



Faculty Senate

Steering Committee

Minutes for meeting of Thursday, August 26, 2021, 3:00 pm

YouTube Link to access recording: <https://youtu.be/VhJh4lqWMu0>

- 1) Quorum reached and call to order at 3:01 p.m.
- 2) Roll Call via Qualtrics – Faculty Senate Chair Joseph Harrington, Vice Chair Stephen King, Secretary Kristine Shrauger and Past Chair William Self were present. (*see meeting materials Attachment A for list of participants*)
- 3) Approval of Minutes of *April 8, 2021*
 - a) Motion made to approve minutes (Attachment B). Motion seconded. Vote taken electronically via Zoom with 18 yes/0 no votes. Motion passes.
- 4) Announcements – *Joseph Harrington*
 - a) Chair Harrington reminded the Steering Committee members and guests they may use the chat feature in Zoom to make comments or ask questions but cautioned it is considered a public record.
- 5) Recognition of Guests
 - a) Joe Adams, Senior Communications Director, Academic Affairs
 - b) Lucretia Cooney, Director, Faculty Excellence
 - c) Allison Hurtado, Director of Communications, Faculty Excellence
 - d) Jana Jasinski, Vice Provost, Faculty Excellence
 - e) Michael Johnson, Interim Provost, Academic Affairs
 - f) Ron Piccolo, Special Advisor to the President for Strategic Planning
- 6) Report of the Provost – *Interim Provost Michael Johnson*
 - a) Interim Provost Michael Johnson reported on academics this fall, enrollment, Higher Education Emergency Relief Fund (HEERF) funding for students, the President's 2021 Strategic Investment Program, dean searches for the College of Sciences and the University Libraries, and the Collaborative on Academic Careers in Higher Education (COACHE) survey. For the full Report of the Provost, please see Attachment C.
 - b) Questions from senators: A senator reported most of his students have been wearing masks. Another senator asked whether faculty could ask students to space out in classrooms. The Provost said they can. A senator asked about the dean retiring in CCIE. The Provost said they will be starting a search this fall with a search firm to cast a wide net for a replacement. Chair Harrington noted the faculty are also good recruiters. Another senator wanted to know how to get an N95 mask. The Provost said that the deans would be receiving them and will be passing them out. A senator mentioned a couple of their faculty members received notification of a COVID positive student after the student had already returned to class. The faculty members were concerned because they were notified late. The Provost said the reason faculty members are contacted by the



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COVID line is so that they will know the student will be out of class. He suggested that faculty members call the COVID line back to let them know that the student returned to class instead of staying home. Chair Harrington asked whether the faculty have the legal right to ask a student not to come to class. The Provost said he didn't know. Chair Harrington suggested the COVID line be instructed to tell a positive student not to return to class but attend online. The same senator asked how a faculty member with a quarantined child should handle their face-to-face class. The Provost said to work with their supervisors about how to teach their class and to call the COVID line for direction.

7) Old Business - None

8) New Business

a) COVID on Campus

i) ACFS Resolution (Attachment D)

(1) Overview and discussion of ACFS resolution. Senator Self asked whether the Steering Committee would like to endorse this resolution or to make a resolution of their own in parallel to this one. He made a motion to put a Sense of the Senate motion on the agenda for the Senate meeting on September 9, Senator King seconded the motion. Vote taken electronically via Zoom, 17 yes/0 no. Motion carries. Senator Watson made a motion that the Steering Committee makes a Sense of the Steering Committee to support the resolution. Vote taken electronically via Zoom 15 yes/1 no. Motion carries.

ii) Should COVID be a Standing Agenda Item?

(1) Senator Koons supported this being a standing agenda item for the Steering and Senate meetings. Vote taken electronically via Zoom, 17 yes/0 no. Motion carries.

iii) Chair Harrington reported the Faculty Assembly was postponed due to COVID concerns and that it should be rescheduled soon.

iv) Communications about COVID

(1) Chair Harrington reminded everyone the administration sends out communications on a regular basis to keep the campus community updated on COVID procedures and they should check their emails for these communications.

b) Senate Priorities for the New Year

i) All senate committees have been formed and charged.

(1) Committee Chairs

- Budget and Administrative Committee – no chair yet
- Information Technology Committee – no chair yet
- Personnel Committee – Edwin Torres Ariezaga, RCHM
- Research Council – Linda Walters, COS
- Graduate Council – Stacy Barber, COS
- Undergraduate Council – Jeffrey Kauffman, CECS



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- (2) Chair Harrington notes that getting people to chair has been difficult
- ii) Bylaws/Constitution Revision
 - (1) New committee format – faculty and administrators both voting members
 - (2) Agenda flexibility
 - (3) Amendment paths revision
 - (4) How chairs are selected
- iii) Policy making process
 - (1) Needs to involve faculty and administrators from the start
 - (2) Right now, the comment period is final approval, not first awareness.
 - (3) Need a more open process
 - (4) Camera policy is good example of how to do it.
- iv) Specific committees to consider
 - (1) Integrate Diversity, Equity and Inclusion Committee into the university committee
 - (2) Strategic Planning
 - (3) Research Council
 - (4) University Policy Committee should have more faculty representation
- v) Discussion and comments from the Steering members regarding the senate priorities.
- vi) Endorsement for continuing the Ad Hoc Health and Safety Crisis Response Committee by Senator King
- c) Proposal for Speaker Invitations – William Self
 - i) Senator Self spoke about starting a new initiative to bring speakers to campus to encourage civil discourse. Discussion ensued with several senators giving their opinion. Motion to form an ad hoc committee on civil discourse to invite speakers to campus in the coming year. Second by Senator Eckhoff. Vote taken electronically via Zoom. 14 yes/1 no. Motion carries. Senators King/Koons made a motion to expand the charge for this committee to explore the idea of civil discourse on campus and advise the Faculty Senate on how to proceed. Second by Senator Self. Discussion from several senators regarding the motion. Vote taken electronically via Zoom. 15 yes/0 no. Motion passes. Senator Self will chair.
- d) Senate Operational and Curricular Committee Liaisons
 - i) Budget and Administrative Committee – Missy Murphey
 - ii) Information Technology Committee – Joseph Harrington
 - iii) Personnel Committee – Michael Proctor
 - iv) Research Council – Linda Walters
 - v) Graduate Council – Keith Koons
 - vi) Undergraduate Council – Tina Dow
- e) Nominations for Senate Parliamentarian
 - i) Send nominations to Chair Harrington and copy Laurie Carroll (fseante@ucf.edu)
- f) Topics for 2021-2022 Senate Committee Action



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- i) Review of Topics list (Attachment E). Senator Murphey made a motion to postpone the library topic until after the dean of libraries has been hired. Chair Harrington stated that since the topic has been assigned and is currently being worked on by the Bylaws Committee, it is suggested that they should hold consideration until dean has been hired. Motion to accept topics list as is. Second. Vote taken electronically via Zoom. 16 yes/0 no. Motions carries.
- 9) Other Business
- a) Senator Proctor made a motion to put the resolution (Attachment F) on the Faculty Senate agenda for September 9 meeting. Senator King brought up a point of order, second by Senator Oetjen. Discussion regarding the point of order. Senate Proctor explained the reason for the resolution. Chair Harrington asked whether an agenda item could be added that would request the Senate to consider appealing to the President, rather than having a new resolution. Senator Proctor agreed and made a motion to repeal this motion and have an agenda item added to appeal the original resolution to President Cartwright at the Faculty Senate meeting, second. Discussion ensued. Vote taken electronically via Zoom. 8 yes/5 no. Motion carries.
- 10) Meeting adjourned at 5:25 p.m.

Reviewed and submitted for approval by
Kristine J. Shrauger
Kristine Shrauger
Faculty Senate Secretary

Digitally signed by Kristine
J. Shrauger
Date: 2021.09.02
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Steering Committee Attendance
August 26, 2021

First Name:	Last Name:	College/Unit:	Department:	Meeting Role:	Title:
Keith	Koons	CAH		Steering Committee Member	
Keri	Watson	CAH		Steering Committee Member	
Reid	Oetjen	CCIE		Steering Committee Member	
Nina	Orlovskaya	CECS		Steering Committee Member	
Mike	Proctor	CECS		Steering Committee Member	
Shawn	Burke	CGS		Steering Committee Member	
Adam	Wells	CHPS		Steering Committee Member	
Tina	Dow	COM		Steering Committee Member	
Stephen	King	COM		Steering Committee Member	
Bill	Self	COM		Steering Committee Member	
Dawn	Eckhoff	CON		Steering Committee Member	
Luca	Argenti	COS		Steering Committee Member	
Joseph	Harrington	COS		Steering Committee Member	
Linda	Walters	COS		Steering Committee Member	
Jim	Moharam	CREOL		Steering Committee Member	
Kelly	Semrad	RCHM		Steering Committee Member	
Kristine	Shrauger	UL		Steering Committee Member	
Michael	Johnson	AA	Faculty Excellence	Guest:	Interim Provost
Ron	Piccolo	CBA	Office of the President	Guest:	Faculty Advisor
Joe	Adams	Other	Office of the Provost and Academic Affairs	Guest:	Senior Communications Director
Allison	Hurtado	Other	Faculty Excellence	Guest:	Director of Communications
Jana	Jasinski	Other	Faculty Excellence	Guest:	Vice Provost

Attachment C

Faculty Senate Steering Committee – Thursday, August 26, 2021

3 p.m. to 5 p.m., Zoom

Academics this fall

- Largely returned to pre-pandemic class schedules for fall
- But this is no typical fall semester
 - Covid safety measures remain
 - Testing, tracing, and extra cleaning; isolation/quarantine space
 - Some events planned for inside locations being switched to outside locations
 - Half our students are first time on campus
 - Some students challenged by f2f after being used to online
- Taken advantage of some of what we learned since pandemic
- For example, many faculty said remote office hours better; may opt for this
- Our original description of fall emphasized personal responsibility; students who did not get vaccinated and fell ill would deal with as in a normal semester
- But the current spike, and the recognition that vaccinated people can get the Delta variant, required some modifications
- In a message last week, encouraged faculty to take the steps they would ordinarily to help students who are ill, quarantined, vaccinated
 - Things like recording lectures, or streaming them, or making notes available
 - Still teach in the classroom, in person, but with option to add this type of assistance to help students who temporarily can't attend
- We have emphasized that we expect those who can to be vaccinated, and expect wearing masks inside. However,
 - Can't ask whether students have been vaccinated or require it
 - Can ask students to wear masks, but can't mandate or penalize if don't
- Recent check showed just over 72% with one shot, and 2/3 vaccinated.
- Close to announcing incentives for students who will get vaccinated
 - Use HEERF funds
 - Also seeking to reward those who have vaccinated; non HEERF
- Some faculty with significant health risks were granted accommodations using our usual ADA process.
- With this said, many faculty and students have great concern about COVID and the current wave. I share the concern. But the steps we can take are limited.

- Understand that the UFF bought masks for instructional faculty and GTAs, and FE is helping distribute them. We bought 50,000 simple masks, and are also ordering KN95 to distribute to employees.
- We hope but cannot be sure that the steps we are taking will permit a successful semester. Depends significantly on rate of vaccinations among students.

Enrollment

- Preliminary at 70,000, before drop/add, adjustments
 - Below the nearly 72,000 of fall 2020
 - Nearer the 69,500 of fall 2019
 - Student credit hours of about 751,000 down slightly from 2020, close to 2019
- Another accomplished incoming class, early stats:
 - Record average freshman GPA of 4.22
 - Record 107 National Merit Scholars
 - Test scores remain high; average SAT and ACT scores of 1323 and 28.6, respectively
 - 46 percent minority enrollment, down slightly from last year
 - Retention rate strong, expecting to settle around 91.4 percent
- Many students eager to come back, be involved in college experience, build community
 - Extra efforts by many offices and organizations to welcome FTOC as well as FTIC, including virtual orientations for all of these groups
 - Many student services offices doing extensive outreach to help students learn the services they offer
 - Student leaders looking for innovative ways to connect and engage students early-on
- Strong attendance at Annual Welcome Week events
 - Pandemic has led to some adjustments
 - No food served at indoor events for opening week activities
 - Some activities moved outdoors
 - Taste of UCF event moved from Pegasus Ballroom to Memory Mall
 - Opening Knight Student Organizations Fair moved from Student Union to stadium concourse
 - Live-stream options made available when possible
 - UCF branded face masks, hand sanitizer made available at events

HEERF Funding for Students

- Three rounds of funding, \$314.4 million total
 - HEERF III is largest, \$165 million
- Required to use roughly half of each tranche for student aid; over \$50M in aid in first two rounds, helping almost 36,000 students (for all purposes, Pell and non-Pell eligible undergrads, grad and medical emergency grants, etc.)
- Have done more. E.g., in recent weeks, paid student tuition and fee debt for the semesters affected by COVID:
 - Erased \$3 million in past fees and tuition for 2,500 students so far
 - Students being alerted to new HEERF III applications for aid for those who couldn't otherwise re-enroll because of pandemic-related problems
 - No data yet on enrollment impact

President's 2021 Strategic Investment Program underway

- **Up to \$30 million in central funds and up to \$20M matches**
 - Strategic reinvestment of funds from central administration and colleges, to strengthen our academic enterprise and student success
 - Three fund categories: Jump Start, Academic Excellence and Student Success.
 - Selection based on impact, return on investment, and alignment with president's vision for UCF's future
- **Jump Start** has \$5M in nonrecurring funding, and is designed for projects up to about \$500k
 - First group of awards is in the process of being announced, using \$4 million of available \$5 million going to 13 projects
 - Cut off proposals today, and will allocate the remaining \$1M in a couple of weeks
 - Have received 70 proposals from 10 colleges and OR
 - Most research related, secondly curricular
- **Other two programs** have September 10 deadline. (Reminder message went out earlier today to faculty/staff)

Dean Searches

- Final stages for Colleges of Sciences, founding dean of Libraries

COACHE Survey

- Just received data; Faculty Fellow Lindsay Neuberger beginning initial review
- She will assemble a committee to help set priorities for use of results

Accolades

- UCF Programming Team headed to world finals, has qualified for the last decade
 - Advised by Ali Orooji, supported by team of six coaches
- UCF awarded first Keck Foundation grant, \$1 million
 - Led by College of Optics and Photonics Professors Ayman Abouraddy and Demetrios Christodoulides
 - Project titled: Space-time optics for novel light-matter interactions

Closing

- Glad to welcome students back to a campus experience despite pandemic
- Grateful for all our faculty colleagues have done to see us through historically difficult times
- Thank you, glad to take questions

RESOLUTION

ACFS Opposes statewide restriction or legislation that limits public health mitigation measures in the State University System during a global pandemic

Whereas, the Advisory Council of Faculty Senates (ACFS) is charged with advising the Chancellor of the State University System (SUS), the Board of Governors, the State Board of Education, the Legislature, the Governor and other officials and organizations involved in the establishment of policies, administration, or funding of public higher education in Florida; and

Whereas, as of March 9, 2020, Governor Ron DeSantis declared a Public Health Emergency in the State of Florida that lasted until May 3, 2021, and current infection and hospitalization levels are in excess of those observed during that time period; and

Whereas, all counties in the State of Florida have high community transmission rates of COVID-19 as of August 10th, 2021; and

Whereas, Florida is currently the national epicenter of the Delta variant, a much more infectious and easily transmissible version of the virus that can infect and be spread by even fully vaccinated individuals, and therefore poses a special threat to faculty with underlying health conditions and unvaccinated children; and

Whereas, as of July 27, 2021, the CDC added a recommendation for fully vaccinated people to wear masks in public indoor settings in areas of substantial or high transmission and public health experts overwhelmingly agree that there are several mitigation strategies that would be effective in controlling the spread of COVID-19 that are currently restricted by executive orders of the Florida Governor (i.e., EO 21102) or state legislation (SB 2006); and

Whereas, the Florida SUS institutions are returning to in-person classroom settings in the fall semester 2021 using classroom configurations that will not permit social distancing; and

Whereas, multiple peer-reviewed studies support the use of masks to prevent the spread of COVID-19 and found no adverse effects on those wearing masks for extended amounts of time (<https://www.cdc.gov/coronavirus/2019-ncov/science/science-briefs/masking-science-sars-cov2.html>); and

Whereas, public health decisions are best made locally through the action of the individual Boards of Trustees and University administrators based on public health metrics during a pandemic that is not restricted by statewide legislation that ties the hands of leaders; and

Whereas, the Florida SUS institutions have an obligation to protect the health and well-being of their faculty, students, staff, and surrounding communities; therefore

BE IT RESOLVED that the members of the Advisory Council of Faculty Senates petition Governor Ron

DeSantis to end Executive Order 21102 and its limitations on local mitigation actions to allow individual Universities to decide how to protect students, staff, faculty and administration in the upcoming fall semester, and petition members of the Florida Legislature to prioritize the health and safety of the State Universities in Florida more generally by repealing or amending the related limitations in SB 2006.

Steering Assigned Topics for 2021-2022 Faculty Senate

Steering #	Committee Assignment	Topic	Description	Referred By	Status
1	PTS 5-11-21	3-122.1 Campus Safety and Health	The University of Central Florida (UCF) is committed to providing a safe working and learning environment, and to upholding environmentally sound practices in all university-related activities. Through this commitment, the university aims to limit injuries and illnesses, environmental incidents, and property damage or loss	UCF Policies and Regulations 5-10-21	Complete
2	PTS 5-11-21	3-400.3 Non-Research Animals on Campus	To ensure a safe and healthy environment for the university community, it is the policy of the university to maintain animal control. As such, an animal must be under physical restraint and attended at all times to be allowed on campus. An individual who brings an animal onto university property or property controlled by the university is responsible for damage or injury caused by that animal and appropriate disposal of animal waste. If an animal disrupts the campus educational process, administrative process, or other campus functions, the owner or responsible party must remove the animal from campus immediately. With the exception of those animals excluded by this policy animals are not allowed on university property. The abandonment of animals on any UCF campus is strictly prohibited.	UCF Policies and Regulations 5-10-21	Complete
3	ITC 5-11-21	4-002.4 Use of Information Technologies and Resources	The University of Central Florida's computing and telecommunications resources provide a wide range of capabilities for students and employees to communicate, store, and process information that is essential to the academic, research, and administrative functions of the university. UCF is committed to having a comprehensive information security program that includes a security awareness program to promote and reinforce good security practices, policies and procedures, employee responsibilities, and fulfills the university's legal and contractual obligations.	UCF Policies and Regulations 5-10-21	Complete
4	ITC 5-11-21	4-008.2 Data Classification and Protection	All members of the university community have a responsibility to protect the data generated, accessed, modified, transmitted, stored, or used by the university. , This requirement is irrespective of the medium on which the data resides or the means by which the data may be transmitted. Data is a critical asset of the university and it is the policy of the University of Central Florida to classify types of data in use at the university and to provide the appropriate levels of information security and protection. Members of the university community are responsible for implementing appropriate managerial, operational, physical, and technical controls for access, use, transmission, storage, and disposal of university, state, or federal data in compliance with this policy, as requested by the Information Security Office, University Compliance, Ethics, and Risk, and any applicable laws, regulations or policies.	UCF Policies and Regulations 5-10-21	Complete

5	Research Council GCC 7-20-21	International Collaboration	UCF has claimed the international focus of research and education at UCF as one of its five priorities. However, the present modality of administrating the international collaboration at UCF prevents any initiative or development of formal or informal collaboration, if ANY formal approval from UCF is requested. (See document for more information)	Viatcheslav Kokoouline 6-4-2021	In progress
6	UG & Grad Councils 6-21-21	Distance Learning Guidelines Update	Given the significant changes that have taken place during the past year, including new faculty development offerings and requirements, new modalities, and new course attributes, the current guidelines are no longer accurate.	Tom Cavanaugh 6-18-21	In progress
7	UG & Grad Councils 7-7-21	UCF Policy 2-103.3 Use of Copyrighted Material	Revisions have been made to this policy to clarify the types of works that copyright law does not protect and to update the language to clarify how to seek permission from a copyright owner. Additionally, several links in this policy have been updated to correct non-working links.	UCF Policies and Regulations 7-6-21	Completed
8	Budget 7-7-21	UCF Policy 2-207.1 Licensing and Use of University-owned Copyrighted Materials and Trademarks	Minor revisions include updating the definitions related to Foundation Marks and logo; Business Services address and contact information changes; IT&R is now IT; and the addition of "instructional materials" to works that are owned by UCF faculty members (and for which, therefore, permission for us is not sought from the university).	UCF Policies and Regulations 7-6-21	Completed
9	Steering (belongs to Academic Affairs) 7-26-21	SPOI Reporting Issues for Music Classes	<p>A large part of the music curriculum is applied music courses. These are also known as music performance courses, studio courses or lessons, and are taught one-on-one. Many music faculty specialize in the performance of an instrument or voice. The courses used for this study exist at different levels for the different years: for example, freshman clarinet students take MVW 1413 Clarinet I and sophomore clarinet students take MVW 2423 Clarinet II. For each instrument and voice, we have levels I, II, III, IV, plus V and VI at the graduate level. The maximum load for such a faculty member is 17-18 students, so it is typical for the registration at each level to be three to five students.</p> <p>After the last revision of SPOI questions, the Senate directed that the data reporting be separated into lower division, upper division, and graduate. Also, classes in which there are fewer than five responses are not included, for the purpose of retaining anonymity. Now there is a problem with getting data reported. If there are only 3-4 students per level, there are not enough to report that data. To solve that issue, a solution was devised a long time ago (previous to the last revision of questions) to aggregate the data from all levels for one professor together (as long as the total responses were five or more). This was a valuable solution – not only was this a way for the student responses to actually be counted, but also anonymity was preserved. The aggregated data was reported under an invented course number (such as MVW3999) for this purpose. Now, we are having problems with getting the aggregated data, because with this solution, there cannot be a separation for lower/upper/graduate numbers. We would like to suggest that a new category of data be established, recognized, and approved by the Senate, to have Music Studio Courses. We would like the aggregation to continue, and for these courses to be excluded from the requirement for reporting for lower/upper/graduate divisions.</p>	Keith Koons 7-23-21	

10	Steering 7-27-21	Review Faculty Definition in Constitution for Senate representation and definition of Graduate Faculty titles	Review definition of faculty in Constitution. Consider IDs in CDL, researchers in institutes. Should they be included in Senate? What other rights/privileges should they have? Who can advise PhDs/MSs? What about PEOs?	Harrington 7-27-21	
11	Personnel 8-27-21	Faculty Involvement in Hiring	Investigate or survey the degree to which faculty are involved in hiring new faculty in each department, determine the guidelines given to chairs in each college and whether/how they differ, collect UCF procedures from Faculty Excellence and the Office of Institutional Equity, and develop standards and best practices the Senate recommends for hiring, recognizing that "who may teach" (i.e., hiring) is one of the four Academic Freedoms established in the landmark Supreme Court case Sweezy v. New Hampshire, 354 U.S. 234 (1957).	Orlovskaya 8-26-21	
12	Research 9/9/21	UCF Policy 2-903.3 International Travel	Prior approval is required for international travel by faculty and staff, including researchers and research department staff.	UCF Global 9/9/21	
13	Personnel 9/14/21	2-012.1 Title IX Grievance Policy	Proposed revisions in alignment with new requirements under Title IX and FL HB 233 as follows: - Addition of a statement affirming that the policy does not abridge First Amendment protected activities; - Separation of the decision-maker role into a separate hearing chair and decision-maker roles for ease of administration of the live-hearing; - Change of scope of the advisor's role with respect to student conduct hearings; - Addition of timeline for written notice of live hearing; and - Removal of statements that if a person does not submit to cross-examination then their prior statements cannot be relied upon as this provision of the Title IX Final Rule was vacated by a court of law.	UCF Policies 9/13/21	9/17/21 Committee commented on UCF Policies website. Topic closed.
14	Personnel 9/14/21	2-104.2 Retention of External Legal Counsel	Changes: - significant re-ordering of the policy for clean up purposes, such as moving a couple of unchanged provisions to the policy statement, and change to gender neutral where appropriate - Changed the Applicability statement and refined the Background Information - By way of further explaining the policy statement, stating the reasons for GC to be directly engaged in the selection of and communication with external legal counsel with particular emphasis on legal services provided by GC itself and protecting available privileges. - Definitions: update definition of GC, create definition of related entities.	UCF Policies 9/13/21	9/17/21 Committee had no comment. Topic closed.
15	Personnel 9/14/21	2-106.2 Communication with Prosecuting Authority	This policy addresses communication with prosecuting authorities where the university (or one of its DSOs or the clinical practice plan) is the victim of a crime. In such instances, it is the responsibility of the Office of the General Counsel to serve as the liaison between the University as victim and the prosecuting authority(ies). To address questions raised regarding other criminal circumstances that are not addressed by this policy directly, we have added language specific to situations where an individual is the victim of a crime on or	UCF Policies 9/13/21	9/17/21 Committee had no comment. Topic closed.

			off campus or where an employee acting within the course of their employment is a victim of a crime.		
16	PTS 9/14/21	3-130 Open Flame Policy	This policy is intended to reduce potential fire hazards and to protect university students, faculty, staff, visitors, buildings, and property by establishing procedures for the safe use of any device that emits an open flame, or can cause surrounding materials to combust.	UCF Policies 9/13/21	
2020- 2021-1	UPCC 8-20-20	Course Syllabus Database	In a joint initiative with the Executive Branch, the UCF Student Body Senate passed a resolution in support of the university taking the steps necessary for the creation of a syllabus database.	Self 4-1-20	In progress
2020- 2021-2	UPCC GPC 8-20-20	Student Cheating	Address the problem of the ease of students being able to cheat during online courses	Senate Meeting 4-16-20	In progress
2020- 2021-4	Personnel 8-20-20	Anonymizing Supervisor Surveys	Addressing the problem of creating surveys that are truly anonymous	Filler 4-27-20	Data should be gathered about standards of anonymity. CONTINUE
2020- 2021-5	Personnel 9-24-20 Reassigned to Ad Hoc EID 2-9-21	Prohibited Conduct Policy	Review of Prohibited Conduct Policy # 2-004.1 to include a requirement for follow-up	Terri Fine 5-4-20	In progress
2020- 2021-6	UPCC & GCC	Final Exams Policy	Review Final Exam policy for updates and revisions	Jana Jasinski	In progress
2020- 2021-7	Research 9-24-20	Scientific Conferences at UCF	The organization of Scientific (or otherwise Academic) Conferences and Meetings chaired by UCF faculty should be managed through the Office of Research, rather than Continuing Education.	Luca Argenti 8-24-20	In progress
2020- 2021-8	Budget- >Research 9-24-20	Accommodation of J1 visiting scholars	UCF should consider reserving on-campus or near-campus accommodations for mid-term (one to six months) visiting scholars on J1 visas.	Luca Argenti 8-24-20	In progress
2020- 2021-9	Budget 9-24-20	Monitor Enterprise Resource Planning system upgrade	UCF is upgrading the PeopleSoft ERP. This \$50M, 2+ year project is being run by the CIO and CFO, and UCF IT will implement its integration into campus IT systems. Then, all affected units will implement their processes into the ERP. The functions it serves are mainly budgetary and administrative, with some future academic	Joe Harrington 8-28-20	In progress

			functions (course registration, etc.). Several committees may wish to request presentations and give feedback, but one needs to update the Senate and Steering at each meeting, and recommend when presentations to Senate or Steering, or even Open Forums, are needed.		
2020-2021-10	Personnel 9-24-20	Required Digital Training for Faculty and Staff	A recurring problem with required UCF digital training is subjective questions (FERPA training), unrealistic quiz passing scores, no means to request feedback to know what was missed (FERPA Training), and erroneous scoring (ECCT).	Dennis Filler 9-22-20	CONTINUE
2020-2021-16	Bylaws 9-24-20	Library representation on Graduate Council	Study the bylaws to see if they need to be amended to allow librarians to serve on the Graduate Council without being graduate faculty.	Steering 9-24-20	In progress
2020-2021-20 Comb. W/ 6	Graduate Council Undergraduate Council	Additional Course Modalities	Benefits of teaching through Zoom and other remote modalities and possibly adding them to the catalog.	Steering 11-12-20	In progress
2020-2021-21	Personnel Committee	Extension of Tenure Clocks under COVID	Address concerns from faculty members regarding extension of tenure clocks under COVID.	Steering Kelly Semrad 11-12-20	Developed an Optional Statement of COVID-19 Repercussions; Given to Faculty Excellence. CONTINUE
2020-2021-22	UPCC & GCC	Curriculum Agreements	Curriculum agreements with other institutions do not currently come through the Undergraduate or Graduate Council for review. Would like the Undergraduate Council to consider their role in these agreements.	Bill Self 1-14-21	In progress
2020-2021-26	Graduate Policy Committee 2-18-21	GRE Requirements	With SGA Resolution 52-70, they are asking that the Graduate Policy Committee be charged with reviewing UCF Regulation 2.003 and UCF's GRE policy. The final goal being that the GRE requirement be removed from UCF Regulations for admission and application processes to UCF's Graduate student programs.	Student Government 2-18-21	In progress Complete?
2020-2021-27	Research Council 3-4-21	Contract Review	Review of updates to the Contract Review policy.	University Policies and Procedures Committee 3-4-21	In progress
2019-2020-4	Personnel Committee	Faculty administrative action	Consistent investigation and consequences for faculty administrative action regarding sexual harassment or other issues of misconduct.	Deans Meeting 5-31-19	Steering should determine if this remains a topic for Personnel.

2019-2020-6	Commencements, Convocations and Recognition	Honorary Degrees	According to BOG regulation 3.004, each BOT shall establish policies and procedures for recommending candidates for honorary degrees. The Faculty Senate last suggested procedures in 1994-1995 http://facultysenate.ucf.edu/resolutions/1994_1995/index.asp#res8 . Previous resolutions include 1991-1992-7 Honorary Degree Criteria and 1972-1973 Guideline Recommendations for Awarding Honorary Degrees. A BOT regulation needs to be developed for the criteria and rescinding on the honor for approval by the BOT.	Self 5-14-19	Subcommittee formed for work in Fall 2020 In progress
2019-2020-7	Master Planning	Coordinate with Orange County to extend access to an eastern entrance to UCF to North Tanner Road.	The University experiences huge amounts of flow through traffic, particularly going to and from the Research Park. This flow through traffic contributes to the huge traffic backups on Orion and along Gemini as well as at Libra Dr and Gemini and long waits from 7 to 9:30 AM and 4 to 6 PM or later. The connection to North Tanner is NOT to be confused with any larger plans for another east/west route between route 50 and University. This is simply a limited route extension to North Tanner only. Plans and budgeting must be put in place to reroute traffic arising from the Research Park around the University to the east.	Proctor 4-19-19	In progress
2019-2020-8	Master Planning	Plan and budget an east entrance from Percival Road.	The University has four west entrances, one south entrance, one north entrance, and no east entrance. Traffic arising or returning from the east of the University as well as the Research Park must circle around and come in through either the north or south entrance. The result is huge traffic backups on Orion and along Gemini as well as at Libra Dr and Gemini and long wait times occurring from 7 to 9:30 AM and 4 to 6 PM or later. Plans and budgeting must be put in place to enable traffic to enter the University from the east.	Proctor 4-19-19	In progress
2019-2020-10	Budget & Administrative	Library Funding	The University Library funding has been flat, as with other units. FY 18-19 resulted in \$200,000 less for acquisitions. Concerned that the Stars Digital Library is in jeopardy.	Steering 4-4-19	In Progress
2019-2020-11	Steering	Faculty Senate Budget	Obtain a budget from Academic Affairs to provide committees funding to conduct research or hire an outside firm.	Steering 4-4-19	In progress
2019-2020-12	Personnel	Faculty Grievances	Grievances should be heard by a faculty panel instead of one administrator making the final decision. Obtain statistics on grievances from Contract Compliance & Administration Support on historical total number grievances by type, gender, etc. to identify a trend. Also research/benchmark other universities process.	Steering 4-4-19	Data should be gathered about grievance policies across the SUS. CONTINUE
2019-2020-18	Personnel	Out-of-unit Faculty Benefits	Resolution 2017-2018-12 was denied. Work with the Faculty and Staff Benefits Committee in upcoming year to address issue.	Personnel 3-6-19	Re-write targeted toward out-of-unit faculty with no administrative roles. CONTINUE

2019-2020-19	Personnel	Emeritus Resolution 2017-2018-13	Policy update proceeding, examine to see if points raised in resolution are addressed in the policy.	Personnel 3-6-19	Committee monitoring. CONTINUE
2019-2020-20	Chair Talk to Provost	UCF Policy 4-401.2 Make-up Assignments for Authorized University Events or Co-curricular Activities	Review and update the policy to include the undergraduate research showcase.	Steering 3-7-19	In progress
2019-2020-21	Ad Hoc Bylaws	Joint Committee Membership	Review the rationale for membership on Joint Committees in relation to the total number of faculty in units, faculty workload, and relevance.	Steering 8-22-19	In progress
2018-2019-2	Personnel	Payment Structure for Awards.	Excellence and Pegasus Professor awards should be more prestigious than individual accomplishment awards such as TIP, RIA, and SoTL and the financial benefit should be more than a one-time payment.	Steering 4-5-18	TIP eligibility Resolution not approved in Senate. Issues remain regarding TIP, RIA, SoTL, CONTINUE
2018-2019-9	Postpone Indefinitely	GEP Assessment System.	The system to enter GEP Assessment results needs major improvement. GEP courses are being requested to be Gordon Rule eligible that can't. Note: Keisha Hoerrner, Melody Bowdon, OEAS, and other faculty are trying working to improve the assessment.	Steering 4-5-18	In progress Follow up-
2018-2019-10	Parking, Transportation, & Safety	Golf Cart Speed Limit.	Environmental Health & Safety appears to be setting a 15MPH speed limit for golf carts on pedestrian walkways. Should be slower to ensure pedestrians have time to be aware of a golf cart in order to avoid a collision. Response: Transitioning from EHS to Compliance & Ethics. A new UCF policy needs to be created regarding speed limits. Committee recommended 10mph on sidewalks.	Coffey 4-9-18	Committee Monitoring
2018-2019-12	Personnel	Faculty Salary Compression Study	Update to study for all faculty. Comment: Request both equity AND compression studies in upcoming year. Steering 4-4-19: Identify the annual pay raises around the State.	Self 8-8-18	Both equity and compression studies were conducted. Resolution 12 addresses consistent data sets. CONTINUE
2018-2019-14	Personnel	Faculty Retention	Colleges are struggling with faculty retention.	Dean meetings 8-8-18	Data should be gathered about faculty that we did not retain.

					CONTINUE
2018-2019-15	UPCC	Transfer Credit Evaluation Issues	No formal process or guidelines to evaluate transfer credit evaluation for out-of-state or courses at other institutions. Response: Draft documents complete. UPCC may vote on them in April. Changes to SACSCOC regulations & UCF's timeline for launching OCR software has made this more complex.	Hoerrner 8-8-18	In Progress – better suited for program coordinators, chairs/directors, or Assoc. Deans.
2017-2018-7a	Information Technology – reassign to Parking, Transportation & Safety	Navigation/directions on campus.	Even though more signs have been installed, visitors need a way to navigate and determine where they are on campus and how to get to a location on their phone. Response: Based on information received (2-11-19 minutes), the issue should be re-assigned to the Parking committee.	Steering 8-7-17	Issue should be assigned to the PTS Committee. In progress
2016-2017-35	Personnel to Steering	Committee chairs, reward and accountability for service (including service during the summer).	Modest number of faculty that do a very high amount of service (30-40%). They get credit for 10 – 15% assignment of service. Anything over that amount doesn't count. Give appropriate benefit or payment.	Harrington 8-11-16	Steering AD Hoc Committee 3-7-19 In progress
2017-2018-18	Postpone Indefinitely to monitor	University Master Planning Committee	Recommendations to increase the UMPC's involvement in short- and long-range planning.	University Master Planning Committee	Monitor

2017-2018-16	Personnel	Spousal Conflict of Interest Resolution; Resolution 2016-2017-13	Keep informed of progress the UCF Research Conflict of Interest committee is making on issue. Policy didn't resolve specific issues. Response: Current policy didn't resolve specific issues. UCF Research Col committee supposed to address. Issue may need input from Compliance & Ethics.	Personnel Committee	Keep Open – Other input to occur
2017-2018-28	Strategic Planning Council	Strategic Planning Council	The membership and duties of the Strategic Council Committee may be out-of-date with the Collective Impact Strategic Plan. What is the role of this advisory committee to the president?	Self 7-25-17	Pending

RESOLUTION:

Appeal to President Cartwright of Interim Provost Johnson's Decision to Deny Completion of the 2021 Faculty Salary Equity and Compression reports

Whereas, on May 11, 2021 Interim Provost Michael Johnson denied Resolution 2020-2021-12 previously approved 52-0 by the Faculty Senate resolving that both the Equity and the Compression reports be prioritized, updated with the 2020 CUPA faculty salary data and the relevant analyses be completed, level of normality reported, prediction methods implemented and resulting indices measured, and both reports be re-submitted at the same time to the Faculty Senate in an early Fall 2021; and

Whereas, the prior 2016 Faculty Salary Equity study was given additional time and resources through both Summer and Fall 2016 to address issues identified in the Spring 2016 version of the report; and

Whereas, unlike the 2016 study, Interim Provost Johnson's May 2021 denial of Resolution 2020-21-12 effectively cut off analysis support in March 2021 without addressing identified issues in both reports; and

Whereas, issues in the current Compression analysis include the failure to use 2020 CUPA faculty salary data that became available in February 2020 resulting in the use of out-of-date data being used in the Compression report; and

Whereas, issues between the current reports include the scientifically flawed approach of using inconsistent data between the Compression report 2014-2019 faculty salary data and the Equity report that utilized 2020 faculty salary data; and

Whereas, issues within the Equity and Compression reports also include numerous analyses that were not completed and validating indices not measured; and

Whereas, without consistent data and complete and validated analysis the depths of potentially serious inequity and compression issues that have surfaced will not be fully understood for either the Equity or the Compression reports; and

Whereas, distributing the current reports with the fore mentioned issues may result in distrust of the administration among the faculty, loss of confidence in the current administration by University "equity" benefactors, or a misleading and incomplete narrative disseminated that will not be able to be corrected for five years when the next reporting period occurs; and

Whereas, with increased prioritization of resources or allocation of discretionary resources along with the granting of additional time by University Executive leadership the depths of these potentially serious inequity and compression issues may be better measured, validated, and understood; therefore

Be it Resolved that both the Equity and the Compression report be prioritized, updated with the 2020 CUPA faculty salary data and the relevant analyses be completed, level of normality reported, prediction methods implemented and resulting indices measured, and both reports be re-submitted at the same time to the Faculty Senate in an early Spring 2022 meeting.

Supporting information for discussion: Not part of Resolution

***Productivity requirement:** An in-unit employee who meets the eligibility criteria below shall be considered a candidate for the award if they meet or exceed median student credit hour (SCH) production at one of the following levels:

Undergraduate and graduate SCHs combined at the department level; or

Undergraduate and graduate SCHs combined at the college level; or

Graduate SCHs at the department level; or

Graduate SCHs at the college level. The first pass we have to make is the initial eligibility requirements:

Eligibility requirements:

- Must be classified as in-unit (COM is non-unit and those faculty are not part of the in-unit eligible faculty)
- Must hold a full-time (1.0 FTE) 9- or 12-month appointment.
- Must have four years of continuous, non-OPS service immediately prior to the current year. Authorized leaves are not considered a break in service (e.g., sabbaticals, professional development leave, parental leave).
- Visiting and other temporary appointments are not eligible for incentive awards.
- No employee may be awarded a TIP more than once every five years.

II. Number of awards, eligible faculty and applications for last few years

The Eligibility numbers will move a little every year. Here is the 2020-21 TIP info:

In Unit Final **Eligibility**: (Collective College (Undergrad/Grad colleges, Centers and Institutes) = 10, CAH = 127, Business = 54, CCIE = 98, CHPS = 30, CON = 25, Optics = 11, COS = 198, CECS = 90, and Rosen = 32).

Non-unit eligibility: COM 49

of Applications and # of Awards (in parentheses):

	2017		2018	2019
College of Arts & Humanities	24 (14)	College of Arts & Humanities	29	42 (12)
College of Business Adm	8 (4)	College of Business Adm	16	16 (4)
College of Educ & Human Perfrm	9	College of Cmty Innov & Educ	29	32
College of Engr & Comp Sci	23	College of Engr & Comp Sci	20	26
Combined Colleges	4	Combined Colleges	1	1
College of Health & Public Affairs	16	College of Health Prof & Sci	4	6
College of Medicine	8	College of Medicine	5	5 (2)
College of Nursing	2	College of Nursing	4	8 (2)
College of Optics & Photonics	4	College of Optics & Photonics	3	4
College of Sciences	44 (15)	College of Sciences	39 (14)	52 (14)
Rosen College Hospitality Mgmt	6	Rosen College Hospitality Mgmt	12	11
Grand Total	148	Grand Total	162	203

1. 2018: COHPA was gone. In its place was CHPS and CCIE
2. Sources: Faculty Excellence, College of Business, and the UCF website