



Faculty Senate

Faculty Senate

Agenda for meeting of Thursday, November 7, 2024, 3:00 – 5:00 p.m.

Location: In person at the Charge on Chamber, Student Union, Room 340

For those unable to make the in person meeting due to travel, location, or health issues, there is a Zoom option:

<https://ucf.zoom.us/j/98840649619?pwd=TEdmNzdPT21aNmhNU0cxS2llcEZ3dz09>

Passcode: 240754

1. Call to Order
2. Roll Call via Qualtrics
3. Approval of Minutes of October 03, 2024
4. Recognition of Guests
5. Announcements
6. Report of the Senate Chair
7. Report of the President
8. Report of the Provost
9. Unfinished Business
10. New Business
 - a) Resolution 2024-2025-3 Bylaws Amendment: Including Office of Research Faculty into the Faculty Senate
 - b) Resolution 2024-2025-4 Periodic Faculty Salary Analyses Across the University of Central Florida
11. Committee Reports
 - a) B&A Committee: Amanda Major Chair of B&A Committee
 - b) IT Committee: Jim Gallo, Committee Liaison
 - c) Personnel Committee: Karol Lucken, Chair of Personnel Committee
 - d) Research Council: Linda Walters, Chair of Research Council
 - e) Graduate Council: Reid Oetjen, Chair of Graduate Program Review and Awards Committee, Steering Liaison for Graduate Council
 - f) Undergraduate Council: Tina Chiarelli, Chair of UCRC, Steering Liaison for Undergraduate Council
12. Campus Climate Reports
 - a) Campus Climate Report: Hurricane Preparedness and Decision-Making
Rhonda Bishop, Vice President for Compliance and Risk, Chair of EICRT Committee
13. Other Business
14. Adjournment

1 **Resolution 2024-2025-3**

2 **Faculty Bylaw Amendment:**

3 **Including Office of Research Faculty into the Faculty Senate**

4 **Whereas**, UCF general faculty that previously resided in the College of Graduate
5 Studies were a part of the Faculty Senate, including having two senators apportioned to
6 the College of Graduate Studies as well as having faculty as members of multiple
7 Faculty Senate committees as representatives of the College of Graduate Studies, and

8 **Whereas**, there was a recent relocation of UCF faculty from the College of Graduate
9 Studies into either the College of Engineering and Computer Sciences or the Office of
10 Research, and

11 **Whereas**, those faculty integrated into the College of Engineering and Computer
12 Science will continue to be part of the Faculty Senate including being eligible to serve
13 as senators representing the College of Engineering and Computer Science and to also
14 serve on Faculty Senate committees as members from the College of Engineering and
15 Computer Science, and

16 **Whereas**, the faculty relocated to the Office of Research have previously demonstrated
17 exemplary service to the Faculty Senate as shown by their membership as senators
18 within the Faculty Senate and their service on critical Faculty Senate committees,
19 including multiple years where those relocated Office of Research faculty served as the
20 chairs and vice chairs of Faculty Senate committees; and

21 **Whereas**, the UCF faculty located in the Office of Research participate in teaching,
22 research, and service; and

23 **Whereas**, faculty members associated with Institutes and Centers under the Office of
24 Research contribute external grant funding in support of the research mission of UCF as
25 well as multiple research-focused preeminence metrics, and these faculty undergo
26 evaluations conducted by their directors, who report to the Vice President of Research,
27 who subsequently reports to the provost; and

28 **Whereas**, the UCF Faculty Constitution Article II. A. states that “In establishing
29 representation, the Faculty Senate may determine that a unit be represented that is not
30 a recognized college”; and

31
32 **Whereas**, the Faculty Senate would benefit from the addition of the general faculty
33 within the Office of Research as senators and as members of the roughly thirty Faculty
34 Senate committees; therefore

35
36 **Be It Resolved** that the Faculty Bylaws Section I.A be amended to add the Office of
37 Research as an academic unit for the purposes of representation within the senate.

1 **Resolution 2024-2025-4**
2 **Periodic Faculty Salary Analyses**
3 **across the University of Central Florida**

4 **Whereas**, salary (or wage) erosion may occur when inflation lowers real wages as measured by
5 the U.S. Bureau of Labor Statistics Employment Cost Index (ECI) for Education and the Consumer
6 Price Index for Urban areas (CPI-U); and

7 **Whereas**, salary compression may occur when salary differential between junior and senior
8 faculty is smaller than it should be based on external market forces; and

9 **Whereas**, salary inversion occurs when salary compression, left unexamined or unadjusted over
10 time, results in junior faculty salaries being greater than senior faculty salaries; and

11 **Whereas**, salary inequities associated with gender/race/ethnicity may occur independent of
12 other variables; and

13 **Whereas**, salary (or wage) erosion, salary compression, salary inversion, and salary inequities
14 threaten the integrity of faculty ranks, morale, and retention at the University of Central Florida
15 relative to College and University Professional Association (CUPA) peers; and

16 **Whereas**, while Faculty Senate Resolution 2019-2020-17 established regular periodic studies
17 (years ending in 0 or 5), the resulting reports used datasets and indexes from different years and
18 sources as outlined below:

19 The “Salary Equity Study” described “Salary and job data were based on subsets,
20 described below, from a total (UCF) dataset containing faculty data from 1993 - 2020. Any salary
21 increases (retroactive or otherwise) and any tenure status or job status changes applied after this
22 date are not included in this sample. Salary, demographics, and other information on faculty
23 members were gathered from PeopleSoft. In order to ensure data integrity, some annual records
24 kept for longstanding employees prior to 2002 may not be included in the sample.”

25 The “Salary Compression and Inversion Study” examined “whether compression and
26 inversion was due to market forces at the same ranks, a comparison of these ratios with those
27 from 69 institutional peers who shared the same characteristics¹ as UCF (Public, Very High
28 Research) was performed using faculty salary data from the College and University Professional
29 Association² (CUPA-HR) for the 2019 academic year”

30 The “Additional Index Rate Analyses” for wage erosion utilized the “Employment Cost
31 Index for Education (2014-2019),” “Consumer Price Index for Urban Areas (CPI-U) (2014-
32 2019),” and “CUPA Peers Increases (2014-2019),”

33 **Whereas**, the administration may need additional time to convert PeopleSoft data to a WorkDay
34 format; an extended period of time in order to collect data from different sources that are

¹ Based on the Carnegie Classifications framework set by Indiana University's Center for Postsecondary in Research, which identifies groups of comparable institutions.

² CUPA peer institutions were comprised of public, very high research institutions, and include salaries of faculty who are classified in non-administrative or coordinator roles.

35 available at different times in the year and in different years; and the flexibility to report pieces
36 of analysis separately as opportunity avails itself; therefore,

37 **Be it resolved** that the University of Central Florida administration update the faculty salary
38 study process that was previously used so that future studies address faculty retention, and

39 **Be it further resolved** that the guidance for future faculty salary studies be:

40 *the University of Central Florida administration in consultation with the Faculty Senate shall, on a*
41 *regular basis, collect and analyze both tenure-track and non-tenure-earning faculty salary and*
42 *retention data across and within units of the UCF system, and UCF in comparison to competing*
43 *peer universities by rank and appropriate groupings of 2-digit Classification of Instructional*
44 *Programs (CIP) level codes for 1) salary (or wage) erosion; 2) salary compression, 3) salary*
45 *inversion, 4) salary inequities based on gender/race/ethnicity; and 5) faculty retention. A five-year*
46 *time interval is suggested for regular periodic reports (years ending in 0 or 5) with data five years*
47 *since the year of the same data in the prior report. Each report will be made accessible to all*
48 *faculty on the Institutional Knowledge Analytics website shortly after each analysis is completed,*
49 *ideally within 1-2 months from completion of the report.*

Amendment 2
Resolution 2024-2025-4
Periodic Faculty Salary Analyses
across the University of Central Florida

Whereas, salary (or wage) erosion may occur when inflation lowers real wages as measured by the U.S. Bureau of Labor Statistics Employment Cost Index (ECI) for Education and the Consumer Price Index for Urban areas (CPI-U); and

Whereas, salary compression may occur when salary differential between junior and senior faculty is smaller than it should be based on external market forces; and

Whereas, salary inversion occurs when salary compression, left unexamined or unadjusted over time, results in junior faculty salaries being greater than senior faculty salaries; and

Whereas, salary inequities associated with gender/race/ethnicity may occur independent of other variables; and

Whereas, salary (or wage) erosion, salary compression, salary inversion, and salary inequities threaten the integrity of faculty ranks, morale, and retention at the University of Central Florida relative to College and University Professional Association (CUPA) peers; and

Whereas, while Faculty Senate Resolution 2019-2020-17 established regular periodic studies (years ending in 0 or 5), the resulting reports used datasets and indexes from different years and sources as outlined below:

The “Salary Equity Study” described “Salary and job data were based on subsets, described below, from a total (UCF) dataset containing faculty data from 1993 - 2020. Any salary increases (retroactive or otherwise) and any tenure status or job status changes applied after this date are not included in this sample. Salary, demographics, and other information on faculty members were gathered from PeopleSoft. In order to ensure data integrity, some annual records kept for longstanding employees prior to 2002 may not be included in the sample.”

The “Salary Compression and Inversion Study” examined “whether compression and inversion was due to market forces at the same ranks, a comparison of these ratios with those from 69 institutional peers who shared the same characteristics¹ as UCF (Public, Very High Research) was performed using faculty salary data from the College and University Professional Association² (CUPA-HR) for the 2019 academic year”

The “Additional Index Rate Analyses” for wage erosion utilized the “Employment Cost Index for Education (2014-2019),” “Consumer Price Index for Urban Areas (CPI-U) (2014-2019),” and “CUPA Peers Increases (2014-2019),”

Whereas, since Faculty Senate Resolution 2019-2020-17, UCF joined the Big 12 conference inferring the need to add additional analysis to focus on Big 12 competitors,

¹ Based on the Carnegie Classifications framework set by Indiana University's Center for Postsecondary in Research, which identifies groups of comparable institutions.

² CUPA peer institutions were comprised of public, very high research institutions, and include salaries of faculty who are classified in non-administrative or coordinator roles.

Whereas, the administration may need additional time to convert PeopleSoft data to a WorkDay format; an extended period of time in order to collect data from different sources that are available at different times in the year and in different years; and the flexibility to report pieces of analysis separately as opportunity avails itself; therefore,

Be it resolved that the University of Central Florida administration update the faculty salary study process that was previously used so that future studies address faculty retention **and Big 12 conference peers**, and

Be it further resolved that the guidance for future faculty salary studies be:

the University of Central Florida administration in consultation with the Faculty Senate shall, on a regular basis, collect and analyze both tenure-track and non-tenure-earning faculty salary and retention data across and within units of the UCF system, and UCF in comparison to competing peer universities by rank and appropriate groupings of 2-digit Classification of Instructional Programs (CIP) level codes for 1) salary (or wage) erosion; 2) salary compression, 3) salary inversion, 4) salary inequities based on gender/race/ethnicity; and 5) faculty retention. A five-year time interval is suggested for regular periodic reports (years ending in 0 or 5) with data five years since the year of the same data in the prior report. Each report will be made accessible to all faculty on the Institutional Knowledge Analytics website shortly after each analysis is completed, ideally within 1-2 months from completion of the report.