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UNIVERSITY OF CENTRAL FLORIDA
FACULTY SENATE MINUTES

MEMORANDUM

TO: All Faculty
FROM: Faculty Senate Office
DATE: January 3, 1995
SUBJECT: Minutes of Faculty Senate Meeting of December 8, 1994

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The meeting was called to order by Dr. Modani at 4:03 p. m. The roll was circulated for signatures. The minutes of Senate meeting on November 3, 1994 were approved. Guests present included: President Hitt, Dr. Frank Juge, Ms. Allison, and students Brian Danley and Mary Nagy.

President Hitt was invited to address the Senate. He wished all faculty Happy Holidays and spoke of the successful Fall semester due to the hard work of faculty and staff. UCF is attracting a larger and better qualified applicant pool of students for next year. The BOR is aware of the needs at UCF and has approved approximately 1700 new FTEs for next year. This is about one third of the planned growth for the SUS. This approval is a direct result of the recent enrollment growth at UCF and is expected to bring additional resources of about \$12 million.

President Hitt commented on the impact of recently adopted revenue limitation amendment on funding for university education. As spending for prisons and medicaid is likely to increase, sufficient revenue may not be available for funding higher education. If the legislature calls for re-directing funding from administration and research to classroom instruction, UCF may lose about \$3 million. However, with the expected funding for enrollment growth, UCF will have a net gain in total funding. President Hitt stressed the need for a statewide public information campaign to emphasize the contributions of the SUS and of UCF to the economic base of the state and to produce the work force the state needs. Since college graduates have a much higher level of life time earnings, they add not only to the economic base of the state, but also help increase the quality of citizenship.

In response to a question, President Hitt stated that the low level of PECO funding is going to adversely impact construction on SUS campuses. This is part of the reason we went after the Research Pavilion building in the research park. The UCF Foundation has purchased the building and UCF will lease a part of it. Some of the UCF activities can be shifted to the Research Pavilion and this will free up much needed space on campus.

In response to another question, President Hitt responded that UCF continues to push for equity funding and for funding enrollment growth. Given the limitations on revenue growth, it may be difficult to fund the TIP program next year. With zero new money, except for enrollment growth, there will be no raises for faculty and staff, and there will be no additional money for OCO.

UNFINISHED BUSINESS: None.

COMMITTEE REPORTS:

Dr. Batarseh reported for Dr. Diets, Chair of the Undergraduate Policy and Curriculum Committee. The committee approved a minor in multi-cultural studies in Anthropology and a capstone course for the degree program in Philosophy. Items under consideration are a drop policy for student attendance on first day of classes, treatment of plus and minus grades on transfer student transcripts, and honors designation.

Dr. Tucker, Chair of the Graduate Policy and Curriculum Committee, reported that the committee has finalized a policy on coverage of graduate students under the UCF patent policy and another policy concerning FICA taxes for graduate students.

Dr. Davis, Chair of the Personnel Committee, reported that the committees for five year review of Deans have been formed and the process is underway. The five year review of department chairs is also proceeding. Next semester, the committee will look at a draft of tenure criteria for UCF provided by Dr. Modani. He asked the committee members to provide him with their schedules for the Spring semester.

Dr. Johnson, Chair of the Budget and Administrative Procedures Committee, reported that the committee has met with Dr. Bolte and Dr. Neighbor and they would continue to monitor the Pegasus funding model as well as work towards a method for accountability for university funds. He asked the committee members to provide him with their schedules for the Spring semester.

NEW BUSINESS:

Dr. Davis introduced Resolution 1994-1995-2.

RESOLUTION 1994-1995-2

Present SUS policy requires that a faculty member shall normally be considered for tenure during the fifth year of continuous service in a tenure earning position. Each faculty member shall be apprised in writing once each year of their progress toward tenure. This is a separate component of the annual evaluation and is intended to provide assistance and counseling to candidates to help them qualify themselves for tenure.

At present, annual appraisal of progress toward tenure is initiated by the department chair. With the transition at all levels of administration, performance appraisal for progress toward tenure may lack consistency over the probationary period and the process may vary from academic unit to academic unit.

In an attempt to provide additional feedback to the candidate as to the progress toward tenure and to ameliorate inconsistencies which may later emerge at tenure decision time between various recommending groups, be it therefore resolved:

There shall be a comprehensive review conducted at the end of three years of tenure credit for tenure earning faculty by a committee of the candidate's department. This committee shall be comprised of at least three elected tenured members of the department.

Based on the established guidelines for tenure appraisal, this committee shall make an evaluation and assessment of progress in the areas of teaching, research and service. Strengths, weaknesses, and suggestions for improvement based upon a file submitted by the candidate shall be summarized on the tenure appraisal form and reported to the candidate and department chair.

Dr. Davis commented that this item is a holdover from last year. The major emphasis is to provide feedback from tenured faculty to faculty working towards tenure and this mid-term review will be in addition to the annual tenure appraisal by a department chair. Further, whereas the annual tenure appraisals usually look at accomplishments during a given year, the mid-term review will be more comprehensive and look at a longer time period. Several members spoke of the value of a mid-term tenure review and indicated their support for the resolution. After some more discussion, the resolution was adopted with one dissenting vote.

In response to a question by Dr. Cook about faculty input in the administrative review process, Dr. Juge responded that a survey instrument will be used. Faculty, staff, administrators, and other constituencies will be surveyed by the respective committees and appropriate survey instruments will be sent out by committee chairs. Dr. Juge also reported that he has met with two of the three Dean review committees and a meeting with the third committee has been scheduled. The chairs of the committees are: Dean Marty Wanielista for the College of Health and Public Affairs, Dr. Sarah Pappas for the College of Arts and Sciences, and Dr. Louis Medin for the College of Business Administration.

Dr. Modani reported that four of the five college TIP Selection Committees have made their recommendations to the Provost and the recommendations from the remaining college are expected tomorrow. The announcement on TIP winners should be made by the end of next week.

Dr. Modani mentioned that he has been asked to serve on a BOR task force looking at student access to evaluation of faculty teaching by students. He asked the members for their views on the subject. Several members expressed their negative views. One member said that the evaluations for a given course may not reflect the quality of instruction. A long-term history of evaluations may be more appropriate in assessing the quality of instruction. Another member said that a faculty member may be given the option of making his/her evaluations public.

Meeting adjourned at 4:55 p. m.