



Faculty Senate

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Minutes for meeting of August 5, 2020, 10:00 am – 12:00 pm

Meeting recording available at: <https://youtu.be/MXLiC5jK0DA>

1. Call to Order at 10:05 am
2. Roll Call via Qualtrics
3. Approval of Minutes of July 9, 2020
 - a) Motion to approve minutes, second, motion passes, minutes approved
4. Recognition of Guests
 - a) Alexander Cartwright, Office of the President
 - b) Allison Hurtado, Faculty Excellence
 - c) Deborah German, College of Medicine
 - d) Jana Jasinski, Faculty Excellence
 - e) Joe Adams, Academic Affairs
 - f) Kristy McAllister, Office of the President
 - g) Lucretia Cooney, Faculty Excellence
 - h) Michael Sink, UCF IT
 - i) Michael Johnson, Office of the Provost
 - j) Paige Borden, Analytics and Integrated Planning
 - k) Sheila Gutierrez de Pineres, Honors College
 - l) Carly McCarthy, Communications and Marketing
 - m) Kent Butler, Diversity and Inclusion
 - n) Michael Deichen, Student Health Services
 - o) Mike Kilbride, Office of the President
 - p) Elizabeth Hamilton, Administrative Affairs
 - q) Elizabeth Klonoff, Office of Research
 - r) Sherry Andrews, Academic Affairs
 - s) Martin Dupuis, Burnett Honors College
 - t) Richard Pepler, College of Nursing
 - u) Theodora Berry, College of Undergraduate Studies
 - v) Madi Dogairu, Burnett Honors College
 - w) Maribeth Ehasz, Student Development and Enrollment Services
 - x) Karen Smith, College of Medicine
 - y) Mary Lou Sole, College of Nursing
5. Announcements – Joe Harrington
 - a) This is likely to be a very unusual Senate meeting, as it is possible that we may vote in opposition to the university's plans. He would like an open, honest and respectful discussion, as we are discussing weighty issue. We are here for the greater good of the university and we may see different paths forward and it



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is important to be respectful and follow the rules of order, even when we have differences of opinion.

6. Report of the Senate Chair

- a) We have a number of items of old business and he is suggesting we move them to the end of the agenda. New business is related to the Health and Safety Crisis response committee and this will be the main business for today. Motion made, second, motion passed.

7. Report of the President

- a) He would like to thank Chair Harrington and all senators for your continued engagement in the process and thanks them for doing this even during the summer. He appreciates the outstanding support of our students while still trying to do research. Since we started this planning process, he and the provost have tried to include as many voices and worked with anyone we could think of. They feel this feedback has put us into a strong position for the fall. They will continue to look at all options moving forward. There is no “one size fits all”. Student survey shows they would like to be back on campus. Our students are counting on us. It is essential for maintaining their paths to graduation. All students from all walks of life are accepted. On campus they have access to programs that can help them succeed. They want to be on campus to have a sense of belonging. This connection directly correlates to their success. The decisions we are making now will impact us in the long term. We do not know when we will be able to return to the way it was. We need to keep moving forward. We have to think about the long-term ramifications of what we do. We don’t know when a vaccine will be available, but the virus will still be here. We’ve tried our best to do everything we can to mitigate risk. We’ve tried to lead with compassion. Worked with the deans to provide courses remotely as much as possible. Launched a flexible model with smaller in person cohorts. Less than 30% of faculty are assigned face-to-face or hybrid. We need to continue working together to balance the needs of our entire population. We will take input from various voices to maximize student success and making the very best decisions based on what we know. We have a responsibility to each other as well as to our student. He is confident that we can overcome this together.

8. Report of the Provost

- a) As we approach the start of the semester there is information to go out to faculty. There have been a lot of communications over the summer. There are things faculty will need to know as they go on contract which will be communicated soon. Faculty will be asked to relax attendance policies as much as they can. Have clear instructions on how to complete or make up work. Think about how students can continue their course if they are not able to come to class. CDL has worked to make an option to do so available to everyone to make this possible. Recommended language will be available for syllabi. Students will be taking a mandatory training before they come to campus. Guidelines for students that either won’t wear a facemask in class or become ill and cannot return to class will

be provided. There may be more faculty becoming ill than ever before and will be talking to chairs on how to handle absences.

- b) Dr. Dechen's Update: I appreciate and respect that this meeting is taking place. Four subgroups: Testing, tracing, screening and surveillance. Provide data driven and science driven information. Plans have been challenging to form. Decisions made are based on data. Developed protocols for safety to mitigate risk. In Florida we are on the downside of the pandemic curve. Orlando Health data is pretty clear that their admissions peaked in July. This is a good indicator of where we are in the pandemic. It appears we should have a continuous decline during this month. Issues related to testing – testing capacity was stretched due to the surge in June. There has been significant communication with Aventus leadership regarding our displeasure with the slowness of lab results returned. There has since been a gradual improvement with results being received timelier. UCF has a contract with Aventus Biolabs that they need to provide test results within 48 hours. We are expecting to be testing about 8000 students this fall. Contract tracing has been transitioning with more nurses helping. There has been a lot of work behind the scenes to expand for the Fall. A process has been laid out for what happens if someone contracts COVID. We recognize that there is a need to know within colleges and administration and have a process for spread of useful information. There will be a new dashboard for the university coming soon. We've chosen as a group to only post the total number of cases in order to protect the identities of the persons. Plans have been reviewed by the surgeon general of the state of Florida and the CDC, as well as the Orange County DOH representatives.
- i) A senator asked whether students will be isolated after undergoing testing. Dr. Deichen stated that yes, they will be. He also asked how the students would get meals while in isolation. Dr. Deichen said that they have wrap around services to provide services if they have tested positive and must be quarantined. They are requesting students to get grab and go food, etc. if they are awaiting test results. He also asked if there are metrics which would cause a campus shut down. Dr. Deichen noted that the percentage is coming down. He said it would depend on whether their resources are overwhelmed.
- ii) Another senator thanked Dr. Deichen for his hard work. He asked about the New York Times article which stated that UCF has the second most cases in the US. He said that the website dashboard does not request current numbers and could it be updated more often. He would like to see a database of where the infections occurred and what procedures were used to make these locations safe again. Dr. Deichen stated that they realize the dashboard has not been in sync with DOH, so they are going to shift their reporting period to more align with DOH reporting. Moving to an upgrade on the dashboard, which caused a delay in this week's posting. We have seen that sometimes in the Public Health arena, details can cause more anxiety than necessary. We have data that goes beyond what has been posted. The senator suggested that withholding information can also cause anxiety. Dr. Deichen agrees.

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- iii) A senator asked whether antibody testing is being done. Dr. Deichen said that they are doing antibody testing. There are a lot of positive things happening. There are platforms for rapid testing. This would be another avenue for rapid test results. There is much work being done regarding vaccines as well.
- iv) Another senator asked to what degree do faculty and staff have a choice whether they want to be in a classroom. The provost said they have not been able to give full agency to faculty and staff at this time. We've come as far as we can at this point with conversations between deans and faculty. Sought to use the COVID survey to find out information. He is not at all certain that permitting faculty to move to online from face-to-face would give the students the experience they need.
- v) A senator expressed concerns about the testing plan. Expectations are high for what we want to do and what we need. He is concerned that the projections continue to give the best possible outlook instead of what could happen. He pointed out that the testing results could take over three weeks to get all results back. Dr. Deichen said that the testing will occur every day of the week. There are cohorts of students that will be tested. The move-in for the students has been stretched out over three weeks with so that the students can be tested and get results back by the beginning of the semester.
- vi) Questions from chat: Is there a plan for flu vaccine? They will be recommending that everyone gets a flu shot. What happens when students or staff refuse to get tested? Those living in housing are required to and this is the only way that they could enforce it is to possibly cancel the housing contract. The provost stated that he is concerned about how they can enforce testing requirements and will have to research what can or should be done.
- vii) Another senator brought up that one of the driving forces is giving to the extent possible what students want and what they are asking for. He wants to know how sure we are that what students are asking for is actually what we will be able to deliver. He also wants to know whether we have a responsibility to push back or think about how to let students know what is or is not in their best interest. The president says they did let students know that even though they wanted face-to-face classes, they would not be able to have them in some circumstances. They have had students change courses or housing options.
- viii) A senator asked about whether off campus students will be tested. Dr. Deichen acknowledges that students will be interacting with others after they are tested. He stated that we need to enforce masks and physical distancing, as well as the COVID self-checker. We are using the tools we have. The senator asked whether faculty that have chosen the on-campus teaching option and they begin to feel uncomfortable with teaching on campus, can they opt to change to online. The provost feels that would be a university decision, not at the college level.



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9. New Business

- a) UCF Pledge – see update below below. Motion to accept the UCF Pledge as presented, second, motion passes.

10. Committee Reports

- a) Ad Hoc Health and Safety Crisis Response – Stephen King
 - i) Testing – Dr. Deichen mentioned the GAMA article. He gave an overview of the article and what would happen with different COVID 19 scenarios. The take home was that you should test a week before not after symptoms appear.
 - ii) Faculty Survey - Overview of faculty survey results located on Faculty Senate website in the meeting materials. The committee has concerns about the results of the survey.
 - iii) UCF Pledge – Committee modeled this pledge off of the Purdue University pledge. Presents the pledge to encourage it as a moral buy in for all students, faculty and staff.
 - iv) Sense of the Senate – Motion made for senate to adopt the Sense of the Senate so that individual faculty can make an informed decision about how to teach in the fall, second, vote taken, motion passes
 - (1) Motion to amend to strike “as indicated by science”, second, vote taken, motion passes
 - (2) Clarification was given for the 60% figure. It is related to those who are actually teaching face-to-face.
 - (3) Motion to amend “forced” in last paragraph to “required”, second, vote taken, motion passes
- b) Ad Hoc Internal Communications – Joseph Harrington
 - i) Update postponed to next meeting. Will send and email update in the meantime.
- c) Ad Hoc Campus Equity, Inclusion and Diversity Actions and Programs – Joseph Harrington
 - i) Update postponed to next meeting. Will send and email update in the meantime.
- d) Ad Hoc Budget and Labor Crisis Response – Reid Oetjen
 - i) Update postponed to next meeting. Will send and email update in the meantime.

11. Old Business

- a) Resolution 2020-2021-1 Faculty Senate Bylaw Change – Resolutions
 - i) Postponed to next meeting
- b) Resolution 2020-2021-2 Faculty Senate Bylaw Change – Undergraduate Common Program Oversight Committee
 - i) Postponed to next meeting
- c) Resolution 2020-2021-3 Faculty Senate Bylaw Change – Faculty Center for Teaching and Learning Advisory Committee Duties
 - i) Postponed to next meeting
- d) Resolution 2020-2021-4 Faculty Senate Bylaw Change – Student Committee Term on Graduate Council Committees
 - i) Postponed to next meeting



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12. Motion to end the meeting and defer other discussions to next meeting, second, motion passes. Meeting adjourned.

13. Campus Climate Report - None

14. Other Business

15. Adjournment at 12:04 pm

Protect UCF Pledge

As Knights, we all have essential roles to take on campus so that our UCF community can stay healthy during the COVID-19 pandemic. I pledge to take responsibility to protect my own health, to protect others, and to help protect the UCF community from the spread of COVID-19.

1. PROTECT MYSELF

I will monitor myself to determine if I am developing symptoms of COVID-19 by using the UCF COVID-19 self checker app ([insert link](#)). I will contact a medical professional if I show symptoms such as a fever of 100.4 F (38 C) or higher, or other known symptoms of COVID-19 listed by the CDC ([insert website](#)).

I will be vigilant about washing my hands often with soap and water and use hand sanitizer when available.

I will continuously monitor my health, promote self-care, and, if possible, get vaccinated for the flu.

2. PROTECT OTHERS

I will follow UCF guidelines for social distancing and wearing face coverings.

I will stay home to prevent the possible spread of the virus if I feel ill or if I have been exposed to another person who has tested positive for COVID-19.

I will do my best to support others in this difficult time we are all experiencing.

3. PROTECT OUR UCF COMMUNITY

I will follow all health and safety guidelines given by UCF to help limit the spread of COVID-19.

I will take part in any COVID-19 testing and/or contact tracing that I am asked to do.

I will encourage my peers to adhere to the UCF guidelines for their safety and the safety of others.

I will be responsible for maintaining a clean environment in all personal and common spaces I utilize.

Inspired by the "Protect Purdue Pledge"

Sense of the Senate
Faculty Choice of Teaching Modality During the COVID-19 Pandemic

Whereas, the UCF Return to Campus Plan relies on several assumptions regarding the ability of UCF and the surrounding community to withstand and adapt to cases of COVID-19 through effective contact tracing, mitigation strategies to stop viral spreading on campus, local hospital capacity, adequate testing to identify and quarantine affected individuals, and low levels of community spread of COVID-19; and

Whereas, a recent study (Paltiel et al 2020) shows that the effective testing regimen to prevent the spread of COVID-19 across a residential university is for weekly or more frequent testing of all residential students with quick test turnaround times; and

Whereas, the current COVID-19 testing capacity and turnaround times for UCF test results will not meet the challenges of the forthcoming surge in campus population that will occur in the Fall semester; and

Whereas, the state of Florida and the Central Florida region have an elevated level of COVID-19 community spread that is amongst the highest in the nation; and

Whereas, the recent UCF Faculty Senate Return to Campus Plan Survey shows that over 60% of campus faculty are uncomfortable to return to campus in the fall semester, that 32% of faculty who will be teaching in the fall were not provided a choice between teaching remotely or teaching face to face, and that 22% of faculty will not be teaching at their preferred location; and

Whereas, the UCF mission to provide Education, Research, and Service to the community is severely diminished if the faculty are struggling to survive the active spread of COVID-19 on campus; and

Whereas, universities, colleges, and K-12 schools throughout the country, following the same guidance as UCF and located in regions with much less community spread, are nonetheless choosing to run online-only in Fall 2020; and

Whereas, some students and a minority of faculty are prepared to face the risks of COVID-19 to learn and teach face-to-face in Fall 2020; therefore

Be it resolved that, as an alternative to moving UCF to all-online instruction, all faculty shall be given the option to teach remotely, with no adverse consequences based on that choice, to ensure that only those willing to accept the risks of face to face teaching will be required to do so.