

**Faculty Senate Personnel Committee**  
**Meeting Minutes**  
**Wednesday, January 15, 2020**  
**11:30-12:30 pm**  
**Location: HPA 1 Rm 335**

**Members Present**

Stephen King (Chair and Senate Liaison), Mason Cash, Yoon Choi, Wingyan Chung, Kendall Cortelyou-Ward, Robert Folger, Karol Lucken, Nina Orlovskaya, Michael Proctor, 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 November 20, 2019 were corrected and approved.
- Steve King went to Steering and spoke about Resolution 2019-2020-19. While there was much discussion, ultimately Steering moved to forward this to Senate asking that the Committee be prepared for changes.
- Announcements and recognition of guests: Lucretia Cooney. In light of new temporary duties, Interim Provost Jana Jasinski, may not be in attendance as much as has been in the past.
- Old Business:
  - Deceased Faculty Announcement (Handout 10)
    - It was recommended by Provost Dooley that it not be a resolution. Announcement as is has been suggested to move forward to Steering.
    - Each department needs to refer to individual's family members wishes regarding announcement college and university wide.
    - Should an obituary section be created within the University's system (UCF Today, etc.)?
    - There is no consensus as to how to move forward on it.
    - Lucretia spoke about a committee being formed years ago regarding funerals, deceased and how the University should handle things. She will look for the minutes, etc. and bring it forward to the committee.
    - Maybe 5 faculty members die a year.
    - Tabled until next month when more information can be gathered.
  - Resolution 2019-2020-10 Supplemental Summer Appointments for Graduate Restricted Registration Classes.
    - Need to address the changes recommended from the Steering Committee.
    - The question about whether this Resolution should include capstone was brought up and addressed. The answer is no. That should be a separate Resolution.
    - The question was brought up can faculty double dip, i.e. teach a class and get paid for supplement summer appointment. It was discussed that if you are doing a research grant, you are not qualified under this resolution.

- The title of the resolution was changed to become more specific: Resolution 2019-2020-19 Supplemental Summer Appointment Required Graduate Thesis and Dissertation Classes
  - Moved to agree to the changes. Voted. Revised version will go to Senate.
- Other: Issues of Awards – Tips and Ria's.
  - Salary increase – is what a RIA really is?
  - Each college decides on its RIA's and TIPS
  - Double dipping.
  - Subcommittee formed: members: Karol Lucken

1                   **Proposed Amendments by the Personnel Committee to**  
2                   **Resolution 2019-2020-19 Supplemental Summer Appointments for**  
3                   **Graduate Restricted Registration Classes**  
4

5   **Whereas**, the College of Graduate Studies exceeded 10,000 students for the first time in AY  
6 2019 and continues to grow; and  
7

8   **Whereas**, instruction of thesis and dissertation students, whether a Fall, Spring, or  
9 Summer semester, is within the course and scope of paid employment of approved  
10 Graduate Faculty; and  
11

12   **Whereas**, College of Graduate Studies thesis and dissertation students ~~not supported by~~  
13 ~~sponsored research desiring required~~ to register for Restricted Registration courses in a  
14 Summer semester expect to (1) receive instruction from their chosen and approved  
15 Graduate Faculty ~~instructor; committee chair~~, (2) make tuition payments to UCF for that  
16 instruction, and (3) produce Student Credit Hours that add to State of Florida SCH-based  
17 supplemental E&G funding of the University; and  
18

19   **Whereas**, University of Central Florida BOT-UFF Collective Bargaining Agreement (CBA)  
20 paragraph 8.6 (d) states, “Supplemental summer appointments shall be made in  
21 accordance with Section 1012.945, Florida Statutes (the "twelve hour law")” which  
22 mandates assignments and hence compensation be “in proportion to 12 classroom hours”;  
23 and  
24

25   **Whereas**, while some Colleges issue proportional supplemental summer appointments for  
26 thesis or dissertation supervision, others refuse to do so; and  
27

28   **Whereas**, Graduate Faculty ~~that supervise their graduate students~~ without a summer  
29 supplementary appointments ~~are uncompensated while Graduate Faculty without an~~  
30 ~~appointment who do not supervise in the summer leave thesis and dissertation students~~

31 ~~faced with finding alternative support or requesting a~~ have to supervise their own thesis  
32 and dissertation graduate students without compensation, or force those graduate students  
33 to find an alternative mentor or require those students to take a leave of absence; and

34  
35 **Whereas**, the Sr. Associate Dean & Director of Interdisciplinary Studies College of Graduate  
36 Studies identified “difficulties that we are faced with regarding 9-month students who have  
37 12-month responsibilities and the need for faculty to serve as mentors during their “off”  
38 months” and expects resolution “will require changes in CGS policy, Faculty Senate and  
39 perhaps with the union”; and

40  
41 **Whereas**, in contrast to ~~fore mentioned~~ the aforementioned situation, the University of  
42 Central Florida Division of Digital Learning currently offers equitable opportunity for  
43 Faculty to receive a proportional supplemental summer appointments for the Course  
44 Redesign Initiative; therefore

45  
46 **Be it Resolved** that the Provost in consultation with the Dean of the College of Graduate  
47 Studies develop a compensation policy in accordance with the proportionality provisions of  
48 Section 1012.945, Florida Statutes (the "twelve hour law") and administer procedures that  
49 enable Graduate Faculty not supported by external research funding or summer teaching  
50 appointment to apply for a supplemental E&G summer appointment if they have their own  
51 thesis or dissertation students ~~not supported by external research funding~~ seeking  
52 enrollment in one or more ~~Restricted Registration courses, and if they are without a~~  
53 ~~summer supplemental appointment or if an existing summer supplemental appointment~~  
54 ~~FTE is not proportional to assigned classroom contact hours required~~ summer restricted  
55 thesis or dissertation classes.

56  
57 *Approved by the Personnel Committee on January 15, 2020.*