

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.