

**October 12, 2016**

**Faculty Senate Personnel Committee Meeting**

Present: Stephen King (Chair), Lucretia Cooney (Office of Faculty Excellence), Mindi Anderson, Duncan Dickson, Paul Giordano, Debbie Hahs-Vaughn, Waldemar Karwowski, Myunghee Kim, Jonathan Knuckey, Karol Lucken, Eric Merriam, Vladimir Solonari, Michelle Upvall, Martine Vanryckeghem, Konstantine Vodopyanov.

Motion made, second, and all approved to approve minutes of the last meeting.

**Old Business**

**a. Evaluation of endowed chairs-Lucretia Cooney-update on compilation of endowed chairs**

Data is still being gathered. Information has been received from all but two colleges. The report should be available next month.

**b. Lactation room availability- Linda Walters-action**

Linda Walters was unavailable to attend. Martine Vanryckeghem provided an overview of the resolution. Correction is needed in the first paragraph to indicate 7 rooms currently available. A suggestion was made to include the number of female faculty, staff, and students. The number of female employees can be determined from IKM's IPEDS report: <https://ikm.ucf.edu/files/2016/04/03.01-Employees-2014-15.pdf>. The number of full-time and part-time students can be determined from a similar IKM report: <https://ikm.ucf.edu/files/2016/04/01.02-Enrollment-by-Classification-and-Ethnicity-2013-14.pdf>.

**c. Salary study (original study follow up)- discussion**

Karol Lucken and Stephen King met with Paige Borden and an update on that meeting was shared. A salary study had not been done since 2009, and the Provost had a general interest in conducting another study. There are no particular plans/remedies in mind for the current study. The TIP, RIA and SoTL awards are factored into the study. The current study is based on 9-month salaries but adjusted for those with 12-month salaries. An internal gender study had not been conducted as it had not been requested. Creating a study to compare fall 2016 to 2015 data would not be too difficult for IKM to generate, now that they have conducted the initial study. The question was raised about putting the salary compression identified by the salary study forward to the union as an item to bargain because a resolution to the administration may not have much impact. The committee may wish to invite a union representative

to an upcoming meeting. Another question to Dr. Borden was regarding ADI and move the market compression to its own category. Dr. Borden did not seem to think that would be a problem from her perspective. Question was raised about across-the-board raises and the concern that it takes away incentive for merit. Concern was raised that our raises do not maintain pace with cost of living. In terms of the Personnel committee, the suggestion was to target what the committee can impact. The broader point is how the committee can recommend some action. Right now, UCF administration cannot act on the results of any Resolution given that all salary considerations have to be part of the collective bargaining process. Any salary compensation must be an item on the bargaining table to be able to take action. Stephen King will talk with Mason Cash on whom from the union to invite. John Faught is head of the bargaining team, and Stephen King will also contact him to see if they can attend the next committee meeting.

#### **e. Nepotism policy- discussion**

The two resolutions and policy statement were emailed to the committee. A recap of the discussion from the last meeting was shared. The statements in 3-008.1 (specifically *g* and *h*) were reviewed again and discussed. Clarification was made that federal agencies (e.g., NIH) require a nepotism policy, but do not define what that policy must be. Suggestion was made to strike the last sentence in *h* and offer this suggestion to the Conflict of Interest office given that there are steps in place for all other positions to have an additional review and steps (e.g., *g*). Stephen will work on a resolution that will be discussed next time.

#### 7) New business

##### **a. Committees and summer service [from steering]-discussion**

While many faculty are on 9-month appointments, during summer there is understanding that faculty still provide service although they are not compensated and it is not reflected in assignment of duties. This topic was given to us from Steering. Question was whether there is a liability issue for faculty who serve on committees but are not under contract. This question will be posed to the union rep.

##### **b. Salary study (gender bias) [from committee]- Linda Walters- discussion.**

The numbers would be so small by department that this would not have much practical value. Dr. Borden was open to assisting with this, but the committee would need to define what they are interested in. This has been tabled.

**c. Criteria for emeritus status [from committee] –discussion**

Discussion was had regarding what emeritus status means. Lucretia Cooney indicated that she believed Keith Koons met with Rhonda Bishop and changes were made. It was suggested that the committee reach out to Rhonda Bishop's office (ethics and compliance) to get an update. Stephen will ask Steering to fill the committee in on what they know.

**d. TIPs, RIAs, and SoTLs [from committee]- discussion**

This was tabled. Lucretia Cooney indicated there are negotiations with the union that may add to this discussion next month.