



Faculty Senate

Personnel Committee

Minutes for meeting of January 6, 2021, 11:30 a.m.

Zoom Meeting

Attendees: Mason Cash, Yoon Choi, Mark Ehrhart, Tim Hawthorne, Stephen King (Chair), Karol Lucken, Michael Proctor, Blake Scott, Kristine Shrauger, Martine Vanryckeghem, Edwin Torres, Jascinth Lindo, Lucretia Cooney, Jana Jasinski. Rodrigo Correa

Minutes of November 4 meeting amended and approved.

Announcement: The Provost signed Resolution 2020-2021-5 Five-Year Review of Faculty-Facing Vice Presidents and Vice Provosts.

New Business: Extension of Tenure Clocks under COVID.

At the start of the pandemic, UCF put into place a system where faculty could apply for a one-year extension of the tenure clock. 179 faculty were approved for the one-year extension (21 of which would be scheduled to submit their dossiers in Fall 2020). For context, 48 did submit their dossiers in the Fall.

The committee discussed the ongoing nature of the pandemic and how it has continued to disrupt the ability of faculty to make progress in their respective areas of study.

The merits and possible impediments of multiple potential courses of action were considered, including:

- Ability to apply now for an extension if they did not apply last year
- Ability to apply for an additional one-year extension
- Suggesting faculty include an Impact Statement in their tenure dossier
- Education of tenure committees into effect of covid and use of the impact statements
- Potential changes to external reviewer letter system

Several of these, were thought to possibly make matters worse.

(Especially a 2nd year extension and changes to external reviewer letters).

In addition to changes to the tenure clock, several other areas where faculty could be helped were discussed.

- Extending the clock on start-up funds that have a time limit
- Extending the clocks on various programs for postdocs and grad students
- Giving flexibility in teaching assignments to pre-tenure faculty
- Providing conference scholarships

Any significant changes to the tenure clock system would likely require an MOU to be bargained for.

A subgroup of Steve King, Blake Scott and Timothy Hawthorne will look at this further.

Old Business: Short updates were provided on other topics, including a potential record number of faculty applying for Emeritus status.