

**Faculty Senate Personnel Committee**  
**Meeting Minutes**  
**Wednesday, October 16, 2019**  
**11:30-12:30 pm**  
**Location: HPA 1 Rm 335**

**Members Present**

Members present: Stephen King (Chair and Senate Liaison), Robert Folger (Vice Chair), Rodrigo Amezcua Correa, Mason Cash, Yoon Choi, Wingyan Chung, Timothy Hawthorne, Karol Lucken, Nina Orlovskaya, Michael Proctor, Blake Scott, Kristine Shrauger, Vladimir Solonari, Edwin Torres, Linda Walters, Nora Warshawsky

Meeting was called to order by Chairman King at 11:30 am.

K. Lucken volunteered to take the minutes.

**Minutes**

The meeting minutes of September 18, 2019 were approved with the minor exception of the meeting location being amended.

**Recognition of Guests**

Guests in attendance included Lucretia Cooney and Jana Jasinski from Faculty Excellence.

**Announcements**

King noted the upcoming first reading of a Faculty Senate resolution regarding non-tenure track personnel having membership on this committee.

**Old Business**

*Periodic Faculty Salary Analyses Resolution*

Discussed the Walters/King draft of a resolution for faculty salary analyses to address the problem of salary compression. Modifications to the draft were as follows: On Line 3, the words "over time" were inserted following the word unadjusted. On Line 4, the word "being" was inserted after the word salaries.

Modifications to the "be it resolved" section were as follows. On Line 1, the word "administration" was inserted following UCF and the words "tenure and tenure track faculty" were inserted after the word data. On Line 2 of this section, the words "in consultation with Faculty Senate" were inserted added after the word determine.

It was discussed that information from other institutions for comparative purposes would be helpful in structuring this salary analysis. It was also mentioned that the term "periodic" might be defined as roughly every 3 to 5 years, with the understanding that such a study was a time-consuming undertaking.

The resolution passed.

### *Supplemental Summer Appointments*

Returned to the working draft of the resolution to address confusion in summer appointment compensation policy. It was recognized there were departmental and college level variations in the enforcement of the existing policy found in the CBA. Considerable discussion was had around the exact meaning of the university's policy on employee and volunteer status. It was decided that determining the meaning of this clause would be taken up later. Modifications to the draft included striking the term "diametrically opposite" and "sister" references. In the "be it further resolved" section, the reference to "Dean of the Graduate School" was removed.

A subcommittee to finalize the draft was created, consisting of M. Proctor and V. Solonari.

### *University Emeritus Policy*

The policy remains in limbo. There is a desire to create separate terms for attaining faculty emeritus status and administrative emeritus status.

### *Faculty Retention*

B. Scott and N. Warshawsky will continue to monitor this issue.

## **Periodic Faculty Salary Analyses Across the University of Central Florida**

**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 compression, salary inversion, and salary inequities threaten the integrity of faculty ranks, morale, and retention issues for faculty at the University of Central Florida; therefore

**Be it resolved** that 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 data across the system to determine the extent of 1) salary compression, 2) salary inversion, and 3) salary inequities based on gender/race/ethnicity. A five-year time interval is suggested for regular periodic studies (years ending in 0 or 5). A report will be made available to all faculty shortly after each analysis is completed, ideally within 3-4 months from completion of the report.