

SENATE PERSONNEL COMMITTEE MEETING MINUTES

Tuesday, November 18, 2015

2:00 PM – 3:30 P.M.

COHPA, HPA I, Room 335

Present: Ana Leon (Chair), Lyman Brodie (Office of Faculty Relations, *ex-officio*), Richard Harrison, Larry Holt, Saleh Naser, Josie Weiss, Shin-Tson Wu

Guests: Jane Gibson (COM), Richard Peppler (COM), Bill Self (COM), Linda Walters (Center for Success of Women Faculty),

The meeting was called to order by A. Leon at 2:35 and since there was no volunteer for minute taking at today's meeting, A. Leon took minutes.

The committee reviewed the October 2015 meeting minutes and those were approved without corrections unanimously.

I. NEW BUSINESS:

A. Request from the College of Medicine to Make Changes to their Appointment Structure (Policies for joint appointments; between different departments or colleges and responsibilities of each)

Dr. Jane Gibson (also with her were Dr. Bill Self & Dr. Peppler) from the College of Medicine presented their request to make modifications in the appointment structure at COM. They are proposing:

1. Clinical track faculty appointments for UCF-salaried College of Medicine core faculty (not eligible for tenure)
2. Core faculty appointments for College of Medicine non-salaried faculty employed by UCF-affiliated hospitals/institutions to include:
 - a. Clinical Track core faculty- not tenure eligible (Current estimate-60 faculty, numbers will increase)
 - b. Core faculty who are eligible for Tenure Of Title- these faculty are considered to be regular track (Current estimate- Up to 10 faculty)

A 'tenure of title': Characteristics of this title

- Unsalariated, not linked to employment
- Faculty would not be eligible for TIP, RIA, SOTL, etc.
- Faculty would be engaged in 25% teaching time—but not strict classroom teaching as their structure varies (clerkships, research mentoring, etc.)
- All will be subject to annual review
- Those qualifying for promotion would need to adhere to promotion criteria
- Different schools are already doing this as a way to retain and recruit affiliated, quality faculty from local hospitals and other institutions.

There was discussion and some good questions that were aimed at understanding the nature of the 'title of tenure' concept and how that differs from our process of tenure and promotion. After the discussion, the Personnel committee unanimously voted to support the Statement of Support sent to us by the Steering Committee. There was good support from the committee members and some members felt strongly that in the future there should be some discussion on using the same model for some of the other colleges who also could benefit from 'title of tenure' (unsalaried) for affiliated faculty that assist in teaching roles.

ACTION: Information on committee's support of this item will be forwarded to the Steering Committee by A. Leon.

B. Paid parental-Family Leave

- Dr. Linda Walters presented two separate issues/policies being proposed. One for Paid Parental Leave Policy and the other for Paid Family Leave Policy. She pointed out that no policy currently exists for either of these at UCF and that each request is being handled on a case by case basis between the faculty member and the Chair with the Provost providing final approval. Linda pointed out that sometimes conflicts have arisen between the chair and the faculty members as an agreement on modified instruction, semester leave, etc. could not be reached. She provided a nice handout which I am attaching to this email which outlines her proposal for each of these items. The Personnel Committee had consensus on supporting these proposals, with the understanding that a broad definition of 'family' be considered so that it would be inclusive of all faculty members and not just those married in the traditional sense.
- Dr. Walters proposed some suggestions for policies related to each of these categories—see sheet.

There was a lot of support for both of these issues and the committee agreed to form a subcommittee that will write a resolution addressing both. The committee will consist of: Richard Harrison, Larry Holt, and Saleh Nasser. The committee will also consult with Linda on the development of this resolution. Once that resolution is completed, the subcommittee will send to all members of the Personnel Committee for additional feedback, then send to the Steering Committee. We are hoping that the Steering Committee can present it to the Faculty Senate, perhaps during the January or February Faculty Senate meeting.

ACTION: The subcommittee headed by R. Harrison will work on a resolution for the larger committee to review.

II. OLD BUSINESS

A. Administrative Update: Work Place Exit Survey (L.Brodie)

Presentation by Dr. Larry Holt (presentation & brief discussion on information). After L. Holt's comments on his concerns and findings on how other schools handle exit interviews and climate studies, L. Brodie gave an administrative update and confirmed that the university will be moving forth with the COACHE Survey which will be sent out this spring semester. Once we know what information is actually in the that survey, the committee will revisit whether there is enough there on exit survey information or whether we need to revisit addressing that in some other way.

ACTION: at this point, no other action is needed.

IV. Meeting was adjourned at 3:30 and the group agreed that it would keep meetings for the third Tuesday of the month from 11:00-12:30. However, this would be dependent on teaching schedules for Spring 2015 that were not yet confirmed.

Respectfully submitted,
Ana M. Leon, Chair