

**Personnel Committee**  
**Meeting Agenda**  
**March 23, 2022 – Web (Zoom), 11:30 a.m.**

- I. Call to order and quorum
- II. Approval of prior meeting minutes (2/23/22)
- III. Recognition of guests
- IV. Old business
  - a. Faculty involvement in hiring – resolution
  - b. Follow-up on discussion on UCF budget and wage erosion
- V. New business
- VI. Adjournment

# Resolution

## Faculty Involvement in Hiring

**Whereas**, “Faculty status and related matters are primarily a faculty responsibility; this area includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal. The primary responsibility of the faculty for such matters is based upon the fact that its judgment is central to general educational policy [, to the production of knowledge, to the conduction and evaluation of research, and to the participation in and coordination of the national and international academic communities from which the university recognition depends]. Furthermore, scholars in a particular field or activity have the chief competence for judging the work of their colleagues; in such competence it is implicit that responsibility exists for both adverse and favorable judgments. [...] The governing board and president should, on questions of faculty status, as in other matters where the faculty has primary responsibility, concur with the faculty judgment except in rare instances and for compelling reasons which should be stated in detail.” [adapted from the joint “*Statement on Government of Colleges and Universities*”, by the American Association of University Professors, the American Council on Education, and the Association of Governing Boards of Universities and Colleges, October 1966]; and

**Whereas**, the University of Central Florida Collective Bargaining Agreement asserts that “The University shall exercise its authority to determine the standards, qualifications, and criteria so as to fill appointment vacancies”; and

**Whereas** faculty are already required to exercise their professional judgment in evaluating colleagues for promotion and tenure; and

**Whereas**, the Office of Institutional Equity Search and Screening Guidelines do not exist for the purpose of setting guidelines for departmental faculty involvement in the hiring process (beyond those appointed to a search committee); therefore

**Be it resolved** that the University of Central Florida formalizes its hiring procedures for new faculty positions to include feedback from faculty in the following ways:

Prior to initiating a search for a new faculty member in an existing unit, the hiring official must consult with the faculty in the unit who are commensurate in rank to or will be responsible for deciding the tenure and promotion of that faculty member. The hiring official appoints and charges the search committee according to existing guidelines from the Office of Institutional Equity.

The search committee makes available the application packages of all the candidates that applied to the position to faculty of commensurate rank to or those who will be responsible for deciding the tenure and promotion of that faculty member. The faculty have **[time period]** to provide voluntary feedback and recommendations to the search committee via **[survey, email]**. The search committee shares the result of those consultations with faculty.

The search committee documents faculty feedback and follows existing guidelines from the Office of Institutional Equity to narrow the applicant pool to final candidates. The search committee convenes in a joint meeting open to faculty members who are commensurate in rank to or those who will be responsible for deciding the tenure and promotion of that faculty member to draft the final recommendation for the hiring official, which must include a motivated ranking of the finalists, based on the joint faculty and search-committee preferences.

The hiring official will make the final decision and provide written justification to the faculty why the recommendations of both the faculty and search committee were either accepted or rejected.

Hiring in a faculty position through the UCF Faculty Recruitment program still requires screening by a search committee formed with the same criteria as for ordinary searches.

