

**Faculty Senate Personnel Committee**  
**March 4, 2008**

Present: Jeffrey Kaplan, Ali Orooji, Robert Folger, Patrick Likamwa, Alfons Schulte, Joseph Rusnock, Debopam Chakrabarti

The meeting was called to order at 3:40 pm. Dr. Chakrabarti corrected the minutes from Feb 5, indicating that Dr. Rusnock was in attendance; the minutes were then approved.

Dr. Chakrabarti introduced Mr. Paul Newman of HR, who discussed about various aspects of the option to transfer from the ORP to FRS. Mr. Newman indicated that there is a cost associated with this transfer option and may not be beneficial for all faculty. A faculty member who have accrued funds more than what is needed for the transfer can retain the excess amount in ORP, although no new funds can be added. Mr. Newman encouraged the faculty to call 1-888-738-2252 (option 2) to analyze the actuarial liability of potential transfer to the FRS. Following issues need to be assessed: (1) amount due, (2) estimate of retirement benefit, and (3) the DROP estimate. The committee members suggested that the HR should send similar information to all UCF faculty.

The committee next worked on the Tenure document. Members discussed the changes that were made in the last revision. Dr. Schulte raised the issue of tenure in two units, particularly the difficulty for a junior faculty to be evaluated in parallel by two units with different expectations. However, committee members felt that having dual tenure is only an option and the faculty member may choose not to opt for dual tenure. The members agreed on the changes. Dr. Chakrabarti will seek clarification from Dr. Huff-Corzine whether the revised P&T documents need to be approved by the steering committee and the entire faculty senate.

Dr. Chakrabarti informed the faculty that current NIH conflict of interest for grant review excludes professionals with whom the member has conducted research within past three years. Committee members felt that for outside reviewers for P&T it is better to exclude individuals with whom applicant has professional activities in past 5 years, as proposed earlier.

Dr. Orooji mentioned that most likely the March meeting is the final one for the current faculty senate term as the April meeting is for the new term of faculty senate. Dr. Chakrabarti will seek clarification from Dr. Chopra.

Meeting was adjourned at 4:50 PM.