

**Faculty Senate Steering Committee Meeting**  
Minutes of  
**October 2, 2014**

Reid Oetjen, chair, called the meeting to order at 4:03pm. The roll was circulated for signatures.

**MINUTES**

Motion to approve the minutes of August 14, 2014 was made and seconded. The minutes were approved as recorded.

**RECOGNITION OF GUESTS**

Tracy Clark, Associate Vice President for Finance and Controller  
William Merck, Vice President and Chief Financial Officer Administration & Finance  
Diane Chase, Executive Vice Provost, Academic Affairs  
Lyman Brodie, Associate Vice Provost, Faculty Relations  
Jana Jasinski, Associate Dean for the College of Graduate Studies

**ANNOUNCEMENTS**

None.

**REPORT OF THE PROVOST**

Question to the committee: how is the semester going? We have a bigger freshman class by 300. Hiring 200 new faculty. As of last week, we had 26 postings up for new hires; all positions had applications coming in, with the exception of four positions. An ad in the Chronicle of Higher Education (full page) has gone out. There are several opportunities with these positions; build faculty in excellence and quantity, take a strong step forward in the diversity of our faculty, and to project what the institution is doing. Advertisements in diversity outlets are coming out soon.

Expressed appreciation to the College of Science and the Center for Success of Women Faculty for the workshop on bias. The College of Sciences brought in an Implicit Bias expert for their Deans workshop. The Center for Success of Women Faculty had the same expert at their luncheon and held an open workshop with approximately 35 faculty.

One thing to put on our radar is the question of joint appointments. It is my understanding that there are not many if any joint appointments at UCF, such as a 50-50 joint appointment across two disciplines. As we get ready to bring in joint appointments, what are your thoughts on the opportunities and the risks, and how do we mitigate those risks?

Comments: Important to develop agreements so that faculty members are not torn. Processes must be put in place to protect the faculty member. How do we define joint appointment? Is it joint tenure, or joint paycheck, or what? How do we reward people for doing joint work? How are faculty evaluated? Implications for tenure and promotion? Right now we have three types of joint appointments: non-financial, shared line with financial sources in two different places, and shared with a center. It may be not needed

for non-financial, such as a professor being chair of a dissertation in another discipline. Provost fellows are looking at joint appointments. What is a cluster vs. joint appointment? What are the promotion and tenure and financial implications? We could probably look at models within the state university system. Lyman and collective bargaining should be included in discussions.

Request to move this discussion within committee. Ida Cook moves to refer issue to personnel committee. Seconded. Motion passes.

Next topic: What academic priorities should we focus on in the mid-term (15-20 year) future? Who do we want to be? Manoj Chopra as a provost fellow is facilitating this discussion and including external and internal stakeholders. External include Jacob Stuart, Buddy Dyer, and similar individuals. Question to Manoj: will the discussions include people from the Sports Commission, Visit Orlando, and Tavistock? The Steering Committee is an internal stakeholder body. We have a 1 year, 10 year, and 30 year chart—immediate future with new hires, where do we see ourselves in ten years, and long-term. What may higher education look like nationally? What is the role of hybrid and distributed learning? These are further questions to consider. We are looking at what is special about UCF and to give rise to it nationally and internationally.

The short-term relies on funding, including performance funding. We feel we are in good shape on performance funding metrics, but we do not know the numerator.

Last, with respect to the downtown campus. We are forming committees. One is academic programs, with three groups. One is community relations and engagement, chaired by Michael Frumkin (COHPA Dean). Second is arts, visualization and communications, chaired by Mike Johnson (COS Dean). We are probably 2 years away (assuming funding) maybe 3 before a move begins. Who will move downtown? It won't be "officially" announced because it will be a visible process.

Update on Dean searches: College of Education, Nursing, and Undergraduate Studies. We are getting close on those; they will all be national searches.

## **OLD BUSINESS**

None

## **NEW BUSINESS**

### Approval of TIP, RIA, and SOTL documents

The Steering committee can only change dates; we cannot change the substance of the awards. We need to approve TIP, RIA, and SOTL, and the same specifically for College of Medicine.

Academic Affairs is putting together a committee, but any changes the committee makes won't change TIP, RIA or SOTL until next year.

Motion to approve date changes made by Ida Cook. Seconded. Motion passes.

Budget Presentation—William Merck II and Tracy Clark

William Merck and Tracy Clark delivered a presentation on the University Budget including; operating budget, capital budget, the budgeting process, and DSO budgets, see University Budget handout pdf.

Question: What model is used to determine college allocations? The University receives a budget from the Florida Legislature then we allocate to each division. Academic Affairs then allocates from their budget to each college.

Provost Whittaker addressed the question on Academic Affairs budget model relating to the distribution of funds to divisions. The emphasis is on slow, deliberate introduction of budget models, including the possibility of pilot testing models in select divisions. The goal will be to distribute funds that facilitate collaboration and resource sharing, while also facilitating entrepreneurial behavior at the division and sub-division level.

Acknowledged the role of student activity fees for providing new facilities and operations for facilities.

Goal in budget: high quality academic experience that is affordable and accessible. We are looking now at program that can help families in the \$40k to \$100k income range to attend the university.

**LIAISON COMMITTEE REPORTS**

Budget and Administrative Committee—Robert Cassanello

Potential agenda items: (1) look into efficiency and quality of facilities, (2) process for getting legal involved in projects outside the university, (3) redundancy in organization chart.

Graduate Council—Jim Moharam

Graduate policy committee voted to make a change to the definition of graduate faculty to allow ranked lecturers and instructors serve on the committee.

Another issue discussed: allowing people to defend thesis/dissertation from a distance. University policy currently requires in-person defense. There are benefits and drawbacks. Benefits: convenience and accessibility. Drawbacks: perhaps never meeting committee in person.

Parking Advisory Committee—Norma Conner

Hang tag issue: 25% reduction in cost but sales have increased.

Expectant mother parking: 5 temporary spaces will be designated as expecting mothers in spring, for 3 months near the expecting women's building. These parking spaces will move based on need. Another issue: increased demand with 200 new faculty?

Personnel Committee—Richard Harrison

Met on September 16. Four issues: (1) salary compression and inversion; requested more information from faculty affairs; the last university-wide salary study was in 2005; (2) college criteria for promotion of lecturers and instructors; wait until spring 2015 when colleges develop criteria before taking further action (3) emeritus/emerita rank criteria, and (4) implementation of faculty climate survey.

Undergraduate Council—Bill Self

Will be meeting next week. No agenda items last month.

**OLD BUSINESS**

The Recording Academic Engagement AdHoc committee made a recommendation to post campus closure events (such as sports games) or possible timeframes on the university academic calendar as soon as the events are known in order for faculty to plan classes. Athletics has event dates by the end of June or July each year. A recommendation is being developed. This issue can probably be handled informally by talking with Dave Hansen instead of voting on a resolution.

**OTHER BUSINESS**

None

**ADJOURNMENT**

Motion to adjourn made and seconded. The committee adjourned at 5:58pm.