

Minutes of Faculty Senate Personnel Committee Meeting

Jan 22 2014, 1:00 pm.

Present: Mason Cash, Saleh Naser, Donnna Neff, Arvinda Kar, Andres Campiglia, Robert Wood, Lyman Brodie.

- **Approval of Minutes from Nov 14 meeting.**
Approved (Naser/Soskin)

Old Business:

- **Resolutions from 2012-13**

Resolution 2012-2013-10 Compliance Check for Awards Programs

The original resolution:

Whereas, the TIP, RIA, and SoTL programs are designed to identify excellence in teaching, research, and SoTL areas; and

Whereas, the TIP, RIA, and SoTL programs require that faculty submit a substantial folder regarding teaching, research and SoTL areas; and

Whereas, small errors in the submission of the folder (e.g. 501 words vs. 500, not obscuring information about Faculty Annual Review categories other than teaching for TIP) have caused faculty who are otherwise excellent candidates to be excluded from consideration; therefore

Be It Resolved that a compliance check system be created to give the candidate the opportunity to correct such minor errors, so as to avoid rejecting the candidate from eligibility.

The Provost rejected this resolution because a process for identifying such errors was not proposed.

Discussion:

It was pointed out that the process is different at each college, with each committee applying their own criteria as they see fit. Thus a standard university-wide process is not feasible.

The resolution was amended to make clear that the process would be created and applied by each college award committee.

Action: new resolution (passed unanimously).

Resolution: Compliance Check for Awards Programs

Whereas, the TIP, RIA, and SoTL programs are designed to identify excellence in

teaching, research, and SoTL areas; and

Whereas, the TIP, RIA, and SoTL programs require that faculty submit a substantial folder regarding teaching, research or SoTL areas; and

Whereas, each award is administered by a different committee, many at the College level, and thus each Committee applies award criteria according to its own procedures,

Whereas, small formatting errors in the submission of the folder (e.g. 501 words vs. 500, not obscuring information about Faculty Annual Review categories other than teaching for TIP) have caused faculty who are otherwise excellent candidates to be excluded from consideration; therefore

Be It Resolved that each College Selection Committee give candidates the opportunity to correct such errors, if they are identified, within a reasonable period of time, so as to avoid rejecting candidates, for non-substantive reasons, from eligibility to be considered.

Resolution 2012-2013-11 Teaching Incentive Program SCH Eligibility

The original resolution:

Whereas, the Teaching Incentive Program (TIP) is an important recognition of an individual's substantial commitment to excellence in teaching, in classes of all sizes and taught by all modes; and

Whereas, the TIP program was originally implemented with student credit hour restrictions which have excluded faculty who have assignments with lower than the median student credit hours, yet who have a substantial commitment to excellence in teaching; therefore

Be It Resolved that the TIP eligibility criteria will simply require a "substantial commitment to excellence in teaching," by regular full time faculty and employees as determined by appropriate units, and will no longer restrict eligibility based on student credit hour production.

The Provost rejected this resolution because he said the role of SCHs is not clear. He suggested a committee be formed to look at all aspects of TIP awards.

Discussion:

The intention of the resolution was to expand the interpretation of the criteria for being eligible to apply for a TIP award as requiring "a substantial commitment to excellence in teaching." Currently only SCHs are considered in interpreting this criterion.

Yet many faculty members teach many small courses, teach senior seminars that must be smaller classes, supervise student research, and make a serious effort to improve their teaching abilities and to effectively teach their students.

Thus it was the intention of this resolution to expand the eligibility criteria beyond SCH production, such that other faculty who judge that they can make a case for their “substantial commitment to excellence in teaching “ are able to make that case, in their applications to TIP selection committees.

Thus SCH production would be one way among many that faculty could be eligible to apply for a TIP award.

It did not seem easy to convey all this to the Provost. Since he has expressed a willingness to meet with the personnel committee, reconsideration of this resolution was tabled (unanimously).

Action: The provost will be invited to speak to our meeting on Feb 12 or March 12.

Resolution 2012-2013-12 SoTL Eligibility

The original resolution:

Whereas, the SoTL program rewards scholarship of teaching and learning; scholarship that can benefit the university community in many ways; and

Whereas, many in-unit full time UCF employees, such as librarians, can make a substantial contribution to the scholarship of teaching and learning; therefore

Be It Resolved that the restriction of SoTL awards to faculty with the title of Instructor, Lecturer, Assistant Professor, Associate Professor or Professor should be removed, so that all full time UCF faculty and employees defined as in-unit by the UCF-UFF Collective Bargaining agreement, and equivalent full time faculty and employees in the College of Medicine, are eligible to apply for this award.

Discussion:

The intention of the resolution was to expand the eligibility for this award, not to restrict it. The original wording (apparently incorrectly) assumed that “in unit” was already a criterion for eligibility.

The major intention was to expand eligibility to librarians, as well as to deal with the wording of eligibility criterion III.1, which reads:

1. The faculty member must be on a full-time 9 or 12 month appointment as an instructor or as a professor, associate professor, or assistant professor.

UCF now has other titles besides these (Associate and Senior Lecturer, Associate and Senior Instructor). Librarians and other Faculty also can make a substantial contribution in this area, but are restricted because of this explicit list of titles.

The resolution was reworded and for resubmission as follows:

Resolution: SOTL eligibility:

Whereas, the SoTL program rewards scholarship of teaching and learning; scholarship that can benefit the university community in many ways; and

Whereas, the first of three eligibility criteria currently requires “full-time 9 or 12 month appointment as an instructor or as a professor, associate professor, or assistant professor”, yet UCF faculty have other titles not on this list (e.g. Associate and Senior Lecturer, Associate and Senior Instructor); and

Whereas, many full time UCF faculty, such as librarians, can make a substantial contribution to the scholarship of teaching and learning; therefore

Be It Resolved that the restrictive criterion for eligibility to apply for a SoTL award, in Section III.1, to faculty with the title of Instructor, Lecturer, Assistant Professor, Associate Professor or Professor should be removed. This criterion should read: all UCF Faculty with a full-time 9 or 12 month appointment are eligible to apply for this award”.

[Note: the intention is to include librarians, too. If this description does not apply to Librarians, then the full list of titles might need to be substituted. We'd consider that a friendly amendment.]

Resolution 2012-2013-14 Incentive for Students' Completion of the Student Perception of Instruction

Provost rejected this proposal, asking that a committee be formed to look at incentives that have been tried at other universities.

A subcommittee was formed to look into this (Mark Soskin and Donna Neff).

New Business:

- **Proposed Resolution regarding Great Colleges to Work For Survey:**

Background: <http://chronicle.com/section/The-Academic-Workplace/156>

Registration form is at <http://chroniclegreatcolleges.com/registration/>

Resolution: To encourage implementation of the Chronicle of Higher Education Great Colleges to Work For Program.

Whereas, the University of Central Florida aspires to reach Carnegie Foundation Research I status; and

Whereas, to achieve this status the University must strive to attract and retain quality

faculty; and

Whereas, the Great Colleges to Work For Program, sponsored by the Chronicle of Higher Education, provides administrators with an assessment of the quality of the workplace experience and the competitiveness of the University's policies and benefits; and

Whereas, participation in this program would indicate that the UCF administration is concerned with addressing faculty morale and improving UCF's standing as a "Great College to Work For"

Whereas, registering in the program is simple, and the Program is free to participate, and provides benchmarking data;

Be It Resolved that the Faculty Senate of the University of Central Florida urges the University of Central Florida to join the Great Colleges to Work For Program, and to share the results with the appropriate committees of the Faculty Senate, with the goal of using this information to work with the Faculty Senate in a genuine spirit of shared governance to improve and strengthen the workplace environment at the University of Central Florida.

(Passed unanimously)

- Problems with Colbourn Hall
Tabled to next meeting.
- Other Business. None.

Meeting adjourned at 2:33 pm.