

UNIVERSITY OF CENTRAL FLORIDA
FACULTY SENATE MINUTES
March 25, 2004

Dr. Arlen Chase, Chair, called the Faculty Senate Meeting to order at 4:10 p.m. The roll was circulated for signatures. Motion to approve the minutes of the February 26, 2004 meeting was made and seconded. Approved unanimously.

ANNOUNCEMENTS AND RECOGNITION OF GUESTS:

Dr. Chase announced that all elections for 2004-2005 senate now completed.

Provost

All faculty are encouraged to attend collective bargaining meetings. Announcement sent this week related to implementation of raise plan for those not in bargaining unit. Tried to put together comparable packages for all groups. All raises must be based on merit and equity issues. (See Provost's memo for full details) .

Budget issues, Senate budget good with enrollment growth money and no cut to universities. House has no growth money and a cut in funding. Will now be in negotiation process between house and senate. House budget has more money for PECO. Question asked if BOT raises all tied to TIP and RIA. No. There is also a formula to tie raises to compression issues and merit. Total including what was given in December from the state raise is 3.15% raise pool. Question asked if actual raise for any individual could be as low as .45%. It could be anything. Clarification regarding if out of unit faculty eligible for TIP and RIA. There are some (e.g. department chairs) who are eligible for these awards. Dr. Arlen Chase noted this is all part of collective bargaining process and dialog needs to start occurring.

OLD BUSINESS

Bargaining Issues - Dr. Naval Modani

UFF has finished and presented all articles. Next meeting will be on March 26, 2004. Hope that there will be substantiate bargaining starting. In Article 28, titled Miscellaneous Provisions, UFF incorporates many items taken verbatim from Faculty Senate constitution and other items from Faculty Senate. Suggested that while statements about existence of Senate may be desired, statements about details of Senate membership and so on should not be in collective bargaining agreement. The union has stated their goal is to guarantee existence of the Faculty Senate

Question regarding unfair labor practice. UFF filed unfair labor practice related to out of cycle raises. BOT proposed a salary plan which has thus far been rejected by UFF. Dispute is about base salary and actual percentage increase. Suggested that all faculty senate members and all faculty need to know what is going on with the collective bargaining discussions. Need to read the many publications on the web and those being sent out via email by both the BOT and UFF teams so they have first hand knowledge of the many issues. Everyone encouraged to attend the collective bargaining sessions. Question raised on how can/should faculty make opinions known? All can contact UFF leadership via links on their web pages or provost's office or BOT team mem bers.

Ethics Report - Dr. Dawn Oetjen

The committee has heard from multiple student groups (to look at this from student's perspective) and from faculty (to look at this from faculty perspective). Reviewed documents from UCF and other sites (e.g. other colleges, universities and organizations like AACU). Open faculty forum on ethics April 14th at noon. Expect it will be at FCTL. All are invited.

New Business

Academic Freedom Resolution

The Steering Committee presented a resolution on Academic Freedom 2003-2004-8. Dr. Chase read as follows:

Resolution 2003-2004 – 8 Academic Freedom

Whereas Academic Freedom is to be understood as defined by the AAUP in its 1949 formulation:

ACADEMIC FREEDOM

- (a) Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.
- (b) Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.
- (c) College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution (<http://www.aaup.org/statements/Redbook/1940stat.htm>)

Whereas the following UCF documents already recognize academic freedom: Faculty Handbook (Chapters 5 and 7) (<http://provost.ucf.edu/handbook/>),

AND

Whereas the Board of Trustees has the responsibility and authority to effectively govern and set policy for the University of Central Florida,

Be it resolved that University of Central Florida Faculty Senate urges the Board Trustees to add to the list of Duties and Responsibilities in section 2.3: "Board of Trustees Bylaws, Powers and Duties of the Board" the following item: *Protect Academic Freedom*.

Question about how this relates to UFF statements? Their proposals are mostly related to implementing protection of academic freedom not a statement that academic freedom is protected. Dr. Chase discussed the background: in 2003 President Hitt asked BOT to accept the AAUP statement. No action was taken at that time. Question raised as to relationship of Senate resolution to recommendations to the BOT. We recommend to the Provost, who then would recommend to President, who then makes recommendation to BOT. Multiple comments about the need for such a statement in BOT documents. Call for the question made, seconded and approved. Motion to approve the 2003-2004-8 Resolution for Academic Freedom made, seconded and approved.

Out-of-state tuition

Dr. Chase shared background of this resolution: Grew out of discussions from Conference of Faculty Senate Chair's meeting in January. The governor's budget calls for additional tuition charges for students taking courses not in pursuit of a degree. This would include not for credit courses, certificate courses and courses not leading to a degree. All would be charged out-of-state rates.

Out-of-state tuition cont.

There is another portion of this proposal which calls for charging of out-of-state rates for students taking excess credits. Does allow exceptions in areas where additional coursework needed for ongoing certification and some of these areas (e.g. for nursing and teaching) have already been identified. Certificate program students would be charged out-of-state tuition. Resolution read by Dr. A. Chase.

Resolution 2003-2004- 9 Out-of- State Tuition

Whereas *First Time in College* students frequently seek degrees or minors in more than one discipline,

And

Whereas almost 50% of *First Time in College* students change their majors at least once after realizing their skills and aptitudes are better suited to another field that requires an additional fifteen to thirty credits of course work,

And

Whereas additional intellectual growth of Florida's citizens often occurs after completion of their initial baccalaureate or higher degree,

And

Whereas both second degree and non degree seeking students at the University of Central Florida include citizens of Florida who:

- Are among the national population who change careers up to three times in their lifetime
- Seek professional certification, courses to obtain or maintain professional licensure, and training for community service, especially in social services
- Desire to maintain or enhance themselves for participation in the skilled labor force in the global economic marketplace and to prepare for new jobs in the changing economy of Florida
- Seek to remain a part of the educated citizenry Horace Mann stated was necessary for republican institutions to survive
- Desire further education as part of a lifelong learning plan,

And

Whereas if charged out-of-state tuition, a student (or their employer supporting their education) would have to pay \$2000+ for a single course,

And

Whereas charging out-of-state tuition could prevent citizens of Florida from furthering their education and in so doing lower the skill and intellectual capacities of its citizens,

Therefore,

Be it resolved that the Faculty Senate encourages the Board of Trustees to not require out-of-state tuition for second degree, non-degree seeking students and to provide adequate latitude for those students who take over 120 credit hours (or the required minimum credit hours in any degree program).

Friendly amendment to change one section as follows:

Be it resolved that the Faculty Senate encourages the Board of Trustees to not require out of state tuition for second degree, or non-degree seeking Florida residents and to provide adequate latitude for those students who take over 120 credit hours (or the required minimum credit hours in any degree program).

Dr. Chase shared additional background. There are currently two pieces of pending legislation related to this issue – one on students who take over 120 credit hours the other addressing students who seek a second degree or take courses not leading to a degree. Motion to approve seconded. Motion approved.

Tenure Review Process

Resolution read by Dr. A. Chase.

Resolution 2003-2004-7 Tenure Review Process

Be it known that the tenure process at UCF is intended to be a collegial process based in professional integrity,

Whereas tenure at UCF is dependent upon having satisfied the minimum university statutory requirements, according to the collective judgment of the department tenure committee, the department chair, the college tenure committee, the university-wide tenure committee, as approved by the Provost and President of the University, and as approved by the Board of Trustees,

Whereas each department sets policy and procedures for the attainment of tenure,

Be it resolved that all tenure earning faculty are to be subjected to the aforementioned tenure process and that a non-academic unit such as a center or an institute cannot grant tenure.

Approved by the Personnel Committee.

Discussion related to the need for additional wording to reflect promotion as well as tenure and also about those already tenured in a center. Question asked if this would include promotion. Response: That was intent. Question concerning what would happen in case of faculty already working in a center? Expect center directors would have procedures to identify department of record. University rules state that tenure resides in a department. Currently there are some cases where faculty resides in the center. If that center was to go away the tenure would go away also. This resolution would clarify that tenure could be granted in a department not a center or institute. Friendly amendment that wording of motion to reflect promotion in addition to tenure be modified as follows:

Be it resolved that all tenure earning faculty are to be subjected to the aforementioned tenure process and that a non academic unit, such as a center or an institute, cannot grant tenure or promotion.

Vote by show of hands: 15 in favor, 15 abstain. President of senate voted in favor to break tie. Stated he felt it was important to send this forward. If rejected we need to consider restructure of faculty senate. The final resolution read as follow:

Resolution 2003-2004-7 Tenure and Promotion Review Process

Be it known that the tenure and promotion process at UCF is intended to be a collegial process based in professional integrity,

Whereas tenure and promotion at UCF is dependent upon having satisfied the minimum university statutory requirements, according to the collective judgment of the department tenure committee, the department chair, the college tenure committee, the college dean where appropriate the university-wide tenure committee, as approved by the Provost and President of the University, and as approved by the Board of Trustees,

Whereas each department sets policy and procedures for the attainment of tenure and promotion,

Be it resolved that all tenure earning faculty and those undergoing promotion review are to be subjected to the aforementioned promotion and tenure process and that a non-academic unit such as a center or an institute cannot grant tenure or promotion.

STANDING COMMITTEE REPORTS

Budget & Administrative – Dr. Richard Tucker

Committee had a presentation by representatives of physical plant and their procedures. Received clarification on activities which are maintenance and those which are renovations. Physical plant is aware of problems with procedures and has identified an in house staff person to address problems. This person will monitor and facilitate process. They are also looking for simpler way to do smaller projects n house.

Graduate Council – Dr. Stephen Goodman

No report

Personnel – Dr. Randy Upchurch

Tenure resolution already presented. Administrative review process being sent forward to steering committee. Also working on parking resolution. Have had many complaints. Will have resolution beginning of next year. Question related to current faculty: parking ratio but do not know. Is low. Provost Hickey mentioned that current plan to build a new parking deck is being held up by an environmental challenge.

Undergraduate Policy & Curriculum - Dr. Bob Pennington

Did not meet because no agenda items.

Other

Sabbaticals

Sabbatical committee reviewed 36 applicants. Committee is asking that the number of sabbaticals be increased. Encouraged members of senate to endorse statements that this be increased.

Bookstore Presentation – Denise Berrios

Biggest complaint is textbook pricing. Barnes and Nobel working with publishers. Working to do what can be done on campus. One step is getting more used textbooks. The books generally come from student buy-back. She agreed it is hard to plan which to buy back since books generally bought during finals week when book orders for Fall have not all been received. Noted that if bookstore had book orders early they could can do more book buy backs which benefits the students greatly.

Have developed incentive suggested by Provost Hickey to increase book buy back ability by buying back books. If 100% of book orders are in by deadline, department will get award. Current deadline is April 16th. Can win \$100 for summer and \$300 for Fall. Issue is what about classes with no teacher yet? Will only count classes assigned at time book orders are sent out. Have met with all department chairs except those in Education. Have not been able to meet with them yet.

Book scholarships (2 per college) are still being given out. Had 70 applicants this year. Winners get full books for a year for all required and suggested books. Bookstore committed to students (hire on campus, many graduates working at bookstore.

Adjourned

Meeting adjourned at 5:30 p.m.