



# 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

Zoom Recorded Link:

<https://ucf.zoom.us/rec/share/kefNUW3cjZTIRDTto2DGU7wLO0qzi7eg6cVFaeXkB867bmPeWLLdkEAM0IZucP6gz.XzrV5KBctkZpHhXT>

Passcode: \$V!7w9\*u

1. Call to Order to 3:00 p.m.
2. Roll Call via Qualtrics: Faculty Senate Chair Stephen King, Faculty Senate Vice Chair Jeffrey Kauffman, and Secretary Daniel Seigler.
3. Approval of Minutes of September 19, 2024
4. Recognition of Guests

Michael Johnson, Provost, University of Central Florida

Joe Harrington, Interim Associate Vice President for Research and Scholarship

Joel Cramer, Interim Vice Provost, Faculty Excellence

Joe Adams, Senior Communications Director

Kristine Shrauger, Head, Document Delivery & Resource Sharing

University Librarian

5. Announcements

Senate Chair Stephen King and Vice Chair Jeffrey Kauffman will attend the Board of Governors meeting next week at FIU.

6. Report of the Senate Chair

a) Hurricane response efforts have improved, but there is always room for further enhancement. Suggested to add this topic to the agenda for the next Senate meeting to gather more faculty input in the decision-making process.

7. Report of the Provost – Dr. Tim Letzring, Senior Vice Provost for Academic Affairs presented the report on behalf of the provost.

a) UCF and UFF have reached a tentative agreement on salary increases. The tentative agreement is available for review at [UCF Collective Bargaining - Complete BCA](#)

b) Hopefully, everyone has seen the president's email regarding the faculty survey. Faculty are encouraged to participate, as the feedback is valuable, impactful, and the survey is anonymous.

c) Faculty are also encouraged to take part in the COACHE Survey. This survey, managed by Academic Affairs, is separate from the one mentioned above.

Dr. Letzring addressed questions regarding funding and faculty salaries.

8. Unfinished Business

No unfinished business

9. New Business

a) Resolution 2024-2025-3 Bylaws Amendment: Including Office of Research Faculty into the Faculty Senate

- Resolution was moved, discussed, and passed.
- Resolution will be placed on the November Faculty Senate Meeting Agenda for discussion only.

b) Resolution 2024-2025-4 Periodic Faculty Salary Analyses Across the University of Central Florida

- Resolution was moved, discussed, and passed.
- Resolution will be on the agenda for the next Senate Meeting and will be discussed and voted on at that meeting because it is not a bylaws amendment.

c) Senate Agenda for November 7<sup>th</sup>

- Resolution 2024-2025-3 and 4 were above approved and added to the agenda.
- Campus Climate Report: Storm Preparation and Decision-Making was moved and approved to be added to the agenda.

10. Committee Reports – All committee liaisons presented their reports.

11. Other Business

- a) No other business was discussed.

12. Adjournment – 3:44 p.m.

## **October 24<sup>th</sup> steering committee chair announcements and report**

The biggest thing that has happened since our last steering meeting is the flyby of Hurricane Milton.

The speed at which it grew, and the possibility that it would come right over Orlando made for an interesting few days.

I felt our hurricane responses and communication at UCF have improved, but still need some input from faculty. For example, when Vice President Winston Schenfeld opened research labs to faculty, only the main campus was made aware of this, and the other campuses were not prepared and faculty, at least at Lake Nona, were unable to enter buildings or their research labs.

For this reason I would like to have our next campus climate report be a conversation about how UCF prepares for potential hurricanes, how decisions are made of whether to keep the campus open or closed, and also how we communicate decisions after the immediate threat of the hurricane has passed.

Next week Vice chair Jeff Kaufmann and I will be going to her Board of Governors meeting at the FIU campus, and I will report back on events from that meeting when we have our senate meeting in two weeks.

# Faculty Senate Steering Provost Update

Thursday, October 24, 2024 | 3 p.m. to 5 p.m.

Student Union, Charge On Chamber, Room 340

- Dr. Tim Letzring, senior vice provost for Academic Affairs, spoke on behalf of Provost Michael D. Johnson, who could not attend.
- Letzring said the university and the United Faculty of Florida have tentatively agreed on a new bargaining agreement that includes pay raises for eligible faculty.
- The deal requires favorable ratification by UFF members on Oct. 31 and would then go to the UCF BOT for final approval. Pending those signoffs, pay increases would start with the Dec. 13 paycheck, he said. Main highlights:
  - In-unit faculty represented by UFF would receive a 3 percent increase and a one-time payment of \$5,000 to \$6,500, depending on a faculty member's salary
  - Also, for the first time, tenured faculty who met or exceeded expectations during their post-tenure review would earn an additional minimum single payment of \$2,500 or \$5,500, respectively. Those payments would happen in early January.
  - He said negotiations are never easy and that the university appreciated the union's willingness to work together to benefit faculty and UCF.
- Letzring said the new Faculty and Staff Experience Survey would be emailed to all full-time faculty and staff on Monday and would remain open through Monday, Nov. 11.
- The feedback will help determine what's working well and identify areas for shaping a more supportive and enriching work environment for all.
- He said the survey is completely confidential and anonymous and would be administered by the third-party provider ModernThink.
- He noted the survey does not replace the faculty COACHE survey, a separate national faculty job satisfaction survey offered every three years. Results from this year's faculty COACHE survey are forthcoming from Faculty Excellence along with plans for action, he said.

**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 characteristics<sup>1</sup> as UCF (Public, Very High Research) was performed using faculty salary data from the College and University Professional Association<sup>2</sup> (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

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

<sup>2</sup> 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.*