

UNIVERSITY OF CENTRAL FLORIDA

MEMORANDUM

TO: All Faculty
FROM: Karen Biraimah - Faculty Senate Secretary
DATE: December 11, 1990
SUBJECT: Minutes of Faculty Senate Meeting - December 6, 1990

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The meeting was called to order by Dr. Robert Flick, Vice Chair, at 4:02 p.m. The roll was passed for signature. There was a correction to the Minutes of Nov. 1, 1990 under "Announcements," first paragraph, concerning substituting American Sign Language for the foreign language requirement at UCF. Dr. Stern asked the Provost if this proposal had already been accepted by UCF and Dr. Astro reported that it had not. Dr. Astro is addressing the Steering Committee 1/3/90.

RECOGNITION OF GUESTS: Among guests present - President Altman, Provost Astro, Dr. Juge, Dr. Lili and Dean McFall.

UNFINISHED BUSINESS:

RESOLUTION 1990-1991-8

(MODIFICATION OF RESOLUTION 1989-1990-8)

A department chair/director shall serve a term of five years. Normally, a chair will not serve more than two successive terms.

Each college dean, upon consultation with that college's faculty, will establish a procedure for the appointment and reappointment of department chairs/directors. These college procedures will include a secret written and recorded vote of the tenured and tenure earning faculty within the department and such faculty as the tenured and tenure earning faculty shall determine eligible to vote for both the appointment and reappointment of department chairs. The review will be conducted by departmental faculty and others who the Dean deems appropriate. While a full review for reappointment will take place during the fifth year, chair appointments are renewable annually, and an interim review can be instituted by the dean at his or her own initiative or as a consequence of a request by the department faculty under college procedures. After due consideration, the dean will nominate a candidate for department chair whose appointment is subject to approval by the Provost and the President.

New college procedures once established apply to all standing department chairs who have served at least five years. Those seeking reappointment will be reviewed according to the reappointment procedure of the college at some time during the 1990/1991 or 1991/1992 academic year.

Dr. Duane Davis, Chair of the Faculty Senate Personnel Committee, briefly presented the historical background and proposed revisions regarding the appointment and evaluation procedures for departmental chairs. He pointed out that "a secret written and recorded vote of the tenured and tenure earning faculty" was added back into this latest resolution. Dr. Davis also mentioned that numerical requirements, such as a simple majority, were eliminated, and that the tallied vote would be transmitted to the appropriate dean for consideration. Provost Astro advised that this new resolution also provided for more flexibility, as it allowed for interim evaluations of chairs before the normal five year period, if deemed necessary by either the appropriate dean or department faculty.

Finally, Dr. Davis indicated that this new resolution would provide for the evaluation of all departmental chairs within this or the next academic year, and henceforth every five years. The discussion focused on the issue of eliminating quantitative limits, with some senators questioning the resolution's effectiveness. Provost Astro reiterated the point that the departmental faculty vote would send a message to the dean, who was ultimately responsible for interpreting the vote and rendering a final decision regarding a particular chair. Dr. Stern asked that the resolution be amended to include the notion of a majority vote (50 percent plus one) of support by voting faculty for appointment or reappointment of a chair. During a discussion on this amendment questions concerning a possible double standard (faculty would not be tenured by simple majority) and the issue of voting within small departments were raised. Dr. Stern pointed out that the main issue was one of accountability. He wanted the vote of the faculty put on record, so that if a dean chose to overrule a faculty vote, justification would be necessary. Dr. Davis agreed to the friendly amendment that the faculty vote be publicly recorded within the department. Suggestion was made to Paragraph 2, after "secret written and" add the following -- publicly --.

The Faculty Senate then voted on the amendment to Resolution 1990-1991-8 in Paragraph 3, after the second sentence, add the following: -
- Appointment or reappointment of a departmental chair requires a simple majority vote of support by the voting faculty. -- The amendment was carried without dissent. The vote on the amended resolution was also carried without dissent.

COMMITTEE REPORTS:

ADMISSIONS AND STANDARDS

Dr. Myler reported that the committee is proposing a resolution to the Steering Committee at the meeting January 3, 1991 concerning standards for honors, and another concerning student registration.

BUDGET COMMITTEE

Dr. Klintworth, Chair, reported that the committee will meet with Finance & Accounting representatives next week.

CURRICULUM COMMITTEE

Mr. Rusnock, Chair, reported that this committee was obtaining feedback on possibly offering a three week summer session. The committee is studying the proposed Student Success Orientation Course, and will bring its recommendation to the Senate in the spring.

INSTRUCTION COMMITTEE

Dr. Cornett, Chair, reported the Committee was submitting resolutions 5 AND 6. The committee will meet with community college reps regarding a professional development center. They are also reviewing course evaluation instruments and would report to the senate in Feb.

PERSONNEL COMMITTEE

Dr. Davis, Chair, reported that the committee was examining procedures for appointment and evaluation of endowed chairs. The committee is also reviewing the role of the University Personnel Committee with respect to its improvement or possible elimination. The committee will report back to the Faculty Senate in January or February.

NEW BUSINESS

RESOLUTION 1990-1991-5

Whereas a reduction in the total number of course sections in the Spring semester 1991 is anticipated because of budget cuts, with the total number of students likely to

increase, and this may again occur in the future,

Therefore, the UCF Faculty senate recommends that faculty be encouraged to maintain pedagogical quality and that class size not be increased in cases where such quality would be sacrificed.

Dr. Cornett, Chair of the Instruction Committee, introduced this Resolution which focuses on maintaining pedagogical quality by not increasing class size. Dr. Fine offered the following friendly amendment: second paragraph, first sentence, after the word "that" the following be inserted and the rest of that paragraph deleted -- class size not be increased in cases where pedagogical quality would be sacrificed. -- This amendment was seconded. A discussion was held on the amendment and it was unanimously approved. The amended resolution was put on the floor for discussion. The amended resolution was carried by a vote of 26 for and 7 against.

RESOLUTION 1990-1991-6

Whereas under current law in the State of Florida, state universities must admit all A.A. degree transfer students, and

Whereas funding to provide instruction for such A.A. transfer admissions may not be available,

Therefore, the UCF Faculty Senate recommends that the President of the University actively lobby the Board of Regents and the legislature to allow the University to limit A.A. transfer enrollments in a manner consistent with available funding and the maintenance of quality education.

Dr. Cornett said that the resolution was an attempt to improve quality control. President Altman commented that the problem was not one of AA transfers, but one which focused on the "other transfers" category. He said that the Board of Regents has proposed a rule with provision for some limitation on upper division enrollment transfers when a university is significantly overenrolled, though AA transfers would still have priority. Dr. Cook asked President Altman if he had any concerns regarding this resolution, and he replied that he was comfortable with the resolution. Resolution carried with no dissent.

RESOLUTION 1990-1991-7

Annual Tenure Earning Reviews

WHEREAS, a tenure earning candidate should be made aware of his or her chances for tenure before the final evaluation process begins, be it resolved:

Department chairs must evaluate tenure earning candidate folders in consultation with tenured department members (or their designated committee) on an annual basis utilizing the established guidelines for tenure. Written results of this progress evaluations will then be provided to the candidate.

Dr. Holt said there was a grammatical change to the resolution in the last sentence: change the word "this" to -- these --. Candidates should be made aware of progress toward tenure, and where the original resolution focused on a mid-term review process, the revised resolution would focus on annual evaluations. During discussion of the resolution it was mentioned that chairs already conduct annual

reviews, and that the intent of this resolution was simply to include faculty in this process. Dr. Davis pointed out that this resolution was intended to allow broader input from tenured faculty. After Dr. Schell suggested that this resolution might imply that the Senate was finding fault with a particular department, Dr. Stern moved that the resolution be sent back to committee so that they might consult with the Council of Chairs. The vote was 14 For and 23 Against, and the motion was placed back on the floor. During the discussion, Dr. Juge mentioned that the tenured faculty input would be of value, and the key issue here was whether it would be obtained during annual or mid-term appraisals. He suggested that the mid-term might be more effective as it looked at the candidate's entire progress, and not just a single, isolated year. Dr. Pauley said that he liked Dr. Juge's suggestion, and added that faculty might take the responsibility more seriously if the review was mid-term, instead of annual. Dr. Joels added that the issue was obtaining fair and humane reviews, and asked whether it was possible for annual reviews to become cumulative. The vote to refer back to committee was 18 For, and 18 Against. Dr. Flick then broke the tie by voting For. The vote to refer back to committee was passed by a majority.

ANNOUNCEMENTS:

President Altman spoke regarding three issues. He discussed the additional proposed budget cuts, which he estimated to be between \$1.7 and \$1.8 million. This new reduction would occur in January and would undoubtedly create a very painful situation, given the fact that few degrees of freedom remained at this point in the university calendar. He mentioned that the deans were trying to identify funds to make up the deficit. Every attempt was being made to limit the amount of class reductions and to avoid subsequent personnel lay-offs. The second issue discussed by President Altman focused on a series of master plan updates. He said that although the university was currently experiencing budgetary restraints, the Board of Regents was still looking at a pattern of inevitable growth from 1993 through the end of the decade. In response to Regents' inquiries, President Altman was forecasting a growth of enrollment at UCF to exceed 35,000 by the year 2000. He told the Senate that he was also proposing the establishment of a future law school at UCF, and that it seemed quite likely that the SUS would acquire one additional university by the end of the decade. The third and final issue addressed by President Altman was the recent unfair treatment UCF was receiving on the radio. This issue focused on the suggestion that the recent hiring of three deans at what was referred to as obscene salaries had a direct impact on students being shut out of classes. President Altman categorically denied these allegations.

Dr. Flick reminded the Faculty Senate that President Altman was hosting a Holiday Party on Friday, December 7, 1990 from 7:00 - 9:00 p.m. for all UCF faculty and staff.

Next meeting of the Faculty Senate will be January 10, 1990.

Meeting adjourned at 5:20 p.m.

Respectfully submitted,
Karen Biraimah, Secretary
Faculty Senate