

Faculty Senate Personnel Committee

Wednesday, September 05, 2018

11:30 am – 12:30 pm

Location: Millican Hall room 332a

Call to Order: 11:30

Present: Stephen King (chair), Robert Folger, Linda Walters, Karol Lucken, Martine Vanryckeghem, Romain Gaume, Kendall Cortelyou-Ward, Yoon Choi, Michael Proctor, Myunghee Kim, J. Scott Carter, Vladimir Solonari, Alfons Schulte, Blake Scott, Nora, Warshawsky, Edwin Torres

Guests: Jana Jazinski, Lucretia Cooney

- 1) Note taker volunteered- Kendall Cortelyou-Ward
- 2) Review Minutes of Previous Meeting- reviewed and approved
- 3) Announcements:
 - a. Provost Search- First candidate on campus yesterday and today (open forum available online), three more coming soon
 - b. Meeting Schedule- First Wednesday of the month with the exception of second Wednesday of January, and December 5th will be added to calendar for important business.
- 4) Committee Workings:
 - a. Long list of items to work on that may be put in sub-committees
 - b. Approach: to develop and craft resolutions that can be taken to the Senate as a whole after vetting by the steering committee.
- 5) Topics for Discussion:
 - a. Program Review-
 - i. Faculty Excellence Review Cycle expedition
 - ii. Personnel committee believes that Unit Head should share results of Program Review with the Unit Members
 - iii. Steve King will contact Paige Borden regarding adding language to release results to Unit Members in a timely fashion
 - b. Payment Structure for Awards-
 - i. TIP, RIA & SOTL have higher award amounts than Pegasus Professor and other Prestigious Awards
 - ii. Awards are part of the CBA
 - iii. Request a study from Administration on usefulness of the different awards
 - iv. Vision of President Whitaker on Awards
 - v. A subcommittee was appointed to review structure of awards and potentially come up with an alternative – Karol Lucken , J. Scott Carter
 - c. Evaluation of Endowed Chairs
 - i. Handouts with policies and procedures were discussed
 - ii. You must be a faculty member to earn an Endowed Chair

- iii. Language should be clarified to indicate that both in-unit and out of unit can be an Endowed Chair
 - iv. Review Process clarification- Does the Endowed Chair being reviewed have knowledge of review criteria and reviewers before the process begins?
 - v. A subcommittee was appointed to review process including potential conflict of interest, ability for rebuttal, etc - Steve King, Blake Scott, Robert Folger, Yoon, Choi
 - d. Faculty Salary Compressions Study- Overall Faculty Salary Study
 - i. Study was done in 2014, some problems were addressed, others were not
 - ii. Personnel committee would like an updated study conducted
 - iii. Steve King will contact Paige Borden regarding an updated survey
 - e. Faculty Retention
 - i. Is this an issue at UCF?
 - ii. We don't know why people are leaving or if they are leaving at a higher rate than our peers both in the state and nationally
 - iii. What is turnover rate?
 - iv. Results of COACHE Survey insights into reasons why people leave,
 - v. Potential factors: Colleges, T/TE vs I/L,, Rank, Age
 - vi. Ask for a presentation from HR on data findings
 - vii. Carry on agenda and Jana Jazinski will find data for discussion
 - f. Telecommuting Policy
 - i. Faculty outside of traditional teaching roles are potentially subject to the 9-5 working hours
 - ii. Librarians and Instructional Designers are examples
 - iii. There is currently a policy that covers telecommuting requirement
 - iv. Tabled for review of policy
- 6) Next meeting will cover the remaining agenda items
- 7) Other topics raised for our consideration
 - a. Travel request policy: currently cumbersome and possibly different in different units