**COM Faculty Council**

**Meeting Minutes**

**December 12, 2016**

1. Approval of Minutes from 11/21/2016 meeting: Meeting minutes were approved will be posted on website.

1. Faculty Awards process (Andrea Berry):

* University-level Award Review Committee procedures will stay the same and follow the procedures designated by the office of Faculty Excellence
  + University level awards include: TIP, RIA and SoTL
* College -Level Award Review Committee procedures will be updated to follow the below format:
  + New process will go into effect beginning with the 2017 COM Faculty Awards
  + One Award Review Committee will be responsible to review the COM Faculty Awards and the college level Excellence Awards (Excellence in Undergraduate Teaching, Excellence in Graduate Teaching and Excellence in Research)
  + The award review committee members will serve a 2 year term
  + Process for appointing faculty to serve on the review committee:
    - Department Chairs are asked to nominate 4 faculty members to serve on the committee
    - Nominated faculty members are notified and confirm availability to serve
    - All core faculty vote on nominated faculty members
    - Final committee must include at least 1 faculty member from each department
    - Final committee to be blessed by Dean’s office
    - In situations where a student representative is a member of the review committee, they will be elected on an ad-hoc basis.
  + The review committee will also be responsible for:
    - Reviewing current award processes and procedures to look for efficiencies and/or make corrections
    - Identify need for new awards

1. Grievance Policy updates: The policy is currently with Dr. Pepper for review.
2. Faculty Senate updates:

* The faculty senate passed ten resolutions at the October meeting that were substantial changes to strengthen faculty governance at the University through the Senate by-laws. (<http://facultysenate.ucf.edu/resolutions/2016_2017/index.asp>)
* Nine of these resolutions have been signed by the Provost for approval.
* One of these resolutions has a substantial revision by the Provost (resolution 2016-2017-10); Essentially it alters the language such that a two thirds majority vote by the Senate can only serve to override the Provost, but that any decision by the President is final, and no override vote to appeal to the Board of Trustees will be included in the language.
* One resolution has not yet been acted on by the Provost. This resolution outlines the details of faculty governance within academic units (2016-2017-9).

In the past two Senate meetings there have been presentations by the Dean of the College of Medicine on the pending approval and plan for the teaching hospital (October meeting), and a presentation by the Vice Provost for UCF Downtown campus on the plans for this new campus (Thad Seymour, Jr., November meeting).

Please emphasize the abundance of information that is available on meeting agendas, minutes, resolutions at the faculty senate website (<http://facultysenate.ucf.edu/index.asp>)

1. Board of Trustees updates:

One of the main topics that might be noticed from the Board of Trustees meeting is the following:

1. CL-1 2016-19 Performance Incentive Measures and Goals─A motion was made and unanimously passed by the board approving the 2016-19 Performance Incentive Measures and Goals for the president and senior officers.
2. CL-2 2016-19 Performance Unit Plan Awards─A motion was made and unanimously passed by the board approving the 2016-19 Performance Unit Plan Awards.

A robust discussion at the Faculty Council meeting resulted from review of the above measures, and initially some faculty expressed that this might represent “bonuses” for leadership that other faculty are not eligible to receive. In reality, across the board, as in other systems where incentive pay is used on top of salary, the base pay is low for the individuals involved, and the incentive pay, if earned by performance, plus the base pay would approach an average salary. It was felt by the leadership in the past that the leadership should be incentivized to propel the university forward. In general, faculty at institutions with incentive pay have significantly lower salaries, and UCF faculty interest in the incentive system has been low.

1. Discuss Mentor speaker Dr. Reshma Jagsi for February 24. Dr. Jagsi is schedule to speak with the faculty regarding mentoring Friday, February 24 from 12:00-1:00 P.M.
2. Discuss ISA & Faculty Survey: Tabled for our next meeting.