

**Faculty Senate**  
**Personnel Committee Meeting**  
Wednesday, November 15, 2017  
11:30 am – 12:30 pm  
Location: Millican Hall room 395E

**MINUTES**

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

**In Attendance:**

Stephen King (Chair), Myunghee Kim, Karol Lucken, Yuanwei Qi, , Vladimir Solonari, Martine Vanryckeghem, Valerie Storey, John Venecek, Konstantine Vodopyanov

Recognized committee members David Harrison and Waldemar Karwowski participated via conference call.

Valerie A. Storey volunteered to be minute's taker for the meeting.

**Minutes**

Motion to approve the minutes of October 18, 2017 meeting was made and seconded. October meeting minutes were approved as recorded with no comments.

**Recognition of Guests**

Lucretia Cooney, Faculty Excellence

Linda Sullivan, Assistant Vice President, Institutional Knowledge Management. Member of the Faculty Salary Equity Study working group.

Andre Watts, Associate Director Analytics and Decision Support, Institutional Knowledge Management. Member of the Faculty Salary Equity Study working group.

Sarah Lovel, Institutional Knowledge Management

**Announcements**

Sub committees to meet early December.

Next full committee meeting Wednesday, January 17, 2018

**Old Business**

None

**New Business**

1. **Faculty Salary Equity Study**- Summary of the UCF Working Group's Findings & Recommendations circulated to committee members.
  - Presentation from Linda Sullivan & Andre Watts on data analysis process and outcomes
  - n 935 tenure/tenure-earning faculty salaries, single year "snapshot" study-November, 2016
  - Summary of Findings to be distributed to Faculty Senate & the full study will then be made publicly available
  - Major equity issues focused on rank of Associate Professor

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- Provost been briefed on study findings & recommendations
  - Discussion focused on the contribution of RIA, TIP, SoTL awards to salary inequities. Noted that these awards been eliminated in many universities. Suggestion that the Working Group conducts focus groups to get at the “why” behind the data.
2. **Notice of Teaching Assignments**-Committee’s attention directed to
- Article 9 (9.3) of the Collective Bargaining Agreement (<http://www.collectivebargaining.ucf.edu/proposals/2015-2018FB/2015-11-12AITAdArticlesBOOK.pdf>) and
  - UCF Regulation 3.032 ([http://regulations.ucf.edu/docs/notices/UCF-3.032FacultyAssignments\\_finalJune09\\_000.pdf](http://regulations.ucf.edu/docs/notices/UCF-3.032FacultyAssignments_finalJune09_000.pdf)).
  - Chairs to be aware of current guidelines.
  - Committee Chair to raise the issue at the next Senate meeting i.e. need for Chairs to abide by current UCF regulations as this is not currently happening in all college’s
3. **On-line Courses-Concern**- Focused on the lack of policy re ownership & usage. Committee’s attention directed to
- Article 18 of the Collective Bargaining Agreement (<http://www.collectivebargaining.ucf.edu/proposals/2015-2018FB/2015-11-12AITAdArticlesBOOK.pdf>) and
  - Policy statement on copyright material <http://policies.ucf.edu/documents/2-103.2UseOfCopyrightedMaterial.pdf>
  - Major across campus issue
4. **Out-of-unit Parental leave policy**-No current policy
5. **Evaluation of Endowed Chairs**-Newly posted UCF draft Policy 2-209, now open for public comment over the next two weeks (<http://policies.ucf.edu/rfc/2-209PrivatelyFundedNamedFacultyandAcademicLeadershipPosition.pdf>). Lucretia Cooney will review the draft policy and give feedback to the committee.

Meeting closed at 12:30pm

Next Meeting Wednesday, January 17<sup>th</sup>, 2018