

MEETING MINUTES
FACULTY SENATE PERSONNEL COMMITTEE
September 18, 2024 11:30 a.m. – 12:30 p.m.

Attending Members: Baiyun Chen, Rodrigo Amezcua Correa, Vladimir Gatchev, David Harris, Richard Harrison, Karol Lucken, Geraldine Luzincourt, Danielle Pratt, Michael Proctor, Martine Vanryckeghem, Wei Wei, Matthew Moser, Kristina Tollefson

Absent Members: Shawn Burke, Georg Koszulinski

Guests: Lucretia Cooney (Faculty Excellence), Joel Cramer (Vice Provost, Faculty Excellence).

1. Call to Order: Confirmation of quorum
2. Recorder: Martine Vanryckeghem
3. September 8 minutes: Approved
4. New Business
 - Submission of topics for discussion - and supporting materials - need to be brought to this committee to be added to the agenda.
 - Sub-committee: Active involvement of emeriti faculty in the life of the University. Martine Vanryckeghem will chair this subcommittee. Richard Harrison volunteered to participate. More committee members are asked to volunteer for this committee
5. Old Business
 - “Resolution on Evaluating Faculty Instruction”
Passed the Senate vote almost unanimously (1 short) in 2023. However, the Resolution was not accepted by the Provost. An Ad-hoc committee was formed in Spring 2024 and one meeting took place over the summer to elect a committee chair. The status of this committee is currently unknown. The Personnel Committee requests an update. Mike Proctor will ask about this committee tomorrow at the Steering Committee.
 - Revised Annual Evaluation Standards and Procedures (AESP).
A discussion took place relative to the Departments’/Schools’ task to re-visit their unit’s AESP document. The perception of the committee members is that the rationale for this revision request stems from the Provost’s post-tenure review evaluations, and the fact that too many faculty members (according to the provost) receive an “outstanding” evaluation. It was discussed that it might make more sense if Faculty Excellence were to indicate which components of each unit’s current AESP document are not stringent enough and lead to too many “outstanding” evaluations. It has been suggested a few times that future revised AESP documents might lead to more “subjective” evaluations. Can that be the purpose of a revised AESP document? The “Annual Evaluation Standards & Procedures Guiding Principles” document was emailed to the committee members after the meeting.

- Faculty salary erosion.
Mike Proctor shared the “2020 UCF Faculty Salary Compression and Inversion Study” and “2020 UCF Faculty Salary Equity Study”. Mike Proctor and Martine Vanryckeghem were members of this committee. Neither one will be involved in an updated study. Personnel Committee members are asked to volunteer for this very important committee.
- Updated Resolution 2024-2025-xx Periodic Faculty Salary Analyses Across the University of Central Florida
was distributed to the Committee Members prior to today’s meeting. A brief discussion took place and two amendments were made. The Resolution was voted on and approved unanimously. Mike Proctor will bring the resolution to the Steering Committee tomorrow.

6. Next meeting: Wednesday, October 16 at 11:30 a.m.

7. Adjournment: 12:34 p.m.