

Faculty Senate Meeting

August 25, 2005

Dr. Manoj Chopra, Faculty Senate Chair, called the meeting to order at 4:05 p.m. The roll was circulated for signatures. The minutes of April 21, 2005 were unanimously approved.

ANNOUNCEMENTS AND RECOGNITION OF GUEST

Dr. Chopra introduced Guests Dr. Lin Huff-Corzine, Dr. John Schell, Ms. Charlie Piper, Dr. Arlen F. Chase, Dr. Beth Young, and Dr. P.E. Kolattukudy.

ANNOUNCEMENTS

- Recommended that the senate need to discuss the issues brought forth here with your college deans.
- Next BOG September 14 and 15, 2005.
- Dr. Arlen F. Chase, Chair of Advisory Council of Faculty Senate Chairs. He will serve on Florida Board of Governors next year.
- Dr. Robert Pennington has agreed to continue as the Senate Parliamentarian.
- UCF has improved rankings to 3rd tier in US News.
- UCF Research has cross the \$100 million mark.
- Reception hosted by Dr. Hitt at 6 PM in Live Oak Room.
- Thank Dr. Cook for setting up standing committees and most of the reporting committees. Thanks to all who are serving on these committees.
- Table of 8 at Orlando Chamber of Commerce Kick off Luncheon, Orlando August 30, 2005 at Rosen Center. Space available if anyone would like to attend.

Provost Report

Enrollment is 45,400 today. It is expected to drop a bit over the next week. We will be 7th largest university in the United States.

The grant milestone is a major milestone as we pass 100 million dollars. Have been meeting with local partners about funding for additional facilities for School of Film and Digital Media.

OLD BUSINESS

NONE

NEW BUSINESS

Resolution – TIP/SoTL Reductions

Resolution deals with TIP and SoTL awards. Dr. Chopra invited a broader discussion as to whether we should continue these awards and in what way. Dr. Cook asked to present a summary of what was received. She has asked for input from faculty in her college. She discussed background of TIP (encourage teaching of large classes). Faculty also looks at their teaching as they put together their portfolio.

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Some want to reduce. The rest want to keep these and keep them growing in the future. It is a way to reward quality teaching. Some expressed the opinion that it is counter productive to do away with TIP. Having a TIP award stresses that teaching is important and recognized and helps clarify what is good teaching. It presents an opportunity for peer input into good teaching practices. This keeps decisions for these awards with faculty. It sets an incentive to teach and be a good teacher and an additional opportunity to add to other raises.

Faculty Senate has been discussing how to broaden eligibility for the awards (on agenda of this meeting). It was discussed that it is the role of UFF to negotiate the raises but faculty have responsibility to give input. Statements were made that this does not reward good teaching but not good behavior.

Dr. Chopra commented on feedback that he had received from several faculty across UCF. Some faculty have commented to him that this is not a good strategy to increase salary. Others told him that last year, UFF had bargained to get more TIPS and now want to have less. Question raised about the role of Faculty Senate in whole process. We have the right to discuss any matter related to academics of the campus. Implications of TIP, SoTL, and RIA are broader than bargaining alone. Also, Faculty Senate has major role in the process of awarding these awards. Senator Bose from CAS commented that in the Physics Dept., a survey showed that 9 support UFF position and 7 did not.

Dr. Beth-Young, member of UFF Bargaining Team was then invited to make comments. She clarified UFF position and noted that bargaining is a fluid process and nothing has been settled. There are three issues: when raises go into effect, how much money given to everyone in bargaining unit, and how much money not available equally to all in bargaining unit (TIP, RIA, SoTL, discretion money). UFF position is to spend less on that not available to all faculty. This can be done by increasing total money or decreasing that available to only a few. BOT wants 1% go to merit increases, 1.7 to awards and discretion with raises going into effect starting at some point after UFF and BOT reach agreement. UFF wants to start in August and want 1.5 in market and merit 0.5 awards, and 0.5 discretion.

The next discussion was if these awards should remain as a part of the senate operations. Some argued against since the raise money eligibility for TIP will never be met by some faculty because of the nature of the teaching assignment. We do have one time awards. If awards were open to everyone with no limits, these would that be more acceptable. Any concerns about disparity will be addressed in eligibility. Class size problem were also raised by others in relation to some faculty who will never be eligible. These awards must be open up to everyone. There was one faculty who suggested giving TIP to those faculty who have outstanding evaluations.

Dr. Wink presented a summary of comments from her college and department. Majority are in favor for the reasons discussed already. Those in favor of reducing the numbers stated reasons similar to those above and also that faculty did not know about criteria or have help to put together file. Suggestions for help in preparing files were offered.

Art department felt that it is very important to continue but want to communicate information about unique nature in the arts related to terminal degree. Suggested covers sheets to make this clearer. Unique nature of some disciplines hard to describe in a short letter. They want to continue awards but closer look at criteria.

Question if we are looking at criteria only in response to threat. Dr. Wink clarified this was not so.

Dr. Chopra ended discussion as there were no further comments. The following resolution was then offered for discussion.

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Whereas, the issue has been raised to recommend decreasing the number of TIP and SoTL awards by half,

Be it resolved that the Faculty Senate recommends that these awards continue to be awarded at their current numbers.

Question was raised seeking clarification as to the role of Faculty Senate. Dr Chopra stressed that this resolution would be advisory to the provost. The provost commented that the procedures and criteria for TIP are always in the hands of the faculty and not handled by administration at UCF. If changes are desired, they can be made by faculty and the senate.

The following section from the Collective Bargaining Agreement was introduced into the records: For each academic year, 2004-2005, 2005-2006, and 2006-2007, the University shall award up to forty (40) new UCF-TIP awards (additional awards may be given as a result of rounding, e.g. a college allocated 5.5 awards would round up to 6 awards) in addition to recycled awards, each year. (23.7 section 2).

New Tip and SoTL:

Based on previous agreement, if these awards were not all awarded, the award money would be rolled over to be used the next year. This has only happened last year. One college last year had more than could be awarded. The Provost consulted with Senate Steering Committee last year in the decision making.

Senator from English department commented that she got a lot of email from members of the college. They were proud of UCF when we kept TIP when all others let them go. Members of that department have most all have received one. UFF was trying to get more money to more faculty not to get rid of TIPs. Often the big percentage raises are very much tied to the TIP/RIA/SoTL awards.

Bargaining unit working to get the most money to all faculty. Will be voting against it not as a vote against TIP but in favor of other strategies to improve award criteria. This is a three year contract in good faith. Negotiated in good faith and this is an incentive award being changed. Can look at mechanism to award them. Some years chances of winning award is higher than others. Also some faculty not eligible because teach small classes. Reminded there is not a proposal to eliminate TIP.

Question called. Vote called. Hand vote. Opposed 18. In favor 33. Abstain none. Resolution passes with minor changes:

Resolution 200502006 – 1 TIP/SoTL (NOT RIA) Awards

Whereas, the issue has been raised to recommend decreasing the number of new TIP and new SoTL awards by half,

Be it resolved that the Faculty Senate recommends that these new awards continue to be awarded at their current numbers.

Resolution 2005-2006 – 2 Establish a College of Medicine

Dr. Chopra read the resolution:

Whereas, the University of Central Florida is preparing a proposal to establish a College of Medicine,
Be it resolved that the Faculty Senate strongly supports this action.

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Dr. Kollatukudy of College of Molecular and Microbiology was invited by the Chair to present some background for this resolution. He stressed that out of top metropolitan areas (we are the 30th largest) with two major hospitals Central Florida is the only one with no medical school. 90% of physicians in the state are imported from outside the state. This would also allow more local students to attend. We have less seats per population in the State of Florida because not enough medical schools.

NIH dominates funding both MMB research over half of which goes to medical schools. Research based medical research more. Also, more service to the community with a medical school here. Impact on UCF and the impact on the economy, health care, citizens, and our students will be positive.

Call question. Made, seconded. Unanimous approval. In favor of resolution. Passed unanimously. Abstention none.

Establish TIP/RIA/SoTL Ad Hoc Subcommittee to Study the Criteria and Procedures.

Establish of a TIP, RIA & SoTL subcommittee of Senate to review criteria and procedures. Motion was made by Dr. Pennington. Seconded. The subcommittee was given the charge to look at criteria, application process etc. It was agreed that this can be done as a resolution. The Chair of the Senate can appoints any ad hoc committee.

Dr. Chopra will now set up a subcommittee to study criteria and procedures Dr. Cook will chair, Dr. Wink will serve as Steering Committee representative. Each college will elect a representative. Please meet at the completion of the meeting today and give names to Dr. Chopra. In addition to the senators, he will invite Dr. Morrison-Shetler, Dr. Huff-Corzine and Dr. Schell to participate on the committee.

OTHER

Dr. Cook would like to meet with the Committees on Committees to complete setting up some reporting committees. CECS, COB, COP, need to provide additional names. There are still openings on many reporting committees.

ADJOURNED

Motion to adjourn at 5:30 pm made and seconded. Approved.