



Faculty Senate

Personnel Committee

Minutes for meeting of March 10, 2021, 11:30 a.m.

Zoom Meeting

Committee members in attendance: Stephen King, Kristine Shrauger, Edwin Torres Areizaga, Martine Vanryckeghem, Lucretia Cooney, Mason Cash, Jana Jasinski, Mark Ehrhart, Jascinth Lindo, Yoon Choi, Michael Proctor, Blake Scott, Karol Lucken

Minutes: corrected and approved (typo).

Guest: Chiung-Ya Tang, Amanda Miller, Andre Watts, Sarah Lovel

Announcements:

Resolution 2020-2021-9 Eligibility Requirements for the Teaching Incentive Program
Status update

- We did not have a discussion before the vote was called.
- Steve King plans to bring it up to Steering at tomorrow's meeting.
- Misconception about CBA violations. Need to change the resolution for eligibility not requirements.
- Still some unfairness that need to be addressed.
- Point of order, a person who voted against it, can bring it back up at Steering, along with new information- none did so.
- One senator would like for it to go back to the sub-committee.

Old Business: Reviewed the topic tracker for topics to move over to the Ad-Hoc Equity, Inclusion and Diversity Committee.

New Business

- Andre Watts – presented the Faculty Salary Equity and Compression Studies
- 2020 Faculty Senate proposed and accepted resolution 2019-2020-15 – five-year periodic analysis of faculty salary. Compared 2016 data to 2020 data.
- Salary Equity: Tenure/Tenured Earning: There are no statistically significant differences in salary due to gender, race or ethnicity at the University level.
- Salary Equity – Non-Tenure Earning: There are no statistically significant differences in salary due to gender, race or ethnicity at the University level.
- In 2019, there was no evidence of widespread salary compression nor inversion among UCF faculty overall, at the University level.
- In 2019, there was evidence of salary compression to investigate among faculty ranks at CIP 50 (Visual and Performing Arts) and CIP 44, (Public Administration).
- College of Arts & Humanities: a red flag: appears that an equity discrepancy exists against male faculty at the associate and assistant level.
- A resolution was brought forward. The resolution asks that this committee (the compression salary committee) would expand the study so that similar year data sets would be analyzed for both equity and compression.



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- In discussion, a committee member stated that the current report was limited by resource and time. We now have the same year CUPA data, if we can delay submitting the reports, we could request of the Provost, more resources, to complete additional analysis so that consistent data sets were utilized in both studies.
 - Motion moved and seconded. Resolution was approved and will be sent to Steering.

1 **RESOLUTION 2020-2021-12**

2 **Faculty Salary Analyses Using Consistent Datasets**

3 **Whereas**, Senate Resolution 2019-2020-17 established that the University of Central
4 Florida administration in consultation with the Faculty Senate shall, on a regular basis,
5 collect and analyze both tenure-track and non-tenure-earning faculty salary data across
6 the system to determine the extent of 1) salary compression, 2) salary inversion, and 3)
7 salary inequities based on gender/race/ethnicity at a regular periodic interval (years
8 ending in 0 or 5) it does not establish a month that the analysis be presented to Senate;
9 and

10 **Whereas**, the prior 2016 Faculty Salary Equity study was delivered to the new Senate
11 in the month of October; and

12 **Whereas**, the current Faculty Salary analyses are inconsistent, with the Compression
13 report utilizing 2014-2019 faculty salaries and Equity report utilizing 2020 faculty
14 salaries; and

15 **Whereas**, 2020 CUPA faculty salary data is now available to make the Compression
16 and Equity report use consistent faculty salary data; and

17 **Whereas**, due to limited UCF analysis resources and time available for the Equity and
18 Compression reports numerous analyses were not completed and validating indices
19 were not measured in the current reports; and

20 **Whereas**, the depths of potentially serious inequity and compression issues have
21 surfaced but not been fully understood in both the Equity and Compression reports; and

22 **Whereas**, with increased prioritization by University Executive leadership of resources
23 and with additional time the depths of these potentially serious inequity and
24 compression issues may be better measured, validated, and understood; therefore

25 **Be it Resolved** that both the Equity and the Compression report be prioritized, updated
26 with the 2020 CUPA faculty salary data and the relevant analyses be completed, level
27 of normality reported, prediction methods implemented and resulting indices measured,
28 and both reports be re-submitted at the same time to the Faculty Senate in an early Fall
29 2021 meeting.