



Faculty Senate

Steering Committee

Agenda for meeting of Thursday, October 24, 2024, 3:00 pm

Location: In person in the Charge on Chamber, Student Union Room 340

For those unable to make the in person meeting due to travel, distant locations, or health issues, there is a Zoom option:

<https://ucf.zoom.us/j/92321769308?pwd=b3JBdUZlXQ0c5eCtaL1ZPRW5nOEFzZz09>

Passcode: 950305

1. Call to Order
2. Roll Call via Qualtrics
3. Approval of Minutes of September 19, 2024
4. Recognition of Guests
5. Announcements
6. Report of the Senate Chair
7. Report of the Provost
8. Unfinished Business
9. New Business
 - a) Resolution 2024-2025-3 Bylaws Amendment: Including Office of Research Faculty into the Faculty Senate
 - b) Resolution 2024-2025-4 Periodic Faculty Salary Analyses Across the University of Central Florida
 - c) Senate Agenda for November 7th
10. Committee Reports – Liaisons will be giving committee reports.
 - a) B&A Committee: Michael Proctor, Steering Liaison for B&A Committee
 - b) IT Committee: Joe Gallo, Steering Liaison for IT Committee
 - c) Personnel Committee: Michael Proctor, Steering Liaison for Personnel Committee
 - d) Research Council: Linda Walters, Chair of Research Council
 - e) Graduate Council: Reid Oetjen, Chair of Graduate Program Review and Awards Committee, Steering Liaison for Graduate Council
 - f) Undergraduate Council: Tina Chiarelli, Chair of UCRC, Steering Liaison for Undergraduate Council
11. Other Business
12. Adjournment

Resolution 2024-2025-3
Faculty Bylaw Amendment:
Including Office of Research Faculty into the Faculty Senate

Whereas, UCF general faculty that previously resided in the College of Graduate Studies were a part of the Faculty Senate, including having two senators apportioned to the College of Graduate Studies as well as having faculty as members of multiple Faculty Senate committees as representatives of the College of Graduate Studies, and

Whereas, there was a recent relocation of UCF faculty from the College of Graduate Studies into either the College of Engineering and Computer Sciences or the Office of Research, and

Whereas, those faculty integrated into the College of Engineering and Computer Science will continue to be part of the Faculty Senate including being eligible to serve as senators representing the College of Engineering and Computer Science and to also serve on Faculty Senate committees as members from the College of Engineering and Computer Science, and

Whereas, the faculty relocated to the Office of Research have previously demonstrated exemplary service to the Faculty Senate as shown by their membership as senators within the Faculty Senate and their service on critical Faculty Senate committees, including multiple years where those relocated Office of Research faculty served as the chairs and vice chairs of Faculty Senate committees; and

Whereas, the UCF faculty located in the Office of Research participate in teaching, research, and service; and

Whereas, faculty members associated with Institutes and Centers under the Office of Research contribute external grant funding in support of the research mission of UCF as well as multiple research-focused preeminence metrics, and these faculty undergo evaluations conducted by their directors, who report to the Vice President of Research, who subsequently reports to the provost; and

Whereas, the UCF Faculty Constitution Article II. A. states that “In establishing representation, the Faculty Senate may determine that a unit be represented that is not a recognized college”; and

Whereas, the Faculty Senate would benefit from the addition of the general faculty within the Office of Research as senators and as members of the roughly thirty Faculty Senate committees; therefore

Be It Resolved that the Faculty Bylaws Section I.A be amended to add the Office of Research as an academic unit for the purposes of representation within the senate.

Resolution 2024-2025-4 Periodic Faculty Salary Analyses across the University of Central Florida

Whereas, salary (or wage) erosion may occur when inflation lowers real wages as measured by the U.S. Bureau of Labor Statistics Employment Cost Index (ECI) for Education and the Consumer Price Index for Urban areas (CPI-U); and

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 (or wage) erosion, salary compression, salary inversion, and salary inequities threaten the integrity of faculty ranks, morale, and retention at the University of Central Florida relative to College and University Professional Association (CUPA) peers; and

Whereas, while Faculty Senate Resolution 2019-2020-17 established regular periodic studies (years ending in 0 or 5), the resulting reports used datasets and indexes from different years and sources as outlined below:

The “Salary Equity Study” described “Salary and job data were based on subsets, described below, from a total (UCF) dataset containing faculty data from 1993 - 2020. Any salary increases (retroactive or otherwise) and any tenure status or job status changes applied after this date are not included in this sample. Salary, demographics, and other information on faculty members were gathered from PeopleSoft. In order to ensure data integrity, some annual records kept for longstanding employees prior to 2002 may not be included in the sample.”

The “Salary Compression and Inversion Study” examined “whether compression and inversion was due to market forces at the same ranks, a comparison of these ratios with those from 69 institutional peers who shared the same characteristics¹ as UCF (Public, Very High Research) was performed using faculty salary data from the College and University Professional Association² (CUPA-HR) for the 2019 academic year”

The “Additional Index Rate Analyses” for wage erosion utilized the “Employment Cost Index for Education (2014-2019),” “Consumer Price Index for Urban Areas (CPI-U) (2014-2019),” and “CUPA Peers Increases (2014-2019),”

Whereas, the administration may need additional time to convert PeopleSoft data to a WorkDay format; an extended period of time in order to collect data from different sources that are

¹ Based on the Carnegie Classifications framework set by Indiana University's Center for Postsecondary in Research, which identifies groups of comparable institutions.

² CUPA peer institutions were comprised of public, very high research institutions, and include salaries of faculty who are classified in non-administrative or coordinator roles.

available at different times in the year and in different years; and the flexibility to report pieces of analysis separately as opportunity avails itself; therefore,

Be it resolved that the University of Central Florida administration update the faculty salary study process that was previously used so that future studies address faculty retention, and

Be it further resolved that the guidance for future faculty salary studies be:

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 and retention data across and within units of the UCF system, and UCF in comparison to competing peer universities by rank and appropriate groupings of 2-digit Classification of Instructional Programs (CIP) level codes for 1) salary (or wage) erosion; 2) salary compression, 3) salary inversion, 4) salary inequities based on gender/race/ethnicity; and 5) faculty retention. A five-year time interval is suggested for regular periodic reports (years ending in 0 or 5) with data five years since the year of the same data in the prior report. Each report will be made accessible to all faculty on the Institutional Knowledge Analytics website shortly after each analysis is completed, ideally within 1-2 months from completion of the report.