



# Faculty Senate

## Faculty Senate Personnel Committee

Agenda for meeting of Wednesday, October 7, 2020, 11:30 am via ZOOM

<https://ucf.zoom.us/j/91228736729?pwd=QzhZUXpZbHF6WloxZTVOa0o1VUk5Zz09>

1. Call to Order
2. Roll Call
3. Approval of Minutes of September 16, 2020 meeting
4. Recognition of Guests
5. Announcements
6. Old Business
7. New Business
  - Topics List
  - Handout -05-Personnel Topics for 2020-2021 - amended
8. Other Business
  - Progress on topics previously discussed
9. Adjournment

## Personnel Committee Steering Assigned Topics for 2020-2021 Faculty Senate

Steering #	Committee Assignment	Topic	Description	Referred By	Status
3	Personnel	Married Couples	Issues related to married couples barred from being PI and Co-PI or from being on a student's dissertation or thesis committee. See UCF Policy X.XXX and CGS policy Y.YYY.	Harrington 4-24-20	
4	Personnel	Anonymizing Supervisor Surveys	Addressing the problem of creating surveys they are truly anonymous	Filler 4-27-20	
5	Personnel 9-24-20	Prohibited Conduct Policy	Review of Prohibited Conduct Policy # 2-004.1 to include a requirement for follow-up	Terri Fine 5-4-20	
10	Personnel 9-24-20	Required Digital Training for Faculty and Staff	A recurring problem with required UCF digital training is subjective questions (FERPA training), unrealistic quiz passing scores, no means to request feedback to know what was missed (FERPA Training), and erroneous scoring (ECCT).	Dennis Filler 9-22-20	
11	Personnel 9-24-20	UCF Policy 2-004.2 Prohibition of Discrimination, Harassment and Related Interpersonal Violence	The University of Central Florida is committed to maintaining a safe and non-discriminatory learning, living and working environment for all students, university and DSO employees and volunteers, registered student organizations, and third parties. Academic and professional excellence can exist only when each member of our community is assured an atmosphere of safety and mutual respect. All members of the university community are responsible for the maintenance of an environment in which people are free to learn and work without fear of discrimination, discriminatory harassment, or interpersonal violence. Discrimination diminishes individual dignity and impedes equal employment and educational opportunities.	Compliance 9-22-20	
12	Personnel 9-24-20	UCF Policy 2-012 Title IX Grievance Policy	On May 19, 2020, the U.S. Department of Education issued a Final Rule under Title IX of the Education Amendments of 1972 (Final Rule) that: <ul style="list-style-type: none"> <li>• Defined the meaning of "sexual harassment" (including forms of sex-based violence) for the purposes of Title IX;</li> <li>• Addressed how the university must respond to reports of misconduct falling within that definition of Title IX sexual harassment;</li> <li>• Mandated a grievance process that the university must follow to comply with the law in these specific covered cases before issuing a disciplinary sanction against a person accused of Title IX sexual harassment; and,</li> <li>• Required implementation of the new regulations by August 14, 2020.</li> </ul>	Compliance 9-22-20	

2019-2020-4	Personnel Committee	Faculty administrative action	Consistent investigation and consequences for faculty administrative action regarding sexual harassment or other issues of misconduct.	Deans Meeting 5-31-19	
2019-2020-5	Personnel Committee	Faculty facing administrator and vice president reviews.	The Senate was heavily involved in the review of administrators and vice presidents pre-BOT during the 90's. Previously approved administrative review resolutions were approved and placed in the Faculty Handbook (1971-1972-3, 1978-1979-5, 1983-1984-5, 1991-1992-13). With the evolution of the BOT and Faculty Excellence, faculty need more involvement in the review process.	Self and Steering 5-29-19	
2019-2020-12	Personnel	Faculty Grievances	Grievances should be heard by a faculty panel instead of one administrator making the final decision. Obtain statistics on grievances from Contract Compliance & Administration Support on historical total number grievances by type, gender, etc. to identify a trend. Also research/benchmark other universities process.	Steering 4-4-19	
2019-2020-18	Personnel	Out-of-unit Faculty Benefits	Resolution 2017-2018-12 was denied. Work with the Faculty and Staff Benefits Committee in upcoming year to address issue.	Personnel 3-6-19	
2019-2020-19	Personnel	Emeritus Resolution 2017-2018-13	Policy update proceeding, examine to see if points raised in resolution are addressed in the policy.	Personnel 3-6-19	
2018-2019-1	Personnel	Faculty Excluded from Awards.	Faculty with minor administrative roles (out-of-unit) are now excluded from awards based on the Collective Bargaining Agreement. The impact on the faculty evaluation based on the inability to apply and be selected for an award. <b>Response: Pegasus Award now includes out-of-unit.</b>	Steering 4-5-18	Committee monitoring.
2018-2019-2	Personnel	Payment Structure for Awards.	Excellence and Pegasus Professor awards should be more prestigious than individual accomplishment awards such as TIP, RIA, and SoTL and the financial benefit should be more than a one-time payment.	Steering 4-5-18	Continuing Issues regarding TIP, RIA, SoTL, etc.
2018-2019-12	Personnel	Faculty Salary Compression Study	Update to study for all faculty. <b>Comment: Request both equity AND compression studies in upcoming year.</b> Steering 4-4-19: Identify the annual pay raises around the State.	Self 8-8-18	Not addressed
2018-2019-14	Personnel	Faculty Retention	Colleges are struggling with faculty retention.	Dean meetings 8-8-18	Faculty Excellence is examining via COACHE response.

## Five Year Denied Resolution Review Request

The Steering Committee requests the committee review the previous resolutions denied by the Provost at the time and determine if the resolution should be modified and re-submitted, request the Senate vote to appeal the decision to the President, or if the resolution should not be re-addressed.

The committee should discuss and submit the following to the Steering Committee with the committee's recommendation.

Resolution #	Title	Description	Denied	Committee Rec. (Re-Write, Appeal, or Kill)
2017-2018-12	<a href="#">Personal and Family Benefits for Out-of-Unit Faculty</a>	Personal and family policies, including paid parental leave, afforded to in-unit faculty be extended to all out-of-unit faculty.	4-16-2016 Dooley	
2016-2017-13	<a href="#">Fair and equal enactment of the UCF Employment of Relatives Policy</a>	Remove the second sentence of paragraph in the Employment of Relatives Policy 3-008.2.	3-24-2017 Whittaker	
2015-2016-4	<a href="#">Paid Family Emergency Leave Policy and Procedures for UCF Faculty</a>	Work with UFF-UCF to develop equitable, consistent policies and procedures to provide paid family emergency leave for faculty and address the list of examples and conditions.	3-28-2016 Whittaker	
2014-2015-2	<a href="#">Parental Leave Policy and Procedures for UCF Faculty Birth/Adoption</a>	Work with UFF-UCF to develop equitable, consistent policies and procedures to provide paid family emergency leave for faculty and address the list of examples and conditions.	3-4-2015	