



Faculty Senate

Personnel Committee

Minutes for meeting of November 4, 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

October 7, 2020 Minutes - amended and approved.

Evaluation of Faculty Facing Vice Presidents and Vice Provosts

Discussion:

The committee considered whether the evaluations should be limited to faculty facing Vice Presidents and Vice Provosts or should be for all Vice Presidents and Vice Provosts. After exploring the idea from different viewpoints, the committee agreed to limit to faculty facing Vice Presidents and Vice Provosts.

Two major reasons:

- 1) the faculty facing Vice Presidents and Vice Provosts have most influence on areas of UCF that faculty/staff/students are concerned with
- 2) the faculty facing Vice Presidents and Vice Provosts group is already a large number, and it will be important to make the process of evaluating the group possible to complete in 5 years.

Resolution:

A draft resolution was discussed, amended, and approved by the committee for steering and the full senate to consider.

Spousal Conflict Policy

Discussion:

Karol Lucken discussed information she had gathered about past spousal policies, reasons for changes to the policies, how the current policies are being used, and how there is now a disclosure form that can be used if a graduate student thesis committee has spouses as official committee members. She also indicated that there are plans for new policies to be drafted so that they are more uniform than current policies.

Other topics:

Short updates were presented on other topics that were not ready for full discussion at the meeting.

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 stakeholders 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 and other relevant stakeholders 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 shall use the committee report as advisory in nature to make a decision to renew or discontinue appointment of the vice president or vice provost under review.