

11/20/2019 – Minutes of the Personnel Committee

Members present: Stephen King (Chair and Senate Liaison), Mason Cash, Kendall Cortelyou-Ward, Myunghee Kim, Karol Lucken, Nina Orlovskaya, Michael Proctor, Blake Scott, Kristine Shrauger, Vladimir Solonari, Edwin Torres, Martine Vanryckeghem, Linda Walters, Nora Warshawsky

- Call to order was given at 11:30 a.m.
- Roll call was taken. Kristine Shrauger agreed to take notes.
- Minutes were approved.
- Announcements and recognition of guests: Jana Jasinski and Lucretia Cooney.
 - Periodic Faculty Salary Analyses is on the agenda at the November Faculty Senate meeting.
- Old Business:
 - Emeritus Status (<https://policies.ucf.edu/rfc.asp>) and retaining email account with UCF
 - Emeritus faculty can retain their ucf.edu account for one year after retirement. They can then acquire a knights.ucf.edu.
 - The ucf.edu is for paid employees only and Emeritus faculty are no longer employed by UCF.
 - Wondering if ucf.edu accounts could be forwarded to a knights.ucf.edu account and if so, for how long? Indefinitely, 1 year, 2 years, or 5 years?
 - Is there a physical cost to maintaining an account?
 - Supplemental Summer appointment
 - Removed questionable language
 - Simplified the title: Supplemental Summer Appointments for Graduate Restricted Registration Classes
 - Need to look for some numbers to back up: investigate how many faculties are supervising without pay? Registration versus faculty employed? What about undergraduate zero credit classes?
 - Made grammatical corrections in the *Be It Resolved* clause:
 - Moved to forward to Steering
- New Business
 - Travel is moving forward.
 - Out of Unit Status – clarification
 - Out of Unit have administrative functions
 - Need to press Senate to create two types of Out of Unit Status....
 - Need to look further into 10.945 Florida Statute for more clarification.
 - Evaluation of VP and Vice Provosts
 - They are evaluated by someone above them, but faculty would like to create a policy whereas faculty could evaluate them.
 - This evaluation could be done similarly to how the Deans are evaluated by Staff.
 - This would be rotated every 5 years.
 - Further discussion ensued.
 - No UCF procedure is in place as to standardized mechanism for reporting deaths of employees on campus. Could Personnel look into this? Steve King and Linda Walters will work on this

Supplemental Summer Appointments for Graduate Restricted Registration Classes

Whereas, the College of Graduate Studies exceeded 10,000 students for the first time in AY 2019 and continues to grow, and

Whereas, instruction of thesis and dissertation students, whether a Fall, Spring, or Summer semester, is within the course and scope of paid employment of approved Graduate Faculty, and

Whereas, College of Graduate Studies thesis and dissertation students not supported by sponsored research desiring to register for Restricted Registration courses in a Summer semester expect to (1) receive instruction from their chosen and approved Graduate Faculty instructor; (2) make tuition payments to UCF for that instruction, and (3) produce Student Credit Hours that add to State of Florida SCH-based supplemental E&G funding of the University, and

Whereas, University of Central Florida BOT-UFF Collective Bargaining Agreement (CBA) paragraph 8.6 (d) states, "Supplemental summer appointments shall be made in accordance with Section 1012.945, Florida Statutes (the "twelve hour law")" which mandates assignments and hence compensation be "in proportion to 12 classroom hours", and

Whereas, while some Colleges issue proportional supplemental summer appointments for thesis or dissertation supervision, others refuse to do so, and

Whereas, Graduate Faculty that supervise their graduate students without a summer supplementary appointments are uncompensated while Graduate Faculty without an appointment who do not supervise in the summer leave thesis and dissertation students faced with finding alternative support or requesting a leave of absence, and

Whereas, the Sr. Associate Dean & Director of Interdisciplinary Studies College of Graduate Studies identified “difficulties that we are faced with regarding 9-month students who have 12-month responsibilities and the need for faculty to serve as mentors during their “off” months” and expects resolution “will require changes in CGS policy, Faculty Senate and perhaps with the union”, and

Whereas, in contrast to fore mentioned situation, the University of Central Florida Division of Digital Learning currently offers equitable opportunity for Faculty to receive a proportional supplemental summer appointments for the Course Redesign Initiative; therefore

Be it Resolved that the Provost in consultation with the Dean of the College of Graduate Studies develop a compensation policy in accordance with the proportionality provisions of Section 1012.945, Florida Statutes (the "twelve hour law") and administer procedures that enable Graduate Faculty to apply for a supplemental E&G summer appointment if they have thesis or dissertation students not supported by external research funding seeking enrollment in one or more summer Restricted Registration courses, and if they are without a summer supplemental appointment or if an existing summer supplemental appointment FTE is not proportional to assigned classroom contact hours.