

Faculty Senate Steering Meeting Thursday, September 13, 2007

Dr. Manoj Chopra, Chair, called the Steering Committee meeting to order at 4:00 p.m. Minutes from the **August 16, 2007** meeting were unanimously approved as written; however, the attendance roll should be corrected to indicate that Dr. Kamrath was present.

Steering Officers present: Drs. Manoj Chopra, Arlen Chase, Ida Cook and Pamela Ark.

Steering Committee Members present: Drs. Kamrath, Koons, Pennington, Gunter, Kassab, Orooji, Liberman, LiKamWa, Howard, Jewett, Lynxwiler, and Muller.

Steering Members and Administrators absent: Drs. Henry Daniell, Provost Hickey and Lin Huff-Corzine

Administrators present: Dr. John Schell

Guests: Dr. Patricia Bishop

ANNOUNCEMENTS

- Dr. Schell announced that the Seminole Chamber of Commerce Lifetime Achievement Award was presented to President Hitt. Dr. Chopra was also in attendance.
- **Update on State of Florida Budget & Medical School Funding** - Dr. Chopra reporting Governor Crist budget calls for an across the board 4.4% reduction on top of the 4% cut; the 1.8% includes cuts in the medical school budget that may cause problems with accreditation. The BOT and UCF Administration are talking with the Governor and explaining position and the role of medical school in the community. Dr. Chase added that the Centers of Excellence budget allotment is still intact at \$100 million. The BOT meets next on the 20th of the month.

PROVOST REPORT

No report.

OLD BUSINESS

Faculty Ambassadors – Dr. Schell reporting

Ambassadors are faculty and staff working the football games this fall. The role of the ambassador this year is more informational & directional. There are 30 ambassadors for the September 15th game and at least 20 in subsequent games.

RIA Revisions – Dr. Cook reporting

The committee work has not yet begun this fall, waiting to hear if there will be funding. The state may bring back the old TIP and RIA as a strategy for faculty retention in light of the current critical budget situation, the September legislative session is on hold at present.

Dr. Chopra asked for the sense of the committee regarding the RIA revisions. The sense of the faculty steering committee is for Dr. Cook's subcommittee to continue to work on RIA revision however without the deadline of January, 2008. It is noted that any revisions would apply to next academic year, 2008-2009. Dr. Cook's attention will focus with a priority on the Faculty Constitution review committee with the goal of a January 2008 Faculty Assembly.

Faculty Senate Steering Meeting Thursday, September 13, 2007

NEW BUSINESS

BOG, ACFS and BOT Updates - Drs. Chase and Chopra reporting

The BOG met on August 26-27, 2007 in Tallahassee. The Innovation Conference was held last week; the business community is lining up in support of the university and funding. If funding comes forward, then there will be performance models of how the university does. The Senator Graham Lawsuit is currently waiting on filing motions. A ruling is expected in October as to whether or not the suit goes forward. A number of faculty senate chairs are on the lawsuit as plaintiffs.

The status of salary is anticipated to return to the early 90's when there was a flat period for three-years. Legislators could fix the situation by closing tax loop holes rather than reducing funding for the two new medical schools. ACFS meets on October 5th in Tallahassee with a meeting with the Chancellor.

OTHER BUSINESS

Limits on Faculty Outside Pay

In light of the legislative stance on no raise for faculty, Dr. Muller brought forth a discussion regarding the possibility of a change in the interpretation of the 25% cap on outside pay using the nine month salary base or 12 month salary base. Either way, if this could be an opportunity to interpret locally at the university as an incentive for faculty on this campus. Dr. Schell noted that Dr. Lin Huff-Corzine continues work on those policies that will come here to Faculty Senate. Dr. Muller stated that this is perhaps an opportunity to work together to make progress on the interest of university to retain faculty during time of budget limitations.

Hiring of Adjunct Faculty

Dr. Koons brought forward a discussion regarding the barriers and burdens of hiring adjuncts. Question asked about what are the necessary information items that must be supplied to Human Resources to expedite the hiring process. The issue is related to the pressure to provide name of the course instructor and cannot put in the name until the faculty ID is available. Dr. Schell stated that HR personnel are working on a way that future employees receive an employee ID with three pieces of information. This process would be worth the risk of a very few people having an ID and not an employee of UCF.

A motion was made and seconded to send to B& A Committee. Courtesy appointments are same process so this discussion should include adjunct faculty and courtesy appointments.

Professional Academic Career Paths – Drs. Schell and Chopra reporting

Dr. Chopra stated that the Faculty Senate has worked hard to have positive relationship with Academic Affairs. Thus, the discussion of a future possibility of professional academic career paths is one of importance. Dr. Schell noted that any new career path models would apply only to new hires and would not be retroactive to current faculty. The intent is to have master teachers in the classroom for our students. This discussion is one for faculty to engage in with administration.

This is an opportunity for faculty to have input in to how such an alternative career path might be designed here at UCF. Dr. Schell indicated that in this new academic year, the administration is moving forward with conversation. If consensus builds to have different career paths, any plan will come before the Faculty Senate and any plan will have to be bargained. Dr. Schell wants consensus to build across administration and management – he is willing to take the leadership, however he asks that faculty be part of the process. There is no timetable for implementation at this time. There was discussion regarding how to have faculty participate – the suggestion was made for Dr. Schell to meet with colleges and departments to give input within a meeting or outside the meeting.

Faculty Senate Steering Meeting Thursday, September 13, 2007

Professional Academic Career Paths – Drs. Schell and Chopra reporting cont.

Dr. Muller suggested that this initiative be based on the 40th anniversary of the university and how UCF views the next 40 years. Dr. Chase indicated that the limited budget funding mandates that the conversation needs to take place – UCF needs an avenue to keep master teachers here at UCF. This is the time to build academics at the university.

Dr. Chopra asked for the sense of the steering committee. It was determined that the sense is to proceed with the issue on campus with faculty participation. Members are asked to write to Dr. Schell to give name and interest in this initiative.

STANDING COMMITTEE LIAISON REPORTS

B&A – Dr. Howard reporting

She has not been able to attend a meeting yet. Dr. Howard has a teaching schedule conflict with the proposed meeting time of every third Thursday at 2:00 p.m and asked to be excused from liaison duties for this term. Dr. Aubrey Jewett stepped forward to serve as liaison to this committee.

Personnel – Dr. Orooji reporting

The committee met two days ago and the regular meeting schedule is the first Tuesday of each month working on the Conflict of Interest and Promotion and Tenure with Dr. Lin Huff-Corzine.

Graduate Council - Drs. Lynxwiler and Liberman reporting

Steering Committee members queried as to why this resolution only applies to just the graduate faculty as written. Dr. Liberman stated that the Graduate Program is the first to go forward with this policy but it is not restricted to them. There was discussion that such a policy should exist for undergraduate faculty. After further discussion, the recommendation was made to ask Dr. Bishop to submit a revised policy for all faculty. This item would also go to UPCC for discussion. There was further discussion to give the statement to faculty as a reminder at the time of contract signing. Dr. Liberman stated the document came as endorsement. Motion made and seconded to present as resolution affirming this document and changed to faculty conduct. It will go to the full Senate at its September meeting.

Graduate Council plans to complete discussion on the patent policy at UCF next month. The committee invited those most affected by the patent to be present during the discussion. There is full representation of those involved in patents at UCF.

- The Curriculum subcommittee
Committee met last week. There are three new tracks and the committee is underway in their work.
- The Policy and Procedure subcommittee
met this morning to complete the work on Graduate Faculty Conduct. As history on this topic, Provost Hickey remanded the previous work back to the committee at the end of last academic year. The new work is a policy statement without examples. The committee is pleased to recommend to the FS Steering Committee that today's policy statement be recommended at next full FS meeting; the policy outlines the professional responsibilities and behavior of faculty. This is the time that we as a faculty need to step forward and say this is what we expect of ourselves. The suggestion was made that if adopted and implemented, this statement of policy should accompany the annual contract. The item comes from committee so the item was on the table.

Faculty Senate Steering Meeting Thursday, September 13, 2007

UPCC- Dr. Pennington reporting

The first meeting was held this week on Tuesday. Dr. Pennington was elected as chair of the committee again and also represents the College of Business Administration. The committee is reviewing various processes in light of the changes in the positions of Dean of Undergraduate Studies, Dr. Allison Morrison-Shetler and Dr. Vittes. These include information management systems and processes of undergraduate curriculum changes. The course action committee meets again next Tuesday. Dr. Pennington discussed the development of an executive committee to review agenda items for the full committee meeting; for example, matters of grammar, minor items. A suggestion was made to not put forms in unchangeable PDF forms.

OTHER BUSINESS

Constitutional changes- Ida Cook reporting.

With Constitutional changes (IDA) description and representation and terms – please give committee feedback to Dr. Cook. She will communicate with other councils like undergraduate research council.

BOT Agenda - Dr. Chopra reporting

Dr. Chopra has reviewed the BOT agenda. UCF is in good shape for new programs as policies are currently in place.

Graduate Studies Council Website - Dr. Bishop reporting

There is a Graduate Council website for the purpose of collecting and archiving all council work. The site was created so that faculty, administration and students can view what is being discussed and offer input at any time. Similarly, the undergraduate council is working on an approach to provide continuity of information.

Faculty Senate Website update - Dr. Chopra reporting

Dr. Chopra reminded members that the Faculty Senate website is updated. Please let Dr Chopra if any of the senators find it hard to navigate.

Tuition waivers increases – Dr. Bishop reporting

Any tuition waiver increases are currently on hold due to the budget; there are fewer graduate student contracts because of budget cuts; will probably break even on the tuition waivers.

Summer Course Schedule - Dr. Schell reporting

Provost Hickey issued a memo to administrators that he expects full summer offerings, except for those with very low enrollments. He anticipates no decrease in offerings of courses. The summer teaching bargaining has not been resolved at this point. Any issues regarding summer teaching contracts should be sent to the bargaining team.

ADJOURNMENT

Motion to adjourn was made and seconded. The meeting was adjourned at 5:36 p.m.