

## **Faculty Senate Personnel Committee**

Meeting Minutes – September 24, 2025 (11:30–12:30 PM, via Zoom)

In Attendance: Stephen Holmes, Danielle Pratt, Joel Cramer (Faculty Excellence), Rachel Mulvihill, Vladimir Gatchev, Matthew Mosher, Kurt Stresau, Geraldine Luzincourt, Anuja Mehta, Shawn Burke, Shelly Wyatt, Nancy Harrington

Recorder: Danielle Pratt

### **Call to Order**

Chair Matthew Mosher called the meeting to order at 11:33 AM once quorum was achieved.

### **Approval of Minutes**

No prior minutes to approve.

### **Recognition of Guests**

Joel Cramer from Faculty Excellence was recognized.

### **Announcements**

None.

### **Ongoing/Unfinished Business**

#### **Retiree Interactions**

Discussion on retiree and emeritus faculty engagement. Emeritus faculty retain UCF email access (with annual use). Recent efforts have included invitations to events and dissertation/committee participation.

#### **Big 12 Faculty Fellowships**

\$2,500 awards for travel or collaborative research with Big 12 universities. Clarification provided that faculty with separate funding sources may still report Big 12 interactions. Application opens in Spring.

### **New Business**

#### **Faculty Compensation & Morale**

Concerns raised regarding 0% raise for 2025 and cumulative wage erosion (estimated 14–17% since 2020). Discussion of whether the committee could recommend additional RIA/TIP awards or other recognitions. Emphasis on data-driven comparisons with peer institutions. Potential future resolution considered; focus on retention as well as compensation. Ideas discussed for non-monetary recognition (raffles for athletic tickets, parking, etc.).

**Faculty Salary Study**

Faculty Excellence will share salary study results (data expected after Nov. 1, draft in early 2026). Sources: Faculty Census, CUPA, Oklahoma State salary study. Committee emphasized importance of data-driven analysis.

**University Budget**

Chair will invite Gerald Hector (CFO) for a future budget overview.

**Other Items (Deferred to Next Meeting)**

Faculty credit for online course usage

AESP ratings

Joint appointment policies

Multi-year assessment of non-tenure earning faculty

**Adjournment**

Meeting adjourned at 12:30 PM. Remaining items deferred.