

Faculty Senate Personnel Committee Meeting Minutes – November 10, 2021

Members Present: Chair- Edwin Torres Areizega (Chair), Adam Parrish (Deputy Chair), Karol Lucken, Luca Argenti, Michael Proctor, Blake Scott, Marino Nader, Yoon Choi, Mark Ehrhart, Nadine Dexter, Tamra-Legron Rodriguez, Lindo Jascinth, Richard Harrison

Members Absent: Mason Cash, Nicole Dawson, Janet Andreasen, Rodrigo Amezcua Correa,

Administrative Ex officio Members: Lucretia Cooney. Absent: Jana Jasinski

Guests: Office of Institutional Excellence: Keana Galloway, EEO& Search Compliance Manager INST EQUITY; Pamela Fletcher EEO& Search Compliance Specialist INST EQUITY; Nika Gooding, EEO& Search Compliance Specialist INST EQUITY

- Call to Order & Quorum
- Approval of Prior Meeting Minutes
- Topics of Discussion:
- Faculty Involvement in Hiring: In accordance with the October meeting discussion, Chair Torres invited the Office of Institutional Equity to send representatives to discuss UCF Faculty Hiring policy with the Personnel Committee. Keana Galloway, EEOA & Search Compliance Manager, introduced herself as principle administrative contact on the topic. She also introduced team member specialist: Pamela Fletcher and Nika Gooding. She also announced, “that our team is going to do in the future is to review the current search process and make some recommendations for revisions, so that we can have a review process much earlier.” After more than 45 minutes of discussion and after Keana Galloway agreed to “coordinate” with the Personnel Committee to ensure faculty input on future revisions to hiring process policy, the Personnel Committee established a “Faculty Involvement in Hiring” sub-committee to work with Keana Galloway’s team. Sub-committee members consist of: Luca Argenti, Adam Parrish, and Karol Lucken.
- Subcommittee on Faculty Exit & Stay Interviews: Chair Torres reported that the HR department is in the process of gathering data. The challenge is that Colleges have different processes across the University. HR would like to standardize the process so that they can generate quantitative reports about reasons for faculty leaving. What is known is that voluntary turnover is historically 75% but last year it went up to 83%. After a short discussion highlighting short comings and deficiencies in the current system and the uniqueness of the ongoing “great resignation”, it was agreed that Blake Scott’s subcommittee will continue to monitor this evolving subject and report back in the future.
- The committee agreed to cancel the December 8, 2021 meeting to allow the subcommittees time to gather more information.
- The Personnel Committee adjourned after 56 minutes and 7 seconds in session.