

Faculty Senate Personnel Committee

Wednesday, September 14, 2016

11:30 am – 12:30 pm

Location: PSY room 101

AGENDA

- 1) Call to order
- 2) Roll Call
- 3) Selection of minutes taker for the meeting
- 4) Review and approval of minutes of March 16, 2016 meeting
- 5) Announcements and recognition of guests
- 6) Meeting schedule for remainder of 2016/2017
- 7) Old Business-*none*
- 8) New business- *Topics assigned by Faculty Senate Steering Committee*
 - a. Nepotism policy
 - b. Lactation room availability
 - c. Salary study follow-up
 - d. Evaluation of endowed chairs
 - e. Committees and summer service expectations
- 9) Other topics
- 10)Adjournment

Faculty Senate Personnel Committee Meeting
Wednesday, March 16, 2016--11-12:05 PM
Location: COHPA, HPA I, room 335

(Those present: Ana Leon, Linda Walters, Mason Cash, Richard Harrison, Stephen King, Waldemar Karwowski, Paul Giordano, Manoj Chopra, Debbie Hahs-Vaughn, Michele Upvall, Lucretia Cooney (Ex-Officio from Faculty Excellence))

I. The meeting was called to order at 11:00 am by Ana Leon. Stephen King volunteered to take minutes.

II. Minutes of the February 17th meeting were reviewed and approved unanimously with one spelling of name correction.

III. Old Business

Update on Paid Emergency Family Leave: Status—Linda Walters

The Resolution sent forward at the previous meeting was approved by the Senate on February 27th with no discussion. The next step is for this to go to collective bargaining for review and approval. The committee agreed that it was important to draft and present this resolution to the Senate in order to solicit a show of support from faculty on this issue.

ACTION: no further action needed on this item

IV. New Business

A. COACHE survey:- Linda Walters

The findings of the Personal and Family Policies subcommittee of the COACHE committee were discussed. The major issue identified was that there is no clear way for faculty to navigate the UCF website to find relevant information on current policies and practices. It was noted that there is no tag for faculty on the UCF home page. Discussion included 11 additional specific areas where changes could be made to increase overall faculty satisfaction. Those areas had been identified and ranked by the COACHE subcommittee. Some of these appear to be areas that Faculty Excellence may be able to move forward and others would need to be bargained or possibly worked out with parking, etc.

ACTION: Linda asked committee members to provide additional input via email on the items she presented so that she can take it back to the COACHE subcommittee.

B. Faculty Study Salary: Results—Lucretia Cooney

A salary study that compared 1316 faculty salaries from 2015 at UCF were compared to 2013 faculty salaries from a group of doctoral institutions that were research intensive. Multiple CIP codes of faculty were compared as well as gender, academic rank, and classification. Overall, 26% of UCF faculty had salaries below the 30% benchmark from the comparable institutions. Additional breakdowns were provided but in depth understanding of the methodology is needed to better understand the significance of the statistics presented.

ACTION: Richard & Robert will inform the steering committee at its next meeting that the Personnel committee is requesting that the entire report be made available to senators AND that a presentation be made to the full senate at its March 2016 meeting. That presentation should include the methodology, the statistics, and the strategy that will be used in the future to address

identified areas of concern.

C. Emeritus Status: Criteria And Process

The lack of progress on this issue by the Policy committee was addressed. A motion was presented to ask the policy committee to report on the status of the policies that were passed in two senate resolutions and to share a draft of the policies. A friendly amendment was substituted in which the steering committee will be asked to request for an update on the status of the Policy and to see a draft of the document under consideration.

ACTION: Richard & Robert will take this item back to the Steering Committee and request that Keith get this information.

V. Other Business

A. Update from the Office of Faculty Excellence-Lucretia Cooney

There were no other updates from the Office of Faculty Excellence

B. Update from the Faculty Senate Steering Committee-L. Walters

There were no other updates from the Steering Committee

C. Review of items for next meeting

The next meeting will be in August. Items for discussion at that meeting include the salary survey and emeritus status.

VI. Next meeting dates & times: TBD after new Senate is in place

Final comments:

Ana Leon thanked the committee for a productive year of work.

The meeting was adjourned at 12:05 pm.

Minutes respectfully submitted by:

Stephen King

CUPA Faculty Salary Benchmarking

March 31, 2016

Dr. Paige Borden

Assistant Vice President, Institutional
Knowledge Management



Faculty Salary Benchmarking Introduction

- Benchmarked UCF faculty salaries (as of January 20, 2015) to the 2013-14 CUPA-HR's "Faculty in Higher Education Salary Survey" data
- 117 benchmark institutions
 - Doctorate-granting high and very high research institutions[^]
 - Total expenditures* of \$525,011,570 or more
 - Participated in the survey
- Comparison were based on 4-digit CIP level for each academic rank
- 30th, 40th and 50th (median) percentile salary statistics of the benchmarked institutions were used to differentiate UCF faculty salaries at same 4-digit CIP-level and the same academic rank.

CUPA-HR Notes:

[^] 2010 Carnegie Classifications

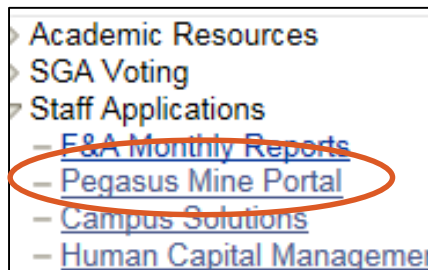
^{*}Derived from standard CUPA-HR annual report Page 19; Total Expense Quartile by Carnegie Classification (3rd quartile lower limit)

Faculty Salary Benchmarking Methodology Notes

- Faculty salaries are reported in terms of 9-10 month contract; salaries of a full-time 11-12 month contract were converted to a full-time 9-10 month contract
- UCF faculty whose salaries were found to be below the 30th percentile within their 4-digit CIP were flagged, and the dollar amount difference was summed
- Per Department of Justice Safe Harbor Guidelines, CUPA-HR does not provide counts or dollars when there are less than 5 institutions in a CIP area
- IKM masked cells where the counts in each category were less than 3

Faculty Salary Benchmarking Results

- Detailed tables available in Pegasus Mine Portal in myUCF



Faculty Senate

[Click here to refresh collection.](#)

 CUPA Salary Benchmark for Faculty Senate
CUPA Salary Benchmark for Faculty Senate
PUBLIC

Faculty Salary Benchmarking Findings

	Total Number of Faculty	# below the 30th Percentile Salary	Dollars below 30th percentile (Sum)
1 Professor	286	89	\$1,328,317
2 Associate Professor	371	132	\$1,528,024
3 Assistant Professor	226	71	\$406,157
5 Instructor	433	55	\$462,045
University Totals	1,316	347	\$3,724,543

- Below 30th Percentile:
 - 26.4% of UCF faculty members salary compared to their peers in similar rank and CIP area
 - Males: 28.2%
 - Females: 23.7%
- \$3.72 million to bring all faculty members to 30th percentile level

Faculty Salary Benchmarking Report

Tables included in the report are –

1. University-level – by Academic Rank
2. University-level – by Academic Rank and Gender
3. College-level – by Academic Rank
4. Department-level

			Total Number of Faculty	# below the 30th Percentile Salary	Dollars below 30th percentile (Sum)	# below the 40th Percentile Salary	Dollars below 40th percentile (Sum)	# below the Median Salary	Dollars below Median (Sum)
University Total by Faculty Rank	1 Professor	Female	67	19	\$303,971	23	\$415,186	29	\$587,537
		Male	219	70	\$1,024,346	88	\$1,504,319	104	\$2,045,617
	2 Associate Professor	Female	132	49	\$587,635	60	\$765,481	74	\$983,936
		Male	239	83	\$940,389	101	\$1,283,857	126	\$1,781,382
	3 Assistant Professor	Female	106	31	\$134,039	49	\$293,022	60	\$414,757
		Male	120	40	\$272,118	55	\$432,906	67	\$610,091
	5 Instructor	Female	239	30	\$274,967	49	\$433,771	81	\$657,594
		Male	194	25	\$187,078	40	\$303,813	58	\$451,134
University total			1,316	347	\$3,724,543	465	\$5,432,355	599	\$7,532,048

		Total Number of Faculty	# below the 30th Percentile Salary	Dollars below 30th percentile (Sum)	# below the 40th Percentile Salary	Dollars below 40th percentile (Sum)	# below the Median Salary	Dollars below Median (Sum)
College of Arts and Humanities	1 Professor	42	17	\$237,872	19	\$280,054	21	\$404,661
	2 Associate Professor	92	42	\$203,718	47	\$288,217	56	\$424,186
	3 Assistant Professor	40	17	\$93,323	21	\$120,529	26	\$159,387
	5 Instructor	103	18	\$197,539	19	\$259,464	25	\$316,911
	Overall Dept. Total	277	94	\$732,452	106	\$948,264	128	\$1,305,145

- Questions

- Contact Information:

Paige Borden, Asst VP, IKM

Paige.borden@ucf.edu

UCF Faculty Salaries summary statistics by college and gender compared to 30th, 40th percentile and median of CUPA-HR reported salaries for the same 4 digit CIP

(CUPA-HR salary statistics is not summarized by gender, so salaries for each gender are compared to overall department salary statistics)

			Total Number of Faculty	# below the 30th Percentile Salary	Dollars below 30th percentile (Sum)	# below the 40th Percentile Salary	Dollars below 40th percentile (Sum)	# below the Median Salary	Dollars below Median (Sum)
University Total by Faculty Rank	1 Professor	Female	67	19	\$303,971	23	\$415,186	29	\$587,537
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University total			1316	347	\$3,724,543	465	\$5,432,355	599	\$7,532,048

Note: CUPA-HR 30th, 40th percentile and median salaries for all Doctoral-granting high and very high research institutions with an expense of \$525,011,571* and higher who reported their faculty salaries to CUPA-HR

*Derived from the standard CUPA-HR table of Total Expense Quartile by Carnegie Classification - Page 19 of Administrators in Higher Education Salary Survey

[Aggregated 2 digit CIP salaries were imputed for data points where CUPA-HR was missing a 4 digit CIP comparison salary because of too few data]