Faculty Senate Meeting
Minutes of
March 19, 2020

William Self, chair, called the Zoom meeting to order at 5:05 p.m. Roll call was taken electronically via email.

MINUTES
Motion to approve the minutes of February 20, 2020 was made and seconded. The minutes were approved as recorded.

RECOGNITION OF GUESTS
Joe Adams, Office of the Provost
Jana Jasinski, Faculty Excellence
Joel Hartman, IT&R
Christine Dellert, Office of the President
Michael Johnson, Office of the Provost
Thad Seymour, Office of the President

ANNOUNCEMENTS
Resolution 2019-2020-22 Faculty Senate Bylaw Change slated for discussion at the March meeting, followed by a vote at the April meeting, since the Resolution crosses over the Senate years, being this senate and the next senate, the resolution will be numbered again for the 2020-2021 senate as the first resolution. We realized that we were not able to fulfill the constitution and bylaws to change a bylaw when it crossed over two different senates. Today is the last meeting of the 2019-2020 senate year.

Resolution 2019-2020-19 Supplemental Summer Appointments for Graduate Restricted Registration Classes was denied by the Provost and here are the comments: Discussions with representatives of the university regarding faculty compensation are the purview of the United Faculty of Florida, which has jurisdiction to bargain the terms and conditions of employment. Discussing compensation in other forms has the appearance of bargaining away from the table, which is prohibited. Consequently, I need to deny this resolution.

REPORT OF THE SENATE CHAIR
Chairman Self stated that he hoped that many of the senators were able to go online and view the open forums for the two candidates we have for the president position. He was actively involved in those meetings today. The Board of Trustees will be meeting tomorrow morning to review all the feedback that they get tonight from faculty, students, staff and community members to choose between the two candidates.
He thanked the senators for having the resilience to carry out a senate meeting online this afternoon, stating that we are fortunate that the senate has a Zoom account supported by the university for over a year and that he some experience running these meetings online.

**REPORT OF THE PRESIDENT**

Interim President Seymour echoed Bill’s thanks to everyone as these are extraordinary times and the way the campus, led by the faculty, has risen to the occasion is truly remarkable.

He states that the President’s office is doing its best to get timely communication out to everybody by email and UCF Alerts and will continue to do that. Earlier today it was announced that remote learning would be extended through summers A, C and D. This was done in conjunction with the Board of Governors and who directed us to move to remote instruction in anticipation we will not be all the way through this crisis until summer sessions start. He encouraged those who need help as they start to think about summer courses, as well as the ones going on now, to get that support from the college, from Distributed Learning and from the Provost’s office. These teams are all available to help in any way, recognizing that none of this is easy.

Faculty and staff have been asked to work remotely and he has been so impressed with the resilience of people to make that adjustment. He knows that there are important jobs that cannot be done that way and is working with supervisors to make sure there is meaningful work for our employees. They understand the financial pressures that reduced hours will have quickly on many families and employees. He encourages everyone to be safe and practice social distancing.

He acknowledged that they have had to make some tough calls on events, Commencement being the hardest one. They are working on alternatives in the coming weeks. This is also true for Founders’ Day.

Website ucf.edu/safety/coronavirus is the best location for information. There is a FAQ section and contact numbers available.

State session is wrapping up and he received a call that people are being moved out of the state capital today. He acknowledges that there are questions as to how COVID19 will affect the government and university budgets.

A special thank you is expressed to the faculty who have served on the senate this year and the support given to him as the interim president.

A member asked whether there are any updates about Provost Dooley. The president thanked Interim Provost Johnson. There is no update, but feel that it is getting closer to a resolution and will share it with the senate when available.

**REPORT OF THE PROVOST**
The need to move online moved rapidly. It went from a suggestion to a requirement in a matter of days. It went from two weeks to the spring semester to now into the summer semester. The provost is very grateful for the efforts of the faculty to make this happen. The goal is to help students succeed as well as possible in very challenging circumstances. This is particularly difficult in situations such as labs and clinical placements. Some programs are still working this out.

Also rather suddenly moving many faculty and staff needing to work off campus. This gives others who have to work on campus the opportunity to avoid crowds and practice social distancing. The Office of Research has given guidance as far as laboratory research. Still discussing whether to move toward Pass/Fail courses.

The goal is to keep the university operating as well as possible to support our students, and to fulfill our mission.

We all need to understand the stress that everyone is under. Everyone is working hard in unfamiliar circumstances. Fearful students need our help. Take care of one another.

A faculty member asked for clarification as to whether they will be directed to issue pass/fail grades rather than letter grades. Where is the line between academic rigor and compassion? Some universities have gone to pass/fail, others have gone to a combination of pass/fail for some classes, while others stick with letter grades. The interim provost is starting the conversation with the deans.

A senator noted that our students are under a lot of stress and to keep that in mind when instructing and giving out grades.

Another senator asked how the pandemic is going to affect annual evaluations and tenure clock because of the change in working environment.

The interim provost stated that the tenure clock issue is already on the list for their consideration. Some faculty are more able to keep their research going than others. He will add the annual evaluation issue to the list as well.

A senator raised the issue about pass/fail grades and allowing students to use the option of keeping internal grades, but using Pass/Fail for the transcripts. He stated that he didn’t want honors or scholarship students to suffer because of the grading issue. He raised the question about whether work study students could be used to help teachers during this crisis.

The provost confirmed that the grades could affect the students’ future and that anything done would need to be thought out carefully for any ramifications. It was just announced that work study students would be able to continue to be paid. Most people appear to be working full speed at home without any problems. Others who are public facing need to be assigned duties in order to work to get paid.
A senator brought up a point about grade forgiveness and not undermining efforts of students trying to increase their GPA.

Another senator asked about lab courses and how these will be done online. Will resources from CDL become available for helping with this? The provost agrees that this will need to be provided. Asking the faculty to put forward any creative ideas.

A senator brought up a concern that the tenure and evaluation processes are going to slow down. Colleagues are concerned about conferences being canceled.

**OLD BUSINESS**

None.

**NEW BUSINESS**

- Ad Hoc Committee on Faculty Governance and Subcommittee on Service
  - Resolution 2019-2020-23 UCF Statement of Shared Governance
    - Ida Cook and Richard Harrison helped draft original resolutions. Ad Hoc committee on Faculty Governance brought resolution to Steering who approved to bring to full Senate. Motion to approve motion, second, approved unanimously.
  - Resolution 2019-2020-24 Formation of the UCF Council
    - Ad Hoc Committee on Faculty Governance put forward this resolution. Motion to approve, second, discussion regarding resolution;
      - Motion to remove time requirement/entire section, second, discussion for and against motion, motion to remove references to time in lines 34-36 and replace with “time for” and striking line 49 sentence referring to length of meeting and line 50, more discussion regarding motion,
      - Motion to amend amendment to read “time for public comments, time for reports on action items from previous meetings, at least 45 minutes devoted to the leader, time for facilitated discussion of concerns brought by members” and striking lines 49 and 50 regarding the length of the meeting, motion to accept amendment to amendment, second, approved with three nos.
      - Vote on amendment as amended, motion, second, approved with one no
      - Vote on amended resolution, motion, second, approved with one no
  - Resolution 2019-2020-25 Faculty Representation on the University Budget Committee and the Facilities Budget Committee
    - Ad Hoc Committee on Faculty Governance put resolution forth. Motion to approve, second, discussion, approved unanimously
  - Resolution 2019-2020-27 UCF Downtown Handicap Accessible Parking
• Parking, Transportation and Safety is bringing this resolution forward. Motion to approve, second, no discussion, approved unanimously

COMMITTEE REPORTS
• Budget and Administrative Committee – Shawn Putnam
  • No update
• Information Technology Committee – Melanie Guldi
  • Committee met twice since the last Faculty Senate meeting. Meeting focused on Linux users and access to email. Heard discussion from Chris V. from the Information Security Office, regarding some possible plugins which seemed promising. Microsoft is deprecating POP and iMac protocol. We had a discussion on why this is happening, security concerns and what applications this might affect. Next we discussed information available from UCF IT and Service Now. It was brought to our attention by one of our committee members that the information on @knights email is focused on students, whereas retirees that use this email don’t really have good information. JP Peters provided updated information on this in our first and second meetings. Another committee member opened up a question of how long it can take for relatively straightforward tasks like adding a network printer and these topics opened up a wider discussion of Service Now and that it needs more updating and streamlined answers to click for straightforward tasks and maybe even allowing some tasks to be handled by faculty. It was indicated that UCF IT is in the process of working on this and should have a pilot underway soon pending workflow changes due to the pandemic.
• Parking, Transportation and Safety Committee – Ahmad Elshennawy
  • No report – the committee has not met
• Personnel Committee – Stephen King
  • The committee canceled yesterday’s meeting, so there is no report
• Research Council – Nina Orlovskaya
  • No report
• Graduate Council – Jim Moharam
  • Graduate Appeals met this afternoon by Zoom and were able to process 8-10 petitions
• Undergraduate Council – Peder Hagglund
  • Meeting was on Tuesday and there were 5 approved items on the consent agenda and 7 approved items on the action agenda.

CAMPUS CLIMATE REPORT – No report

OTHER BUSINESS
A senator stated that there is a petition circulating with approximately 160 signatures regarding the presidential search asking for more time. The concern is that there is a new candidate that just appeared yesterday and the committee making a decision tomorrow
seems unnecessarily rushed. In the interest of transparency, it appears this decision is being rushed. Would like a motion to slow the presidential search process down.

Chairman Self explained that he and several faculty members have been engaged in the search process over the past several months, so he does not feel the process was rushed.

Another senator questioned how there are only two candidates, when the HR requirement should be three candidates interviewed. Bill explained that they were given clarification in the last search committee meeting that they are allowed to move forward only two candidates. The presidential search is a different process than typical faculty searches. The BOT and BOG are the final decision makers in the process. He also stressed that there has been a lot of faculty input throughout the process.

A senator stated that he is concerned with the lack of transparency in this search.

Another senator noted that people applying and then pulling their names out of searches are because they are concerned for their jobs. Would like more time, but are concerned that a good candidate would pull their name out of consideration. Bill concurs with this concern.

After further discussion, a motion was put forth to make a resolution based on the petition that has been signed. The resolution is read to the senate members. A second to the motion is made. Request for last sentence to be struck regarding other candidates. No further discussion. Resolution is approved 33 yes and 16 no.

Steering Committee and next Faculty Senate meeting will likely be by Zoom.

Chairman Self thanked the Senate and let them know that he would not be seeking another year as chair, so the Nominating Committee will be researching names to put forth at the April senate meeting.

ADJOURNMENT
Motion to adjourn made and seconded. The committee adjourned at 6:27 p.m.