

MEETING MINUTES
FACULTY SENATE PERSONNEL COMMITTEE
January 17, 2024 11:30-12:30

In attendance: Martine Vanryckeghem, Richard Harrison, Karol Lucken (chair), Matthew Mosher, Michael Proctor, Kristina Tollefson (vice chair), Baiyun Chen, George Kozsulinski, Jana Jasinski, Vladimir Gatchev

Absent Members: Shawn Burke, Donna Neff, Rodrigo Amezcua Correa, Juhee Kang

Guests: Jana Jasinski (Vice Provost Faculty Excellence)

1. Call to Order: Confirmation of quorum
2. Minutes Recorder: Baiyun Chen
3. December 15, 2023 minutes: Amended and approved
4. Recognition of Guests: Jana Jasinski (Vice Provost for Faculty Excellence)
5. Announcements: Status on Resolution on Faculty Involvement in Hiring
 - It was noted that the resolution has been forwarded to the Steering Committee.
6. Ongoing/Unfinished Business
 - Resolution on Evaluation of Faculty Instruction: Final draft is ready for the committee to review. The committee reviewed the draft together. M. Proctor commented only 1/3 of engineering students took SPI. K. Lucken and M. Mosher discussed on the USF's approach shared by Kevin Yee. J. Jasinski reminded the committee about the UCF Regulation 3.010 Faculty evaluation, student input should not be the only one source of information. K. Tollefson reminded that students get frustrated when they cannot remove the survey reminder. Proctor motioned to remove the last resolution (SPI remains optional) and the motion was passed. M. Mosher motioned to take out the last sentence of the quotation from the 2020 report of the UCF SPI task force and cite the article (Owen, 2019) from [InsideHigherEducation](#). M. Proctor seconded it. Motion passed. M. Proctor motioned that we approve the resolution as written. The motion was seconded and ultimately unanimously approved.
7. New Business: None
8. Other Business:
 - Skipped E & G and Other Budget Data, no update.
 - The committee reviewed faculty attrition data: The university has had no issue with retention (93%-91%) in general; noted issues with specific data sets; Retention data by rankings: Instructor and lecturer have high turnover; Assistant Professor and occasionally Associate Professor have high turnover. Retention data by colleges: College of Arts and Humanities and College of Sciences has high turnover; Mosher requested that Jasinski inquire about how data were coded, i.e. changes of colleges and ranking would results in departure data or not; Lucken required that Jasinski obtain data focused on faculty who voluntarily resigned. Jasinski will show the committee the personnel departure survey that they are piloting in the next meeting.
9. Adjournment: 12:35 p.m.