

Faculty Senate Personnel Committee Meeting

Feb 8, 2017

1. Meeting called to order at 11:35am
2. Members Attending: Stephen King (chair) Mindi Anderson, Scott Carter, Duncan Dickson, Robert Folger, David Harrison, Richard Harrison, Waldemar Karwowski, Peter Jacques, Jonathan Knuckey, Karol Lucken, Eric Merriam, Valerie Storey, Michelle Upvall, Martine Vanryckeghem, Konstantine Vodopyanov, Linda Walters
3. Minute taker: Eric Merriam
4. Minutes from Dec 14, 2016 meeting: Approved.
5. Announcements: Peter Jacques new member to take Myunghee Kim's place during sabbatical
6. Old Business:

a. UCF UFF will not meet with the Personnel Committee (Steve King)

-Attempted to get a UFF member to attend for informal discussion, but was received negatively. UFF thought that meeting with Faculty Senate Committee meeting would be inappropriate

b. Salary study (gender-based addition) (Linda Walters)

-Study is ongoing. Linda met with Paige Borden and selected the UC Berkeley model (among roughly eight choices) for a gender equity study. Ms. Borden has said we will have results by March 15, 2017.

c. Evaluation of endowed chairs: update on compilation (Lucretia Cooney)

-Could not attend; will table topic until next meeting

d. TIPs, RIAs, and SoTLs

-2016 Faculty Ad Hoc Steering Committee (task force) recommendations distributed to committee members prior to meeting. Some of those recommendations have been acted upon, not most.

-Committee member suggested UFF was not willing to bargain for a change to award program; another member suggested it's not just the UFF, but also the UCF Administration that was also unwilling to address

-Mbr suggested that some practical changes to the program related to transparency have been adopted; 2016 Ad Hoc Steering Committee didn't recommend abolishing award program, and in fact suggested more awards and practical suggestions that make the program better. Also wondered what would replace the program.

-Mbr expressed satisfaction that prior recommendations addressed whether awards should be included in "salary."

-Mbr reiterated concern about salary compression and that nothing was done with UCF administration report regarding it (last year). Suggested awards programs exacerbate compression problem and provide disincentive to higher ranking instructors.

-Mbr suggested that a resolution tasking administration to address salary compression issue.

-Mbr suggested that the goal is to ask the Provost how UCF's report will be addressed.

-Timing of a resolution and ability to get action this academic year discussed; proposal to ask Steering Committee to put the issue on the agenda for the next full Senate meeting. Mbr of this committee who is also mbr of Steering Committee will bring up with the Steering Committee during meeting on Feb 9, 2017, seeking Provost response regarding "what is status of Administration's effort to rectify salary compression issue identified in Administration report from last year?" If Provost will address at Feb full Senate meeting, Committee will not need to meet electronically to get a resolution put forward in time for March full Senate meeting.

-Mbr asked what to do with mistakes identified in Ad Hoc Committee

Recommendations; will be sent to both Faculty Excellence and Chair of this Committee

7. New Business:

-None

8. Other topics:

-Mbr announced Faculty and Family astronomy night on Feb 10; being sponsored by Center for Women Faculty Excellence

9. Adjournment: 12:01pm