

SENATE PERSONNEL COMMITTEE MEETING MINUTES
Wednesday, October 14, 2015
11 A.M-12:30 P.M.
COHPA, Building I, Room 335

Present: Ana Leon (Chair), Cynthia Young (Office of Faculty Excellence, *ex-officio*), Scott Carter, Manoj Chopra, Richard Harrison, Waldemar Karwowski, Stephen King, Jonathan Knuckey, Linda Walters, and Michelle Upvall.

Minutes of September 16, 2015: Reviewed and approved.

OLD BUSINESS

Senate Resolution 2008-2009-1

A Personnel Committee ad hoc subcommittee formed at the September meeting (Stephen King, Paul Giordano, Mason Cash) presented proposed revisions to Senate Resolution 2008-2009-1, "Appointment and Evaluation of School Directors and Department Chairs." The original resolution was rescinded by Provost Whitaker this past summer; please see attached document for proposed subcommittee revisions. After considerable and lively discussion, the following recommendations were made to incorporate into the revision separate procedures for new searches, internal searches, reappointments, and five-year reviews:

- New, external search: faculty provide feedback to Dean enumerating strengths and weaknesses (no ranking) of candidate(s);
- Internal search: faculty provide feedback to Dean enumerating strengths and weaknesses (no ranking) of candidate(s);
- Reappointment: faculty vote via secret ballot, which is advisory;
- Five-year review: faculty provide feedback to Dean enumerating strengths and weaknesses of incumbent.

ACTION ITEM: The ad hoc subcommittee will provide another revision of the resolution incorporating these recommendations at the Personnel Committee's next meeting on November 18.

Suggested Modification of University Promotion and Tenure Committee for Non-Tenured Faculty

Cynthia Young reported that an ad hoc committee of Senate officers – Keith Koons, William Self, and Reid Oetjen – is working with the Office of Faculty Excellence on procedures to modify the composition of the University Promotion and Tenure Committee when non-tenured faculty, such as clinical professors and research professors, are reviewed and recommended for promotion.

ACTION ITEM: None.

COACHE Faculty Job Satisfaction Survey Update

Cynthia Young reported that results of the COACHE Faculty Job Satisfaction survey have been received. The third-party survey was administered this past spring under the auspices of the Provost's Office as the

consequence of Faculty Senate Resolution 2013-2014-4. Along with an executive summary from COACHE, the results track the responses of more than 600 UCF faculty to approximately 25 questions. The results also are compared to that of COACHE faculty surveys at five peer institutions. A priority committee comprised of administrators and faculty has been selected and charged with identifying the top three issues to be addressed first. Two additional committees will be established to create and implement an action plan for the top three issues and to assess implementation progress. The Office of Faculty Excellence has created a COACHE webpage: <https://facultyexcellence.ucf.edu/coache/>.

ACTION ITEM: None.

NEW BUSINESS

Faculty Targeted Opportunity Program

Cynthia Young announced that the Provost's Office held back 17 of the 100 new faculty lines for 2014-2015 to support a new initiative, the Targeted Opportunity Program (TOP). The objective of the program is to: promote inclusive excellence among UCF's tenured and tenure-track faculty; promote inclusivity for academic couples, such as spouse, significant other, or domestic partner; and encourage pre-eminent scholars to join the UCF faculty. The 17 faculty lines are to be allocated as follows: 10 inclusive excellence hires, 5 partnership hires, and 2 pre-eminent hires. These positions are intended to be highly competitive and will be selected in consultation with the Pegasus Professor Council.

ACTION ITEM: None.

Joint Appointments

This was an issue identified this summer by the Faculty Senate Steering Committee as needing review and clearly delineated guidelines (e.g.: In which department does tenure reside? Which department determines teaching assignments?).

ACTION ITEM: To be discussed at next Personnel Committee meeting.

NEXT PERSONNEL COMMITTEE MEETINGS FOR 2015-2016 (COHPA, Building I, Room 335):

Wednesday, November 18, 11 a.m.

Wednesday, January 20, 11 a.m.

Wednesday, February 17, 11 a.m.—this meeting will be held in HPA 1, room 304

Wednesday, March 16, 11 a.m.

Richard H. Harrison II
November 9, 2015