

Faculty Senate Personnel Committee Meeting
Wednesday, March 16, 2016--11-12:05 PM
Location: COHPA, HPA I, room 335

(Those present: Ana Leon, Linda Walters, Mason Cash, Richard Harrison, Stephen King, Waldemar Karwowski, Paul Giordano, Manoj Chopra, Debbie Hahs-Vaughn, Michele Upvall, Lucretia Cooney (Ex-Officio from Faculty Excellence))

I. The meeting was called to order at 11:00 am by Ana Leon. Stephen King volunteered to take minutes.

II. Minutes of the February 17th meeting were reviewed and approved unanimously with one spelling of name correction.

III. Old Business

Update on Paid Emergency Family Leave: Status—Linda Walters

The Resolution sent forward at the previous meeting was approved by the Senate on February 27th with no discussion. The next step is for this to go to collective bargaining for review and approval. The committee agreed that it was important to draft and present this resolution to the Senate in order to solicit a show of support from faculty on this issue.

ACTION: no further action needed on this item

IV. New Business

A. COACHE survey:- Linda Walters

The findings of the Personal and Family Policies subcommittee of the COACHE committee were discussed. The major issue identified was that there is no clear way for faculty to navigate the UCF website to find relevant information on current policies and practices. It was noted that there is no tag for faculty on the UCF home page. Discussion included 11 additional specific areas where changes could be made to increase overall faculty satisfaction. Those areas had been identified and ranked by the COACHE subcommittee. Some of these appear to be areas that Faculty Excellence may be able to move forward and others would need to be bargained or possibly worked out with parking, etc.

ACTION: Linda asked committee members to provide additional input via email on the items she presented so that she can take it back to the COACHE subcommittee.

B. Faculty Study Salary: Results—Lucretia Cooney

A salary study that compared 1316 faculty salaries from 2015 at UCF were compared to 2013 faculty salaries from a group of doctoral institutions that were research intensive. Multiple CIP codes of faculty were compared as well as gender, academic rank, and classification. Overall, 26% of UCF faculty had salaries below the 30% benchmark from the comparable institutions. Additional breakdowns were provided but in depth understanding of the methodology is needed to better understand the significance of the statistics presented.

ACTION: Richard & Robert will inform the steering committee at its next meeting that the Personnel committee is requesting that the entire report be made available to senators AND that a presentation be made to the full senate at its March 2016 meeting. That presentation should include the methodology, the statistics, and the strategy that will be used in the future to address

identified areas of concern.

C. Emeritus Status: Criteria And Process

The lack of progress on this issue by the Policy committee was addressed. A motion was presented to ask the policy committee to report on the status of the policies that were passed in two senate resolutions and to share a draft of the policies. A friendly amendment was substituted in which the steering committee will be asked to request for an update on the status of the Policy and to see a draft of the document under consideration.

ACTION: Richard & Robert will take this item back to the Steering Committee and request that Keith get this information.

V. Other Business

A. Update from the Office of Faculty Excellence-Lucretia Cooney

There were no other updates from the Office of Faculty Excellence

B. Update from the Faculty Senate Steering Committee-L. Walters

There were no other updates from the Steering Committee

C. Review of items for next meeting

The next meeting will be in August. Items for discussion at that meeting include the salary survey and emeritus status.

VI. Next meeting dates & times: TBD after new Senate is in place

Final comments:

Ana Leon thanked the committee for a productive year of work.

The meeting was adjourned at 12:05 pm.

Minutes respectfully submitted by:

Stephen King