

**Faculty Senate Steering Committee Meeting**  
Minutes of  
**January 10, 2013**

Ida Cook, Faculty Senate chair, called the Faculty Senate Steering Committee to order at 4:02 p.m. The roll was circulated for signatures.

**MINUTES**

Motion to approve the minutes of November 1, 2012 was made and seconded. The minutes were approved as recorded.

**RECOGNITION OF GUESTS**

Joyce Henckler, Chief Development Officer, UCF Foundation

Michael Stern, Associate Dean, Graduate Studies

Lyman Brodie, Associate Vice Provost, Faculty Relations

Robert Dipboye, Professor of Psychology, and Chair, Budget and Administrative Committee

**ANNOUNCEMENTS**

- Resolution 2012-2013-1 Approval of the Proposed Student Perception of Instruction Form was approved by the provost.
- Resolution 2012-2013-2 Fair and Equitable Treatment and Benefits for University Personnel was approved by the provost.
- The colleges have been sent the notices regarding Senate apportionment and once each college has confirmed their faculty roster, the call for Senate elections will be sent out.

**REPORT OF THE PROVOST**

Tony Waldrop, provost and executive vice president, distributed copies of the 2012 IPEDS Data Feedback Report for information purposes.

Waldrop reported the following:

- The Board of Governors' (BOG) strategic planning group has been discussing creating an SUS institution that is completely online. The committee met last month to receive reports from outside consultants that have been looking at this issue. Two of the consultants identified UCF as a national leader in online education. UCF has been asked to give a presentation to the BOG on the data we collect. Manoj Chopra noted that the creation of a new online university does not have a lot of support by BOG members. He discussed the options the BOG is exploring.
- The BOG is also looking at performance-based funding with metrics by which universities will be evaluated. At the next BOG meeting, they will be looking at possible metrics.
- UF President Bernie Machen has decided to delay his retirement and will remain at UF.
- There will be an open forum in Orlando on January 29 on the future of higher education in Florida. The panelists will be House Speaker Will Weatherford, BOG member Tico Perez, UFF President Tom Auxter, and Seminole State College President E. Ann McGee. Tickets are \$35.
- Waldrop has just finished signing off on promotions for instructors. There was agreement at every level that the criteria for judging these candidates needs to be better defined and clarified.
- Due to state legislation, TIP, RIA, and SoTL awards can no longer be retroactive. The award money will now start at the beginning of the next academic year.

Cook announced that the colleges are making plans to celebrate UCF's 50<sup>th</sup> anniversary. She welcomes suggestions for how the Faculty Senate can celebrate.

## **OLD BUSINESS**

### Update on Changes to the GEP – Diane Chase

Diane Chase, executive vice provost, provided an update on the state-mandated changes to the General Education Program. The statewide steering committee made recommendations on the core courses. The recommendations have been posted online at <http://www.fldoe.org/articulation/hb7135gep.asp>. Faculty are encouraged to review them and send suggestions or concerns to Elliot Vittes, dean of Undergraduate Studies. The statewide steering committee has asked for concessions on changing the implementation date change, keeping the GEP requirements at 36 hours and allowing the each university to fill out the final six hours, not requiring every university to offer all of the courses in the GEP, and permitting advanced level courses in math and science to substitute for lower level courses in the same subject. These requests will require change to the statute, so they do not appear on the website.

### Comprehensive Campaign – Joyce Henckler

Joyce Henckler, chief development officer of the UCF Foundation, delivered a presentation on the comprehensive campaign 2011-2018. It is now in the silent (nucleus) phase. The previous campaign raised \$356 million and ended in 2007. This campaign introduces bundled endowments, which allow donors to contribute funds toward an endowment. The minimum contribution is \$1000.

### Amendment to the Agenda

Motion made to amend the agenda to have the resolutions become the next order of business. Motion seconded and carried.

### Resolution on Post-Tenure Review

Robert Dipboye, chair of the Budget and Administrative Committee, introduced the resolution (attached). He explained that the committee's aim with this resolution was to raise the standard for faculty and to have excellence awarded. The senator from the Libraries raised concern that his unit would not be eligible for the additional awards per current language. The committee discussed the resolution and raised several issues, including:

- The wording of the last Whereas seems harsh.
- This is another merit raise; salary compression is another issue that needs to be addressed.
- Different units have differences in average scores.
- Standards are naturally going up so including specific numbers is problematic.

Motion made to return the resolution to committee for revision. Motion seconded and carried.

### Resolution on Encouraging Funded Interdisciplinary Research

Dipboye introduced the resolution from the Budget and Administrative Committee. Waldrop noted that a committee has been formed and is working on a policy to address this issue. The committee discussed the need for a resolution and there was consensus that a resolution providing support to the efforts of the committee would be beneficial.

A friendly amendment was made to change the Be It Resolved clause to read: "Be It Resolved that the Faculty Senate endorses current university efforts to allow equitable cost-sharing and credit splits among all involved parties." The amendment was accepted.

A friendly amendment was made to delete the third Whereas clause. The amendment was accepted.

Motion made to accept the resolution as revised. Motion seconded and carried. The resolution as approved read:

### **Resolution on Encouraging Funded Interdisciplinary Research**

**Whereas** the current academic climate across many disciplines, if not all, is to encourage and promote multidisciplinary and interdisciplinary research, and

**Whereas** entities, such as National Academies of Science, have recommended that to facilitate interdisciplinary research academic institutions should focus on the development of policies to address cost-sharing and credit splits that are equitable to all parties involved, and

~~**Whereas** existing practices for determining cost-sharing and credit splits have left researchers and academic units unfairly disadvantaged and discouraged in the pursuit of interdisciplinary research and accompanying funding.~~

**Be it resolved** that the ~~Provost and the Office of Research and Commercialization create a policy that can be used by parties participating in interdisciplinary research~~ the Faculty Senate endorses current university efforts to allow equitable cost-sharing and credit splits among all involved parties.

Motion made to add the resolution to the agenda of the January Senate meeting. Motion seconded and carried.

### Resolution: An Advisory Urging Caution in the Implementation of Proposed STEM Initiatives

Dipboye introduced the resolution from the Budget and Administrative Committee (attached). Discussion ensued. The committee made several recommendations for revisions, including:

- The Faculty Senate recommends to the UCF administration. The Senate reach does not extend to the Florida legislature and Board of Governors, and those entities should be removed from the Be It Resolved clause.
- The final sentence of the Be It Resolved clause would be more appropriate as a Whereas clause.
- Delete the 4<sup>th</sup> Whereas clause.
- The word "vocational" in the 4<sup>th</sup> Whereas clause is inappropriate and should be deleted.
- The resolution seems to be reacting to something that hasn't happened yet.
- The 5<sup>th</sup> Whereas clause seems to be beyond the scope of the resolution.
- The final sentence of the Be It Resolved seems to be the heart of the issue and could be the only whereas clause.

Motion made to return the resolution to committee for revision. Motion seconded and carried.

### Appointment of a Selections Committee for the Excellence in Professional Service Award

Cook solicited volunteers to serve on the selections committee for the Excellence in Professional Service Award. Senators Patrick Murphy, Reid Oetjen, and Denver Severt volunteered. Faculty Senate Chair Ida Cook will chair the selections committee.

### Study Abroad and Faculty Compensation

Cook requested feedback on the issue of whether faculty should be able to opt out of being compensated for study abroad courses, as the cost of some programs would become prohibitive if faculty salaries were included in the price. A question was raised about what the Faculty Senate can do since a grievance has already been filed. Cook stated that the Senate is separate from the union and is not restricted from holding discussions and proposing solutions. Cook noted that affected faculty members have requested that the Senate take up the issue. Discussion ensued. The consensus of the committee was that it would be beneficial to have an open discussion about this issue with the various stakeholders.

Motion made to approve the agenda for the January Faculty Senate meeting with the following items: update on the GEP, resolution on encouraging funded interdisciplinary research, and an open discussion of study abroad and faculty compensation. Motion seconded and carried.

## **COMMITTEE REPORTS**

### Budget and Administrative Committee – *Arlen Chase*

The committee worked on the resolutions presented at today's meeting.

### Graduate Council – *Jim Moharam*

The committee is discussing limiting grading for directed research to S/U. Currently different people in the same section can be graded S/U and A-F.

### Parking Advisory Committee – *Aaron Liberman*

No report.

### Personnel Committee – *Rob Folger*

No report.

### Undergraduate Council – *Kelly Allred*

The committee continues to conduct business and is meeting monthly.

## **ADJOURNMENT**

Motion made to adjourn. Motion seconded and carried. The meeting adjourned at 5:54 p.m.

## **Resolution on Post-Tenure Review**

**Whereas** the faculty at UCF has demonstrated high academic achievement and research productivity as confirmed by the University earning the Carnegie classification of “Research University with very high research activity” (RU/VH), and

**Whereas** UCF tenured faculty needs to maintain a record of continuing scholarship and productivity commensurate with other research universities of the same Carnegie rank, and

**Whereas** UCF recognizes that post-tenure review is an important best-practices means of ensuring that faculty remain highly productive well after having earned tenure, and

**Whereas** the current criteria for post-tenure review were instituted quite some time ago when the University had not achieved its current academic renown and Carnegie rating, and

**Whereas** UCF wishes to address substandard accomplishment and reward outstanding productivity; therefore

**Be it resolved** that the sustained performance evaluation policy is revised to mandate that every tenured faculty member shall be required to attain or exceed an average rating of two (2) during the evaluation period of seven consecutive years. The average shall be determined by assigning a value to the annual faculty evaluation of 4 for Outstanding, 3 for Above Satisfactory, 2 for Satisfactory, 1 for Conditional, and 0 for Unsatisfactory.

**Be it also resolved** that faculty who meets or exceeds a rating of 3, during their seven year evaluation period shall be awarded a bonus or salary raise at completion of the review cycle.

## **An Advisory Urging Caution in the Implementation of Proposed STEM Initiatives**

**Whereas** the Florida legislature and the Florida Board of Governors are currently proposing fundamental changes to the state university system to emphasize STEM majors and graduates throughout the State University System by decreasing student choices and limiting support in other areas; and

**Whereas** the proposed changes, if enacted in full, would radically alter the nature of higher education itself in the SUS, and the broad opportunities to pursue higher education now available, indefinitely into the future by differentially supporting STEM programs, faculty, and students over non-STEM programs, which would result in the diminution of the long-established mission of universities which has been to provide for advanced learning comprising all fields of study and for the general education of all students in order to enable their full, well-informed, and reasoned engagement in their own governance; and

**Whereas** the STEM disciplines have always recognized and promoted incorporating a strong liberal arts foundation to STEM education in enhancing student preparation in terms of practice and accreditation; and

**Whereas** the vocational and professional preparation of graduates in STEM fields has always been recognized as one important dimension of the purpose and mission of universities historically, but only as one of many similarly important dimensions; and

**Whereas**, an immediate financial difficulty at the state level, whether lasting five years or fifteen, should not drive legislators or governors to radically redefine the mission, purpose, and goals of our entire higher education system for decades to come, and

**Whereas** some of the changes of a funding and curricular nature for the sake of increased STEM enrollments are acknowledged to be desirable for those interested in careers in those fields, to satisfy the growing need for graduates in STEM fields in our increasingly technological and scientific state, and to enhance the revenue base of the state economy in several dimensions; and

**Therefore, be it resolved** that the Faculty Senate of the University of Central Florida urges the Florida legislature, the Florida Board of Governors, and the University of Central Florida administration that any plans and actions taken to emphasize placement of students in STEM fields be judiciously balanced to maintain the identity and mission of the university as an institution that embraces and fosters learning in all academic fields. And, furthermore, that any implementation of the proposed STEM changes be undertaken only with the active involvement of the Faculty Senate well before the fact, in the spirit of genuine shared governance. The idea of universities as unified entities encompassing and valuing all fields of higher learning has been recognized throughout history as being of central societal importance in order to cultivate an intellectually sophisticated and civically engaged citizenry for the sake of the common good of society as a whole.