

MEETING AGENDA
FACULTY SENATE PERSONNEL COMMITTEE
SEPTEMBER 21, 2022 11:30- 12:30
ZOOM <https://ucf.zoom.us/j/93204588719>

1. Call to Order

2. Recording of Meeting Minutes

3. Approval of Minutes for August 24, 2022

4. Recognition of Guests

5. Announcements

6. Unfinished Business

- Out-of-Unit Faculty Benefits- Parental Leave and Transition to Retirement- Handled by HR (Tamra/Nadine)
- Revise Draft Resolution on Faculty Involvement in Hiring (Karol/Luca Argenti)
- Recommendations on Faculty Retention (Merge w/Community & Culture issue below)
 - Pending COACHE Survey Results (Blake)
 - UCF Data from Faculty Excellence (Jana).
 - KUPA 2021-22 Higher Ed Workforce Survey

7. New Business

- Per Stephen King: Faculty Input into UCF Strategic Plan/Subcommittee Development
 - Exploration & Discovery - *A goal is to go from ~1800 FT faculty to 2100 FT faculty by 2027.* What issues might arise (e.g., office, class, research space, T & P demands)? What questions need to be answered? (e.g., position type, distribution, criteria). Topic also assigned to Research, IT, B&A.
 - Community & Culture: *This coincides with faculty retention and COACHE survey.* Topic also assigned to DEI and Civil Discourse.
- HB7-“Stop Woke Act” (Karol)
 - Personnel Cmte input into OIE processing of student complaints
- Wage Erosion
 - Old & New E & G Expenditure Data
 - Develop [re] solution to wage erosion (Michael Proctor)

8. Other Business

9. Adjournment

FACULTY SENATE PERSONNEL COMMITTEE CHARGE MTG
AUGUST 24, 2022
Meeting Minutes

Members Present: Karol Lucken, Michael Proctor, Mason Cash, Blake Scott, Martine Vanryckeghem, Gulnora Hundley, Shawn Burke, Nadine Dexter, Richard Harrison, Tamra Legron Rodriguez, Juhee Kang, Vladmir Gatchev, Marino Nader

Guests Present: Jana Jasinski

Stephen King convened the meeting and officially “charged” the committee with its’ tasks. He reviewed the purview of the committee and items assigned to the Personnel Cmte. by the Steering Committee. Three issues were forwarded by Steering.

1. UCF Strategic Planning – FS Chair S. King seeks greater faculty input in the SP. Our committees’ perspective is sought on the 4 focus areas of the SP
 - a. Student Success
 - b. Community & Culture
 - c. Discovery & Exploration
 - d. Innovation & Sustainability
2. Faculty Retention - Faculty Exit/Stay Interviews were approved last term and the question now is determining next steps, if necessary.
3. Non-Unit Faculty Benefits - This concerns the College of Medicine. One item of concern is parental leave.

Dr. Jasinski provided the committee with the link to the UCF Strategic Plan (www.ucfwedu/unleashing-potential/)

It was also noted that faculty could receive ongoing notifications of pending UCF policies at <policies.ucf.edu/subscribe.asp-notifications> A short window for faculty comments makes timely notice of potential policies important.

Following the charge and review of initial issues forwarded by steering, the Committee moved to appoint a new chair and vice chair. Karol Lucken was appointed to the position of Chair and Gulnora Hundley as Vice Chair.

The meeting was subsequently led by Karol Lucken.

A subcommittee was designated for Non-Unit Faculty Benefits. Nadine Dexter and Tamra Legron Rodriguez were assigned to this issue.

Further action on the Faculty Retention issue will be decided after COACHE survey results are reviewed.

All committee members were asked to review the Strategic Plan and identify issues of concern or items of interest. These issues/items will be identified at the next meeting and subcommittee assignments made as needed.

The issue of faculty input in hiring was revisited from last semester. A resolution was drafted in Spring 2022 and put on hold over the summer. It was suggested that the person overseeing this issue (who is no longer on the committee) be permitted to continue work on this resolution with the aid of committee member Martine Vanryckeghem. Luca will be contacted to see if he is still interested in revising the resolution draft.

No further items were added to the committee agenda.

The next meeting will be September 21st 11:30-12:30 using Zoom.