



Faculty Senate

Faculty Senate

Agenda for meeting of Thursday, December 1, 2022, 3:00 – 5:00 p.m.

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

For those unable to make the in person meeting due to travel, location, or health issues, there is a Zoom option: <https://ucf.zoom.us/j/92961469956?pwd=cXlzU3VGUlgzdklHSHFVnQnF3b3lxQT09>

1. Call to Order
2. Roll Call via Qualtrics: https://ucf.qualtrics.com/jfe/form/SV_1Zag5tlZvUWOxuu
3. Approval of Minutes of *November 3, 2022*
4. Recognition of Guests
5. Announcements and Report of the Senate Chair
6. Report of the President
7. Report of the Provost
8. Unfinished Business
9. New Business
 - a) Digital Accessibility Policy – *Kristeena LaRoue, Deputy ADA Coordinator, Office of Institutional Equity and Nancy Myers, Director, Equal Employment Opportunity, Office of Institutional Equity*
 - b) Discussion and Vote of Bylaw Change Resolutions Brought Forward by Ad Hoc Bylaws Committee and Approved by Steering Committee on September 22, 2022
 - i) Resolution 2022-2023-3 Bylaws Amendment: Librarians on the Graduate Council
 - ii) Resolution 2022-2023-4 Bylaws Amendment: Research Council
 - iii) Resolution 2022-2023-6 Bylaws Amendment: Faculty Senate Parliamentarian
 - iv) Resolution 2022-2023-5 Bylaws Amendment: Excessive Absences
 - c) Resolution 2022-2023-7 Post-Tenure Faculty Review
10. Committee Reports
 - a) Budget and Administrative Committee – *Keri Watson*
 - b) Information Technology Committee – *Glenn Martin*
 - c) Personnel Committee – *Karol Lucken*
 - d) Research Council – *Linda Walters*
 - e) Graduate Council – *Reid Oetjen*
 - f) Undergraduate Council – *Tina Chiarelli*
 - g) Ad Hoc Student Success Committee – *Tina Chiarelli*
11. Other Business
12. Adjournment



Faculty Senate

Faculty Senate

Minutes for meeting of Thursday, November 3, 2022, 3:00-5:00 pm

Meeting recording available at:

https://ucf.zoom.us/rec/share/nj39pManVBWivIvecVdAD1X8JEOR_jZQMhvmloyxeeniYz465zkt9VTxqpnhr5r.LbFCUyQCu44bz5Ea

Passcode: tEPB=6B8

1. Quorum reached and Call to Order at 3:00 p.m.
2. Roll Call via Qualtrics – Faculty Senate Chair Stephen King, Vice Chair Keri Watson and Secretary Kristine Shrauger were present. (*See meeting materials Attachment A for list of participants*)
3. Approval of Minutes of *October 6, 2022*
 - a) Minutes approved as presented.
4. Recognition of Guests
 - a) Joe Adams, Senior Communications Director, Academic Affairs
 - b) Patrick Burt, Associate Vice President, Communications and Marketing
 - c) Lucretia Cooney, Director, Faculty Excellence
 - d) Lee Dotson, Librarian, University Libraries
 - e) Silvana Dushku, Faculty Administrator and Program Director, Global Intensive English Program
 - f) Adrienne Frame, Interim Vice President, Student Development and Enrollment Services
 - g) Makayla Gray, Reporter, NSM Today
 - h) Matthew Hall, Vice President and Chief Information Officer, Information Technology Services
 - i) Jana Jasinski, Vice Provost, Faculty Excellence
 - j) Michael D. Johnson, Provost, Office of the Provost
 - k) Eric Main, Associate Director, Faculty Center for Teaching and Learning
 - l) Xely Martinez, Vice President, Student Government Association
 - m) Carl Metzger, Chief of Police, UCF Police Department
 - n) Sheila Amin Gutierrez de Pineres, Dean, Honors College
 - o) Winston Schoenfeld, Interim Vice President, Office of Research
 - p) Amanda Sellers, Communications Specialist, UCF Communications
 - q) Joseph Thalheimer, Director, Emergency Management
5. [00:01] Announcements and Report of the Senate Chair – *Stephen King*
 - a) Chair King spoke about faculty involvement in emergency response at UCF. For full report, please see attachment B.
6. [00:10] Report of the President and Provost – *Provost Michael D. Johnson*



Faculty Senate

- a) Provost Johnson spoke about Luminary awards, US News and World Report rankings, teaching awards, Hurricane Ian follow up, legislative update, and the new Division of Student Success and Well-Being. For the full report, please see attachment C.
 - b) Question and answer: Topics discussed were post-tenure review, college budgets, and enrollment decreases in downtown campus programs. For full discussion, please see Zoom recording.
7. [00:47] Unfinished Business - none
8. [00:47] New Business
- a) Discussion and vote on Bylaw Change Resolution Brought Forward by Ad Hoc Bylaws Committee and Approved by Steering Committee on August 25, 2022
 - i) Resolution 2022-2023-2 Bylaws Amendment: Bylaws Amendment Process
 - (1) Senator William Self made a motion for the senate to consider and vote on Resolution 2022-2023-2 and gave an overview of the resolution, vote taken, motion passed.
 - ii) See attachment D for full resolutions and supporting documents
 - b) Discussion of Bylaw Change Resolutions Brought Forward by Ad Hoc Bylaws Committee and Approved by Steering Committee on September 22, 2022
 - i) Resolution 2022-2023-3 Bylaws Amendment: Librarians on the Graduate Council
 - (1) Senator William Self made a motion to discuss Resolution 2022-2023-3 and gave an overview of resolution, discussion, amendment offered for consideration by Senator Jeffrey Kauffman (see attachment F); senators discussed resolution and proposed amendment.
 - ii) Resolution 2022-2023-4 Bylaws Amendment: Research Council
 - (1) Senator William Self made a motion to discuss Resolution 2022-2023-4 and gave an overview of resolution; senators discussed resolution.
 - iii) Resolution 2022-2023-5 Bylaws Amendment: Excessive Absences
 - (1) Senator William Self made a motion to discuss Resolution 2022-2023-5 and gave an overview of resolution; senators discussed resolution.
 - iv) Resolution 2022-2023-6 Bylaws Amendment: Faculty Senate Parliamentarian
 - (1) Senator William Self made a motion to discuss Resolution 2022-2023-6 and gave an overview of resolution; senators discussed resolution.
 - v) See attachment E for full resolutions and supporting documents
9. [01:09] Committee Reports
- a) Motion made to skip committee reports and go directly to campus climate report, second, vote taken, motion passes.
 - b) Budget and Administrative Committee – *Keri Watson*
 - c) Information Technology Committee – *Glenn Martin*
 - d) Personnel Committee – *Karol Lucken*
 - e) Research Council – *Linda Walters*



Faculty Senate

- f) Graduate Council – *Reid Oetjen*
- g) Undergraduate Council – *Tina Chiarelli*
- h) Ad Hoc Civil Discourse Committee – *Stephen King*
- i) Ad Hoc Student Success Committee – *Tina Chiarelli*
- j) For full committee reports, see attachment F.

10. [01:10] Campus Climate Report – Emergency Operations Presentation and Discussion Panel

- a) Carl Metzger, Chief of Police, UCF Police Department
- b) Joseph Thalheimer, Director, Emergency Management
- c) Patrick Burt, Associate Vice President, Communications and Marketing
- d) Please see attachment G for full presentation and Zoom recording for discussion.

11. [01:59] Other Business - none

12. Adjourned at 4:59 p.m.

Reviewed and submitted by:

Kristine J. Shrauger

11/17/2022

Kristine Shrauger
Secretary, Faculty Senate

Date

Faculty Senate Attendance
November 3, 2022

First Name:	Last Name:	College/Unit:	College/Unit: - Other	Meeting Role:	Meeting Role: - Guest
James	Brown	CAH		Senator	
Lynn	Casmier-Paz	CAH		Senator	
Brandy	Dieterle	CAH		Senator	
Esmeralda	Duarte	CAH		Senator	
Scot	French	CAH		Senator	
Barb	Gannon	CAH		Senator	
Tremon	Kizer	CAH		Senator	
Blake	Scott	CAH		Senator	
Peter	Weisher	CAH		Senator	
James	Gallo	CBA		Senator	
Vladimir	Gatchev	CBA		Senator	
Paul	Goldwater	CBA		Senator	
Eric	Schmidbauer	CBA		Senator	
Axel	Stock	CBA		Senator	
Shannon	Taylor	CBA		Senator	
Marjorie	Ceballos	CCIE		Senator	
Bobby	Hoffman	CCIE		Senator	
Gulnora	Hundley	CCIE		Senator	
Lisa	Martino	CCIE		Senator	
Brett	Meltzer	CCIE		Senator	
Sara	Michael Luna	CCIE		Senator	
Danny	Seigler	CCIE		Senator	
Larry	Walker	CCIE		Senator	
Ladislau	Boloni	CECS		Senator	
Kevin	Coffey	CECS		Senator	
Dennis	Filler	CECS		Senator	
Hansen	Mansy	CECS		Senator	
Marino	Nader	CECS		Senator	
Sumanta	Pattanaik	CECS		Senator	
Andrew	Randall	CECS		Senator	
Tian	Tian	CECS		Senator	
Joseph	Kider	CGS		Senator	
Ali	Amirkhosravi	CHPS		Senator	

Faculty Senate Attendance
November 3, 2022

Martine	Vanryckeghem	CHPS		Senator	
Asli	Yalim	CHPS		Senator	
Tina	Chiarelli	COM		Senator	
Nadine	Dexter	COM		Senator	
Nyla	Dil	COM		Senator	
Stephen	King	COM		Senator	
Stephen	Lambert	COM		Senator	
Bill	Self	COM		Senator	
Leslee	D'Amato-Kubiet	CON		Senator	
Frank	Guido-Sanz	CON		Senator	
Scott	Branting	COS		Senator	
Michael	Callaghan	COS		Senator	
Alison	Cares	COS		Senator	
Steven	Collins	COS		Senator	
Michelle	Dusseau	COS		Senator	
Andrew	Frazer	COS		Senator	
Martha	Hubertz	COS		Senator	
Stephen	Kuebler	COS		Senator	
Tamra	Legron-Rodriguez	COS		Senator	
Daniel	Marien	COS		Senator	
Piotr	Mikusinski	COS		Senator	
Nizam	Uddin	COS		Senator	
Linda	Walters	COS		Senator	
Widaad	Zaman	COS		Senator	
Christopher	Goyzueta	RCHM		Senator	
Jonathan	Judy	RCHM		Senator	
Kristine	Shrauger	UL		Senator	
Jeff	Kauffman	CECS		Steering	
Mason	Cash	CAH		Steering	
Keri	Watson	CAH		Steering	
Reid	Oetjen	CCIE		Steering	
Mike	Proctor	CECS		Steering	
Joseph	Harrington	COS		Steering	
Jim	Moharam	CREOL		Steering	

Faculty Senate Attendance
November 3, 2022

Missy	Murphey	UL		Steering	
Sheila	Amin Gutierrez de Pineres	Other	BHC	Guest	Dean
Patrick	Burt	Other	C&M	Guest	Chief Communications and Marketing Officer
Silvana	Dushku	Other	UCF Global	Guest	Program Director
Matthew	Hall	Other	Provost Office	Guest	VP/CIO
jana	jasinski	Other	Faculty Excellence	Guest	Vice Provost
Amanda	Sellers	Other	UCF Communications	Guest	Communications Specialist/PIO
Joseph	Thalheimer	Other	Emergency Management	Guest	
Lee	Dotson	UL		Guest	Librarian
Adrienne	Frame			Guest	VP, SSWB
Lucretia	Cooney	Other	Faculty Excellence	Guest	Director
Eric	Main	Other	FCTL	Guest	Associate Director
Carl	Metzger	Other	Public Safety	Guest	Associate VP for Public Safety and Chief of Police
Winston	Schoenfeld	Other	Office of Research	Guest	Interim VP for Research

**Announcements and Report of the Senate Chair Stephen King
Faculty Senate Meeting
November 3, 2022**

Today, for my chair report, I want to talk about faculty involvement in Emergency Response at UCF. We have the COVID crisis and Hurricane Ian as two stark reminders that emergencies can happen at any time, and that there are multiple levels of response to these crises.

With the COVID pandemic and Hurricane Ian being vastly different emergencies, and with two areas off the coast of Florida out in the Atlantic that could turn into new hurricanes, I think it's a great time to start talking about this now.

First, when I talk about faculty involvement, I do NOT mean that faculty should be weighing in decisions of life and limb, building integrity, or what windspeed is safe to drive in if a hurricane hits.

UCF has robust Emergency Management plans for many potential crises, that were designed by professionals such as Campus Police Chief Carl Metzger, and the Director of Emergency Management Joe Thalheimer. They are the experts; and dealing with the immediate response to an emergency itself needs to be done by them.

The University also has a communications team, overseen by Associate Vice President Patrick Burt, that works with many partners on campus to coordinate and oversee the messaging that comes out prior to, during, and after emergencies.

Where I think faculty can have a useful voice is in discussions about the response UCF takes so that PRIOR to the crises: how are we prepared? and AFTER the immediate crises is over, how do we return to our core missions of teaching students, performing research, and engaging with the greater community around us.

The critical point I want to make is that I am talking not just about the plans we have, but also how we communicate what is happening, and what options faculty staff and students should be considering before, during, and after an emergency.

Here are a few examples of what I mean that are fresh in my memory as they happened after Hurricane Ian hit us just over a month ago:

What plans do we have ready to go to help students staff and faculty that no longer have housing, internet, or other essential needs?

And What plans do we have to allow researchers to return to campus to take care of time sensitive issues such as keeping research animals and other biological samples alive and healthy, or adding liquid nitrogen to equipment that HAS to be kept at super-cold temperatures or else it will go into catastrophic failure.

These examples are not part of the emergency itself, but rather important illustrations that it would be best for UCF to have a whole range of options available and in hand when the emergency response team considers what actions to take prior to, during, and immediately after an emergency.

I've talked with the President Cartwright, Provost Johnson, Chief Metzger, and several others in the emergency management area about these ideas and had strong support from them on the voice faculty could have in messaging and in "post emergency" processes where UCF comes out of a crises, but may not be fully functional yet.

There are two ways I would like senate to address these issues.

First the short-term approach to providing feedback: we are having today's campus climate report on Emergency Responses. We have invited
Campus Police Chief Carl Metzger,
Director of Emergency Operations Joe Thalheimer, and
Associate Vice President for Communications Patrick Burt
to speak with us today.

I hope we can have a conversation where, as faculty, we can provide input and feedback to the speakers that would help guide how to proceed making future plans.

Second: the long-term approach to providing feedback: The best long-term approach is to have the people making our emergency plans,
Chief Metzger, Joe Thalheimer, and others,
work with our Faculty Senate Campus Safety committee year-round to explore ideas, and to have a portfolio of plans in place.....
so that no matter what emergency UCF faces, we have a range of options that can be the starting spot for our planning and communications with faculty, staff, and students.

Now, I hope some of you just said to yourself: we DONT HAVE a dedicated campus safety committee....and guess what, if you said that you'd be right!

We do not have a campus safety committee....yet. But we do have a plan to get one! We have a University Parking and Transportation committee, and also a Faculty Senate Parking Transportation, and Safety committee.

Even better: the Senate Steering committee approved a topic to determine how to move all the parking and transportation aspects of both committees into the University committee....and then take the faculty senate committee and have it focus exclusively on campus safety.

This process is underway, and yes, you are likely to see some bylaw changes about that in the spring.

In the meantime, I will start working with that evolving committee and the appropriate administrators to make sure our faculty voice, ideas, and concerns are part of the emergency response now and into the future.

The last thing I will mention about emergency response is the mental health aspect of any UCF response. Mental health is a critical aspect of the response when people lose housing, are overwhelmed and struggling to consider how they could possibly get to class or take a test, and have other concerns after a crisis hits UCF.

I have not brought in people to talk about this point today, because I plan to have a campus climate report next month that takes a comprehensive view of mental health needs and resources available for UCF Faculty, staff, and students.

I will end with three short announcements:

First announcement: In what I believe will be a first, the steering committee will be having our February meeting at the downtown campus. I am excited to have steering committee members experience the downtown campus and learn more about that campus during our time there. As a faculty member who's office and research lab is not on main campus, I think it is important for others to experience what it is like to be at another campus, even if it's just for an afternoon. If this goes well, I can envision having a Steering meeting in future years at other UCF campuses.

My second announcement is about the Vice President for Research and Innovation position, where UCF has a nationwide search underway. I strongly encourage all of you and the faculty in your home units to think of colleagues across the country that have the potential to be a great fit for the UCF VP for research and innovation. This position will be critical for all of our research endeavors into the future, so let's all help identify the best candidates we can.

You can see details of the search committee and the position description if you go to www.ucf.edu/leadership and scroll down to the open position near the bottom of the page. If you have someone in mind that UCF should consider, you can nominate them by sending an email to Executivesearch@ucf.edu

The search committee will follow up with that information.

I will make sure the website and email addresses are posted in the chat and part of the minutes

My last update is about the Post tenure review process.

The Board of Governors will be considering and voting on a specific proposal at the BOG meeting next week in Tampa.

If approved by the BOG, there will be a 14-day open window for everyone to make comments on the proposal.

Based on the **expected timing**, that 14-day window would close on or right after Thanksgiving day.

I am a strong believer that we, as faculty, should provide feedback when we have the opportunity, so once the public notice has begun, the senate will send information to faculty about how to do that.

Report of the Provost Michael D. Johnson

Thursday, November 3, 2022, 3 p.m. to 5 p.m.

Student Union, Charge On Room, 340

Accolades

- It is a great joy to recognize outstanding faculty.
- We did so Tuesday, at this year's Luminary Award ceremony at Leu Gardens
- These annual awards highlight faculty whose scholarship and creative work has had real impact, improving our nation and the world. We celebrated six this year:
 - Mindi Anderson, College of Nursing;
 - Mike Chini, College of Sciences;
 - Yaser Fallah, College of Engineering and Computer Science;
 - Michelle Gregoire Gill, CCIE;
 - Julia Listengarten, CAH;
 - and Staci Zavattaro, CCIE.
- I hope you will read about these wonderful people in UCF Today. I offer my congratulations to all.
- The latest *U.S. News & World Report* rankings place the College of Optics and Photonics among the top 25 universities in the world for optics.
 - The college ranks No. 4 among U.S. public universities and No. 9 among all U.S. universities.
 - Other notable U.S. universities in the top 25 include Caltech, Harvard, Stanford, UCLA, Columbia and MIT.
- Congratulations to Dean Hagan and all the faculty at CREOL who make this level of excellence possible.
- Lastly, UCF's Comprehensive Urban Teacher Pipeline program received one of two national Shirley S. Schwartz Urban Education Impact awards this year.
- The honor recognizes partnerships on teacher preparation and leadership between universities and urban school districts that have a substantial impact on student learning.
- UCF's effort in partnership with Orange County recruits, develops and retains high quality teachers to prepare teachers for the county's Title 1 schools. It has had great success, and I congratulate them on their recognition.

Hurricane Ian Impacts

- UCF campuses faced minimal damage and returned to normal operations quickly
- However, some hundreds of students and an appreciable number of faculty and staff reported significant hardships; such as flooding that led to severe home damage or displacement, loss of vehicles; some lost everything.
- We have been able to provide some support.
- For students, this included temporary housing, emergency funding, emergency gift cards, and academic coaching
- Ian resulted in five lost class days at UCF, disrupting teaching, assignments and tests; students hit hardest by the storm worried about being able to keep going
- Pushed back the withdrawal date back by a week to this Friday; gave students more time to consult with advisors, instructors, success coaches and family as they considered their options.
 - The extra week helps us do everything we can to keep students on track in pursuit of their degrees.
- Grateful to our faculty who have been compassionate and accommodating in helping our struggling students navigate their courses

- I also appreciate our faculty's understanding of our obligation to meet a course's full set of learning objectives, despite the challenge of this interruption.
- For employees, aid included some financial support and a special leave program.
- UCF's strong response to help our fellow Knights wouldn't have been possible without the efforts of so many who rallied to assist
 - About 750 donors contributed nearly \$200,000 to aid Knights in need
 - Grateful to the employees who donated their accrued vacation and sick leave hours to afflicted colleagues who needed additional time off to recover

New Legislation

- The Florida Board of Governors and now the university have approved new regulations, as required, to implement HB 7
- As you know, this new state legislation passed this year alters the Florida civil rights law that prohibits discrimination and defines certain acts as discrimination.
- There are no surprises in the UCF regulation. The UCF regulation essentially replicates the regulation of the BOG.
 - The regulation can be found on UCF's regulations webpage, and the related approved policy is posted on UCF's Policies and Procedures webpage.
- As I've underscored in faculty messages and in meeting with various departments and deans, the new law does not prohibit teaching controversial and challenging topics.
- In my view, the law codifies what our faculty already know is their professional responsibility: to educate, not to indoctrinate; to teach, and not to preach.
- Students have to understand – they don't have to agree.
- If a student complains that a faculty member has crossed the legal line, we will have to investigate – as we always have; no student complaints so far
- As a reminder, the Faculty Center for Teaching and Learning website has FAQs about the new legislation and how it affects teaching, and guidance for facilitating civil dialogue.
- **New state legislation**, SB-7044, requires a new post-tenure, five-year review cycle for professors at our state universities.
- The BOG has posted a proposed regulation implementing the new law. I expect them to post it for public comment at their meeting next week, and then take up a final version for approval perhaps in January.
 - At that point each university will adopt a corresponding regulation, and policies; and I expect the process may require collective bargaining.
- The new law and regulation will bring major change to our post-tenure-review process. The draft regulation requires each tenured faculty member to have a comprehensive review of performance every five years.
 - To get started, at least 20% of the tenured faculty will be evaluated each year, beginning with those longest in rank.
- The review will include consideration of the faculty member's accomplishments and productivity relative to assigned duties in research, teaching and service, as well as the history of professional conduct.
- Under the draft regulation, faculty will submit a dossier with information for the review period, which will be reviewed by the chair and dean.
- The provost is then responsible to rate each faculty member's performance and professional conduct. In the draft regulation, the provost – but not chairs or deans – can seek advice from an advisory committee.
- Finally, depending on the rating, faculty members could be considered for recognition or conceivably pay increases, or could be subject to a performance improvement plan or even termination.
 - There will be an appeals process that isn't spelled out yet.

- And at the end of each year, the provost needs to report the results to the Board of Trustees – and the results will be audited annually as well.
- As you can tell, this is a very significant change to tenure in the state of Florida.
 - It doesn't end tenure, but it does require universities to be serious and responsible about assuring that faculty who have earned tenure are continuing to perform satisfactorily.
- Changes like this can be frightening. But I think we should embrace it.
 - Tenure has never been intended to permit people to slack off while continuing to receive a full pay check. And I do not believe that this is a significant issue at UCF.
- In my opinion it is our responsibility to demonstrate to the public that we are indeed responsible in our use of public funds.
 - In fact, I think this may become necessary across the country for the institution of tenure to continue into the future.
- Still, this is a significant change, with many details not clear. We will continue to report what we learn.

New Division of Success and Wellbeing

- A top university priority, and a major focus of our new strategic plan, is to improve student success and well-being. Want to help the students who enroll here succeed all the way through to graduation.
- We hired Dr. Paul Dosal as our first Senior Vice President for Student Success. His first charge was to rethink organization. Since arriving this summer, he has worked with many university stakeholders to think this restructuring through.
- Effective last week, based on his recommendations that I accepted, we dissolved SDES and SLAS and from them formed a new division of Student Success and Well-being, which Dr. Dosal leads.
- This new division brings together the central university teams focused on helping our students through their whole UCF experience, including enrollment and admissions, advising, housing, student life and wellness, careers, and more.
- This of course is only part of how students are supported – the colleges, their advisors, all faculty in their classes and mentoring, are a giant piece of this.
- Dr. Dosal knows well that a large part of his job is to work together with the colleges and faculty – and to make certain his team does so, too.
- Dr. Theodorea Berry will continue to serve as Vice Provost and Dean of the College of Undergraduate Studies, reporting to me and serving as a senior member of the leadership team within Academic Affairs.
 - Will provide leadership to the College of Undergraduate Studies and oversee policy and curriculum development across UCF's common undergraduate experience.

1 Resolution 2022-2023-2
2 Faculty Bylaw Change
3 Faculty Senate Bylaw Amendment Process
4
5

6 **Whereas**, the Bylaws to the Constitution of the Faculty of the University of Central
7 Florida amendment process requires a bylaw amendment to be on the agenda of two
8 successive Senate meetings, and that there also be 30 days prior notice before the first
9 of those meetings; and

10
11 **Whereas**, the current Bylaw amendment process results in an extended time period of
12 up to 78 days between the original time of notice and the day on which the Bylaw can
13 be considered and voted upon due to the 28 day cycle of Faculty Senate meetings; and
14

15 **Whereas**, the widespread and ubiquitous utilization of digital communications has sped
16 up the way in which the Faculty Senate and all of UCF communicates and conducts
17 business; therefore:

18
19 **Be it resolved** that the Faculty Bylaw amendment process detailed in section X.A. of
20 the Bylaws to the Constitution of the Faculty of the University of Central Florida be
21 amended to state:
22

23 A. The Faculty Senate may amend its own bylaws by the affirmative vote of a majority
24 of Senate members present and voting at a meeting with a quorum.

25
26 1. A proposed amendment shall be included on the agenda for discussion at two
27 successive regular meetings of the Senate.

28
29 2. The text of a proposed bylaw or amendment to a current bylaw must be made
30 available electronically to the members of the Faculty Senate prior to the first
31 meeting.

32
33 3. The proposed amendment is subject to amendment and vote at the second
34 Senate meeting.

35
36 4. In cases of emergency, established by the Steering Committee, the
37 requirement of requiring two successive meetings can be waived.

1 Resolution 2022-2023-3
2 Faculty Bylaw Change
3 Library Faculty Serving on Faculty Senate Graduate Council and Committees
4

5 **Whereas**, library faculty served for many years as graduate faculty members of
6 the Graduate Council and the four graduate committees (Policy, Appeals,
7 Curriculum, and Program Review & Awards); and
8

9 **Whereas**, including library faculty as full voting members of these graduate
10 committees has positively contributed to the decisions and recommendations of
11 these committees; and
12

13 **Whereas**, the unique position that library faculty hold within the University of Central
14 Florida scholarly community results in active involvement in Graduate education but
15 may not result in library faculty meeting the criteria for persistent
16 Graduate Faculty status; and
17

18 **Whereas**, the current language of the Faculty Constitution & Bylaws identifies
19 graduate faculty status as a requirement for membership on these graduate
20 committees; therefore
21

22 **Be it Resolved** that the Bylaws be amended as follows to allow library faculty to
23 serve as full voting members on these graduate committees:
24

25 Section VII. Senate Curricular Committees
26

27 B. Graduate Council
28 b. Membership.
29

30 The council shall consist of all of the members of the committees of the Graduate
31 Council and the dean of the College of Graduate Studies (ex officio). All faculty
32 members of the Graduate Council, except the representatives from the University
33 Library faculty, must be Graduate Faculty, as specified in
34 the Graduate Catalog. The representatives from the University Library faculty
35 and the graduate students shall be full voting members of the council regardless
36 of graduate faculty status.
37

38 1. Graduate Policy Committee
39 b. Membership.
40

41 The Graduate Policy Committee shall consist of one graduate faculty member
42 from each academic unit, at least four of whom are members of the Faculty
43 Senate, a representative from the University Library faculty, and a graduate
44 student. The representative from the University Library faculty and the
45 graduate student shall be a full voting member of the committee regardless
46 of graduate faculty status.
47

48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79

2. Graduate Appeals Committee
b. Membership.

The Graduate Appeals Committee shall consist of at least one graduate faculty member from each academic unit, a representative from the University Library faculty, a graduate student, and the dean of the College of Graduate Studies (ex officio) or her/his designee. The representative from the University Library faculty and the graduate student shall be a full voting member of the committee regardless of graduate faculty status.

3. Graduate Curriculum Committee
b. Membership.

The Graduate Curriculum Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and a graduate student. The representative from the University Library faculty and the graduate student shall be a full voting member of the committee regardless of graduate faculty status.

4. Graduate Program Review and Awards Committee
b. Membership.

The Graduate Program Review and Awards Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and the dean of the College of Graduate Studies (ex officio) or her/his designee. The representative from the University Library faculty shall be a full voting member of the committee regardless of graduate faculty status.

1 Resolution 2022-2023-4
2 Faculty Bylaw Change
3 Research Council Membership
4
5

6 **Whereas**, the duties and responsibilities of the Research Council are far ranging, and
7 include in part assisting in the evaluation of university research programs, reviewing the
8 activities of committees that deal with human subject or animals in research, working
9 with Office of Research administration in establishing guidelines for submission and
10 review of research proposals, and recommending policies relating to research activities,
11 research facilities, responsible research conduct, and patents; and
12

13 **Whereas**, the Research Council currently has the flexibility to divide into committees
14 based on the specific needs or emphasis in any given year; and
15

16 **Whereas**, faculty membership on the Research Council consists of exactly eighteen
17 faculty members proportionally representing all of the University academic units, plus
18 two additional faculty from the university institutes and/or centers; and
19

20 **Whereas**, the efficiency of the Research Council would be enhanced by having
21 additional faculty members representing the academic units, thus providing a wider
22 array of viewpoints and experiences from which the council could draw upon; therefore
23

24 **Be it resolved** that the Bylaws to the Constitution of the Faculty of the University of
25 Central Florida be amended in Section VI.F.2 to replace the text
26

27 “The committee shall consist of eighteen faculty members with at least one
28 representative from each of the academic units selected by the Committee on
29 Committees and two additional faculty members from the institutes and/or centers will
30 be designated by the vice president for the Office of Research.”
31

32 with
33

34 “The committee shall consist of **twenty-eight** faculty members with at least one
35 representative from each of the academic units selected by the Committee on
36 Committees and **three** additional faculty members from the institutes and/or centers will
37 be designated by the vice president for the Office of Research.”
38

1 Resolution 2022-2023-5
2 Faculty Bylaw Change
3 Excessive Absences in Committees
4

5 **Whereas**, the principles of shared governance requires contributions from the Faculty
6 Senate, the Senate operational committees, Senate curricular committees, and joint
7 committees, in making reviews and recommendations to the president, the provost and
8 vice president for academic affairs, and other administrators on all matters concerning
9 the welfare of the university; and

10
11 **Whereas**, meaningful contributions from faculty appointed to committees requires the
12 presence of the faculty at scheduled committee meetings; and

13
14 **Whereas**, the Faculty Senate appoints faculty members, only a fraction of which are
15 senators, to serve on Senate operational committees, Senate curricular committees,
16 and joint committees; and

17
18 **Whereas**, the faculty senate has a mechanism to address vacancies or excessive
19 absences by senators at Senate meetings as described in the Bylaws Section V.A.-C.;
20 and

21
22 **Whereas**, joint committees have a mechanism to address vacancy or excessive
23 absences as stated in Bylaws Section VII that “If a non-elected committee member is
24 absent or unable to serve for eight weeks or longer, an interim or permanent
25 replacement will be appointed for the remaining term”; and

26
27 **Whereas**, consistent expectations for committee attendance at Senate operational
28 committees, Senate curricular committees, and joint committees would benefit faculty in
29 understanding expectations; therefore

30
31 **Be it resolved** that the Bylaws to the Constitution of the Faculty of the University of
32 Central Florida be amended in Section VI and Section VII to state “If a committee
33 member is absent or unable to serve for eight weeks or longer, an interim or permanent
34 replacement will be appointed for the remaining term by the agency that appointed the
35 committee member”; and

36
37 **Be it further resolved** that the Bylaws to the Constitution of the Faculty of the
38 University of Central Florida be amended in Section VIII to replace “If a non-elected
39 committee member is absent or unable to serve for eight weeks or longer, an interim or
40 permanent replacement will be appointed for the remaining term” with “If a committee
41 member is absent or unable to serve for eight weeks or longer, an interim or permanent
42 replacement will be appointed for the remaining term by the agency that appointed the
43 committee member”.

44
45

1 Resolution 2022-2023-6
2 Faculty Senate Bylaw Amendment
3 Faculty Senate Parliamentarian
4

5 **Whereas**, the Bylaws to the Constitution of the Faculty of the University of Central Florida state
6 that one of the duties of the Faculty Senate Chair is to appoint a parliamentarian; and
7

8 **Whereas**, meetings of the Senate are conducted according to the latest edition of Robert's
9 Rules of Order, which asserts "a member of an assembly who acts as its parliamentarian has the
10 same duty as the presiding officer to maintain a position of impartiality, and therefore does not
11 make motions, participate in debate, or vote on any question except in the case of a ballot
12 vote"; and
13

14 **Whereas**, it has been customary practice in the Senate that the Chair appoints a member of the
15 Senate to be the parliamentarian, and that the appointed parliamentarian engages in debate,
16 makes motions, and votes on all questions before the Senate; and
17

18 **Whereas**, Webster's New World Robert's Rules of Order Simplified and Applied provides an
19 alternative status for the parliamentarian as follows: "If a member is considered the
20 parliamentarian and sits with the assembly during meetings and does not advise the chair
21 during the meetings, then perhaps the parliamentarian would have the right to make motions,
22 discuss them, and vote"; therefore:
23

24 **Be it resolved** that the Faculty Bylaws be amended to state in section III A. 1. g. to state:
25 "To appoint a parliamentarian. The parliamentarian, if a member of the Senate, has the rights
26 to make motions, engage in debate, and vote, but cannot sit by or advise the Chair of the
27 Senate during a meeting."



Faculty Senate

Faculty Senate
Committee Reports
November 3, 2022

Budget and Administrative Committee

Chair – Tina Buck; Vice Chair – Keri Watson
No update

Information Technology Committee

Chair – Glenn Martin; Vice Chair – Joseph Harrington
November 1, 2022

Committee met for about an hour. Discussion on “resources for the common good” focused on eligibility criteria. A high-level of Workday IT issues were reviewed and discussion on future capabilities such as a Workday Dashboard for all UCF required training courses. This was followed by discussion about a system for public comment (that various organizations within UCF could potentially use). Finally, some discussion of IT issues related to the UCF Strategic Plan was held.

Personnel Committee

Chair – Karol Lucken; Vice Chair – Gulnora Hundley
October 19, 2022

New and extensive E & G expenditure and CPI data were presented by Michael Proctor. Given the limited authority of the Personnel Committee to take further action on this matter, the committee agreed that such data be raised at Steering and Faculty Senate meetings for response and comment and that such data be shared with the UCF union since they are responsible for matters related to salaries and raises. We also plan to invite SVP Hector to an upcoming meeting to address these matters further. An update was also provided on the subcommittee work of drafting a resolution regarding faculty involvement in hiring. Last, a final status review of the “old” topics forwarded by Steering was conducted. Only 2 of the topics remain open and/or in progress, namely “faculty involvement in hiring-resolution” and “faculty administrative action in cases of faculty misconduct.” In the latter case, we plan to invite or inquire of Rhonda Bishop or her representative about whether the current procedures involved in processing and adjudicating allegations of faculty discrimination misconduct also apply to discrimination as defined under HB7. All other “old” topics forwarded by Steering have been deemed resolved or lacking current sponsorship.

Research Council

Chair – Linda Walters; Vice Chair – David Luna
October 10, 2022

The Council met with Gerald Hector to discuss research-related issues with Workday. 42 people were on the zoom meeting and lots of concerns were shared. First positive result is that OPS employees will be able to revise their own timecards starting 11/11/22. There is now a PI Dashboard, and it should now be easier to edit your mailing address in Amazon Punchout.



Faculty Senate

Research Council will continue to meet monthly with Hector. These meetings will occur from 4-5 PM on November 10 and 4-5 PM on December 8. Walters and Research Council members continue to welcome emails/conversations on any specific research concerns faculty have with Workday. Our second accomplishment is the Research Council unanimously approving the final document requested by Office of Research for Membership of Faculty Research Misconduct Review Committee: To facilitate timely faculty research misconduct inquiries and investigations, the UCF Research Council recommends that a standing committee be formed that includes one faculty member from each department or unit. This committee composition would provide a sufficient pool of expertise ready to assist as needed. The committee would be staffed each summer through the Faculty Senate Committee-on-Committees. Membership on this committee will include tenured faculty at the ranks of Associate and Full Professors, Research Associate and Full Professors, and Clinical Associate and Full Professors. Faculty would serve 2-year terms, with 50% of the members rotating off each year.

Graduate Council

Chair – Stacy Barber; Vice Chair – Valeriya Shapoval

The Policy Committee met last week and is revising the 7-year rule for transfer credit. We expect a revised policy to be completed by our next meeting (next week). The Curriculum Committee met regarding changes from the College of nursing, Art and Humanities and Health Professions. Presentations were made with main points related to curriculum adjustments and fees adjustments. Presentations were straight forward; some questions were asked and all were approved.

Undergraduate Council

Chair – Jeffrey Kauffman; Vice Chair – Tina Chiarelli

No update

Ad Hoc Committee on Civil Discourse

Chair – Stephen King

No update

Ad Hoc Student Success Committee

Chair – Tina Chiarelli

No update

UCF PUBLIC SAFETY AND COMMUNICATIONS

UNIVERSITY EMERGENCY OPERATIONS

Chief Carl Metzger, Associate VP for Public Safety
Joe Thalheimer, Director of Emergency Management
Patrick Burt, Chief Communications and Marketing Officer, UCF



UCF PUBLIC SAFETY



Police Department

Emergency Management

Victim Services

Department of Security

POLICE DEPARTMENT

Accredited, full service police department

Provide law enforcement services and crime prevention assistance to the UCF community

24/7, 365 days a year communications center



EMERGENCY RESPONSE

- Active shooter/active threats
- In progress crimes
- Gas leaks, smoke, fire
- Alarms – panic, fire, burglary
- Medical emergencies
- Mental health crises
- Natural disasters – hurricanes, tornadoes, etc.

HURRICANE RESPONSE



- Plan with Emergency Management (EM) and the Emerging Issues and Crisis Response Team (EICERT)
- Work with EM and university communications team on campus messaging
- Provide security at ride out locations
- Traffic control points/campus lockdown
- Respond to emergencies during the storm
- Assist with campus post storm assessment and reopening

EMERGENCY MANAGEMENT

- Created in 2008
- BOG Regulation 3.001 (Program, CEMP, COOP)
- Florida Statute 252.31 – 252.90 (Governance)
- Team of 3 (Director, Manager, Coordinator)
- Part of Public Safety since 2019
- Chain of Command
 - President
 - Sr. VP A&F
 - AVP Public Safety
 - EM



2021

University of Central Florida Hurricane Plan



UCF Department of Emergency M

Current as of:
June 2022

Department of Emergency Management

UCF Department Hurricane Timeline

Purpose:

The purpose of the UCF Department Hurricane Timeline is to establish a framework for department activities leading up to, and after a tropical weather system. It is recommended that all departments update their hurricane timeline before the start of hurricane season each year.

Scope:

The UCF Department Hurricane Timeline is intended for department-level application for tropical weather operations impacting the University and is scalable based on the severity of the event.



How to use the timeline:

1. Use the tabs at the bottom of the spreadsheet to navigate between the various timeline pages. Pages are organized by the number of hours until the onset of tropical storm force winds (39 MPH or greater) within Orange County.

Pre Hurricane Season | **120 Hours** | 96 Hours | 72 Hours | 48 Hours | 24 Hours | 12 Hours | Post Storm

2. In each tab, list the protective measures and other activities completed by the respective department during that time frame (E.g. fueling vehicles, testing systems, reviewing COOP plans, etc.).
3. List the point of contact and contact information for each protective measure or activity. List by title, not name.
4. Be thorough and mindful as you fill out each timeframe tab, some may contain more activities than others.
5. Once complete, ensure department leadership approval is received and submit to the Department of Emergency Management.
6. More information on hurricane preparedness can be found on the UCF Department of Emergency Management's (DEM) website at emergency.ucf.edu and any questions can be forwarded to the Plans & Programs Coordinator at 407-882-7111.

6

6

HURRICANE PLAN

- Considered a “Hazard-Specific” Plan
- University-wide application and may be fully or partially implemented as appropriate
- Purpose is to ensure UCF is prepared to respond to, and recover from, hazards associated with tropical weather systems

HURRICANE TIMELINES

- Purpose is to establish a list of departmental activities leading up to, and after a tropical weather system
- Recommended that all departments review and update their hurricane timeline prior to the start of hurricane season—June 1

EMERGENCY OPERATIONS CENTER (EOC)

Activation Levels

- 3 – Monitoring
- 2 – Partial
- 1 – Full Scale

ESFs / ECOs

- ESFs – key operational departments from within UCF
- ECOs – liaisons to UCF entities with specific needs

Decision-making Calls

- Florida Division of Emergency Management
- National Weather Service – Melbourne
- Orange County Emergency Management

EICRT Briefings

UCF Alert



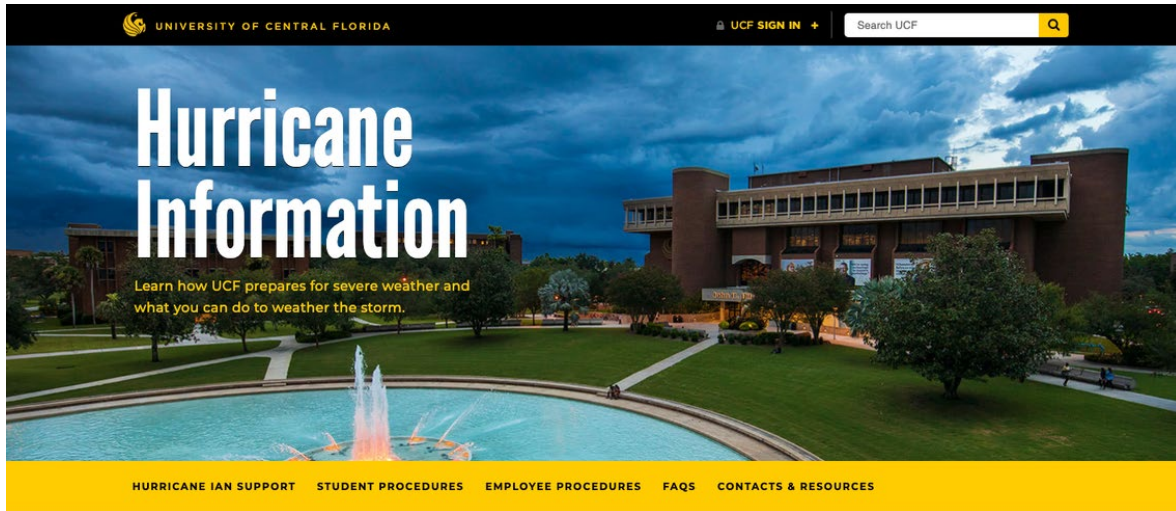
UCF ALERT 



LEVEL 1

LEVEL 2

LEVEL 3



UCF Cares About All of Our Knights

Following Hurricane Ian, UCF continues to support those in our community most impacted.

You can support Knights in need by contributing to UCF's [Emergency Relief Fund](#). Knights Pantry also welcomes donations from the community.

For Our Students

Students impacted by the storm with outstanding needs should contact Student Care Services by [filling out this form](#). Students who would like to speak with Counseling and Psychological Services should call CAPS' crisis line at [407-823-2811](#) and press 5 if they need to speak with a therapist.

For Our Employees

Employees should communicate directly with their supervisors regarding ongoing hardships.

[Employee Assistance Program](#): Providing work, life and mental health support for employees in need.

Severe Weather at UCF

HURRICANE WEBSITE

HURRICANE SEASON STARTS IN JUNE

June 1, UCF sends an email with information about hurricane preparedness, a video on how to create a hurricane kit, as well as other resources.

We use a variety of channels during hurricane season and active storms. They include:

- UCF Alert email/text
- Emails
- Text
- Social Media (Facebook, Instagram, Twitter, LinkedIn)
- UCF.edu / UCF.edu/hurricane / UCF Today Stories
- UCF Mobile App



UCF cares about all of our Knights, and we are providing resources to those in our community who have been impacted by Hurricane Ian. As we reopen, faculty and supervisors are asked to demonstrate empathy and provide flexibility to students and employees given Hurricane Ian's catastrophic impact.

For Our Students:

We want to hear from impacted Knights so that we can connect them with services and support. Students impacted by the storm with outstanding needs should contact Student Care Services by [filling out this form](#). UCF staff are working with these students on a one-on-one basis to provide them with resources and support as they navigate their recovery. Available resources include:

- **Knights Pantry:** [Knights Pantry](#) is open to all students and is temporarily extending their services to include faculty and staff members facing hardship due to the storm.

HURRICANE IAN UPDATES

ACTIVE STORM COMMUNICATIONS

When a tropical wave or weather system is identified, we start a process of communicating preparedness and preparation for the storm.

In the case of Hurricane Ian, messages started on September 23 when Hurricane Ian was still a tropical depression, and updates were sent on September 25, through Sept. 29. September 30 began a shift from safety and storm messaging to recovery, assessment and re-opening messaging.

AFTER ACTION ANALYSIS

A look at what went well, what we did not anticipate, what we can do better, what needs to be done differently.

PREPAREDNESS AND POSSIBLE IMPACTS

Be more direct about what may need to be planned for ahead of the impact.

COMMUNICATE HOW WE WILL COMMUNICATE

Be direct and specific about the channels our audience will receive communications via. Say, "Sign up now for UCF Alerts," or "Pay attention to UCF social channels."

DEFINE CLOSURE AND CLOSING

Set the expectations of what return to operations may mean. What will be expected of employees and that some may need to return before others.

COMMUNICATE WITH KEY GROUPS TO HELP SHARE MESSAGES

Actively tell Communications Council, President's Leadership Team, and others information that will help them address questions and empower them to communicate at the right time.

1 Resolution 2022-2023-3
2 Faculty Bylaw Change
3 Library Faculty Serving on Faculty Senate Graduate Council and Committees
4

5 **Whereas**, library faculty served for many years as graduate faculty members of
6 the Graduate Council and the four graduate committees (Policy, Appeals,
7 Curriculum, and Program Review & Awards); and
8

9 **Whereas**, including library faculty as full voting members of these graduate
10 committees has positively contributed to the decisions and recommendations of
11 these committees; and
12

13 **Whereas**, the unique position that library faculty hold within the University of Central
14 Florida scholarly community results in active involvement in Graduate education but
15 may not result in library faculty meeting the criteria for persistent
16 Graduate Faculty status; and
17

18 **Whereas**, the current language of the Faculty Constitution & Bylaws identifies
19 graduate faculty status as a requirement for membership on these graduate
20 committees; therefore
21

22 **Be it Resolved** that the Bylaws be amended as follows to allow library faculty to
23 serve as full voting members on these graduate committees:
24

25 Section VII. Senate Curricular Committees
26

27 B. Graduate Council
28 b. Membership.
29

30 The council shall consist of all of the members of the committees of the Graduate
31 Council and the dean of the College of Graduate Studies (ex officio). All faculty
32 members of the Graduate Council, except the representatives from the University
33 Library faculty, must be Graduate Faculty, as specified in
34 the Graduate Catalog. The representatives from the University Library faculty
35 and the graduate students shall be full voting members of the council regardless
36 of graduate faculty status.
37

38 1. Graduate Policy Committee
39 b. Membership.
40

41 The Graduate Policy Committee shall consist of one graduate faculty member
42 from each academic unit, at least four of whom are members of the Faculty
43 Senate, a representative from the University Library faculty, and a graduate
44 student. The representative from the University Library faculty and the
45 graduate student shall be a full voting member of the committee regardless
46 of graduate faculty status.
47

48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79

2. Graduate Appeals Committee
b. Membership.

The Graduate Appeals Committee shall consist of at least one graduate faculty member from each academic unit, a representative from the University Library faculty, a graduate student, and the dean of the College of Graduate Studies (ex officio) or her/his designee. The representative from the University Library faculty and the graduate student shall be a full voting member of the committee regardless of graduate faculty status.

3. Graduate Curriculum Committee
b. Membership.

The Graduate Curriculum Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and a graduate student. The representative from the University Library faculty and the graduate student shall be a full voting member of the committee regardless of graduate faculty status.

4. Graduate Program Review and Awards Committee
b. Membership.

The Graduate Program Review and Awards Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and the dean of the College of Graduate Studies (ex officio) or her/his designee. The representative from the University Library faculty shall be a full voting member of the committee regardless of graduate faculty status.

Library Faculty Serving on Faculty Senate Graduate Council and Committees

SECTION VII. SENATE CURRICULAR COMMITTEES

B. Graduate Council

b. Membership.

CURRENT:

The council shall consist of all of the members of the committees of the Graduate Council and the dean of the College of Graduate Studies (ex officio). **All members** of the Graduate Council must be Graduate Faculty, as specified in the Graduate Catalog.

The Committee on Committees shall select the faculty members for all committees of the Graduate Council and shall solicit nominees from the deans of the respective academic units as well as from the dean of the College of Graduate Studies, among others. The council chair and vice chair are elected annually by the membership of the council at the first meeting after the new committee is constituted, normally early in the fall term. The elected chair of the council will serve as the chair of the Graduate Policy Committee. The vice chair of the council will serve as the chair of the Graduate Curriculum Committee.

PROPOSED:

The council shall consist of all of the members of the committees of the Graduate Council and the dean of the College of Graduate Studies (ex officio). **All faculty members** of the Graduate Council, **except the representatives from the University Library faculty**, must be Graduate Faculty, as specified in the Graduate Catalog. **The representatives from the University Library faculty and the graduate students shall be full voting members of the council regardless of graduate faculty status.**

The Committee on Committees shall select the faculty members for all committees of the Graduate Council and shall solicit nominees from the deans of the respective academic units as well as from the dean of the College of Graduate Studies, among others. The council chair and vice chair are elected annually by the membership of the council at the first meeting after the new committee is constituted, normally early in the fall term. The elected chair of the council will serve as the chair of the Graduate Policy Committee. The vice chair of the council will serve as the chair of the Graduate Curriculum Committee.

1. Graduate Policy

b. Membership.

CURRENT:

The Graduate Policy Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, and a graduate student.

The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council chair will serve as the chair of the Graduate Policy Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

PROPOSED:

The Graduate Policy Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and a graduate student. The representative from the University Library faculty and the graduate student shall be full voting members of the council regardless of graduate faculty status.

The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council chair will serve as the chair of the Graduate Policy Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

2. Graduate Appeals Committee

b. Membership.

CURRENT:

The Graduate Appeals Committee shall consist of at least one graduate faculty member from each academic unit, a graduate student, and the dean of the College of Graduate Studies (ex officio) or her/his designee.

The council chair will appoint the chair of the Graduate Appeals Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies.

PROPOSED:

The Graduate Appeals Committee shall consist of at least one graduate faculty member from each academic unit, a representative from the University Library faculty, a graduate student, and the dean of the College of Graduate Studies (ex officio) or her/his designee.

The representative from the University Library faculty and the graduate student shall be full voting members of the council regardless of graduate faculty status.

The council chair will appoint the chair of the Graduate Appeals Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies.

3. Graduate Curriculum Committee

b. Membership.

CURRENT:

The Graduate Curriculum Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, and a graduate student.

The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council vice chair will serve as the chair of the Graduate Curriculum Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

PROPOSED:

The Graduate Curriculum Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and a graduate student. The representative from the University Library faculty and the graduate student shall be full voting members of the council regardless of graduate faculty status.

The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council vice chair will serve as the chair of the Graduate Curriculum Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

4. Graduate Program Review and Awards Committee

b. Membership.

CURRENT:

The Graduate Program Review and Awards Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, and the dean of the College of Graduate Studies (ex officio) or her/his designee.

The council chair will appoint the chair of the Graduate Program Review and Awards Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered.

PROPOSED:

The Graduate Program Review and Awards Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and the dean of the College of Graduate Studies (ex officio) or her/his designee. The representative from the University Library faculty shall be a full voting member of the council regardless of graduate faculty status.

The council chair will appoint the chair of the Graduate Program Review and Awards Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered.

Amendment to Proposed Bylaw change of Resolution 3.

*This amendment would replace the entire **Be it Resolved** clause in the Resolution 3 with the following text:*

Be it Resolved that the Bylaws be amended as follows to allow library faculty to serve as full voting members on these graduate committees:

Section VII. Senate Curricular Committees

B. Graduate Council b. Membership.

The voting members of the council shall consist of all of the members of the committees of the Graduate Council. The dean of the College of Graduate Studies is an ex officio member of the council. All faculty members of the Graduate Council, except the University Library faculty members, must be Graduate Faculty, as specified in the Graduate Catalog.

1. Graduate Policy Committee b. Membership.

The voting members of the Graduate Policy Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a University Library faculty member, and a graduate student.

2. Graduate Appeals Committee b. Membership.

The voting members of the Graduate Appeals Committee shall consist of at least one graduate faculty member from each academic unit, a University Library faculty member, and a graduate student. The dean of the College of Graduate Studies or her/his designee is an ex officio member of the committee.

3. Graduate Curriculum Committee b. Membership.

The voting members of the Graduate Curriculum Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a University Library faculty member, and a graduate student.

4. Graduate Program Review and Awards Committee
 - b. Membership.

The voting members of the Graduate Program Review and Awards Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a University Library faculty member, and a graduate student. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The dean of the College of Graduate Studies or her/his designee is an ex officio member of the committee.

Text comparisons of current membership bylaws, proposed bylaw in resolution 3, and the amendment to the Proposed Bylaw in Resolution 3

Graduate Council

Current Bylaw:

The council shall consist of all of the members of the committees of the Graduate Council and the dean of the College of Graduate Studies (ex officio). All members of the Graduate Council must be Graduate Faculty, as specified in the Graduate Catalog. The Committee on Committees shall select the faculty members for all committees of the Graduate Council and shall solicit nominees from the deans of the respective academic units as well as from the dean of the College of Graduate Studies, among others. The council chair and vice chair are elected annually by the membership of the council at the first meeting after the new committee is constituted, normally early in the fall term. The elected chair of the council will serve as the chair of the Graduate Policy Committee. The vice chair of the council will serve as the chair of the Graduate Curriculum Committee.

Proposed Bylaw in Resolution 3:

The council shall consist of all of the members of the committees of the Graduate Council and the dean of the College of Graduate Studies (ex officio). All faculty members of the Graduate Council, except the representatives from the University Library faculty, must be Graduate Faculty, as specified in the Graduate Catalog. The representatives from the University Library faculty and the graduate students shall be full voting members of the council regardless of graduate faculty status. The Committee on Committees shall select the faculty members for all committees of the Graduate Council and shall solicit nominees from the deans of the respective academic units as well as from the dean of the College of Graduate Studies, among others. The council chair and vice chair are elected annually by the membership of the council at the first meeting after the new committee is constituted, normally early in the fall term. The elected chair of the council will serve as the chair of the Graduate Policy Committee. The vice chair of the council will serve as the chair of the Graduate Curriculum Committee.

Amendment to the Proposed Bylaw in Resolution 3:

The voting members of the council shall consist of all of the members of the committees of the Graduate Council. The dean of the College of Graduate Studies is an ex officio member of the council. All faculty members of the Graduate Council, except the University Library faculty members, must be Graduate Faculty, as specified in the Graduate Catalog. The Committee on Committees shall select the faculty members for all committees of the Graduate Council and shall solicit nominees from the deans of the respective academic units as well as from the dean of the College of Graduate Studies, among others. The council chair and vice chair are elected annually by the membership of the council at the first meeting after the new committee is constituted, normally early in the fall term. The elected chair of the council will serve as the chair of the Graduate Policy Committee. The vice chair of the council will serve as the chair of the Graduate Curriculum Committee.

Graduate Policy Committee

Current Bylaw:

The Graduate Policy Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, and a graduate student. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council chair will serve as the chair of the Graduate Policy Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

Proposed Bylaw in Resolution 3:

The Graduate Policy Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, **a representative from the University Library faculty**, and a graduate student. **The representative from the University Library faculty and the graduate student shall be full voting members of the council regardless of graduate faculty status.** The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council chair will serve as the chair of the Graduate Policy Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

Amendment to the Proposed Bylaw in Resolution 3:

The **voting members of the** Graduate Policy Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, **a University Library faculty member**, and a graduate student. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council chair will serve as the chair of the Graduate Policy Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

Graduate Appeals Committee

Current Bylaw:

The Graduate Appeals Committee shall consist of at least one graduate faculty member from each academic unit, a graduate student, and the dean of the College of Graduate Studies (ex officio) or her/his designee. The council chair will appoint the chair of the Graduate Appeals Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies.

Proposed Bylaw in Resolution 3:

The Graduate Appeals Committee shall consist of at least one graduate faculty member from each academic unit, **a representative from the University Library faculty**, a graduate student, and the dean of the College of Graduate Studies (ex officio) or her/his designee. **The representative from the University Library faculty and the graduate student shall be full voting members of the council regardless of graduate faculty status.** The council chair will appoint the chair of the Graduate Appeals Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies.

Amendment to the Proposed Bylaw in Resolution 3:

The **voting members of the** Graduate Appeals Committee shall consist of at least one graduate faculty member from each academic unit, **a University Library faculty member**, and a graduate student. **The dean of the College of Graduate Studies or her/his designee is an ex officio member of the committee.** The council chair will appoint the chair of the Graduate Appeals Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies.

Graduate Curriculum Committee

Current Bylaw:

The Graduate Curriculum Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, and a graduate student. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council vice chair will serve as the chair of the Graduate Curriculum Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

Proposed Bylaw in Resolution 3:

The Graduate Curriculum Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and a graduate student. The representative from the University Library faculty and the graduate student shall be full voting members of the council regardless of graduate faculty status. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council vice chair will serve as the chair of the Graduate Curriculum Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

Amendment to the Proposed Bylaw in Resolution 3:

The voting members of the Graduate Curriculum Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a University Library faculty member, and a graduate student. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council vice chair will serve as the chair of the Graduate Curriculum Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

Graduate Program Review and Awards Committee

Current Bylaw:

The Graduate Program Review and Awards Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, and the dean of the College of Graduate Studies (ex officio) or her/his designee. The council chair will appoint the chair of the Graduate Program Review and Awards Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered.

Proposed Bylaw in Resolution 3:

The Graduate Program Review and Awards Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, **a representative from the University Library faculty,** and the dean of the College of Graduate Studies (ex officio) or her/his designee. **The representative from the University Library faculty shall be a full voting member of the council regardless of graduate faculty status.** The council chair will appoint the chair of the Graduate Program Review and Awards Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered.

Amendment to the Proposed Bylaw in Resolution 3:

The **voting members of the** Graduate Program Review and Awards Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, **a University Library faculty member, and a graduate student.** **The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The dean of the College of Graduate Studies or her/his designee is an ex officio member of the committee.** The council chair will appoint the chair of the Graduate Program Review and Awards Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered.

1 Resolution 2022-2023-4
2 Faculty Bylaw Change
3 Research Council Membership
4
5

6 **Whereas**, the duties and responsibilities of the Research Council are far ranging, and
7 include in part assisting in the evaluation of university research programs, reviewing the
8 activities of committees that deal with human subject or animals in research, working
9 with Office of Research administration in establishing guidelines for submission and
10 review of research proposals, and recommending policies relating to research activities,
11 research facilities, responsible research conduct, and patents; and
12

13 **Whereas**, the Research Council currently has the flexibility to divide into committees
14 based on the specific needs or emphasis in any given year; and
15

16 **Whereas**, faculty membership on the Research Council consists of exactly eighteen
17 faculty members proportionally representing all of the University academic units, plus
18 two additional faculty from the university institutes and/or centers; and
19

20 **Whereas**, the efficiency of the Research Council would be enhanced by having
21 additional faculty members representing the academic units, thus providing a wider
22 array of viewpoints and experiences from which the council could draw upon; therefore
23

24 **Be it resolved** that the Bylaws to the Constitution of the Faculty of the University of
25 Central Florida be amended in Section VI.F.2 to replace the text
26

27 “The committee shall consist of eighteen faculty members with at least one
28 representative from each of the academic units selected by the Committee on
29 Committees and two additional faculty members from the institutes and/or centers will
30 be designated by the vice president for the Office of Research.”
31

32 with
33

34 “The committee shall consist of **twenty-eight** faculty members with at least one
35 representative from each of the academic units selected by the Committee on
36 Committees and **three** additional faculty members from the institutes and/or centers will
37 be designated by the vice president for the Office of Research.”
38

RESEARCH COUNCIL MEMBERSHIP

CURRENT

2. Membership.

The committee shall consist of **eighteen** faculty members with at least one representative from each of the academic units selected by the Committee on Committees and **two** additional faculty members from the institutes and/or centers will be designated by the vice president for the Office of Research. Academic unit faculty membership shall proportionally represent the number of faculty of the colleges. Only faculty members holding the rank of associate professor or professor or professional librarians of comparable rank shall be eligible for membership. The vice president for the Office of Research (or designee) shall serve as an ex officio member. Terms of service shall be three years, staggered. The chair and vice chair of the council shall be elected annually by its membership.

PROPOSED

2. Membership.

The committee shall consist of **twenty-eight** faculty members with at least one representative from each of the academic units selected by the Committee on Committees and **three** additional faculty members from the institutes and/or centers will be designated by the vice president for the Office of Research. Academic unit faculty membership shall proportionally represent the number of faculty of the colleges. Only faculty members holding the rank of associate professor or professor or professional librarians of comparable rank shall be eligible for membership. The vice president for the Office of Research (or designee) shall serve as an ex officio member. Terms of service shall be three years, staggered. The chair and vice chair of the council shall be elected annually by its membership.

1 Resolution 2022-2023-6
2 Faculty Senate Bylaw Amendment
3 Faculty Senate Parliamentarian
4

5 **Whereas**, the Bylaws to the Constitution of the Faculty of the University of Central Florida state
6 that one of the duties of the Faculty Senate Chair is to appoint a parliamentarian; and
7

8 **Whereas**, meetings of the Senate are conducted according to the latest edition of Robert's
9 Rules of Order, which asserts "a member of an assembly who acts as its parliamentarian has the
10 same duty as the presiding officer to maintain a position of impartiality, and therefore does not
11 make motions, participate in debate, or vote on any question except in the case of a ballot
12 vote"; and
13

14 **Whereas**, it has been customary practice in the Senate that the Chair appoints a member of the
15 Senate to be the parliamentarian, and that the appointed parliamentarian engages in debate,
16 makes motions, and votes on all questions before the Senate; and
17

18 **Whereas**, Webster's New World Robert's Rules of Order Simplified and Applied provides an
19 alternative status for the parliamentarian as follows: "If a member is considered the
20 parliamentarian and sits with the assembly during meetings and does not advise the chair
21 during the meetings, then perhaps the parliamentarian would have the right to make motions,
22 discuss them, and vote"; therefore:
23

24 **Be it resolved** that the Faculty Bylaws be amended to state in section III A. 1. g. to state:
25 "To appoint a parliamentarian. The parliamentarian, if a member of the Senate, has the rights
26 to make motions, engage in debate, and vote, but cannot sit by or advise the Chair of the
27 Senate during a meeting."

1 Resolution 2022-2023-5
2 Faculty Bylaw Change
3 Excessive Absences in Committees
4

5 **Whereas**, the principles of shared governance requires contributions from the Faculty
6 Senate, the Senate operational committees, Senate curricular committees, and joint
7 committees, in making reviews and recommendations to the president, the provost and
8 vice president for academic affairs, and other administrators on all matters concerning
9 the welfare of the university; and

10
11 **Whereas**, meaningful contributions from faculty appointed to committees requires the
12 presence of the faculty at scheduled committee meetings; and

13
14 **Whereas**, the Faculty Senate appoints faculty members, only a fraction of which are
15 senators, to serve on Senate operational committees, Senate curricular committees,
16 and joint committees; and

17
18 **Whereas**, the faculty senate has a mechanism to address vacancies or excessive
19 absences by senators at Senate meetings as described in the Bylaws Section V.A.-C.;
20 and

21
22 **Whereas**, joint committees have a mechanism to address vacancy or excessive
23 absences as stated in Bylaws Section VII that “If a non-elected committee member is
24 absent or unable to serve for eight weeks or longer, an interim or permanent
25 replacement will be appointed for the remaining term”; and

26
27 **Whereas**, consistent expectations for committee attendance at Senate operational
28 committees, Senate curricular committees, and joint committees would benefit faculty in
29 understanding expectations; therefore

30
31 **Be it resolved** that the Bylaws to the Constitution of the Faculty of the University of
32 Central Florida be amended in Section VI and Section VII to state “If a committee
33 member is absent or unable to serve for eight weeks or longer, an interim or permanent
34 replacement will be appointed for the remaining term by the agency that appointed the
35 committee member”; and

36
37 **Be it further resolved** that the Bylaws to the Constitution of the Faculty of the
38 University of Central Florida be amended in Section VIII to replace “If a non-elected
39 committee member is absent or unable to serve for eight weeks or longer, an interim or
40 permanent replacement will be appointed for the remaining term” with “If a committee
41 member is absent or unable to serve for eight weeks or longer, an interim or permanent
42 replacement will be appointed for the remaining term by the agency that appointed the
43 committee member”.

44
45

RESOLUTION ON EXCESSIVE ABSENCES IN COMMITTEES (page 1)

SECTION VI. SENATE OPERATIONAL COMMITTEES

CURRENT:

The Faculty Senate will establish Senate operational committees, which report to the full Faculty Senate at each meeting of the Faculty Senate. Terms of service for all committees are staggered. Committee members continue to serve until their replacements are appointed. The chair of each committee, directed by majority vote of the committee membership, shall bring policy matters to the Faculty Senate Steering Committee for consideration. Even though there is no voting by proxy for Senate meetings, Senate operational committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting.

PROPOSED:

The Faculty Senate will establish Senate operational committees, which report to the full Faculty Senate at each meeting of the Faculty Senate. Terms of service for all committees are staggered. Committee members continue to serve until their replacements are appointed. The chair of each committee, directed by majority vote of the committee membership, shall bring policy matters to the Faculty Senate Steering Committee for consideration. Even though there is no voting by proxy for Senate meetings, Senate operational committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. **If a committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member.**

RESOLUTION ON EXCESSIVE ABSENCES IN COMMITTEES (page 2)

SECTION VII. SENATE CURRICULAR COMMITTEES

CURRENT:

Certain committees shall be designated as Senate curricular committees. Even though there is no voting by proxy for Senate meetings, Senate curricular committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting.

As the elected representatives of the faculty, the Faculty Senate is responsible for all university curricular committees and councils.

PROPOSED:

Certain committees shall be designated as Senate curricular committees. Even though there is no voting by proxy for Senate meetings, Senate curricular committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. **If a committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member.**

As the elected representatives of the faculty, the Faculty Senate is responsible for all university curricular committees and councils.

RESOLUTION ON EXCESSIVE ABSENCES IN COMMITTEES (page 3)

SECTION VIII. JOINT COMMITTEES AND COUNCILS

CURRENT:

Even though there is no voting by proxy for Senate meetings, joint committees and councils may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. If a non-elected committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term. If a committee member is appointed a member by virtue of the position held which will not change over multiple committee terms, those members may be listed as continuing members. When the continuing member ceases to hold the position that entitles him/her to such membership, membership on the committee ends.

PROPOSED:

Even though there is no voting by proxy for Senate meetings, joint committees and councils may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. If a committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member. If a committee member is appointed a member by virtue of the position held which will not change over multiple committee terms, those members may be listed as continuing members. When the continuing member ceases to hold the position that entitles him/her to such membership, membership on the committee ends.

Amendment to Proposed Bylaw change of Resolution 5.

*This amendment would replace the entire **Be it Resolved** clause in Resolution 5 with the following text:*

Be it resolved that the Bylaws to the Constitution of the Faculty of the University of Central Florida be amended in Section VI and Section VII to state “If a committee member is absent or unable to serve for eight weeks or longer, the committee chair will attempt to find a way for the committee member to actively participate in the business of the committee. If no arrangement can be made, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member” and

Be it further resolved that the Bylaws to the Constitution of the Faculty of the University of Central Florida be amended in Section VIII to replace “If a non-elected committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term” with “If a committee member is absent or unable to serve for eight weeks or longer, the committee chair will attempt to find a way for the committee member to actively participate in the business of the committee. If no arrangement can be made, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member.”

RESOLUTION ON EXCESSIVE ABSENCES IN COMMITTEES (page 1)

SECTION VI.

SENATE OPERATIONAL COMMITTEES

CURRENT BYLAW:

The Faculty Senate will establish Senate operational committees, which report to the full Faculty Senate at each meeting of the Faculty Senate. Terms of service for all committees are staggered. Committee members continue to serve until their replacements are appointed. The chair of each committee, directed by majority vote of the committee membership, shall bring policy matters to the Faculty Senate Steering Committee for consideration. Even though there is no voting by proxy for Senate meetings, Senate operational committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting.

PROPOSED BYLAW:

The Faculty Senate will establish Senate operational committees, which report to the full Faculty Senate at each meeting of the Faculty Senate. Terms of service for all committees are staggered. Committee members continue to serve until their replacements are appointed. The chair of each committee, directed by majority vote of the committee membership, shall bring policy matters to the Faculty Senate Steering Committee for consideration. Even though there is no voting by proxy for Senate meetings, Senate operational committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. **If a committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member.**

AMENDMENT TO THE PROPOSED BYLAW:

The Faculty Senate will establish Senate operational committees, which report to the full Faculty Senate at each meeting of the Faculty Senate. Terms of service for all committees are staggered. Committee members continue to serve until their replacements are appointed. The chair of each committee, directed by majority vote of the committee membership, shall bring policy matters to the Faculty Senate Steering Committee for consideration. Even though there is no voting by proxy for Senate meetings, Senate operational committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. **If a committee member is absent or unable to serve for eight weeks or longer, the committee chair will attempt to find a way for the committee member to actively participate in the business of the committee. If no arrangement can be made, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member.**

SECTION VII.
SENATE CURRICULAR COMMITTEES
CURRENT BYLAW:

Certain committees shall be designated as Senate curricular committees. Even though there is no voting by proxy for Senate meetings, Senate curricular committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. As the elected representatives of the faculty, the Faculty Senate is responsible for all university curricular committees and councils.

PROPOSED BYLAW:

Certain committees shall be designated as Senate curricular committees. Even though there is no voting by proxy for Senate meetings, Senate curricular committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. **If a committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member.** As the elected representatives of the faculty, the Faculty Senate is responsible for all university curricular committees and councils.

AMENDMENT TO THE PROPOSED BYLAW:

Certain committees shall be designated as Senate curricular committees. Even though there is no voting by proxy for Senate meetings, Senate curricular committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. **If a committee member is absent or unable to serve for eight weeks or longer, the committee chair will attempt to find a way for the committee member to actively participate in the business of the committee. If no arrangement can be made, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member.** As the elected representatives of the faculty, the Faculty Senate is responsible for all university curricular committees and councils.

**SECTION VIII.
JOINT COMMITTEES AND COUNCILS
CURRENT BYLAW:**

Even though there is no voting by proxy for Senate meetings, joint committees and councils may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. **If a non-elected committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term.** If a committee member is appointed a member by virtue of the position held which will not change over multiple committee terms, those members may be listed as continuing members. When the continuing member ceases to hold the position that entitles him/her to such membership, membership on the committee ends.

PROPOSED BYLAW:

Even though there is no voting by proxy for Senate meetings, joint committees and councils may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. **If a committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member.** If a committee member is appointed a member by virtue of the position held which will not change over multiple committee terms, those members may be listed as continuing members. When the continuing member ceases to hold the position that entitles him/her to such membership, membership on the committee ends.

AMENDMENT TO THE PROPOSED BYLAW:

Even though there is no voting by proxy for Senate meetings, joint committees and councils may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. **If a committee member is absent or unable to serve for eight weeks or longer, the committee chair will attempt to find a way for the committee member to actively participate in the business of the committee. If no arrangement can be made, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member.** If a committee member is appointed a member by virtue of the position held which will not change over multiple committee terms, those members may be listed as continuing members. When the continuing member ceases to hold the position that entitles him/her to such membership, membership on the committee ends.

1 Resolution 2022-2023-7 Post-Tenure Faculty Review

2
3 Whereas, the faculty of the University of Central Florida are dedicated to our core
4 missions of teaching students, research and creative scholarship, and service to the
5 greater Orlando region and the state of Florida; and

6
7 Whereas, a key purpose of tenure is to prevent the removal of faculty without genuine
8 cause, whose proper exercise of academic freedom, that is, uncovering uncomfortable
9 truths and pointing them out to society, becomes a problem for administrators; and

10
11 Whereas, the awarding of tenure and the academic freedom provided by tenure allows
12 UCF to recruit and retain an outstanding faculty that enhances the University's stature,
13 rankings, teaching expertise, and research programs; and

14
15 Whereas, UCF faculty currently undergo both annual performance evaluations and
16 comprehensive post-tenure review every three years, and can be disciplined or fired for
17 cause as appropriate at any time; and

18
19 Whereas, UCF is committed to the principles of shared governance, where the faculty
20 and the administration work together to address the challenges facing us, to find ways
21 to measure our success, and to empower the University and the faculty to continually
22 improve; and

23
24 Whereas, the tenure evaluation itself is fundamentally a shared process initiated at the
25 faculty level, in which a departmental committee evaluates the candidate against the
26 departmental standards (in research, teaching, and service) and competitiveness in the
27 field of scholarship, a department head makes an independent recommendation, a
28 college committee evaluates against the standards of the college, the dean makes an
29 independent recommendation, the university committee evaluates against the standards
30 of the university, the provost and president make the final decision of tenure, and the
31 trustees provide the final approval of tenure; and

32
33 Whereas, in keeping with the shared nature of the tenure decision, the American
34 Association of University Professors advises that when developing post-tenure review,
35 "faculty should have the primary responsibility in developing and conducting such
36 reviews"; and

37
38 Whereas, the current Board of Governors Regulation for Post-Tenure Faculty Review
39 did not have meaningful input from faculty across the State University System as it was
40 being developed; and

41
42 Whereas, the current draft of the Post-Tenure Faculty Review Regulation lacks faculty
43 peer review at the department, college, and university levels, despite discipline-specific
44 faculty expertise being needed to effectively assess and review the productivity and
45 scholarship of faculty, as is done for tenure evaluation; and

46

47 Whereas, the proposed Post-Tenure Faculty Review regulation, lacking faculty input in
48 development and process, provides a potential mechanism for removing faculty without
49 any form of appeal, redress, or peer review; and
50

51 Whereas, the proposed Post-Tenure Faculty Review regulation will harm the Florida
52 economy by causing a brain drain of our best and brightest faculty from within the state
53 of Florida, especially those in STEM and other high-paying fields that are in high
54 demand across the country and internationally, resulting in a replacement expenditure
55 far in excess of current SUS budgets and/or the loss of Florida's status as the #1 value
56 in US public education; therefore
57

58 Be it Resolved, that the UCF Faculty Senate strongly opposes the current draft
59 Regulation for Post-Tenure Faculty Review in its initial premise, in its development
60 process, and in its proposed review format. We request the Board of Governors to work
61 closely with faculty across the SUS to develop a more meaningful and accurate post-
62 tenure review process that effectively and efficiently evaluates faculty, protects
63 academic freedom, and complies with Florida statutes.
64
65

1 Amendment to Proposed Resolution on Post-Tenure Faculty Review

2
3 *This amendment would replace the text of the Resolution with the text below, with all*
4 *changes from the original Resolution to be found in red text.*

5
6 Resolution on Post-Tenure Faculty Review

7
8 Whereas, the faculty of the University of Central Florida are dedicated to our core
9 missions of teaching students, research and creative scholarship, and service to the
10 greater Orlando region and the state of Florida; and

11
12 Whereas, a key purpose of tenure is to prevent the removal of faculty without genuine
13 **cause whose** proper exercise of academic freedom, that is, uncovering uncomfortable
14 truths and pointing them out to society, **may become** a problem for **some** administrators,
15 and

16
17 Whereas, the awarding of tenure and the academic freedom provided by tenure allows
18 UCF to recruit and retain an outstanding faculty that enhances the University's stature,
19 rankings, teaching expertise, and research programs; and

20
21 Whereas, UCF faculty currently undergo both annual performance evaluations and
22 comprehensive post-tenure review every three years, and can be disciplined or fired for
23 cause as appropriate at any time; and

24
25 Whereas, UCF is committed to the principles of shared governance, where the faculty
26 and the administration work together to address the challenges facing us, to find ways
27 to measure our success, and to empower the University and the faculty to continually
28 improve; and

29
30 Whereas, the tenure evaluation itself is fundamentally a shared process initiated at the
31 faculty level, in which a departmental committee evaluates the candidate against the
32 departmental standards (in research, teaching, and service) and competitiveness in the
33 field of scholarship, a department head makes an independent recommendation, a
34 college committee evaluates against the standards of the college, the dean makes an
35 independent recommendation, the university committee evaluates against the standards
36 of the university, the provost and president make the final decision of tenure, and the
37 trustees provide the final approval of tenure; and

38
39 Whereas, in keeping with the shared nature of the tenure decision, the American
40 Association of University Professors advises that when developing post-tenure review,
41 "faculty should have the primary responsibility in developing and conducting such
42 reviews"; and

43
44 Whereas, the current Board of Governors Regulation for Post-Tenure Faculty Review
45 did not have meaningful input from faculty across the State University System as it was
46 being developed; and

47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91

Whereas, the current draft of the Post-Tenure Faculty Review Regulation lacks faculty peer review at the department, college, and university levels, despite discipline-specific faculty expertise being needed to effectively assess and review the productivity and scholarship of faculty, as is done for tenure evaluation; and

Whereas, the proposed Post-Tenure Faculty Review regulation, lacking faculty input in development and process, **creates a highly risky and potentially devastating mechanism for removing faculty without genuine cause and without any form of appeal, redress, or peer review, effectively eliminating a key purpose of tenure, namely the protection of academic freedom in service of society's interest in uncovering and facing uncomfortable truths, as the lack of such protection stifles faculty whose jobs it would normally be to initiate difficult conversations on society's most severe problems, resulting in the perpetuation of those societal problems; and**

Whereas, it is the protection of tenure against termination without genuine cause and the resulting academic freedom that attracts faculty in high-salary fields, such as many fields in science, technology, engineering, mathematics, medicine, business, and law away from jobs paying as much as five times the university salary scale, and therefore the lack of this protection will deter the best candidates from applying for jobs at SUS institutions, including UCF, and will induce current faculty to leave as better options open up for them, typically after spending a startup investment funded from State dollars and amounting, in some disciplines, to more than one million dollars per faculty member; and

Whereas, UCF's top STEM, medicine, business, and other faculty have extensive partnerships with regional and Florida-wide businesses, driving economic activity directly and elevating the pay scales of current Florida residents by educating them to fill the thousands of jobs created thereby in these lucrative fields; and

Whereas, as evidence of the risky prospects of undermining tenure, UCF has already lost an outstanding and diversifying candidate in a director search on that person's concern over the imminent weakening of tenure; and

Whereas, as further evidence of the risky prospects of undermining tenure, the Florida Institute of Technology, a private university, recently instituted tenure because they were losing their best faculty without it and could not offer enough to keep top faculty otherwise, indicating that the fiscal cost of attracting and retaining competitive faculty to new positions and to replace departing faculty will rise substantially to compensate for the loss of tenure protection, which in turn will require a substantial increase in tuition and/or legislative outlays; and

Whereas, the proposed Post-Tenure Faculty Review regulation will **cause a brain drain of our best and brightest faculty, resulting in harm to the Florida economy, an increase in tuition, taxes, or both, and/or a sharp reduction in the quality and/or quantity of**

92 education produced at SUS institutions, and thus almost certainly the loss of Florida's
93 #1 ranking in US public higher education; therefore

94
95 Be it Resolved, that the UCF Faculty Senate strongly opposes the current draft
96 Regulation for Post-Tenure Faculty Review in its initial premise, in its development
97 process, and in its proposed review format. We request the Board of Governors to work
98 closely with faculty across the SUS to develop a more meaningful and accurate post-
99 tenure review process that effectively and efficiently evaluates faculty, protects
100 academic freedom, and complies with Florida statutes.