



Faculty Senate

Faculty Senate

Minutes for meeting of Thursday, April 11, 2024, 3:00 – 5:00 p.m.

Location: In person at the Charge on Chamber, Student Union, Room 340

Zoom Recorded Link: https://ucf.zoom.us/rec/share/zXn01x7dPX_9_QcEi7wy8s_EY-1CelPo4nQcmYmHPZ6hO08avTAC-tXHzgBHWxHL.917v7algLpPWD2UE

Passcode: Eu2a#ZM8

1. [00:26:31] Call to Order- 3:00 pm
2. [00:27:58] Roll Call via Qualtrics: Roll Call via Qualtrics: Faculty Senate Chair Stephen King and Acting Past Chair William Self were present.
3. [00:28:05] Approval of Minutes of *March 14, 2024- Minutes approved.*
4. [00:28:25] Recognition of in-person Guests:
 - Alexander Cartwright, UCF President
 - Michael Johnson, UCF Provost
 - Jana Jasinski, Vice Provost for Faculty Excellence
 - Joe Adams, Senior Communications Director
 - Alexander Brawley, Student Government Vice President
 - Colby Smith, Student Government Association
5. [00:29:00] Announcements

Chair King spoke about how the Faculty Senate Steering Committee created an ad-hoc Teaching Evaluation Committee with 2 major tasks which were to identify non-biased teaching evaluation mechanisms that could be used at UCF potentially replacing student perception of instruction and to improve the questions we currently use in our student perception of instruction evaluations. The committee will be forming in the next couple of weeks.
6. [00:30:19] Report of the President

President Cartwright welcomed all returning Senators including the first-ever representatives from the College of Undergraduate Studies and Division of Digital Learning. He recognized faculty during our annual Founders' Day celebrations last week and celebrated the members of the Faculty Senate who have served for 10 and 20 years of service as Senators. President Cartwright also spoke about top priority for the upcoming budget year.
(Please see attachments for full report.)



Faculty Senate

7. [00:37:16] Report of the Provost

Provost Michael Johnson spoke on Founders Day saying it was a joyous experience to see faculty being honored. He also touched on the topic of salaries. He affirmed the president's commitment to investing in faculty and staff through a university-wide wage program. Timing hinges on collective bargaining, but Johnson said he hoped that a salary increase could take effect no later than September. He also spoke on post-tenure review where Johnson said UCF has wrapped up its initial post-tenure reviews for 2023-24 as required by a new state law. About 100 faculty will go through this process each year.

(Please see attachments for full report.)

8. [00:54:52] Presentation and Voting of the List of Candidates by the Nominating Committee Chair

a. Election of Officers for 2024-2025 Senate Year

Stephen King for Faculty Senate Chair

Vote was 59 for Stephen King/4 for other.

Jeffrey Kauffman for Faculty Senate Vice Chair

Vote was 50 for Jeff Kauffman/2 for other.

Daniel Seigler for Faculty Senate Secretary

Vote was 60 for Daniel Seigler/1 for other.

(See meeting materials for candidate information)

9. [01:10:00] Establishment of the Steering Committee Members for 2024-2025 Senate Year

The following senators were selected from their units to serve on the steering committee:

Devon Cadwell, College of Undergraduate Studies

Mason Cash, College of Arts and Humanities

Tina Chiarelli, College of Medicine

Aimee Denoyelles, Division of Digital Learning

Aristide Dogariu, College of Optics and Photonics

James Gallo, College of Business Administration

Jay Judy, Rosen College of Hospitality and Management

Joseph Kider, College of Graduate Studies

Humberto Lopez Castillo, College of Health Professions and Sciences

Peggy Nuhn, University Libraries

Reid Oetjen, College of Community Innovation and Education

Joy Parchment, College of Nursing

Michael Proctor, College of Engineering and Computer Science

Alfons Schulte, College of Science

Linda Walters, College of Science



Faculty Senate

10. [01:10:00] Establishment of the Committee on Committees Members for 2024-2025

Senate Year

The following senators were selected from their units:

Devon Cadwell, College of Undergraduate Studies

Mason Cash, College of Arts and Humanities

Tina Chiarelli, College of Medicine

Aimee Denoyelles, Division of Digital Learning

Aristide Dogariu, College of Optics and Photonics

James Gallo, College of Business Administration

Jay Judy, Rosen College of Hospitality and Management

Joseph Kider, College of Graduate Studies

Humberto Lopez Castillo, College of Health Professions and Sciences

Peggy Nuhn, University Libraries

Reid Oetjen, College of Community Innovation and Education

Joy Parchment, College of Nursing

Michael Proctor, College of Engineering and Computer Science

Alfons Schulte, College of Science

11. [01:10:00] New Business

a) Senator Staffing on Faculty Senate Committees

Chair King explained how Faculty Senate committees staffing of Senators will occur.

12. Other Business

13. Adjournment 4:45 pm

Daniel Seigler

Daniel Seigler
Secretary, Faculty Senate

07/16/2024

Date

2023-2024 Faculty Senate Attendance

Last Name	First Name	Term	04/11/24	09/05/24	10/03/24	11/07/24	12/05/24	01/16/25	02/13/25	03/13/25	Total Meetings Attended	
College of Arts and Humanities												
Bryan	Matthew	2024-2026									0	
Cash	Mason	2024-2026	1								1	
Davila	Victor	2024-2026	1								1	
Duarte	Esmeralda	2024-2026	1								1	
Edmonson	Chloe	2024-2026	1								1	
French	Scott	2024-2025	1								1	
Johnson	Emily	2023-2025	1								1	
Kourova	Alla	2023-2025	1								1	
Mack-Shelton	Kibibi	2023-2025	1								1	
Neal	Darlin'	2023-2025	1								1	
Rutkow	Eric	2024-2026	1								1	
Sousa	Sandra	2023-2025	1								1	
College of Business Administration												
Gallo	James	2023-2025	1								1	
Gatchev	Vladmimir	2024-2026	1								1	
Rosenthal	Leigh	2024-2026	1								1	
Schmidbauer	Eric	2022-2024									0	
Wang	Ze	2023-2025	1								1	
College of Community Innovation and Education												
Eadens	Daniel	2023-2025	1								1	
Hoffman	Bobby	2024-2026	1	Sabbatical** Trenton Subbing								1
Hundley	Gulnora	2023-2025	1								1	
Lucken	Karol	2023-2025	1								1	
Marsh	L. Trenton	2024-2025	Alterante**								0	
Meltzer	Brett	2023-2025	1								1	
Oetjen	Reid	2023-2025	1								1	
Olan	Elsie	2023-2025	1								1	
Seigler	Daniel	2024-2026	1								1	
College of Engineering and Computer Science												
Behal	Aman	2024-2025	1								1	
Boloni	Ladislau	2023-2025	1								1	
Duranceau	Steven	2024-2026	1								1	
Eishennawy	Ahmad	2023-2025	1								1	
Filler	Dennis	2024-2026	1								1	
Garibay	Ivan	2023-2025	1								1	
Kauffman	Jeffrey	2024-2026	1								1	
Mohaisen	David	2024-2026	1								1	
Proctor	Michael	2024-2026	1								7	
Stresau	Kurt	2024-2026	1								1	
College of Graduate Studies												
Maraj	Crystal	2024-2026	1								1	
Sabri	Soheil	2024-2026	1								1	
College of Health Professions and Sciences												
Dawson	Nicole	2024-2026	1								1	
Kuchman	Christina	2024-2026	1								1	
Lopez Castillo	Humberto	2023-2025	1								1	
Vanryckeghem	Martine	2023-2025	1								1	
College of Medicine												
Chai	Karl	2023-2025	1								1	
Chiarelli	Tina	2023-2025									0	
Harris	David	2023-2025	1								1	
Kay	Denise	2023-2025	1								1	

*Summer meetings do not count for or against a senator's attendance

2023-2024 Faculty Senate Attendance

Last Name	First Name	Term	04/11/24	09/05/24	10/03/24	11/07/24	12/05/24	01/16/25	02/13/25	03/13/25	Total Meetings Attended
King	Stephen	2024-2026	1								1
Roy	Herve	2023-2025	1								1
College of Nursing											
D'Amato-Kubiet	Leslee	2024-2026									0
Guido-Sanz	Francisco	2024-2026	1								1
Parchment	Joy	2024-2026									0
College of Optics and Photonics											
Amezcuca Correa	Rodrigo	2023-2025									0
Dogariu	Aristide	2024-2026									0
College of Sciences											
Callaghan	Michael	2024-2026	1								1
Donley	Amy	2023-2025	1								1
Dusseau	Michelle	2024-2026	1								1
Harrington	Maria	2024-2026	1								1
Lapeyrouse	Nicole	2023-2025									0
Maboudou	Edgard	2024-2026	1								1
Marien	Daniel	2024-2026	1								1
Mosher	Matthew	2024-2026	1								1
Schulte	Alfons	2023-2025	1								1
Shuai	Zhisheng	2023-2025	1								1
Sinelli	Peter	2024-2026	1								1
Velissaris	Christos	2024-2026	1								1
Walters	Linda	2023-2025	1								1
Wright	Chrysalis	2024-2026									0
Zou	Shengli	2023-2025	1								1
Rosen College of Hospitality Management											
Baker	Carissa	2023-2025	1								1
Judy	Jonathan (Jay)	2024-2026	1								1
College of Undergraduate Studies											
Cadwell-Bazata	Devon	2024-2026	1								1
Plate	Richard	2024-2026	1								1
Division of Digital Learning											
deNoyelles	Aimee	2024-2026	1								1
Major	Amanda	2024-2026	1								1
University Libraries											
Nuhn	Peggy	2024-2026	1								1
Shrauger	Kristine	2023-2025	1								1
Total Present			66	0	0	0	0	0	0	0	

*Summer meetings do not count for or against a senator's attendance

Faculty Senate

Thursday, April 11, 2024

3:00-5:00 p.m.

Charge On Chambers

Remarks:

- Happy to be here for the first meeting of the 2024-25 Faculty Senate. Special welcome to new senators, including the first-ever representatives from the College of Undergraduate Studies and Division of Digital Learning. Welcome back to all returning senators.

- **Founders' Day**
 - Recognized faculty during our annual Founders' Day celebrations last week.

 - Celebrated the members of the Faculty Senate who have served for 10 and 20 years of service as Senators. 10 Years: Bobby Hoffman, Kevin Coffey, and Sumanta Pattanaik. 20 Years: Mason Cash.

 - Congratulations to the following Senators:
 - Chloe Edmonson on being recognized with a Reach for the Stars award.

 - Sandra Sousa on being recognized for Excellence in Research;

 - Michael Callahan on being recognized for Excellence in Undergraduate Teaching;

 - Ahmad Elshennawy on being recognized for Excellence in Mentoring Doctoral Students;

- Kristine Shrauger on being recognized for Excellence in Professional Service;
- And Karol Lucken and Martine Vanryckeghem on 30 years of service to the university.

- **Path to Preeminence**

- A top priority for the upcoming budget year: investing in and retaining our faculty and staff.
- In the process of a deep dive on budgets that includes individual budget meetings with each unit
- Developing a strategy to implement a university-wide wage program that will be implemented no later than September.
- We need the recurring unrestricted state funds that come with achieving the state designation of preeminence

UCF Provost Michael Johnson's Report to the Faculty Senate

Thursday, April 11, 2024 | 3 p.m. to 5 p.m.

Student Union, Charge On Chamber Room 340

- Michael Johnson, UCF provost and executive vice president for Academic Affairs, touched on several topics during his provost update.
- He said he and the president look forward to working with the new Senate in the year ahead. He said they appreciated members' concerns, disagreements, and suggestions. He said that input is important in making shared governance work and for the good function of the university. He thanked the senators for their engagement and said their work truly matters.

Founders' Day

- Johnson added to the president's remarks about this year's Founders' Day Faculty Honors Celebration. He said it was a joyous experience to see faculty being honored.

Salaries

- Johnson affirmed the president's commitment to investing in faculty and staff through a university-wide wage program. Timing hinges on collective bargaining, but Johnson said he hoped that a salary increase could take effect no later than September.
- Administrators must scrutinize cost drivers across the university to enable this initiative, optimizing the use of recurring funds and how money could be used differently while also continuing to invest strategically in new faculty hires and student success.
- He noted that the president has emphasized that UCF cannot cut its way to excellence. With finite resources, he said the university must be very focused on directing new and existing resources in ways that support its strategic plan.

- He said last year's raise provided involved an investment of just over \$13 million in new recurring funds to an across-the-board and merit raise program in support of UCF's faculty and staff that drive the university's impact on a daily basis.
- Over the past three years, Johnson said UCF has also made targeted investments with state funding in faculty hiring and student success initiatives, primarily in engineering and technology. But he said investment happened in various areas of the university, leading to UCF's lowest student-to-faculty ratio in years and a new student success model that will help UCF more quickly achieve preeminence.
- Johnson said these investments have been critical to improving UCF's 4-year graduation rate, the last metric needed for UCF to reach preeminence. He said achieving preeminence is the key to unlocking greater discretionary state funding the university can use for employee raises and other strategic objectives.
- The provost said he is convinced the investment will pay off in coming years as UCF achieves preeminence, which will position the university, and UCF's collective work, for even greater success. He said he also believes that investing in faculty and staff is an equally important investment, which is why UCF is working hard to identify the funds to make this possible.
- The outlook for a strong raise program in the next fiscal year is favorable, Johnson said. He expressed gratitude for additional recurring funding from the state. He said it provides UCF the opportunity to continue investing in academic programs while also honoring the Legislature's intent to help advance UCF as the state's premier engineering and technology university.

Post-tenure review

- Johnson said UCF has wrapped up its initial post-tenure reviews for 2023-24 as required by a new state law. About 100 faculty will go through this process each year, he said.
- UCF has always had a post-tenure review, he said, but new law and BOG regulation require a different, much more detailed process.
- He thanked the Personnel Committee and other faculty who provided ideas regarding the new process.
- Johnson said 94 faculty were reviewed during this first round with the following results: 31 exceeded expectations; 52 met expectations; eight did not meet

expectations and will be required to meet standards in performance improvement plans in the next year; and two were unsatisfactory and faced immediate termination.

- He said 89% came through the process without performance concerns. Faculty to be reviewed next year have been notified, he said, and the process for them will begin in the fall.

Rosen dean search

- The provost said the Rosen dean search is underway with hopes bringing finalists to campus while faculty were there.

Major events reminders

- UCF Celebrates the Arts 2024 at the Dr. Phillips Center for Performing Arts is winding down. Spring commencement ceremonies are ahead on Friday and Saturday, May 3 and 4, with three ceremonies each day.

Closing

- Johnson concluded his report and then answered questions.