

Faculty Senate Personnel Committee

Meeting Minutes - October 13, 2021

Members Present: Chair- Edwin Torres Areizega, Karol Lucken, Luca Argenti, Michael Proctor, Marino Nader, Nicole Dawson, Tamra-Legron Rodriquez, Jascinth Lindo, ???

Members Absent: Mason Cash, Blake Scott, ????

Guests: Jana Jasinski

- Call to Order & Quorum
- Approval of Prior Meeting Minutes

Proceeded to move through the “Topics List” forwarded to this committee by Steering.

- Subcommittee on Faculty Exit & Stay Interviews- Update on the work of this committee was requested. There was nothing to report. Will return to the issue in subsequent meetings.
- Faculty Involvement in Hiring- Some context on this problem was provided by committee members and discussion proceeded as to different department procedures on faculty input in the hiring of instructors/lecturers and more specifically tenure-track faculty. Concern was raised about the inability of faculty to rank their preferences and the lack of transparency when faculty input is provided. Debate was had about the role of the search committee versus the entire faculty in providing input to department heads. It was suggested that the reason faculty are unable to rank preferences is because of the legal implications if the candidate becomes aware of the preferences since discussion is subject to Sunshine Law. The Office of Institutional Equity oversees hiring policies. Before proceeding with the formation of a subcommittee, it was proposed that someone from this office explain what, if anything, can be done by FS to alter the policies. The link to the policies was provided for reading before the next meeting. Oie.ucf.edu/documents/SearchScreeningGuidelines.pdf
- Anonymous Supervisor Surveys- It was unclear what this topic was addressing.
- Required Faculty Training – No action needed. Topic has been resolved and closed.
- Extension of Tenure Clock due to COVID – Previously decided that faculty could add an optional statement indicating the impact of COVID. Issue is closed for this committee.
- Faculty Administrative Action – Status unknown.

- Faculty Grievances – This is considered part of the CBA. Will defer to UCF Union.
- Out-of-Unit Faculty Benefits- This is in regards to Resolution 2017-2018-2 being denied. It is believed that the Benefits Committee may be handling this. Will defer to them if that is the case.
- Awards Structure for TIP, RIA, SOTL. Etc. - Discussion was brought up again. This is a recurring topic for this committee.
- Faculty Compression – Results are currently being reviewed.
- Emeritus Policy – Some further modifications were made. Issue will be removed.
- Spousal Conflict of Interest- Questions raised by Stephen King last session have been asked and answered. Issue is closed.