

**Faculty Senate Personnel Committee Meeting**  
**Tuesday, October 21, 2014**  
**2-3 PM**

**Present:** Ana Leon (Chair), Lyman Brodie (Office of Faculty Relations, *ex-officio*), Foard Jones (Associate Dean of Administration, Human Resources and Facilities, *invited guest*) Andreas Campiglia, Richard Harrison, Larry Holt, Saleh Naser, Mark Soskin, Josie Weiss, Shin-Tson Wu, Yunjun Xu. Phone: Unable to reach Tammie Kaufman by phone as she requested.  
Guest: Dr. Foard Jones

**Meeting called to order:**

- Ana Leon called meeting to order at 3PM

**Minutes:**

- Members will rotate recording minutes each month
- Josie Weiss volunteered to take minutes
- September 2014 minutes approved with corrections

**Emeritus Rank Discussion: Problems and challenges in awarding Emeritus/Emerita status.**

Dr. Foard Jones provided background, challenges and other information on the Emeritus status.

- Background:
  - Current policy in place: approved 2006
  - Prior recommendations of Personnel Committee approved by Faculty Senate March 2012
  - Personnel Committee Recommendations approved by Provost Waldrop: March, 2014 but not posted on Policy Manual. Committee discovered that the guidelines posted on the website are still in track changes format and not the final version.
    - **ACTION ITEM:** Lyman Brodie to check on the final version and ensure it is posted for faculty.
  - Policy includes both tenure-earning and non-tenure earning faculty
  - Faculty expectations have changed over time
- Most significant policy challenges discussed by Dr. Foard Jones included:
  - Clarity of policy regarding eligibility
    - 5 years of active service at UCF immediately prior to retirement (*variable definitions of active service*)
    - Eminence in field (*variable definitions of eminence, and when this was achieved*)
    - Major contributions while at UCF (*variable definitions of major contributions, and when these were made*)
  - Committee of Convocation and Commencement makes final recommendations to Provost
    - Members, often junior faculty with minimal UCF experience to make decisions on the candidate's application or contributions

- Lack of a strong voice from College representative can be detrimental to candidate
  - Documentation submitted to the committee varies-- (i.e. lack of information on Dean and faculty support, including vague voting results)
  - Timing of decision-making process (in conjunction with Founders Day)
- Per Lyman Brodie: approximately 80% of applicants are accepted
  - **ACTION ITEMS:**
    - Lyman Brodie will have revised policy posted in UCF Policy Manual and sent to all Colleges
    - Personnel Committee will continue discussion regarding: clarity of process, communication about process to Colleges; committee and composition of committee.

Faculty Senate Resolution 2013-2014-4, passed March, 2014 meeting of the full Senate-Quality of Work Place survey.

- **ACTION ITEMS:**
  - Discussion tabled until next meeting
  - Larry Holt to report on information related to this issue including Illinois Exit Survey

**Salary Compression/Inversion**

- Per Lyman Brodie topic is of interest to administration
- **ACTION ITEM:**
  - Discussion tabled until next meeting

**Future Work of Committee:**

- Policies for joint appointments; between different departments or colleges and responsibilities of each
- Faculty input on allocation of new faculty positions across Colleges and process for determining number of positions for each College.
- **Action Items:**
  - Ana Leon to send poll to committee members to determine committee priorities

**Next meeting date & time:**

- November 18, 2014--from 2-3 PM in HPA 1, room #335
- No Meeting in December

**Adjournment @ 3:10pm**

**Respectfully Submitted:**

Josie Weiss