



Faculty Senate

Faculty Senate Personnel Committee

Agenda for meeting of Wednesday, November 4, 2020, 11:30 am

ZOOM Meeting: <https://ucf.zoom.us/j/95409263406?pwd=QnVIMlJjR3dLc2EwQmJYRTVzcmJQZz09>

1. Call to Order
2. Roll Call
3. Approval of Minutes of October 07, 2020 meeting
4. Recognition of Guests
5. Announcements
6. Old Business
7. New Business
 - Evaluation of faculty facing Vice Provosts and Vice Presidents
 - List of Vice Provosts and Vice Presidents
(Handout in progress)
 - Draft Resolution to consider
Handout: 09- Draft Resolution
 - Spousal Conflict Policy
 - Progress on topics previously discussed
8. Other Business
9. Adjournment



Faculty Senate

Personnel Committee

Minutes for meeting of October 7, 2020, 11:30 a.m.

Zoom Meeting

Attendees: Mason Cash, Yoon Choi, Mark Ehrhart, Tim Hathorne, Stephen King (Chair), Karol Lucken, Michael Proctor, Blake Scott, Kristine Shrauger, Martine Vanryckeghem, Edwin Torres, Jascinth Lindo, Lucretia Cooney, Jana Jasinski.

Minutes - corrected and approved.

Amended Topic List for Personnel.

- **5 – Prohibited Conduct Policy.**
 - *Review of Prohibited Conduct Policy #2.004.1 to include a requirement for follow-up.*
 - *Appears to be new wording for a topic discussed before, Faculty Administrative Action Consistent Investigation and Consequences. It has been renamed and retitled. Keep as discussed before.*
- **10 – Required Digital Training for Faculty and Staff.**
 - *A Recurring problem with required UCF digital training is subjective questions (FERPA training), unrealistic quiz passing scores, no means to request feedback to know what was missed (FERPA training), and erroneous scoring (ECCT).*
 - *Imagery should be included in this also.*
 - *Adjuncts are also required to complete all the training. Who is being asked training to do that is also an issue?*
 - *Edwin Torres will look into this.*

<https://regulations.ucf.edu/index.asp>.

Draft policies will show up and faculty/committees have a short window of time to review and address the policy. As draft policies are published, the Senate Leadership would like to attempt to identify those draft policies and aim it toward a committee who will look at it right away, potentially flag it, and write a resolution.

These are 2 new policies that have come up, as UCF is trying to get into compliance with the U.S. government:

- **11 – UCF Policy 2-004.2 Prohibition of Discrimination, Harassment and Related Interpersonal Violence.**
 - *The University of Central Florida is committed to maintaining a safe and non-discriminatory learning, living and working environment for all students, university and DSO employees and volunteers, registered student organizations, and third parties. Academic and professional excellence can exist only when each member of our community is assured an atmosphere of safety and mutual respect. All members of the university community are responsible for the maintenance of an environment in which people are free to learn and work without fear of discrimination, discriminatory harassment, or interpersonal violence. Discrimination diminishes individual dignity and impedes equal employment and educational opportunities.*
- **12 – UCF Policy 2-012 Title IX Grievance Policy**



Faculty Senate

- On May 19, 2020, the U.S. Department of Education issued a Final Rule under Title IX of the Education Amendments of 1972 (Final Rule) that:
 - Defined the meaning of “sexual harassment” (including forms of sex-based violence) for the purposes of Title IX;
 - Addressed how the university must respond to reports of misconduct falling within that definition of Title IX sexual harassment;
 - Mandated a grievance process that the university must follow to comply with the law in these specific covered cases before issuing a disciplinary sanction against a person accused of Title IX sexual harassment; and,
 - Required implementation of the new regulations by August 14, 2020.

Motion was made and passed:

- to send the two policies back to Steering with the recommendation that the policies should be sent to the Ad Hoc Committee for Equity, Inclusion and Diversity (EID).
- Solicited comment from the committee is that the two words “without fear” is an unrealistic policy and that it could be interpreted so that it could be retaliatory toward someone.

There is a new policy that is open for discussion (<https://policies.ucf.edu/rfc.asp>): 4-504.3 DRAFT Reporting Outside Activities, Financial Interests and Potential Conflicts of Interest or Conflicts of Commitment in Research.

- Please go look at the policy. It has already been referred to Research Council with red flags.
- The problem is in the implementation of the draft survey.
- Many of the changes are due to the State Law.
- Please let your colleagues know and forward comments to the policy committee.

Taskforces reports:

- Exit Interview taskforce reported:
 - They are researching how other institutions are doing exit interviews.
 - They have compiled questions to discuss with HR and to invite HR to work with them on this.
 - They will be reaching out to Colleges and Faculty Excellence for assistance.
- Committee on Commencement meeting – has there been a chair appointed yet? The President must appoint a chair. Jana will ask again.
- Faculty Facing Evaluation – we have a list of people to evaluate along with a list of question. Thanks to Jana for her help in providing information.
- Spousal Conflicts of Interest – according to Doug Backman – there is no federal best practices stopping spouses from working together on grants.

DRAFT RESOLUTION:

Five-Year review of Faculty-Facing Vice Presidents and Vice Provosts

Whereas, The University of Central Florida is committed to an open and transparent evaluation process for all faculty, staff, and administrators; and

Whereas, many faculty-facing vice presidents and vice provosts have not had an evaluation that included broad and meaningful input from all the constituents that the vice presidents and vice provosts interact with and over which they have supervision; and

Whereas, the current evaluation process does not provide adequate input from faculty into the initial or recurrent evaluation of many faculty-facing vice presidents and vice provosts; and

Whereas, UCF has a well-developed evaluation process for deans at five-year intervals, which includes specific steps such as the charging of an evaluation review committee led by a peer, the filling of the committee with designated categories of faculty, staff, student, and administrative members, campus communication of the evaluation, feedback of the dean's performance provided by a survey, committee review of the feedback, and delivery of a report to the Provost; therefore

Be It Resolved that the offices of the President and Provost develop a procedure for five-year evaluation of all faculty-facing vice presidents and vice provosts that mirrors the review committee process developed for deans; and

Be it Further Resolved that faculty and all relevant stakeholders have the ability to provide feedback concerning the strengths and weaknesses of the vice presidents or vice provosts to this review committee; and

Be it Further Resolved that the President or Provost, using the committee report as advisory in nature, makes a decision to renew or discontinue appointment of the vice president or vice provost under review.