programs,

Whereas the number of new awards made each year has not increased proportionally,

Be it resolved that the number of new TIPs and RIAs should be increased .

7. Incentive for Students Completion of the Student Perception of Instruction

Whereas the response rate for the Student Perception of Instruction (SPI) varies greatly,

Whereas the response rate of SPI is critically low in some courses including low enrollment graduate level courses and other limited access courses,

Whereas the use of the SPI is crucial to the overall evaluation of faculty,

Whereas data for SPI is necessary to assist instructors in improving the quality and delivery of instructions,

Whereas an incentive for students can improve SPI response rates,

Be it resolved that an incentive be created, such as final grades for a course will be available two calendar days earlier for students who complete an SPI.