

**Faculty Senate**  
**Personnel Committee Meeting**  
Wednesday, January 17, 2018  
11:30 am – 12:30 pm  
Location: Millican Hall room 395E

**MINUTES**

I. Dr. King, chair, called the meeting to order and the roll was circulated for signatures.

II. Members in Attendance: Stephen King (chair), Scott Carter, Mason Cash, Jonathan Knuckley, Karol Lucken, Yuanwei Qi, Alfons Schulte, Blake Scott, Vladimir Solonari, Valerie Storey, Michael Valenti, Martine Vanryckeghem, John Venecek, Linda Walters. Waldemar Karwowski, Po-Ju Chen, and Muyunghie Kim participated via conference call.

III. Blake Scott volunteered to take minutes for the meeting.

IV. Minutes: Motion to approve the minutes of November 15, 2017 meeting was made by Dr. Knuckley and seconded by Dr. Walters. November meeting minutes were unanimously approved as recorded.

V. Recognition of Guests: Associate Director Lucretia Cooney, Faculty Excellence

VI. Announcements:

- Dr. King reported on status of P&T resolutions from our committee—one was tabled by Steering and one was presented to Senate and will be voted on at next Senate meeting.
- Sub committee about promotion process for NTE assistant and associate professors to meet before the next committee meeting.
- Next full committee meeting Wednesday, February 21, 2018.

VII. Old Business:

1. Emeritus Policy: Personnel subcommittee made several revisions to draft after consulting with Faculty Excellence and provost fellows and researching similar policies at other SUS and at peer and aspirational universities. Dr. Cash presented proposed revisions. After deliberation about whom should constitute “voting members” on line 44, Dr. Cash amended that line of revision to read “by all voting members of the unit (as defined by the unit’s bylaws).” Dr. Walters made motion to approve revised policy with amendment, Dr. Cash seconded. Revised policy was approved, with all but one member voting “yea” and one member abstaining.
2. Out-of-Unit Parental Leave Policy: Dr. Walters reported that such a policy does not exist. The committee discussed this need and the broader need for out-of-unit faculty to have access to the types of personal and family benefits afforded to in-unit faculty (based partly on COACHE survey results); we also discussed whether to draft a resolution now or first consult with the Provost. Dr. King informed us that if we wanted Senate to consider a resolution this year, we needed to draft and approve it during this month’s meeting, and the committee agreed to draft the resolution immediately. Taking members’ suggestions about wording, Dr. Scott composed a draft to which the committee made further revisions. Dr. Walters made the motion to approve the completed resolution, and Dr. Cash second the motion. The committee unanimously approved the resolution (see attached), which can now be forwarded to Steering.

3. Faculty Salary Equity: Dr. Walters reported from Steering that because the previous cycle's CBA negotiations have concluded and administrative discretionary raises can be given, the Provost has confirmed that the faculty identified by the Faculty Salary Equity Study will be given raises as proposed at the last Senate meeting by the Working Group.
4. Evaluation of Endowed Chairs: FE Associate Director Cooney reported that Faculty Excellence was gathering feedback about a guidelines draft, which should be ready to share with us by the next Personnel meeting.

VIII. New Business:

1. Telecommuting Policy: Dr. Walters reported that the Faculty Excellence Advisory Committee for Work-Life Balance has recommended that the flexibility afforded by UCF's telecommuting policy also apply to out-of-unit faculty. Dr. Walters also reported that Steering has asked our committee to consider this topic next year.

IX. Dr. King adjourned the meeting at 12:30pm.