

Faculty Senate Personnel Committee

Wednesday, November 15, 2017

11:30 am – 12:30 pm

Location: Millican Hall room 395E

AGENDA

- 1) Call to order
- 2) Roll Call
- 3) Selection of minutes taker for the meeting
- 4) Review and approval of minutes of October 18, 2017 meeting
- 5) Announcements and recognition of guests
 - a. December meeting date (Dec 20th)
- 6) Old Business-none
- 7) New business-
 - a. **Salary study follow up:** gender gap study, implementation of responses
Guest: Linda Sullivan
 - b. **Notice of teaching assignments:** summer, evening, and change of modes –
Discussion: what steps to take?
 - c. **On-line courses:** lack of policy on ownership and usage of class material
 - d. **Out-of-unit Parental leave policy:** no current policy
 - e. **Evaluation of endowed chairs:** no regular process in place
 - f. **Study abroad.** No set policy on number of students for classes in order to be paid.
- 8) Other topics
- 9) Adjournment

Faculty Senate
Personnel Committee Meeting
Minutes of October 18, 2017

Stephen King, chair, called the meeting to order and the roll was circulated for signatures.

In Attendance:

Stephen King (Chair), David Harrison, Muyunghee Kim, Jonathan Knuckley, Karol Lucken, Yuanwei Qi, Blake Scott, Vladimir Solonari, Martine Vanryckeghem, Linda Walters, Po-Ju Chen, Valerie Storey, Michael Valenti, Recognized committee members Mason Cash, Waldemar Karwowski, and Konstantine Vodopyanov participated via conference call. Quorum was established.

Karol Lucken volunteered to be minutes taker for the meeting

Minutes

Motion to approve the minutes of September 20, 2017 meeting was made and seconded. September meeting minutes were approved as recorded with no comments.

Recognition of Guests:

Eloy Hernandez, Chemistry Department, (Provost Faculty Fellow)
Lucretia Cooney, Faculty Excellence (via conference call)

Announcements:

None

Old Business

- Emeritus Policy was revisited. Dr. Hernandez presented a policy statement (Revised Version of policy number 4-502.2) developed through Faculty Excellence. He requested this revised version become policy.

Discussion and disagreement focused on the loss of email privileges for Emeritus status faculty; this privilege had previously been included. The reason provided for the change was legal complications that might arise from use of email by retired faculty. There was strong disagreement with that policy.

Discussion and disagreement also focused on the requirement of 10-year service to UCF before being eligible for Emeritus status. For some, the criterion was seen as too stringent as it might eliminate individuals who have made significant contributions to UCF in a short period of time. Others believed it was a reasonable time frame. It was noted that perhaps some clarification could be made on how contributions are to be defined and weighed. To what extent is Emeritus status about one's contributions to the field versus one's contributions to UCF?

It was noted that there are several versions of the Emeritus policy in existence, and it was unclear which set of policy criteria were utilized in the most recent evaluation of emeritus candidates by the campus Commencement, Convocation, and Recognitions committee. M. Vanryckeghem is a member of that committee and will pursue that side. S. King will contact Rhonda Bishop and Margaret Mallolocek as well.

A subcommittee was set up to discuss the issue, consisting of M. Vanryckeghem, L. Walters, M. Cash, and S. King.

- University-level P & T decisions and the problem of workload was revisited. Relevant data were presented, including how often University committee decisions conflict with Provost decisions to grant P & T. Data suggested it was not often that the Provost voted no when the committee had voted yes. It was more often the case that the committee voted no and Provost voted yes. Most conflicts existed in cases of promotion to Full Professor.

The resolution to bypass the Univ. T & P committee in cases where the vote for T & P is unanimous

at Department and College levels passed 14 (for) to 3 (against). 0 Abstentions. The resolution was forwarded to the Steering Committee.

A second resolution was discussed concerning T & P decisions for ORC full-time faculty. It was proposed that they be represented on University P & T and that a full professor be regularly appointed to the committee. The resolution passed with 13 (for) 0 (against) and 2 abstentions.

A subcommittee was set up to discuss a third aspect of University P & T applications: Non-Tenure track faculty applications that are evaluated for promotion. This subcommittee consists of S. King, V. Storey, B. Scott, and M. Valenti.

UCF FACULTY SALARY EQUITY STUDY

WORKING GROUP SUMMARY OF FINDINGS

BACKGROUND

This single year “snapshot” study of 2016 tenured/tenure-earning faculty salaries explores salary differences by gender and ethnicity. This research was conducted between April and August 2017 and was informed by equity studies conducted at other institutions. This research does not analyze salary changes over time and does not intend to provide an exhaustive list of factors that contribute to salary differences.

The working group includes representatives from Faculty Excellence, Faculty Senate, Human Resources, the Office of Institutional Equity, and Institutional Knowledge Management. The 7 faculty members on the working group represented 5 colleges; ranks = 3 Professors, 1 Associate Professor, 1 Assistant Professor, 2 Instructor/Lecturers.

The full report includes working group recommendations including replication efforts. The working group also recommends the consideration that sample size may affect significance or lack of significance found among certain groups, urging administration to supplement these analyses with individual level review.

2016 “SNAPSHOT” STUDY FINDINGS

- ❖ **66% of the sample were men, and 66% were white.** Increasing gender and racial diversity emerged by rank, particularly among assistant professors.
- ❖ **Female associate professors earn 3.9% less** than their male peers, controlling for college, years as UCF faculty, ranks held, administrative roles, leave, awards, and merit increases ($p < 0.05$).
- ❖ **Underrepresented minority associate professors earn 4.8% less** than their white peers controlling for college, years as UCF faculty, ranks held, administrative roles, leave, awards, and merit increases ($p < 0.10$).
- ❖ No statistically significant gender or racial differences in salary emerged among full or assistant professors.
- ❖ Records of individual faculty whose salary falls below the lowest bounds of predicted salary intervals, based on the control factors, will be made available to appropriate administrators for review of salary.

2016 “SNAPSHOT”

Sample

Tenured or tenure-earning, faculty employed full-time as of November 1, 2016 ($n=935$). High level administrative faculty and faculty for MD programs were excluded.

Methodology

This study includes descriptive and multivariate analyses. Three regression models were used to explore the effect of gender and race on salary, by rank.

Additionally, prediction intervals were used to identify extreme and cautionary outliers: faculty whose salary was below the lowest predicted value.

Variables

Dependent

The logarithm of the 2016 9-month salary (or converted equivalent for 12-month faculty) as of November 1.

Predictors

- Gender
- Race/Ethnicity
- Gender x Race/Ethnicity

Controls

- College
- Total faculty years at UCF
- Number of ranks held at UCF
- Administrative roles
- Number of awards earned
- Number of merit increases
- Number of times on leave