

Faculty Senate Personnel Committee
Meeting Minutes
November 5, 2009
3:00 P.M., CAH 192

Attendance: Kevin Haran, Chair; Arlen Chase, Seth Elsheimer, Tammie Kaufman, Pieter Kik, Lee Ross, Cory Watkins. Guest: Diane Chase, Vice Provost, Academic Affairs

1. Approval of Minutes:

Minutes from the October 15 meeting were approved with no changes.

2. Resolution for Promotion of Instructors / Lecturers:

The committee discussed the next step in the procedure for submitting the resolution. The proposal was changed to reflect the official format of a resolution for presentation to the Steering Committee. There was also an addition concerning an appropriate salary increase. The final version approved reads as follows:

Whereas, instructors and lecturers are actively engaged in teaching at UCF, and
Whereas, instructors and lecturers are integral parts of many UCF departments, and
Whereas, instructors and lecturers currently have no formal promotion stream at the university, and

Whereas, instructors and lecturers should have incentives to excel, and

Whereas, at least five other universities in Florida and many others nationwide have created promotions streams for instructors and lecturers, and

Whereas, such promotions would make UCF competitive for the highest quality educators, and

Recognizing that this resolution will need to be bargained between the UFF and the UCF administration,

Be It Resolved, that the UCF Faculty Senate recommends that the UCF administration develop policy and procedures giving all full-time instructors and lecturers an opportunity for advancement. Promotion could be in the form of a title change (EX: Lecturer to Instructor) or via a "career ladder" with levels within a given title (EX: Senior Lecturer, Master Lecturer, Level 1 Instructor, Level 2 Instructor) and be accompanied by an appropriate salary increase.

3. New Business

The Chair asked if there were any new topics for the committee to consider as agenda items. **There was discussion of the possibility for promotion for full professors upon review every seven years, as an incentive for faculty to continue productivity.**

Meeting adjourned at 3:40 p.m.

Meeting minutes respectfully submitted by Kevin Haran.