



Faculty Senate

Faculty Senate

Minutes for meeting of Thursday, December 07, 2023, 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/rec/share/7RhsWgUB8VNOzCgwMLF_rGAM_Xm4UC967DYzeaXTxBEhrdVkJAQ5eKOLIsXIsAu6.-AXYwRjkPIGTRsi5

Passcode: 5V0PKdn&

1. [00:02:05] Call to Order- 3:00 pm
2. Roll Call via Qualtrics: Faculty Senate Chair Stephen King, Vice Chair Keri Watson, and Acting Past Chair William Self were present.

(See meeting materials Attachment A for list of participants)

3. Approval of Minutes of *November 2nd, 2023*. Approved as written.
4. Recognition of in-person Guests:

Alexander Cartwright, UCF President

Mike Johnson, UCF Provost

Gerald Hector, Senior Vice President, Administration & Finance

Paul Dosal, Senior Vice President for Student Success

DeLaine Priest, Associate Vice President, Student Success & Advising

David Pavlonnis, Assistant Vice President & HR Business Center Lead

Joe Harrington, Interim Associate Vice President for Research

Jana Jasinski, Vice Provost for Faculty Excellence

Ryan Goodwin, Assistant Vice Provost, Strategic Initiatives

Kimberly Schneider, Assistant Vice Provost, Career Planning & Academic Engagement

Joe Adams, Senior Communications Director

Amanda Major, Instructional Designer, Center for Distributed Learning

Colby Smith, Student Government Vice President

5. [00:03:05] Announcements from the Senate Chair

Chair King spoke about

- UCF Finals week and wishing everyone a successful end of the semester.
- The hybrid meeting format for senate meetings and asking all senators present remotely to keep their cameras on to increase interactions and engagement.
- The Cookie Party happening Friday the 8th, formally known as the UCF Holiday Cookie Social.



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(For full report, please see attachment B.)

6. [00:06:20] Report of the Provost

Provost Johnson spoke about

- Preeminence and the flexibility of those potential funds.
- Student success, including the new advising plans.
- College specific 4-year graduation rates for FTIC students that entered UCF in Fall 2018.
- Summer teaching questions.

(For full report, please see attachment C.)

7. [00:49:20] Report of the President

President Cartwright talked about

- The upcoming Fall commencement ceremonies.
- How the growth of Florida's population could affect Universities in Florida in the future.
- Strategic enrollment plans.
- The metrics required for and the benefits of UCF reaching Preeminence.

(For full report, please see attachment D.)

8. Unfinished Business

9. [01:35:45] New Business

a) Consideration and Vote of a Bylaws Resolution forwarded by Steering Committee on October 19, 2023

i) Resolution 2023-2024-3 Bylaws Amendment: Commencements, Convocations and Recognition Committee Membership

Motion made to approve. Discussion ensued. Resolution amended. Approved.
Motion to approve amended Resolution 2023-2024-3 Bylaws Amendment:
Commencements, Convocations passed.

b) Report from the Faculty Senate Chair regarding action taken by the Steering Committee

Chair King talked about actions taken in response to the BOG approval of Draft Regulation 9.016 Prohibited Expenditures

- The declaration of an emergency nature in response to the BOG draft Regulation.
- Inviting all senators to attend a steering meeting where a response to the BOG draft Regulation would be considered.
- Steering committee discussion and approval of 2023-2024-5 BOG Regulation 9.016 Prohibited Expenditures (see attachment F).
- Faculty concerns reported to the Chair concerning faculty grants and programs.
- UCF plans to provide guidance to faculty about their grants and programs.
- (for details see attachment B)

A motion to review and approve the actions of the Chair was made. The motion passed.



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10. Committee Reports

- a) **B&A Committee:** Keri Watson, Chair of B&A Committee
- b) **IT Committee:** Glenn Martin, Chair of IT Committee
- c) **Personnel Committee:** Karol Lucken, Chair of Personnel Committee
- d) **Research Committee:** Linda Walters, Chair of Research Council
- e) **Graduate Council:** Danny Seigler, Steering Liaison for Graduate Council
- f) **Undergraduate Council:** Tina Chiarelli, Chair of UCRC, Steering Liaison for Undergraduate Council

No verbal reports were given.

(For written report, see attachment H.)

11. [01:50:00] Campus Climate Report:

- a) New Academic Success Coach Program
 - i) Paul Dosal, Senior Vice President for Student Success
Vice President Paul Dosal spoke about the new advising plans including the rationale for making changes to advising and the timeframe for implementing those changes.
(For presentation, see attachment I.)

12. Other Business

13. [02:35:12] Adjournment- 5:33 pm

Respectfully submitted by:

Kristine J. Shrauger *12/11/2023*

Kristine J. Shrauger

Faculty Senate Secretary

2023-2024 Faculty Senate Attendance

Last Name	First Name	Term	04/20/23	09/07/23	10/05/23	11/02/23	12/07/23	01/18/24	02/15/24	03/14/24	Total Meetings Attended
College of Arts and Humanities											
Brown	James	2022-2024	1	1		1	1				4
Cash	Mason	2022-2024	1	1	1	1	1				5
Bryan	Matthew	2023-2024	1	1	1	1					4
Duarte	Esmeralda	2022-2024	1	1	1	1	1				5
Gannon	Barbara	2022-2024	1	1	1	1	1				5
Johnson	Emily	2023-2025	1	1	1	1	1				5
Mack-Shelton	Kibibi	2023-2025	1	1	1	1					4
Neal	Darlin'	2023-2025	1	1			1				3
Kourova	Alla	2023-2025	1	1	1	1	1				5
Sousa	Sandra	2023-2025	1	1	1	1	1				5
Tollefson	Kristina	2022-2024	1	1	1	1	1				5
Watson	Keri	2022-2024	1	1	1	1	1				5
Weishar	Peter	2022-2024		1	1		1				3
College of Business Administration											
Gallo	James	2023-2025	1	1	1	1	1				5
Gatchev	Vladimir	2022-2024	1	1	1	1	1				5
Goldwater	Paul	2023-2024		Sabbatical-Rosenthal Subbing							0
Rosenthal	Leigh	2023-2024		1	1	1	1				4
Schmidbauer	Eric	2022-2024	1	1	1	1	1				5
Butcher	Lonny	2023-2024		1	1	1	1				4
Wang	Ze	2023-2025	1	1	1	1	1				5
College of Community Innovation and Education											
Ceballos	Marjorie	2022-2024	1	1	1	1	1				5
Eadens	Daniel	2023-2025	1	1	1		1				4
Hoffman	Bobby	2022-2024	1	1		1	1				4
Lucken	Karol	2023-2025	1	1	1	1	1				5
Meltzer	Brett	2023-2025	1	1	1	1	1				5
Oetjen	Reid	2023-2025	1	1	1	1	1				5
Olan	Elsie	2023-2025		1	1	1	1				4
Seigler	Daniel	2022-2024	1	1	1	1	1				5
Hundley	Gulnora	2023-2025	1	1	1	1	1				5
College of Engineering and Computer Science											
Boloni	Ladislaw	2023-2025	1	1	1		1				4
Coffey	Kevin	2023-2025	1	1	1	1					4
Elshennawy	Ahmad	2023-2025	1	1	1		1				4
Filler	Dennis	2022-2024	1	1	1	1	1				5
Garibay	Ivan	2023-2025	1	1	1		1				4
Kauffman	Jeffrey	2022-2024	1	1	1	1	1				5
Mansy	Hansen	2022-2024	1	1	1	1	1				5
Pattanaik	Sumanta	2022-2024	1	Sabbatical- Stresau Subbing							1
Proctor	Michael	2022-2024	1	1	1	1	1				5
Stresau	Kurt	2023-2024		1	1	1	1				2
Tian	Tian	2022-2024	1	1	1	1	1				5
College of Graduate Studies											
Kider	Joseph	2022-2024		1	1	1	1				4
Martin	Glenn	2022-2024	1	1	1		1				4
College of Health Professions and Sciences											
Lopez Castillo	Humberto	2023-2025	1	1	1	1	1				5
Vanryckeghem	Martine	2023-2025	1	1	1	1	1				5
Wells	Adam	2022-2024	1	1	1	1	1				5
Yalim	Asli	2022-2024	1	1		1	1				4

*Summer meetings do not count for or against a senator's attendance

2023-2024 Faculty Senate Attendance

Last Name	First Name	Term	04/20/23	09/07/23	10/05/23	11/02/23	12/07/23	01/18/24	02/15/24	03/14/24	Total Meetings Attended
College of Medicine											
Chai	Karl	2023-2025	1	1	1	1	1				5
Chiarelli	Tina	2023-2025	1	1	1	1	1				5
Harris	David	2023-2025	1	1	1	1					4
Kay	Denise	2023-2025	1	1	1	1	1				5
King	Stephen	2022-2024	1	1	1	1	1				5
Lambert	Stephen	2022-2024	1	1	1	1	1				5
Roy	Herve	2023-2025	1	1	1	1	1				5
College of Nursing											
D'Amato-Kubiet	Leslee	2022-2024		1	1	1	1				4
Guido-Sanz	Francisco	2022-2024		1	1	1	1				4
College of Optics and Photonics											
Amezcuca Correa	Rodrigo	2023-2025	1	1	1	1					4
Schulzgen	Axel	2022-2024	1	1	1	1					4
College of Sciences											
Callaghan	Michael	2022-2024	1	1	1		1				4
Koszulinski	Georg	2023-2024	1	1	1	1	1				5
Donley	Amy	2023-2025	1	1	1	1	1				5
Dusseau	Michelle	2022-2024	1	1	1	1	1				5
Velissaris	Christos	2023-2024	1	1							2
Kuebler	Stephen	2022-2024	1	1	1	1	1				5
Lapeyrouse	Nicole	2023-2025	1	1	1	1	1				5
Marien	Daniel	2022-2024	1	1	1	1	1				5
Mosher	Matthew	2022-2024	1	1	1	1	1				5
Schulte	Alfons	2023-2025	1	1	1	1	1				5
Shuai	Zhisheng	2023-2025	1	1	1	1	1				5
Uddin	Nizam	2022-2024		1	1	1	1				4
Walters	Linda	2023-2025	1	1	1		1				4
Zaman	Widaad	2022-2024	1	1	1	1	1				5
Zou	Shengli	2023-2025	1	1	1	1	1				5
Rosen College of Hospitality Management											
Baker	Carissa	2023-2025	1	1	1	1	1				5
Judy	Jonathan (Jay)	2022-2024	1	1	1	1	1				5
Semrad	Kelly	2022-2024	1	1	1	1	1				5
University Libraries											
Murphey	Missy	2022-2024	1	1	1	1	1				5
Shrauger	Kristine	2023-2025	1	1	1	1					4
Total Present			67	75	70	65	67	0	0	0	

*Summer meetings do not count for or against a senator's attendance

December 7th senate chair announcements and report

First, I want to Welcome you to the Finals week edition of Faculty Senate! I'm not sure what classes you have, but I gave my last final exam today and have some grading to look forward in the very near future. I wish everyone a successful end of semester and a restful and energizing winter break.

Next, I want to briefly talk about our hybrid meeting format. Let's start by going back in time to when we closed the university as we went through the covid pandemic. Remember when we all had to learn how to do a zoom meeting so that we could teach remotely? What a mess my first zoom was!

Over time I improved my zoom capabilities, but I quickly found out that nothing was harder than when I was teaching to a whole array of black screens.

After some gentle cajoling I was delighted when one student turned on her camera and she and her rather bouncy dog were visible on my screen, it gave me someone to look at, make eye contact with, and someone to interact with as I taught. Over time a few more students realized it wasn't that bad to turn on their cameras and to really be present in the moment.

Let's jump to our zoom option here today, I have a request for all the senators that are present remotely. I am asking that you turn on your cameras for the duration of the meeting to help us all interact through the **entire meeting**. It is difficult to stay engaged with you when we don't see you, and I hope this will help us stay connected as we utilize this hybrid format. Thank you all for that!

Agenda item: Report of chair regarding an item of emergency nature

Our next agenda item is a report from me to senate on actions I took as Faculty Senate chair in the time between our last Senate meeting on November 2nd and today. I will ask Bill Self as our acting Past Chair to preside over the senate as I give my report and answer any questions that arise.

I need to start my report with a short description of the procedures we followed since our last senate meeting on November 2nd.

As I mentioned in my remarks at that November 2nd senate meeting and in an email sent to all 75 Senators, we had limited time to take action as the UCF Faculty Senate in response to proposed BOG Regulation 9.016.

Under normal circumstances, a resolution from our Senate could not be passed until today, Dec 7th, and the window for the BOG to receive feedback from our Faculty Senate on Regulation 9.016 closed on November 23rd.

Therefore, I invoked Section VI.A.2.b of our Bylaws. This Bylaw gives the Faculty Senate chair the authority to have our Faculty Senate Steering committee act on behalf of the Faculty Senate in an emergency nature.

Bylaws Section VI.A.2. ***Duties and Responsibilities of the Steering Committee*** sub-point b states:

b. To act on behalf of the Senate on matters declared by the chair of the Faculty Senate to be of an emergency nature. Any action taken in this respect by the Steering Committee shall be reported by the chair of the Faculty Senate to the members of the Faculty Senate at or before the next regular meeting. The Senate shall then review such action. The chair of the Faculty Senate will give the members of the Senate advance notice of the emergency meeting of the Steering Committee, if feasible.

Therefore, today I am reporting that I declared that there was an emergency situation for the Faculty Senate to provide feedback to the BOG on draft Regulation 9.016.

Based on that declaration of an emergency nature, I had the Faculty Senate Steering committee consider a Resolution in response to draft Regulation 9.016 on behalf of the full Senate.

The resolution was debated quite thoroughly, with multiple amendments made to alter the wording of the resolution. Some of those amendments passed, some did not pass, and the Steering committee ultimately approved the resolution that you will see included today in your meeting materials. I would like to thank all members of the Steering committee for your deliberation on this Resolution

Also, as written in the Bylaw, I provided notice and invited all 75 members of the senate to attend that November 16th steering meeting. I am delighted that many of you did attend, as it is important that you know firsthand what the Steering Committee debated and discussed before approving the Resolution on behalf of the full Senate.

Before I ask the senate to review those actions, I want to give a brief update as to how UCF is preparing for the likely approval of some form of BOG Regulation 9.016 in early 2024.

I will start by letting you know that many UCF faculty have contacted me directly to share their worries about their own research grants and other projects they support, and of potential future areas of their research.

So, if you, here today, have concerns, you are not alone!

I personally expressed these types of faculty concerns regarding Regulation 9.016 with both Winston Schoenfeld, Vice President for Research, and with Youndy Cook, UCF General Counsel.

They have informed me that they and their teams are working together on guidance to help faculty understand what would be allowed, and what may not be allowed after the eventual approval of this BOG Regulation.

Their work is still in progress, and I will let you know more as it moves forward.

With that, I will end my report and ask the senate to review the actions I and the Steering committee took regarding draft BOG Regulation 9.016.

Provost Michael Johnson's Report to the Faculty Senate

Thursday, December 7, 2023

- Johnson thanked Faculty Senate members for supporting the success of their colleagues, students and the university during the past year.
- He spoke about the significance of UCF striving to become a state-designated preeminent institution. UCF has been fortunate to receive additional state money in recent years, but its use has been largely limited to specific legislative areas of interest, such as engineering and technology. Preeminence gives schools fungible money they can use for every purpose, he said.
- Graduation rates are a key metric for reaching preeminence, attaining maximum performance funding and for achieving UCF's strategic plan goals, he said. More importantly, Johnson said the university has an obligation to help students succeed and complete their degrees in a timely way.
- He said UCF has wonderful advisors and success coaches but the university's structure and approach isn't moving UCF quickly enough toward the graduation rates and other student success metrics required for preeminence.
- Johnson said UCF is pursuing a plan to ensure advisors follow an approach to their jobs that is well-tested nationally – identifying students in need and concentrating efforts on them. He noted the Senate would hear more about the new model later in its meeting.
- He shared slides showing how UCF has fared recently on retention and graduation rates and other key student success measures along with 4-year graduation rates by college. Johnson said UCF needs improvement across the board, and he said there is no reason to think that colleges that already have high rates have maxed out.
- On summer teaching, Johnson said his office is working with HR and the General Counsel's Office for clarity on how many classes a faculty member can teach and how to best address compensation.

Faculty Senate

Thursday, December 7, 2023 | 3:00-5:00 p.m.

Student Union, Charge On Chambers

Suggested Talking Points:

- Commencement next weekend (Dec. 15-16)
 - About 6,000 degrees will be conferred; about half to Pell-eligible students and 18% to first-generation students.
 - Grateful you help students unleash their potential.
- BOG meeting update:
 - Hosting and opportunity to highlight faculty research and students.
 - Important discussions on meeting state demand for graduates and research. Will look at strategic enrollment management to meet state needs while continuing quality.
- State funding opportunities:
 - Building Florida's premier engineering and technology university
 - Importance of Preeminence
- Other funding opportunities: TDT and Athletics.
- First football season in the Big 12 will end at Gasparilla Bowl in Tampa vs. Georgia Tech on Dec. 22.
- Happy Holidays! Hope you have a wonderful and relaxing break, and are able to recharge for the new year. Look forward to even greater impact together in 2024!

Suggested Remarks:

- Good afternoon! Thank you all for the opportunity to come speak with you.
- This is always a wonderful time of year, as we enter the holiday season and prepare for our Fall commencement ceremonies, which will be taking place next weekend.

• **Commencement:**

- Thank you for the role you play in helping our graduates on their journey to unleash their potential and make a difference in the world.
- We will confer about 6,000 degrees in four ceremonies held next Friday and Saturday. That includes just over 4,800 bachelor's degrees; over 900 master's degrees; and more than 100 doctoral or specialist graduates. We will also award more than 100 graduate certificates.
- Of our bachelor's recipients, about half of them were Pell-eligible and 18% are first-generation students, continuing UCF's impact on the lives and livelihoods and the upward mobility on our country's next generation of leaders.

• **BOG:**

- Last month, we were **honored to host the Board of Governors Meeting and Trustee Summit**, which gave us the opportunity to showcase some of the amazing work of UCF's faculty, students, and research.
- Through interactive displays and faculty and student presentations, we showcased some of what differentiates UCF and how we drive a strong return on investment for our region, state and all of society.
- I would like to give a special thanks to:
 - Dr. Carolina Cruz-Neira and her team from the Virtual and Augmented Reality Lab (VARLab),
 - Dr. Gregory Welch from the College of Nursing and Synthetic Reality Lab at the UCF Institute for Simulation and Training,
 - Dr. Mindi Anderson from the College of Nursing,
 - Dr. Jennifer Kent-Walsh and her team from the from the Communication Sciences and Disorders' FAAST Center,
- ... for making time to be present during these events to help UCF illustrate are areas of excellence to this important group of policy leaders.
- During the BOG meeting, one conversation that stuck out to me was a discussion on the population changes of our region, the increased demand this will place on our universities, and the BOG's eagerness to discuss enrollment growth.
- We know from Census data that Florida ranks #1 in total net migration, which measures the difference between the number of people moving in and the number of people moving out of a state. From July 2021 to July 2022, nearly 444,500 people moved to Florida.
- Coupled with our state's goals to work toward creating a strong, diversified, and resilient economy that provides high wages and good employment rates, our universities have a role to fill to attract top talent and employers, advance emerging technologies, and fuel the pipeline of highly competitive talent with increased degree production.
- **The chancellor noted that we must consider getting bigger** — including research and collaboration with industry — providing what society needs and contributing to Florida's economy.

- It is worth noting that each year UCF already graduates about 18,000 students ... yet I still hear that the demand of industry is outpacing our ability to graduate more.
- **I believe that we must be responsive to this demand but in a way that continues our focus on excellence, strategic growth, and strategic investment.**
- **That is why we are actively discussing a new strategic enrollment plan, one that will engage our college leaders and units** to explore opportunities for how we approach the meeting the demand for our academic programs while maintaining our rise in quality, something you will hear more from the Provost about in the coming semester.

- **Preeminence:**

- As I shared during the faculty assembly earlier this semester, we have been very fortunate over the past two years to receive the support of the State of Florida through additional investments in new faculty hiring, research support, and student success initiatives supporting our engineering and technology focused programs across the university.
- These new investments in UCF are thanks to the student, research, and economic outcomes you have helped us achieve.
- But these investments have been focused. I want to make sure we are positioned to attract new, unrestricted funds that will enable us to support the comprehensive nature of our academic programs to drive our ability to become Florida's premier engineering and technology university.
- That is one of the reasons we remain hyper-focused on preeminence.
- **Preeminence is important because it unlocks more new unrestricted dollars for the university.** UCF continues to have an incredible impact with constrained resources. Preeminence could allow us to significantly increase our funding per FTE — and capture the unrestricted resources we need to invest in **you**.
- Just look at this year's State University System budget. Florida's three Preeminent Research Universities received \$100 million in new recurring dollars to split equally, **just for achieving this designation.**

- Preeminence is also a way for us to be recognized for the excellence that occurs on our campuses every day. Across the country, our reputation for quality and innovation continues to grow.
- The Provost and Paul Dosal will provide more detailed updates on where we are in our quest to achieve one of three remaining benchmarks for this designation – 4-year graduation rates.
- In addition to preeminence, our history, and growing reputation, we are working to positioning ourselves as **Florida’s premier engineering and technology university ... one where all disciplines can work together to advance societal challenges. Creativity will continue to be a major skill needed by everyone.**
- Discussions at the recent BOG and BOT meetings also included conversations on **Legislative Budget Requests**, including our \$40 million request for funding this year as we work to become **Florida’s premier engineering and technology university.**
- We welcome the Faculty Senate’s engagement, leadership, and feedback within your colleges and units to help us remain focused on achieving these metrics.

- **Football and Bowl Game:**

- As I wrap up, I want to acknowledge that we just finished our inaugural football season in the Big 12, and earlier this week accepted the invitation to face Georgia Tech in the Gasparilla Bowl in Tampa on Dec. 22.
- This will be the third time our football team has played in the Gasparilla bowl. We won the previous two Gasparilla Bowl games — one against Marshall in 2019 and the other against Florida in 2021.
- Additionally, it is our second time competing against Georgia Tech this year – students from our fantastic cyber defense team defeated 94 teams of students from across the country in the U.S. Department of Energy’s 2023 CyberForce Competition. Let’s hope for another win!
- This concludes my report.
- Happy Holidays to all! Hope you have a wonderful and relaxing break and are able to recharge for the new year. Look forward to even greater impact together in 2024!

Resolution 2023-2024-3
Bylaws Amendment Resolution
Commencements, Convocations and Recognition Committee Membership

Whereas, the Commencements, Convocations and Recognition Committee duties and responsibilities include, amongst other things, evaluation for emeritus status, honorary degrees, posthumous degrees, and other related awards; and

Whereas, the Commencements, Convocations and Recognition Committee was first established when the only faculty in the Faculty Senate and the only faculty eligible for emeritus status were tenured faculty; and

Whereas, non-tenure track faculty are now eligible to serve as senators of the faculty senate and are also eligible for the award of emeritus status; and

Whereas, the experience of a broad array of faculty is beneficial to understanding the full range of the duties and responsibilities of the Commencements, Convocations and Recognition Committee; therefore

Be it Resolved, to amend the Faculty Bylaws to remove the Commencements, Convocations and Recognition Committee membership requirement that faculty from the academic units must be tenured; and

Be it Further Resolved, to amend the Faculty Bylaws of the Commencements, Convocations and Recognition Committee to include the statement: *“All faculty committee members must be faculty holding the rank of associate professor or professor, associate or senior instructor, associate or senior lecturer, associate or university librarian, or associate or senior instructional designer. One-half of the faculty committee members must be tenured.”*

COMMENCEMENTS, CONVOCATIONS, AND RECOGNITION COMMITTEE

CURRENT

The committee shall consist of **one tenured faculty member** from each academic unit, ~~and one Associate of University Librarian~~ selected by the Committee on Committees (in consultation with the president), two students selected by the president of the Student Government Association (in consultation with the president) and the president and the provost and vice president for Academic Affairs or their designees. The president (or designee) shall identify other ex officio members. The chair is appointed annually by the president from the faculty membership. 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 two years, staggered, with the exception of the student members, who shall serve for one year.

PROPOSED

The committee shall consist of **one faculty member** from each academic unit selected by the Committee on Committees, (in consultation with the president), two students selected by the president of the Student Government Association (in consultation with the president) and the president and the provost and vice president for Academic Affairs or their designees. **All faculty committee members must be faculty holding the rank of associate professor or professor, associate or senior instructor, associate or senior lecturer, associate or university librarian, or associate or senior instructional designer. One-half of the faculty committee members must be tenured.** The president (or designee) shall identify other ex officio members. The chair is appointed annually by the president from the faculty membership. 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 two years, staggered, with the exception of the student members, who shall serve for one year.

Resolution 2023-2024-5
Board of Governors **Regulation 9.016 Prohibited Expenditures**

Whereas, the **First Amendment of the United States Constitution** states:

“Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances”; and

Whereas, the Board of Governors **Regulation 9.016 Prohibited Expenditures**, may prohibit universities, student-led organizations, and people working within and/or attending the State University System from exercising their duty to educate and train students and/or to support student led organizations that may engage in advocacy to effect *“change to a government policy, action, or function”*; and

Whereas, Appendix A State University System of Florida **Statement of Free Expression** was approved by the Board of Governors on April 15, 2019, and states, in part:

“A fundamental purpose of an institution of higher education is to provide a learning environment where divergent ideas, opinions, and philosophies, new and old, can be rigorously debated and critically evaluated. Through this process, often referred to as the marketplace of ideas, individuals are free to express any ideas and opinions they wish, even if others may disagree with them or find those ideas and opinions to be offensive or otherwise antithetical to their own worldview. The very process of debating divergent ideas and challenging others' opinions develops the intellectual skills necessary to respectfully argue through civil discourse. Development of such skills leads to personal and scholarly growth and is an essential component of each of our institutions' academic and research missions.

It is equally important not to stifle the dissemination of any ideas, even if other members of our community may find those ideas abhorrent. Individuals wishing to express ideas with which others may disagree must be free to do so without fear of being bullied, threatened, or silenced. This does not mean that such ideas should go unchallenged, as that is part of the learning process. And though we believe all members of our campus communities have a role to play in promoting civility and mutual respect in that type of discourse, we must not let concerns over civility or respect be used as a reason to silence expression. We should empower and enable one another to speak and listen, rather than interfere with or silence the open expression of ideas”; and

Whereas, the Board of Governors **Regulation 9.016 Prohibited Expenditures** will stifle the discussion and consideration of speech required as described in the Board of Governor’s **Statement of Free Expression** relating to *“race, color, sex, national origin, gender identity, or sexual orientation”*, speech *“with a purpose of effecting or preventing change to a government policy, action, or function, or any activity intended to achieve a*

desired result related to social issues”, and speech on “topics that polarize or divide society among political, ideological, moral or religious beliefs”; and

Whereas the Board of Governors **Regulation 9.016 Prohibited Expenditures** is imprecisely worded and ambiguous about what activities are likely to be interpreted as attempts *“to equalize or increase outcomes, participation or representation”* or student activities or organizations, or university programs, that aim to *“achieve a desired result related to social issues”*, which may inadvertently intimidate or discourage activities that are protected by academic freedom or by the **First Amendment of the United States Constitution**; therefore

Be It Resolved, that University of Central Florida Faculty Senate urges the Board of Governors to revise **Regulation 9.016 Prohibited Expenditures** so that the definitions within the Regulation, when combined with the expenditure prohibitions of the Regulation, no longer conflict with the **First Amendment of the United States Constitution**, or the Board of Governors’ own **Statement of Free Expression**; and

Be It Further Resolved, that University of Central Florida Faculty Senate urges the Board of Governors to revise **Regulation 9.016 Prohibited Expenditures** so that the State University System institutions can freely support their Board of Governor-approved and Board of Trustee-approved Missions and Strategic Plans, which focus in large part on supporting the success of the more than 430,000 diverse students across the State University System.



Faculty Senate

B&A Committee Report:

B and A met on Wed., Nov. 29, during which Ashley Guritza, Director, Office of International Collaboration and Export Control on Foreign Influence Screening Procedures, presented. Key takeaways: Of some 3,000+ screened only 3 denied, time is under 30 days, and average cost is \$150. Office meets monthly with other offices in the SUS to compare notes and make sure they are working efficiently while also maintaining compliance.

I.T Committee Report:

Summary for meeting of Tuesday, November 21, 2023, 3:00 p.m.

Committee met (but quorum was not reached so no votes taken) for about 40 minutes. Continued review on departure of Matt Hall (Dean Sheila Amin appointed as interim CIO), Cisco Umbrella DNS filtering, Duo conversion to Microsoft MFA, and the use of Artificial Intelligence for research. Will coordinate a Workday deployment discussion with Sherri Herring and team.

Personnel Committee Report:

The meeting of November 15, 2023 discussed the Resolution on Faculty Involvement and Transparency in Hiring of T/TE/Research Faculty. Minor modifications to the resolution were approved but time constraints prevented any further revisions and a vote on the resolution. These will be taken up and completed at the December 13 meeting.

The subcommittee on faculty teaching evaluations/SPIs provided a status update and notification of their second subcommittee meeting on November 29, 2023.

A brief summary of all the Big 12 Conference Faculty Fellowship Programs was prepared by the subcommittee on this topic. There was considerable consistency among participating BIG 12 institutions on this policy and similar application processes. At the December meeting, the committee will indicate its' preference on an application and policy model and report this preference back to Steering and J. Jasinski for further action.

Research Council Report:

Research Council met on 11/20/23. The revised PI Dashboard was shared by Dr. Harrington. Names for the Committee to vote on the UCF Excellence in Research were collected and plans for spring semester were discussed. These will include: 1) from Graduate Studies: help develop policy on graduate students using confidential data for their thesis/dissertations, 2) from OR: Action planning for new OR Research Enterprise Plan, and 3) from Dr. King: Comment on the Research Space Utilization Report.



Faculty Senate

Undergraduate Council Report:

On Tuesday, Nov 7, the UCRC held its monthly meeting. During that time, the committee approved 40 Consent Agenda and 37 Action Agenda items, including 18 new courses, and tabled 2 items at the request of the submitting college. The UPCC met on Tuesday, 14 Nov, and approved approximately 15 program, minor, and certificate revisions and additions. The committee approved two policy revisions regarding timely academic progress toward a degree (requiring advisor approval to add a second major after completing 75 credits) and major, minor, and undergraduate certificate policies (allowing a student to complete an undergraduate certificate without being enrolled in a degree program). The committee also discussed a proposed policy revision that would remove the C-, D+, and D- grades from the university grade system and will continue that discussion in the December meeting.

Graduate Council Report:

The 11/22 meeting was canceled as it was the day before Thanksgiving and we received notice that was an extra day off. For our November 8th meeting, the Academic Misconduct policy motion was passed with edits and is posted on the website for public comments. We will review at our next meeting. The graduate transfer policy edits were approved.

New Item:

The Graduate Policy Committee is working on issues with Incomplete Grades policy, specifically updating language in the policy to clarify a work completion date during the semester following the course in the I Grade Agreement Form. New language included the grade change to be completed by the end of the semester following the semester in which the I grade was submitted. If no grade change form is submitted by the faculty, the grade will change to the grade listed on the agreement form by the instructor based on the work previously completed by the student. According to the GPC, this will alleviate issues with grading system's automatic F grades after a year, if this was not the faculty's intention.

To identify how and when faculty were notified about the status of their I grades, there were extensive discussions with The Office of Graduate Studies, Business Systems Department, and the IT Department. I was included in those emails. Apparently, faculty were not automatically notified when the work completion date has passed to update the "I" grade. This may have been due to recent staff shortages and job changes. In the past, faculty were notified about their I grades through an IT ticket submission.

Miryana Blesso suggested their own eform that they can build and control how the Incomplete form behaves. Miryana has met with the PMO office and has officially put the I Grade Form on their project list. Additionally, The RO department informed us that they will notify instructors about pending I grades each semester starting Spring 2024. Furthermore, the Faculty Center is updating their website to include



Faculty Senate

guidance on the grade change process along with email notifications to faculty who submitted I grades at the 50% point.

These issues and policy language updates will be discussed at our next meeting on December 6th.

Graduate Program Review and Awards Committee:

The GPRA has approved two new degree programs: Health Sciences MS & Robotics and Autonomous Systems MSRAS. They have also reviewed 262 graduate faculty/scholar renomination, and they approved a cotutelle between UCF and Hasselt University. Their next meeting will be on January 9, 2024.

Graduate Appeals Committee:

Regarding the Graduate Appeals Committee, we have been reviewing a lot of diverse petitions. Some have required curriculum revisions, and then an approval from the appeals committee. The committee sees this as a positive point because it means the colleges are revising and keeping up to date with new course works and areas of innovative interest (e.g., AI). Maybe an unrelated point but having a student representative was very much welcomed and has offered perspectives which is refreshing. I would encourage more committees to have a student representative.



A New Advising Model

Dr. Paul Dosal
Senior Vice President for
Student Success
And Professor of History

Chronicle of Higher Education: The Future of Advising (2022)

The Barriers to Better Advising



Students' needs are increasingly complex



Advisors' working conditions are problematic



Advising is inconsistent

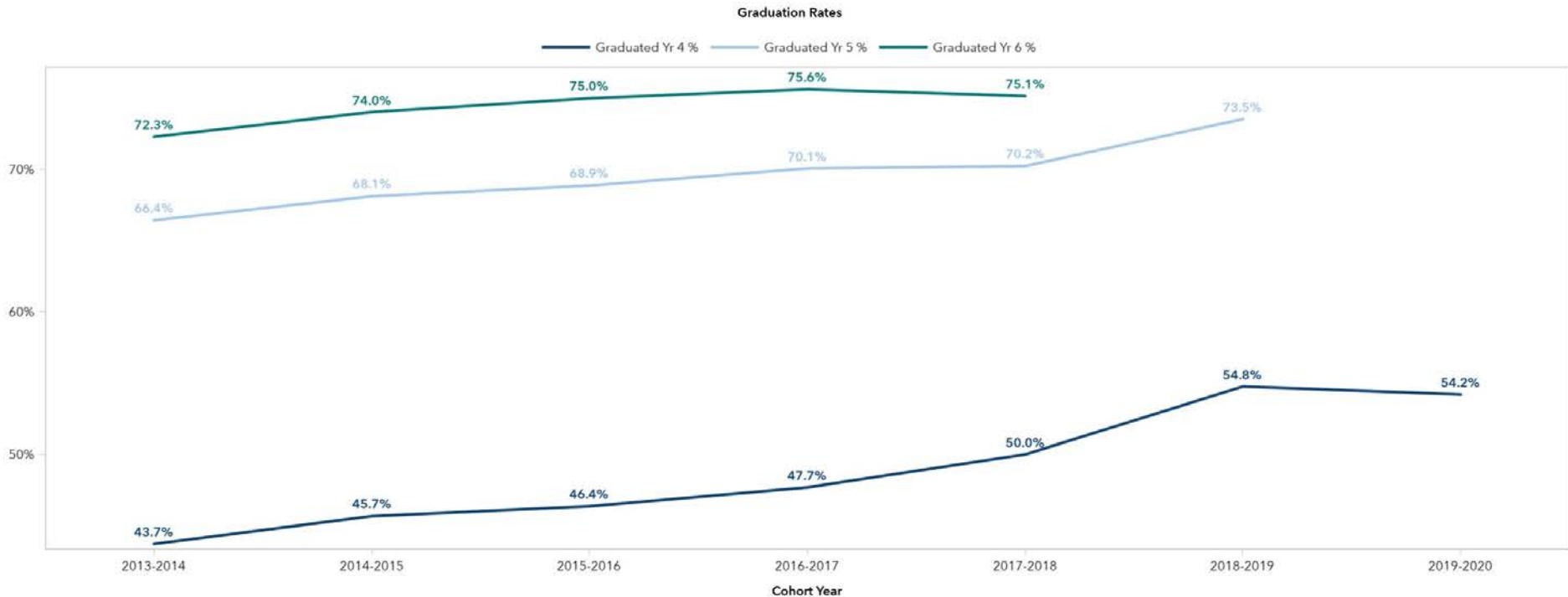


Degree paths are more complex



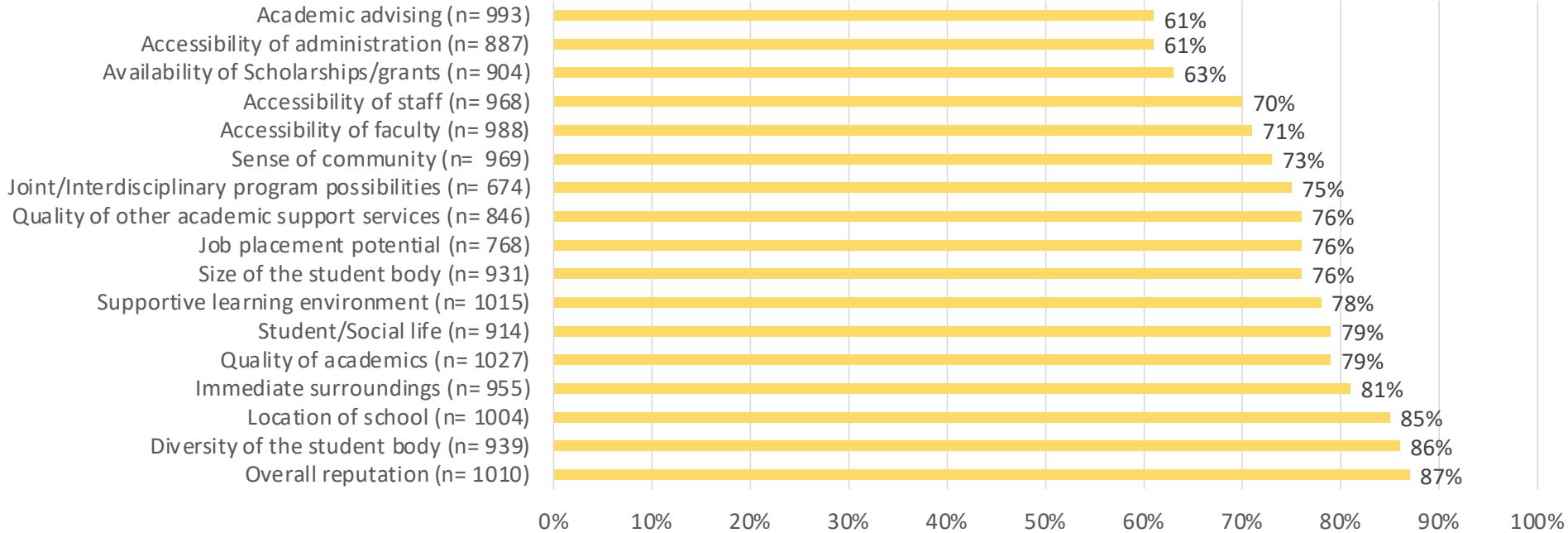
Campus technology doesn't meet the needs of advisors

Graduation Rates, 2013-14 to Present



Undergraduate Retention & Graduation Dashboard ([link](#))
For security access: <https://ikm.ucf.edu/submit-an-ikm-request/#>.

Student Satisfaction – Student Success Climate Survey, 2021

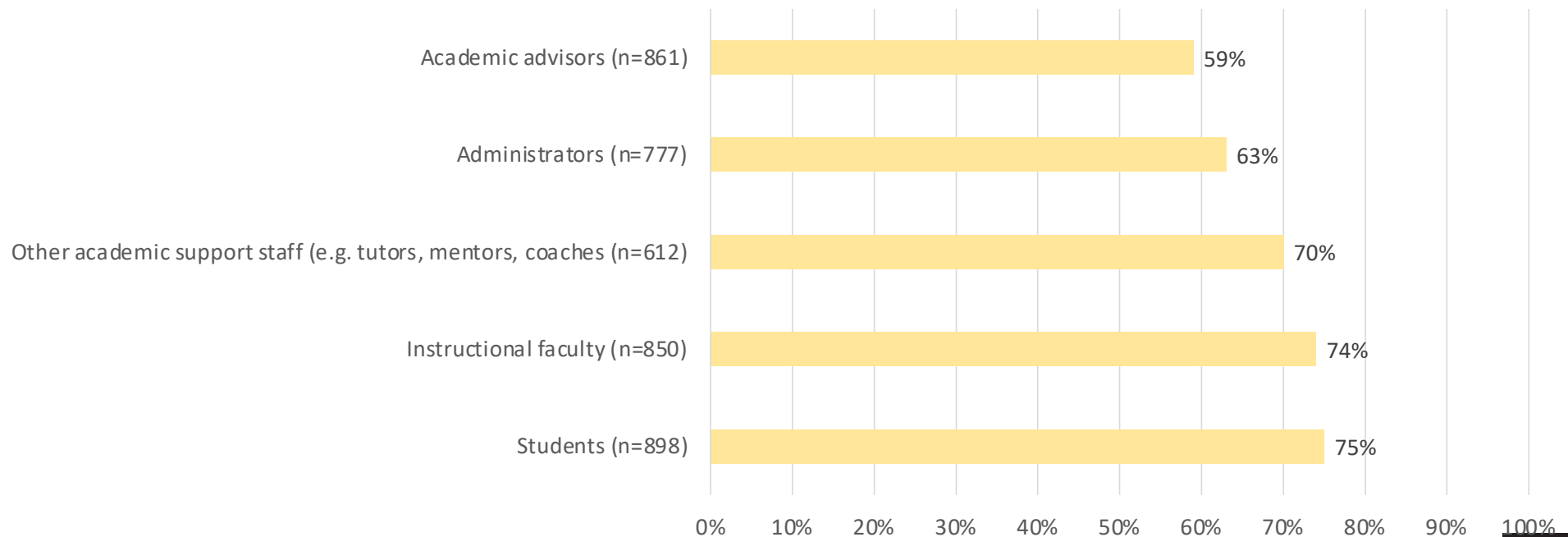


(2021 Online Survey- 1,038 respondents - Computed values based on %Good + %Excellent)



Student Satisfaction – Student Success Climate Survey, 2021

Rate the quality of your relationships with the following people.



(Computed values based on % Good + % Excellent)

Graduating Senior Survey Results, Academic Advising

Table 4.a. Percent positive (endorsing “strongly agree” or “agree” in a Strong Agree – Strongly Disagree scale) to aspects of academic advising from the College Advising Office Staff by college of graduation.

[Note: 2022-2023 AY only]

College	In general the college advising staff members were helpful.	In general the college advising staff members were knowledgeable.	College advising staff members were available during posted office hours.	Sufficient time was available during college advising sessions.	The advice I received from college advising staff was very useful for my EDUCATIONAL goals.	The advice I received from college advising staff was very useful for my CAREER goals.
UCF	64%	65%	66%	65%	65%	54%
CAH	71%	70%	71%	73%	69%	52%
CBA	59%	57%	53%	53%	57%	50%
CCIE	73%	73%	73%	73%	73%	67%
CECS	55%	56%	59%	58%	55%	43%
CHPS	62%	64%	68%	66%	63%	57%
HSPMG	72%	71%	69%	71%	72%	58%
COM	60%	61%	63%	61%	61%	53%
CON	68%	70%	67%	67%	69%	65%
OPTICS	47%	53%	53%	60%	53%	47%
COS	65%	66%	67%	66%	66%	53%
UGRD	74%	76%	75%	74%	75%	66%

Internal Roots of Advising Reform



UCF Task Force, Reimagining University Advising and Coaching (RUAC) May 2019

- 1) Recommended use of **case management approach**, cohort assignments, predictive analytics, new technology
- 2) **Integrated Advising Model**: focal point was students' holistic success with emphasis on coaching
- 3) **A new reporting structure** that centralizes oversight of the academic advising enterprise while maintaining the decentralized delivery model

National Institute for Student Success (NISS)

Georgia State University



Recommendation 1

Establish an advising structure that aligns advising and student success policies, practices, accountability, and reporting across all colleges



Recommendation 2

Ensure all UCF students receive a standard of care that includes timely and proactive outreach relative to academic plan progression



Recommendation 3

Standardize the use of technologies to systematically leverage advising systems and tools

New Model Implementation – Phased Approach

Phase I - Initiation October 2023 – March 2024	Phase II - March 2024-June 2024	Phase III - March 2024 – August 2024	Phase IV - Refinement December 2024
<ul style="list-style-type: none"> • Salary adjustments • Inventory of tasks performed by advisors and coaches • Training for advisors and coaches • Transition of reporting lines • NISS Engagement 	<ul style="list-style-type: none"> • Filling vacancies in open lines within the colleges that have been reassigned to SSWB (approximately 40 positions) • Searching and hiring of vacant or new positions (14 positions) • Assigning these SSWB new positions within the colleges. • Transitioning UCF Connect coaches to college assignments (17 positions) 	<ul style="list-style-type: none"> • Development of new academic degree planning tool (EAB myKnight STAR) • Implementations of Course Planning Tool (Ad Astra) • Streamline communications • Deployment of enhanced advising dashboards • Think 30 graduation campaigns for FTIC 2020-21 cohort 	<ul style="list-style-type: none"> • One-year review of model implementation • Enhancing coordinated care management approach to student success • Fuller utilization of CRM tools

QUESTIONS & CONCERNS



Progress Toward 2027 Goals

Strategic Plan Metric	Previous Year	Current	2027 Goal
FTIC First-Year Retention Rate	93%	92.2%	93%
FTIC Four-Year Graduation Rate	54.8%	54.2%	65%
FTIC Six-Year Graduation Rate	75%	76.6%	78%
FTIC Pell Recipient Graduation Rate	70.8%	71.6%	76%
FCS w/AA Transfer Student Three-Year Graduation Rate	54.2%	50.9%	70%
Undergraduate Students with 1+ HIP by Graduation	88.8%	86.8%	100%

Four-Year Graduation Rates, By College

College	4-Year Grad Rate (2018 Cohort)	4-Year Grad Rate (2019 Cohort)
Hospitality Management	77.2%	69.8%
Undergraduate Studies	67.4%	65.6%
Community Innovation & Education	64.1%	63.8%
Arts & Humanities	52.8%	62.1%
Health Professions & Sciences	61.3%	61.8%
Medicine	55.8%	59.0%
Sciences	60.1%	58.7%
Nursing	55.0%	55.0%
Business Administration	61.8%	53.3%
Engineering & Computer Science	39.8%	40.0%
Optics & Photonics	25.0%	36.4%

University Innovation Alliance: Proactive Advising

*“Data-driven, proactive student outreach requires a **culture shift** based on an assumption that advising is a **strategic tool to increase graduation rates** – not just to help students explore their interests.”*

UNIVERSITY INNOVATION ALLIANCE

Proactive Advising: A Playbook for Higher Education Innovators



UNIVERSITY
INNOVATION
ALLIANCE

NISS
NATIONAL
INSTITUTE FOR
STUDENT
SUCCESS
AT GEORGIA STATE UNIVERSITY

A NEW MODEL OF ACADEMIC SUPPORT

The new system will deliver more *proactive, prescriptive, and holistic support* to students.

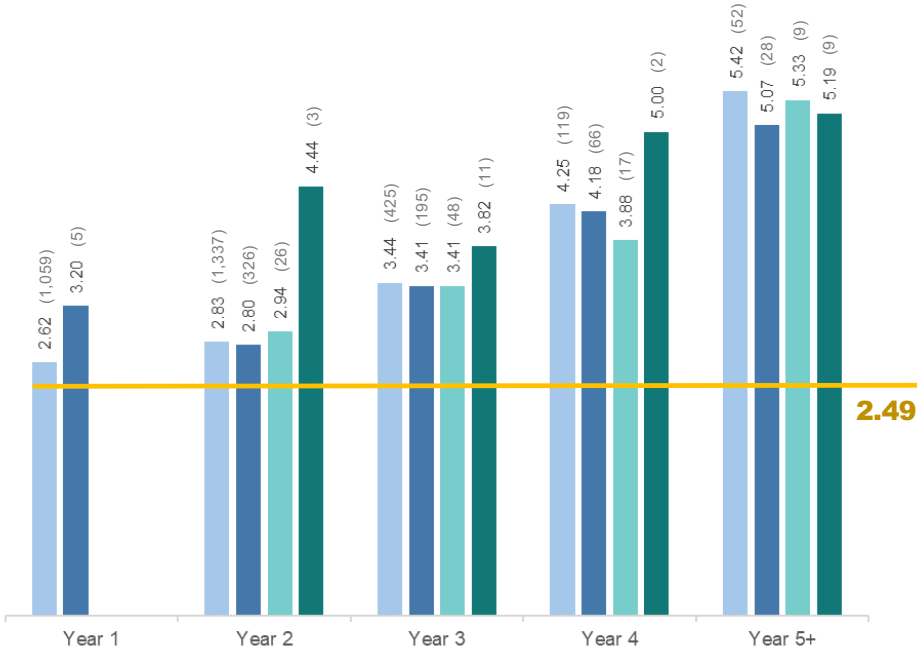
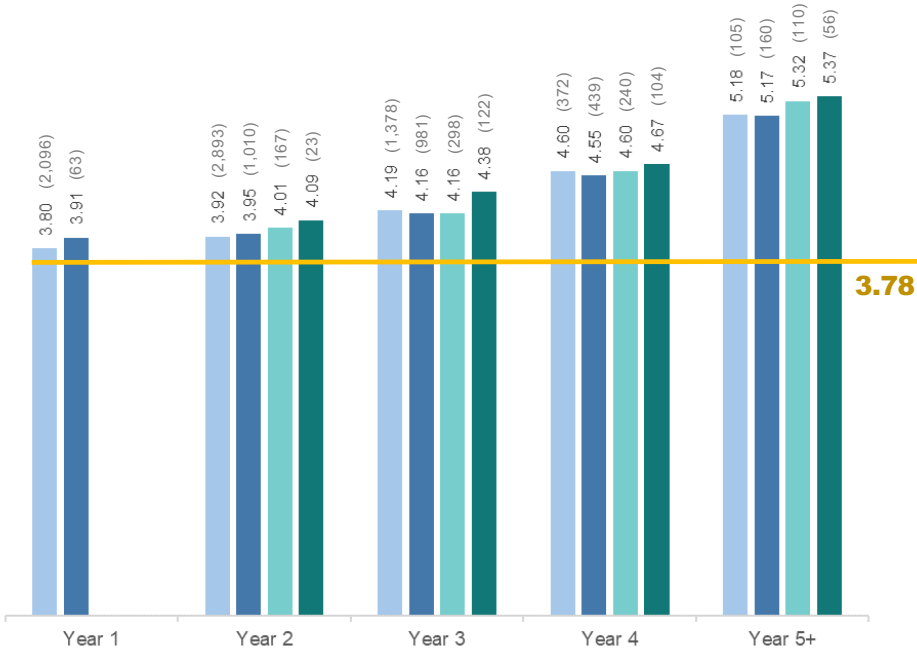


Years to Degree by Year Enrolled at Time of Last Major Change

Cohorts 2016-17 through 2019-20 combined

Summer/Fall Full-Time FTICs

Summer/Fall All FCS AA Transfers



Note: major change is identified by change of CIP code

- 0 major changes
- 1 major change
- 2 major changes
- 3 major changes
- 4+ major changes

Right Support, Right Student, Right Time

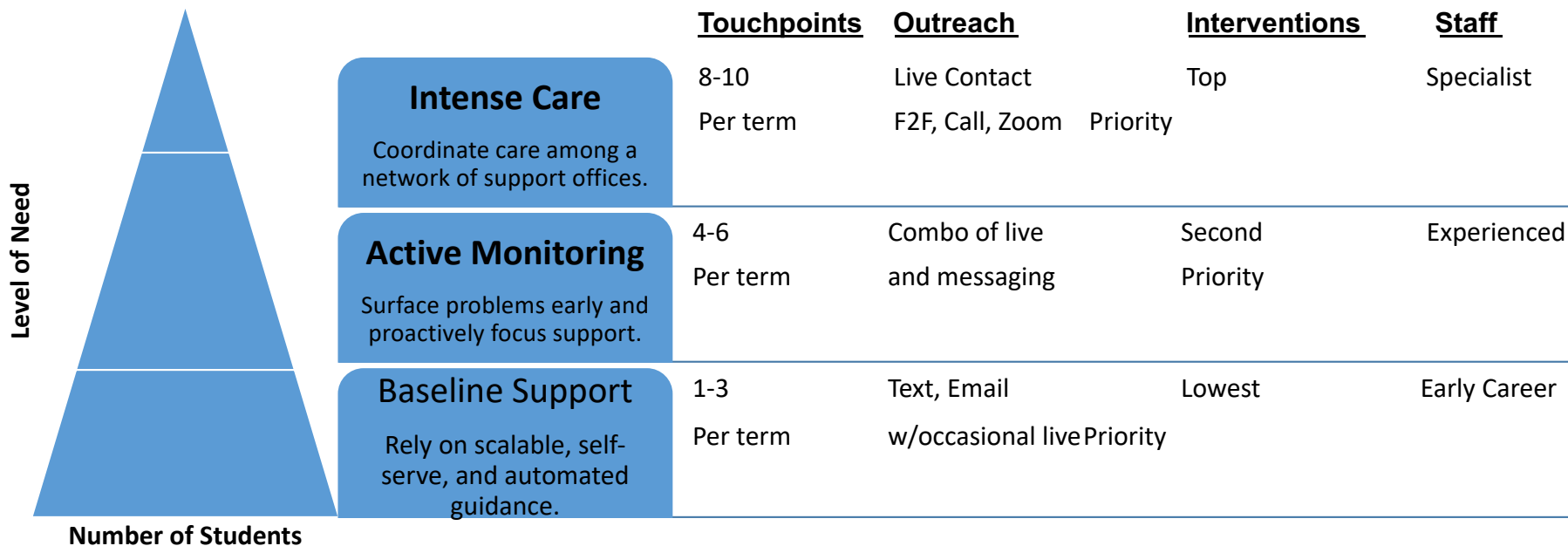


- Identify at-risk students before problems occur
- Refer students to the appropriate expert
- Transform passive support services into active outreach
- Create a dynamic network of service providers
- Share data/reports for 360° view of students
- Use communication tools more effectively to expand capacity

Rebalance Support with Differentiated Care

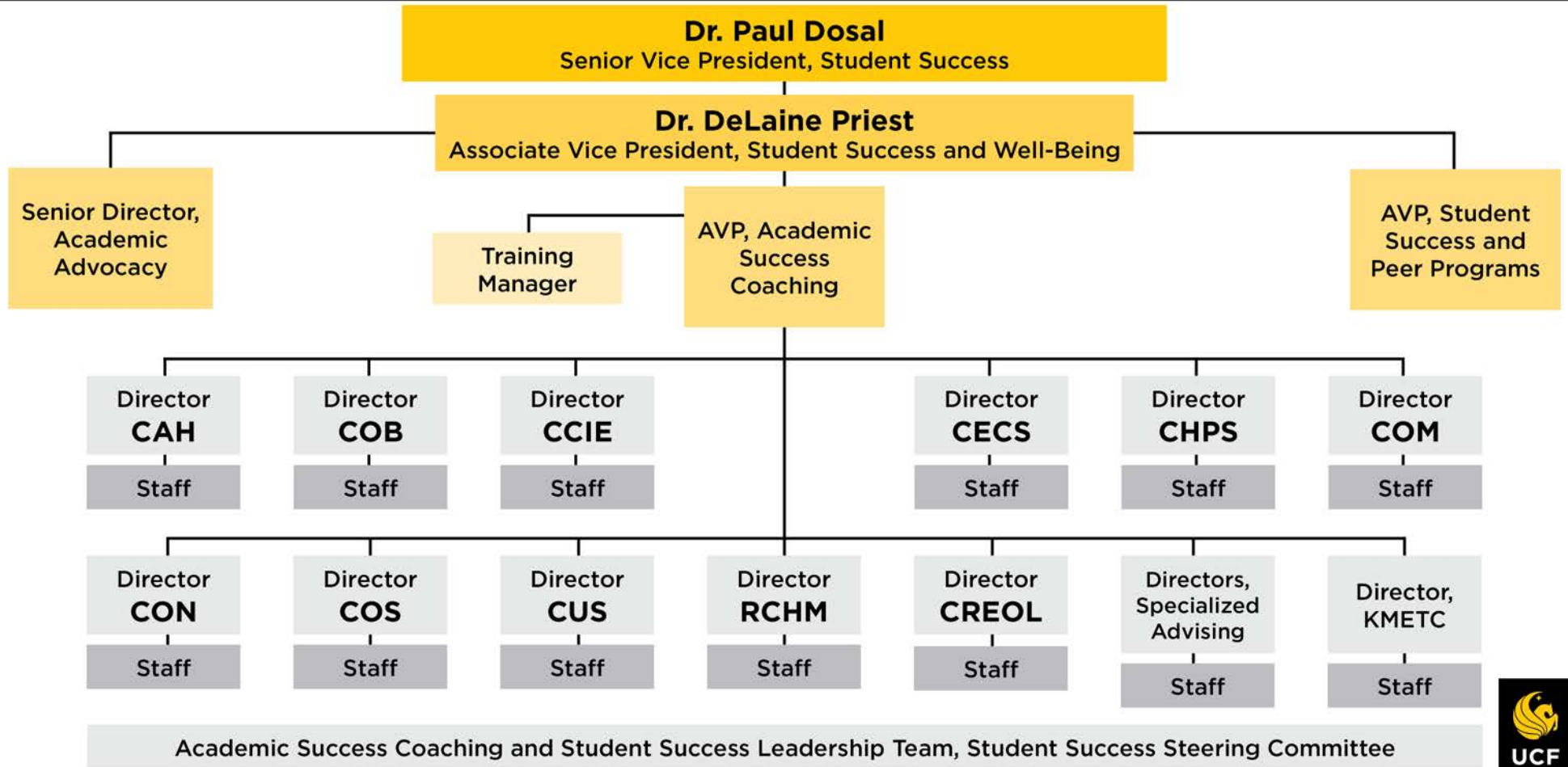
A more efficient way to organize staff and provide better support

A few different ways you can rebalance efforts:



Student Success and Well-Being

Organizational Chart



Our New Approach

Strategic direction will be provided by Student Success and Well-Being as part of a unified student success team.

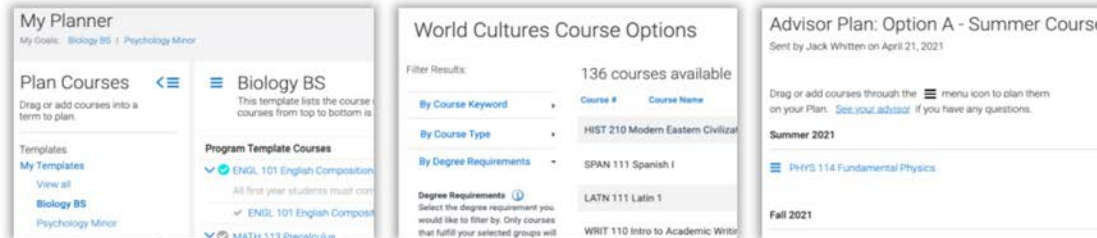


Prescriptive: Term by Term Degree Plans

Collaborative Academic Plan Building, Scheduling, and Registration Within a Single Platform

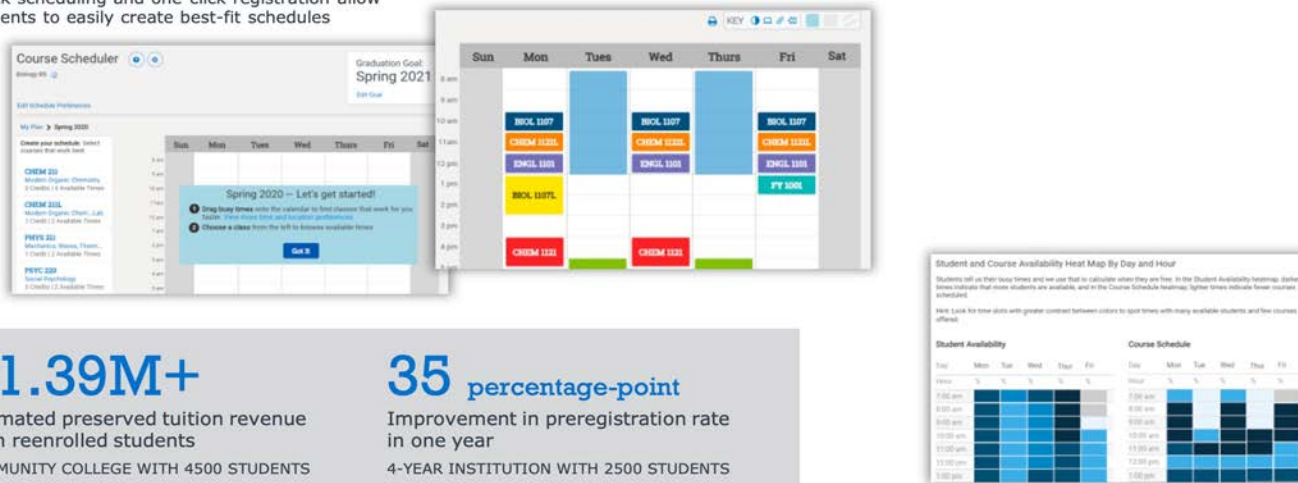
Planning Templates, Smart Search and Collaboration

Planning tools enable intentional, long-term course planning and on-time graduation



Course Scheduling and Registration

Quick scheduling and one-click registration allow students to easily create best-fit schedules



\$1.39M+

Estimated preserved tuition revenue from reenrolled students

COMMUNITY COLLEGE WITH 4500 STUDENTS

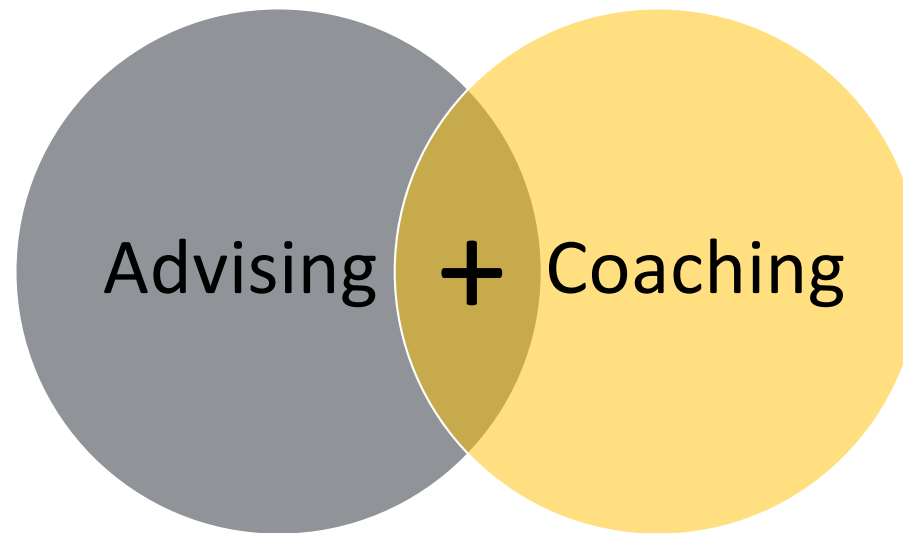
35 percentage-point

Improvement in preregistration rate in one year

4-YEAR INSTITUTION WITH 2500 STUDENTS

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A New Model: UCF Academic Success Coaches



**One Role =
Academic Success Coaches**

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