

**SENATE PERSONNEL COMMITTEE MEETING MINUTES**  
**Tuesday, September 16, 2014**  
**2 – 3 P.M.**  
**COHPA, HPA I, Room 335**

**Present:** Ana Leon (Chair), Lyman Brodie (Office of Faculty Relations, *ex-officio*), Andreas Campiglia, Richard Harrison, Larry Holt, Saleh Naser, Mark Soskin, Josie Weiss, Shintson Wu, Yunjun Xu.

**Reminders and Further Discussion of Committee Procedures**

Committee procedures were reviewed, including: use of *Robert's Rules of Order*, rotation of minute-taking among members, voting process (no proxy voting or absentee ballots, committee chair shall not vote except in event of a tie vote), members may attend meetings via telephone if telephone is available, information/decisions/requests are taken to the Faculty Senate Steering Committee via the Steering Committee liaison (Harrison).

**Salary Compression/Inversion**

At the Committee's meeting on August 28, Reid Oetjen, Chair of the Faculty Senate, gave the charge to the Committee and particularly asked that it explore faculty salary compression/inversion. The question was raised if there is any current interest by UCF administration to address this issue. Also, salary compression/inversion will become more acute this coming year as 100 new faculty will be hired in addition to 79 replacement hires. The last faculty-wide study of this issue was in 2005; in 2011, the Library faculty conducted a market equity study for their unit, but it was not acted upon by Academic Affairs.

**ACTION ITEM:** Lyman Brodie will ascertain the level of administrative interest in addressing faculty salary compression/inversion before the Personnel Committee proceeds.

**College Criteria for Promotion of Instructors and Lecturers**

UCF is now in the third year of its roll-out of the new faculty ranks of Instructor and Lecturer. Criteria for these ranks should be developed by colleges and departments by Spring 2015. Currently, the only promotion criteria for these ranks is what has been developed by a university committee and approved by the UFF and the BOT. The Office of Faculty Affairs would rather that the Personnel Committee wait until colleges and departments can develop promotion criteria for these ranks.

**ACTION ITEM:** None.

**Development of College-Level Professor Emeritus/Emerita Professor Criteria**

The Personnel Committee was asked by the Senate Steering Committee to once again look at further clarifying the criteria for Professor Emeritus/Emerita status. For example, some candidates submit a two-or-three page dossier, others submit what is tantamount to a promotion and tenure binder.

**ACTION ITEMS:** Lyman Brodie will attempt to ascertain how many faculty have been nominated and rejected over the last several years for Professor Emeritus/Emerita status. The Personnel Committee will invite Foard Jones, chair of the Commencement, Convocation, and Recognitions Committee, to a future

meeting of the Personnel Committee to discuss the problems and challenges in awarding Emeritus/Emerita status.

**Implementation of the *Chronicle of Higher Education* “Great Colleges to Work For” Survey or Similar Campus Climate Survey of Faculty/Exit Survey**

Discussion on what further work the Personnel Committee should undertake as a consequence of Faculty Senate Resolution 2013-2014-4, which was passed at the March 27, 2014 meeting of the full Senate. The resolution, introduced by Senator Robert Wood (Legal Studies) urged Academic Affairs to implement during the 2014-2015 a faculty survey that would assess the quality of the workplace experience and the competitiveness of the UCF’s faculty personnel policies and benefits. During the discussion, it was mentioned that currently UCF has no formal “faculty exit survey” to determine the reasons why faculty leave the University.

**ACTION ITEM:** Further discussion at the next Personnel Committee meeting.

**NEXT PERSONNEL COMMITTEE MEETINGS:**

Tuesday, October 21, 2 p.m. (location TBA)

Tuesday, November 18, 2 p.m. (location TBA)

Richard H. Harrison II  
September 16, 2014