



UNIVERSITY OF CENTRAL FLORIDA

Office of the Provost and Executive Vice President

4365 Andromeda Loop, North

Suite 338

Orlando, FL 32816

To: Dr. Keith Koons, Faculty Senate Chair

From: Dr. A. Dale Whittaker, Provost and Executive Vice President

A handwritten signature in black ink, reading 'Dale Whittaker', is positioned to the right of the 'From:' line.

Re: Faculty Senate Resolution 2016-2017-13: Fair and equal enactment of the UCF

Employment of Relatives Policy.

Date: March 24, 2017

Dr. Koons;

The University of Central Florida is dedicated to maintaining an open and transparent conflict of interest and commitment policy. Such policies ensure that actions, policies, and decisions made by all UCF faculty and staff are in the best interests of the University.

I understand that the Faculty Senate voted to approve Faculty Senate Resolution 2016-2017-13: Fair and equal enactment of the UCF Employment of Relatives Policy. This Resolution removed the second sentence in paragraph "h" of the Employment of Relatives Policy, which provided an exception to faculty members involved in research activities. The justification for the exception was that research may require a unique skill set or group of attributes relating to research personnel which may require exemptions to this policy.

As seen during the Faculty Senate discussion of this Resolution on January 26, 2017, there was considerable debate on this issue. In that discussion, it was noted that the UCF Research Conflict of Interest Committee was in the midst of working on possible revisions to this policy, but had not yet completed their work.

Because I value the input of subject matter experts, I have decided not to approve this Resolution until such time as the Research Conflict of Interest Committee has had an opportunity to conclude their important work on this topic.