

Personnel Committee Meeting

Faculty Senate

09/16/2020 11:30-12:30 p.m.

Microsoft Virtual Teams

Attendees: Jana Jasinski, Jascinth Lindo, Karol Lucken, Martine Vanryckeghem, Rodrigo Amezcua Correa, Stephen King, Blake Scott, Edwin Torres Areizaga, Laurie Carroll, Mark Ehrhart, Mason Cash, Michael Proctor, Timothy Hawthorne, Lucretia Cooney, Yoon Choi, Kristine Shrauger

New format: Teams. We are testing Teams.

Approval of minutes:

- Approval of February 19, 2020 minutes
- Approval of August 26, 2020 minutes with amendments

Announcement:

- Welcome to Teams meeting.

New Business:

- How to use Teams information sent out and part of recording. The instructions are in Teams Personnel Committee file. See Appendix A for further information.
- Look at our official list presented by Steering. Identify people who are involved or want to work on the various topics:

#3 Married Couples:

Description: 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 2.004.1 and more recent amendments Referred by Harrington 4-24-2020

- Karol and Mason are working on this topic.
- Karol has investigated on aspect of this complaint: Spouses are not banned from serving on dissertations together. The women who oversees graduate studies wanted that. She did not say which program it was, but that there was department in which track in which almost everyone was married. The faculty in that track spoke up, the policy is now that you have to sign a disclosure so that the students are aware of that.
- Need to acquire the form to verify things. So that we can record it.
- Married issue on grants:
 - There was a prior resolution from Steering on this topic that was not approved: Resolution 2016-2017-13.
 - Federal best practices were used as the rationale for why it would not be allowed.
 - When contacted, the *Office of Research and Commercialization* was not able to identify the particular federal policy for this topic.
 - Karol was directed to published policies that did not specifically address spousal hiring, the appeals process and remediation.

- Grants: There is a process at UCF for spouses that work together in many areas with the exception of grants. This is an issue because the remediation process, a reconciliation process amongst spouses on a grant, is NOT allowed. The prior resolution addressed this inequity.
- **Stephen asks the group to look at the federal level. Let's find the federal sources.**
- Is this a problem for the University or a problem for a few faculty members?
- Jana: contact Doug Backman, Director of Compliance or Liz Klonoff for further information.

#4 Anonymizing Supervisor Surveys

Description: Addressing the problem of creating surveys that are truly anonymous

Referred by Filler 4-27-2020

- Does not know much more about this one.
- Go back to Steering and gather more information.
- Mason Cash: Often Qualtrics has surveys where it appears the administrator sends a particular link to each person. The administrator can track who submits and who doesn't, and they can figure out how each individual filled out the request. It is not anonymous. There should be mechanisms in place.
- Stephen King will investigate further.

2019-2020-4 Faculty Administrative Action

Consistent investigation and consequences for faculty administrative action regarding sexual harassment or other issues of misconduct.

Referred by Deans Meeting 5-31-2019

- We need to go back to Steering for more information.
- Mason Cash: there was one faculty member that reported sexual harassment before receiving tenure, she reported at the time, but with the Me2 movement, it seemed to be important bring it forward again. Its been reported now, but because it was an old case, there is a conflict between the practice and the rules.
- Jana: an email came out this morning about Title 9 changes. New rules from the federal government. They changed the process. Evaluate the changes as you review this. Worth it to bring it to the full group or full senate due to significant changes.
- Next steps: We need to find out what the practice is. Can we get the Dean's minutes regarding this? Joe Harrington is aware of this.
- Stephen King will investigate further by reaching out to Steering.

2019-2020-5 Faculty Facing Administrators 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.

Referred by Self and Steering 5-29-2019.

- Subcommittee is comprised of: Stephen King, Michael Proctor, Kristine Shrauger.
- scheduled to talk about it next week.

- Jana – what had been done in the past. What are the normal questions and things? Where is a start. It's a blank survey. 5-6 areas for faculty to evaluate.
- Kristine also has information from: FIU, FGCU, USF

2019-2020-12 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 university process.

Referred by Steering 4-4-2019

- Recommended that we drop this one. Covered by the Collective Bargaining Agreement.
- Nina brought this forward and she is no longer on the committee.
- One option would be to have a subgroup develop recommendations and share them with the union leadership. Anyone interested in working on this?
- Mason Cash will bring it forward to the Union for communication.

2019-2020-18 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.

Referred by Steering 3-6-2019

- Faculty can be Out of Unit in many ways. Stephen King wants to continue studying this.

Mason brought up Provost Dooley's rejection statement of Resolution 2017-2018-12.

Approved by the Faculty Senate on February 22, 2018.

Transmitted to Provost A. Dale Whittaker on February 23, 2018.

Denied by Interim Provost Elizabeth Dooley on April 16, 2018 with the following comments:

"As you know, the UFF and UCF BOT collectively bargain all benefits for in-unit faculty. This includes personal and family policies, paid parental leave, and other benefits. These are carefully negotiated based on the available funds we have each year, with respect to the number of faculty these collectively bargained benefits would pertain to. Often times, we are asked to provide many more benefits than we can afford, and we must negotiate requests to fit the funds we have available, given the number of people who would be eligible for the benefit. If these benefits were extended to other out of unit faculty, we would immediately be in a deficit. In addition, after conferring with human resources and UCF General Counsel, they feel that opening up this policy to out-of-unit faculty would also create a precedent where all out-of-unit staff would request to be granted parity on these benefits. This would be an untenable situation, financially. While UCF remains committed to providing a supportive workplace for all employees, we remain respectful of the collective bargaining agreement, and those employees that fall within those parameters.

- UCF could not afford to support so many Out of Unit faculty. The Provost alluded to 2 different classes of out of unit faculty.
- Two classes of Out of Unit faculty
 - Chairs and Administrators
 - Predominately College of Medicine faculty. 180 some faculty out of unit plus some on main campus. Within the College, they have their own Faculty Council. What do the College of Medicine faculty want? The College of Medicine faculty are trying to discuss it among themselves.
- King explained the differences between the two.

- Mason brought up the initial resolution was focused on Family Medical Leave.... King wants to start there and expand upon it to possibly include other compensation and benefits not given to out of unit faculty.
- Pause until we hear back from College of Medicine's Faculty Council.

2019-2020-19 Emeritus Resolution

Policy updating proceeding, examine to see if points raised in resolution are addressed in the policy.

Referred by Personnel 3-6-2019.

- September 28, 2020 will be the first meeting of the year for the emeritus committee. Until we see what the details in the charge of the committee are, we need to wait to hear more. A past issue has been related to when you can apply for Emeritus, how many days before you apply, etc.
- Practice versus policy that we want to see.
- In the past, there were faculty not able to apply for emeritus status until they are retired, only within a certain window, etc.
- Action: wait to hear more

2018-2019-1 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. Response: Pegasus Award now includes out-of-unit.

Needs monitoring by committee. 4-5-2018

- Faculty Excellence – Jana and/or Lucretia – Is there separate excellence award for medicine? Is there area in which out-of-unit are excluded from awards, including excellence awards. About 2 provosts ago, a decision was made to give separate awards to Medicine for Tip, RIA and SoTL.
- You cannot keep some awards for out of unit faculty at the university level because it is bargained.
- Faculty Excellence site shows a list of awards. <https://facultyexcellence.ucf.edu/awards/>
- Some awards are just awards with no money attached.
- Last year, Joe was looking for ways to make service awards more meaningful. We don't have college level service awards. No compensation for service awards. This would be only beneficial to those that the Union represent – the Union does not represent the college of medicine.
- Where do we go on this: the question is there is still a big problem with this? Now that we have TIP, RIAs for College of Medicine? Stephen King will have College of Medicine Faculty Council look at it.

2018-2019-2 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.

Referred to by Steering 4-5-2018

- TIPs, RIA and SoTL are being called awards, but these awards have become a standard way that some faculty receive a high salary raise. While our more "prestigious" awards are a one-time

award with less monetary benefit. This is complicated by CBA. Hitt said that we could not do anything about this. We could consider it now that we have a new president.

- The whole issue – the language surrounding it – the TIP RIA, SoTL is that it is not an award, but a salary increase. It is discretionary, not transparent. A different system should come into place.
- We can investigate TIPs and RIAs – in the relative issue. We can take this issue wherever we want to go. It can be a launching pad. Our mandate is wherever we want to take it. It is also based on the number of students in classes; leaves some faculty out due to teaching size of classes.
- **Yoon** interested in focusing on the TIP eligibility aspect of this topic.
- Mason: Regarding Bargaining: Administration doesn't want to move on this.

2018-2019-12 Faculty Salary Compression Study

Update to study for all faculty. Comment: Request both equity AND compression studies in upcoming year.

Referred by Self 8-8-2018. Steering 4-4-19: identify the annual pay raises around the state

- We are going to remove this item because the studies in our past Resolution are moving ahead.

2018-2018-14 – Faculty Retention

Colleges are struggling with faculty retention.

Referred by: Deans meetings 8-8-2018.

- Handout from Blake. Please go over it, digest it and we can talk next month.
- Part of faculty retention. What are other institutions doing to help with keeping faculty, including diversity, inclusion and equity.
- Some institutions are doing stay interviews are being conducted at other institutions.
- Maybe a resolution – that does not specify specific issues, saying that this is something we should consider. It should include what to avoid, what to include and how to use it.
- Mark has volunteered to serve on this committee.
 - 2 tasks:
 - gather more information about UCF. Could Faculty Excellence help with this?
 - Gather more information on what other universities are doing and best practices – especially for stay interviews.
- Jacinth Lindo would like to serve on this committee.

No other business:

New business:

- Radar: an additional item from Steering – that is coming down the pick. Issues mandatory sexual harassment faculty reports – regulation. See above.

Michael Proctor is on the Faculty Equity committee. Michael has a question regarding wage gap and how faculty can levy up on Tips, RIAs, and SoTL.

- It is not consistent between colleges.
- Is this something for our committee? Should we push it forward?
- Ratios of different ranks; the graphs are a compression analysis.

- Michael would like for Personnel to look into this further. At one point, when would Personnel see the data. The data currently being evaluated is from 2019. Personnel would not be seeing this until February/March 2021.
- We are prepping now in order to make this easier down the years.

Zoom for next month.