

Faculty Senate Meeting
Minutes of
August 24, 2017

William Self, chair, called the meeting to order at 4:00 p.m. The roll was circulated for signatures.

MINUTES

Motion to approve the minutes of April 20, 2017 was made and seconded. The minutes were approved as recorded.

RECOGNITION OF GUESTS

Stephanie Vie, Writing and Rhetoric Department Chair, College of Arts & Humanities

Devon Jensen, Associate Dean for the College of Graduate Studies

Jana Jasinski, Interim Vice Provost for Faculty Excellence

Nataly Chandia Viano, Assistant Vice President for UCF Global

Keisha Hoerrner, Associate Dean for Teaching and Learning and the College of Undergraduate Studies

Kristy McAllister, Coordinator, Academic Affairs Information and Publication Services

ANNOUNCEMENTS

Dr. Self welcomed Melanie Guldi from the College of Business and Ann Miller from the College of Sciences as new senators.

Automatic updates have been completed to the Bylaws to reflect title changes from Regional Campuses to UCF Connect, and changing all reference to the Alumni Association to Alumni Engagement and Annual Giving.

Dr. Self informed the senators that an emergency Steering meeting with members of the 2016-2017 Personnel Committee was held on July 19, 2017 to discuss proposals to handle increased work load of the University Promotion and Tenure Committee. The Steering Committee voted to make the issue a top priority for the Personnel Committee this Fall semester.

Asked for a senator to volunteer to serve on the University Master Planning Committee for 2017-2019. Described the duties of the committee. If interested, notify the chair or the Office of the Faculty Senate.

The 50th anniversary celebration of the UCF Faculty Senate will be held immediately following the Senate meeting. Once adjourned, we will take a 50th Senate commemorative photo on stage.

Reminded the senators that the Faculty Welcome Reception to recognize all new and returning faculty members hosted by Dr. Hitt will be tomorrow from 3:00 – 4:00 p.m. in the Student Union, Pegasus Ballroom.

OLD BUSINESS

None.

REPORT OF THE PROVOST

Faculty Hiring

As of last week we welcomed 105 new faculty at the new faculty orientation. A total of 138 new faculty members join UCF this year. These new faculty members add to the over 500 faculty hired since 2014. As of today, we have 1,030 tenured and tenure-track faculty. When the provost started in 2014, UCF had 870 tenured and tenured-track faculty. Our goal is 1,200 by 2020.

We hired 20 of the 33 faculty lines allocated for Faculty Cluster 1.0 and 13 positions are in the process of interviewing. For Faculty Cluster 2.0, three new faculty clusters were approved over the summer for Disability, Aging, and Technology; Violence Against Women; and Learning Sciences. The three new clusters have been allocated 17 new positions with an anticipated hire date in 2018. At this week's deans meeting, an additional 24 new positions were allocated based on strategic areas.

Task Forces

Two new task forces have been formed charged with exploring new opportunities for academic structure. One focuses on health and clinical professions and the other focuses on new media and urban innovation. The College of Health and Public Affairs faculty are key drivers in both of these task forces. The first task force to develop an academic Health Science Center was triggered by the final approval to build the academic hospital in Lake Nona. The teaching hospital now has an approved certificate of need and the foundation is to be poured by January, 2019. The second task force will identify the alignment of programs that could eventually make the best use of the urban setting, thinking of the multiple phases of the downtown campus.

Leadership Changes

Michael Frumkin has stepped-down as Dean of the College of Health and Public Affairs. José Fernández has stepped in as the interim dean to maintain forward progress.

Abe Pizam announced he will be stepping down as Dean of the Rosen College of Hospitality Management on August 2018. We will do a national search with potential overlap without the need for an interim dean. He will return to the faculty in Fall 2019 as the Linda Chapin Imminent Scholar chair of Tourism Management.

We have created a new division, Digital Learning, that includes the Center for Distributed Learning (CDL), the Office of Instructional Resources, and new digital initiatives. We have asked Tom Cavanagh to serve as the new Vice Provost for Digital Learning. Joel Hartman's group will focus on physical and cyber infrastructure, space, and information technology.

Bill & Melinda Gates Foundation

The Division of Postsecondary Education has selected UCF as a trendsetter. The President and CEO of the foundation will be on campus in October for a culmination of several visits. The foundation is interested in the Parramore and UCF Downtown project as a potential role model for integrating pre-K through graduate school in a geographic location.

Question: Will the search for the Rosen dean be a national or international search?

Answer: International.

NEW BUSINESS

Resolution 2017-2018-1 Availability of Lactation Rooms for UCF Women

This resolution was brought forward by the Personnel Committee. Last year, resolution 2016-2017-12 was not approved due to language in the Be It Resolved clause. The Personnel Committee has modified the language and presents resolution 2017-2018-1 for approval.

Motion and second to approve the resolution.

Vote: All in favor to approve the resolution; motion passes.

Notification of Bylaw Changes

Resolution 2017-2018-2 Faculty Senate Bylaw Change, Undergraduate Policy and Curriculum and Undergraduate Course Review Committees, Resolution 2017-2018-3 Faculty Senate Bylaw Change, Undergraduate Common Program Oversight Committee, and Resolution 2017-2018-4 Faculty Senate Bylaw Change, Admissions and Standards Committee are bylaw changes that were developed over the summer based on conversations with associate deans to clarify the duties of the committees. The resolutions are on the agenda to provide 30-days to review prior to discussion at the September Senate meeting followed by possible amendment and vote at the October Senate meeting.

Senate Committee Liaisons

Steering liaisons are established for each Senate committee to keep the Steering Committee informed and help with the flow of resolutions. The Steering liaisons are:

Budget and Administrative: Bari Hoffman-Ruddy

Information Technology: Joseph Harrington

Parking, Transportation and Safety: TBD

Personnel: Linda Walters

Graduate Council: Jim Moharam

Undergraduate Council: Kevin Murphy

Senate Parliamentarian

Eric Merriam has been appointed as Parliamentarian for 2017-2018.

Topics for 2017-2018 Senate Committee Action

The topics brought forward for 2017-2018 have been assigned to Senate committees by the Steering Committee. The assigned topics were distributed with the agenda.

OTHER BUSINESS

None.

ADJOURNMENT

The meeting adjourned at 4:20 p.m.

Resolution 2017-2018-1 Availability of Lactation Rooms for UCF Women

Whereas, UCF currently has 7 publicly available lactation rooms: one is on the College of Medicine campus at Lake Nona, one is in Research Park at the College of Nursing University Tower building, and five on the main campus. The main campus rooms are located in the Global UCF Building, Physical Science Building, Engineering 1 Building, COHPA, and the Recreation and Wellness Center. On the main campus, these rooms are clustered on the north and east sides of the campus; and

Whereas, UCF Human Resources procedures document entitled, "Break Times and Locations for Nursing Mothers, Effective December 2010", states that the University of Central Florida will provide a supportive environment to enable breastfeeding employees to express their milk during working hours; and

Whereas, UCF currently does not provide sufficient and equitable access to lactation rooms for large population of UCF women who may need to express their milk post-delivery, including UCF women faculty (782), UCF women staff (2363), and UCF women students (35,508); and

Whereas, this lack of lactation rooms has economic implications for UCF, as reported by the 2010 University of Rhode Island report of "College and University Lactation Programs", including a \$3 cost savings for every \$1 invested in breastfeeding support, parental absenteeism is 3X higher for formula-fed infants compared to breastfed babies, companies with an employee lactation support program experience less turnover and lower losses of employees after childbirth, and companies with lactation rooms are also rewarded with higher satisfaction, loyalty and morale; therefore

Be It Resolved that the Faculty Senate encourages the administration to follow the guidelines put forth by the U.S. Department of Health and Human Services, US Office of Personnel Management, and National Institute of Health as well as the US Department of Labor for working women which recommends 6 lactation rooms for every 1000 women employees (Attachment 1), and there be lactation room access within a 5-minute walk for the employee. At a minimum, UCF should attempt to triple the number of lactation rooms available to women employees on the main campus through designating space in planned constructions and retrofitting rooms in existing buildings, especially on the west and south sides of campus; and

Be It Further Resolved that the Faculty Senate additionally recommends that the lactation rooms at the College of Medicine and the College of Nursing (Research Park) be maintained, and will work to identify space both at Rosen College and at regional campuses where UCF has a presence (if not currently available), and rooms be added to the new downtown campus construction designs based on expected campus enrollment and employment projections.

Attachment 1:

Recommendations from the U.S. Department of Health and Human Services and National Institute of Health for working women (womenshealth.gov)

The number of spaces needed depends on many factors. For example, companies will want to consider how many women are employed, the number and size of buildings, and the work schedule and job settings of employees. A general rule is to provide at least one permanent milk expression space for every 50–100 women employed by the company, and adjust as employee needs increase. The National Institutes of Health (NIH) compiled a formula for identifying the number of spaces needed, and estimate that at least six milk expression stations for every 1000 female employees should be the general rule. This number is based on a pregnancy rate of 5–7 percent among the female population, a breastfeeding initiation rate of 75 percent, and an assumption that most nursing women cluster milk expression periods around a similar period from 10 a.m. to 3 p.m. during a standard work day. The chart below is based on their general guide:

| Milk Expression Spaces | |
|-------------------------------------|----------------------------------|
| Number of Female Employees | Number of Stations Needed |
| Under 100 | 1 |
| Approximately 250 | 2 |
| Approximately 500 | 3 |
| Approximately 750 | 4 |
| Approximately 1000 | 6 |
| For every additional 1000 employees | 6 additional stations |

Seek locations that employees can reach within a 5-minute walk. This means that spaces should be evenly distributed within large buildings, as well as evenly distributed across a large campus in easily accessed locations. Limiting an employee's travel time minimizes the overall amount of break period women need to express milk. Centralized locations also make it possible for the greatest number of employees to access the space. Within a building, spaces can be located near a central bank of elevators, the

entrance to a facility, or the employee lounge or eating areas. **Look for space near running water for washing hands and breast pump parts.**

Women will feel comfortable and safe when the door into the milk expression room can be locked. A keypad lock or electronic key provides privacy, and nursing moms can use a key, key card, or code to enter the room. If a lockable door is not possible, provide a sign outside the door with a well-communicated policy to help prevent others from entering the space. Curtains or partitions by the door might be needed to provide an additional layer of privacy when the door is opened from the outside.

Approved by the Faculty Senate on August 24, 2017.