

Minutes

Budget and Administration Committee
Faculty Senate
December 6, 2012, 4:30 pm
Psychology 301C

The subcommittees submitted for discussion their revisions of the Interdisciplinary Research, the STEM, and the Sustained Performance Review resolutions. Revisions in these three resolutions were unanimously approved and the decision was to submit these resolutions for the January meeting of the Faculty Senate Steering Committee.

The three resolutions are on the following three pages.

1. Resolution on post-tenure review:

Whereas the faculty at UCF has demonstrated high academic achievement and research productivity as confirmed by the University earning the Carnegie classification of “Research University with very high research activity” (RU/VH), and

Whereas UCF tenured faculty needs to maintain a record of continuing scholarship and productivity commensurate with other research universities of the same Carnegie rank, and

Whereas UCF recognizes that post-tenure review is an important best-practices means of ensuring that faculty remain highly productive well after having earned tenure, and

Whereas the current criteria for post-tenure review were instituted quite some time ago when the University had not achieved its current academic renown and Carnegie rating, and

Whereas UCF wishes to address substandard accomplishment and reward outstanding productivity; therefore

Be it resolved that the sustained performance evaluation policy is revised to mandate that every tenured faculty member shall be required to attain or exceed an average rating of two (2) during the evaluation period of seven consecutive years. The average shall be determined by assigning a value to the annual faculty evaluation of 4 for Outstanding, 3 for Above Satisfactory, 2 for Satisfactory, 1 for Conditional, and 0 for Unsatisfactory.

Be it also resolved that faculty who meets or exceeds a rating of 3, during their seven year evaluation period shall be awarded a bonus or salary raise at completion of the review cycle.

2. Resolution on encouraging funded interdisciplinary research:

Whereas the current academic climate across many disciplines, if not all, is to encourage and promote multidisciplinary and interdisciplinary research, and

Whereas entities, such as National Academies of Science, have recommended that to facilitate interdisciplinary research academic institutions should focus on the development of policies to address cost-sharing and credit splits that are equitable to all parties involved, and

Whereas existing practices for determining cost-sharing and credit splits have left researchers and academic units unfairly disadvantaged and discouraged in the pursuit of interdisciplinary research and accompanying funding.

Be it resolved that the Provost and the Office of Research and Commercialization ~~is being asked to~~ create a ~~template~~-policy that can be used by parties participating in interdisciplinary research to allow equitable cost-sharing and credit splits among all involved parties.

3. STEM resolution

An Advisory Urging Caution in the Implementation of Proposed STEM Initiatives

Whereas the Florida legislature and the Florida Board of Governors are currently proposing fundamental changes to the state university system to emphasize STEM majors and graduates throughout the State University System by decreasing student choices and limiting support in other areas; and

Whereas the proposed changes, if enacted in full, would radically alter the nature of higher education itself in the SUS, and the broad opportunities to pursue higher education now available, indefinitely into the future by differentially supporting STEM programs, faculty, and students over non-STEM programs, which would result in the diminution of the long-established mission of universities which has been to provide for advanced learning comprising all fields of study and for the general education of all students in order to enable their full, well-informed, and reasoned engagement in their own governance; and

Whereas the STEM disciplines have always recognized and promoted incorporating a strong liberal arts foundation to STEM education in enhancing student preparation in terms of practice and accreditation; and

Whereas the vocational and professional preparation of graduates in STEM fields has always been recognized as one important dimension of the purpose and mission of universities historically, but only as one of many similarly important dimensions; and

Whereas, an immediate financial difficulty at the state level, whether lasting five years or fifteen, should not drive legislators or governors ~~out of fear or anxiety~~ to radically redefine the mission, purpose, and goals of our entire higher education system for decades to come, and

Whereas some of the changes of a funding and curricular nature for the sake of increased STEM enrollments are acknowledged to be desirable for those interested in careers in those fields, to satisfy the growing need for graduates in STEM fields in our increasingly technological and scientific state, and to enhance the revenue base of the state economy in several dimensions; and

Therefore, be it resolved that the Faculty Senate of the University of Central Florida urges [advises?] the Florida legislature, the Florida Board of Governors, and the University of Central Florida administration that any plans and actions taken to emphasize placement of students in STEM fields be judiciously balanced to maintain the identity and mission of the university as an institution that embraces and fosters learning in all academic fields. And, furthermore, that any implementation of the proposed STEM changes be undertaken only with the active involvement of the Faculty Senate well before the fact, in the spirit of genuine shared governance. The idea of universities as unified entities encompassing and valuing all fields of higher learning has been recognized throughout history as being of central societal importance in order to cultivate an intellectually sophisticated and civically engaged citizenry for the sake of the common good of society as a whole.