

**Faculty Senate Personnel Committee**

Wednesday, February 06, 2019

11:30 am – 12:30 pm

Location: Millican Hall room 395E

**AGENDA**

- 1) Call to order
- 2) Roll Call
- 3) Selection of minutes taker for the meeting
- 4) Review and approval of minutes of January 9, 2019 meeting
- 5) Announcements and recognition of guests
- 6) Resolution to consider
  - a. Promotion procedures for Non Tenure Earning faculty.  
Discussion and vote: Steve King  
(copy of resolution to be provided ahead of meeting)
- 7) New business-
  - a. COACHE survey-  
discussion: Jana Jasinski  
(Limited to 10 minutes)
- 8) Old Business
  - a. Payment structure for awards  
discussion: subcommittee  
Karol Lucken & Scott Carter  
Handout 20
- 9) Other topics
- 10) Adjournment

## Faculty Senate Personnel Committee

### Meeting Minutes

Wednesday, January 9, 2019

11:30 am – 12:30 pm

Location: Millican Hall Room 395-E

Members present: Stephen King (chair), Yoon Choi, Manoj Chopra, Robert Folger, Romain Gaume, Jonathan Knuckey, Karol Lucken, Michael Proctor, Alfons Schulte, Blake Scott, Kelly Semrad, Vladimir Solonari, Martine Vanryckeghem, John Venecek, Linda Walters, Nora Warshawsky, Edwin Torres, Kendall Cortelyou-Ward.

- 1) Meeting called to order by King at 11:30am.
- 2) King asked for minute-taker volunteer and Scott agreed.
- 3) Chopra made motion to approve 11/7 minutes, Walters seconded, motion passed unanimously.
- 4) King recognized guests Lucretia Cooney and Jana Jasinski from Faculty Excellence.
- 5) Committee discussed resolution (drafted by King) regarding University Promotion and Tenure committee procedures for NTE Research, Clinical, and Medical Librarian faculty.  
King reported on feedback from Faculty Excellence and others and asked committee whether to pursue resolution and bylaw change separately. Sense of committee was to pursue separately.  
King presented resolution and committee discussed revisions.
- 6) Warshawsky made motion to approve resolution draft as amended, Solonari seconded, and motion passed unanimously.  
First change was to delete final “Be it Further Resolved” section  
Second change was to amend second “Whereas” clause to read: “Whereas, the Faculty Senate previously approved Resolution 2017-2018-7, which recommends that tenure-earning cases bypass the University Promotion and Tenure committee if they receive unanimous positive votes at all earlier stages in the process, and”
- 7) Committee discussed bylaws change (drafted by King) clarifying replacement representatives on University Promotion and Tenure Committee for NTE Research, Clinical, and Medical Librarian faculty.  
Committee discussed and proposed changes to wording. In the course of discussion, it was recommended that committee consider whether NTE Research, Clinical, and Medical Librarian faculty needed to be reviewed by the University Promotion and Tenure Committee. King asked for a straw vote, and all but two committee members thought such a review was not needed, primarily because other NTE faculty already bypass this review step. Cash recommended that committee ask faculty in those positions what they think of bypassing the University committee.
- 8) Scott made motion to table resolution passed earlier in meeting (see #6 above) so that committee could pursue new resolution recommending that all NTE Research, Clinical, and Medical Librarian faculty bypass the University Promotion and Tenure Committee. Walters seconded, and motion passed unanimously. King, Scott, Walters, and Vanryckeghem agreed to work on resolution and ask faculty in those positions their thoughts.
- 9) King adjourned meeting at 12:30pm.

**FACULTY SENATE PERSONNEL COMMITTEE  
SUBCOMMITTEE ON TIP, RIA, & SOTL AWARD STRUCTURE**

QUESTIONS

1. How many awards (TIP, RIA, SOTL) will be available in 2018/2019?
  - a. **55 TIP**
  - b. **55 RIA**
  - c. **5 SOTL**
2. What is the 1-time payout for 115 awards? **\$575,000**
3. What is the total payout over 5 years for the 2018/19 cohort alone? **\$2.9 million**
4. What is the cumulative effect of just 3 cohorts (115 x 3) over 5 years (345 x 5k x 5)? **\$8.6 million**
5. How does this budget allocation compare to budgeting for merit and cost of living increases?
6. Are the results and rankings of the applicant files available to faculty?
7. Why did other Florida universities get rid of these awards?

INFORMATION & ISSUES TO CONSIDER

1. TIP & SOTL require a minimum of 4 continuous years in residence to be eligible.
2. RIA requires a minimum of 5 continuous years in residence to be eligible.
3. The School of Teaching, Learning & Leadership is in the College of Education (now CCIE) and is basically a home base for SOTL.
4. In 2017, a total of 13 SOTL awards were given and distributed as follows:
  - a. 1 in Engineering & C.S.
  - b. 1 in COHPA
  - c. 1 in COM
  - d. 3 in CAH
  - e. 7 in COE (53% of all awards)—3 of the 7 (43%) were in SOTL Department
5. Can reapply every 5 years for awards.
6. Can apply for more than one in a given year.
7. Awards are under the Salary section of CBA, raising the issue of awards really being a matter of a salary increase and not an award. This, in turn, raises the question of salary increases effectively being under the discretion and purview of faculty peers and/or those of lower rank and not administrators.
8. How often, if at all, do administrators depart from the recommendation of the committee?
9. Awards often used to exponentially boost T & P salary increase.

POSSIBLE SOLUTIONS

1. Eliminate TIP, RIA, SOTL
2. Eliminate some awards and modify terms of awards
  - a. Eliminate SOTL award.
  - b. Implement as a true award (1-time payment) not a salary increase.
  - c. Establish a consistent minimum time-in-residence requirement across awards (i.e., 5 years)
  - d. Create a more open and transparent assessment process, whereby all file rankings and assessments are made available to applicants.
  - e. Limit faculty to 1 award application per year.