

UNIVERSITY OF CENTRAL FLORIDA

MEMORANDUM

TO: All Faculty  
FROM: Nancy Klintworth - Faculty Senate Secretary  
DATE: February 6, 1990  
SUBJECT: Minutes of Faculty Senate Meeting - February 1, 1990

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The meeting was called to order by Chair Dr. Rosie Webb Joels at 4:05 p.m. Roll was passed for signature by attendees.

Dr. Joels stated that the Chair would entertain a motion to suspend the agenda and consider Resolution 1989-1990-8. The motion was made, seconded, and passed. Dr. Joels reminded Senate members that the Senate's role is advisory to the Provost. Thus, resolutions may or may not be accepted, and, if accepted, a resolution, in whole or in part, may be amended, modified, or suspended at the Provost's discretion.

NEW BUSINESS:

Dr. Duane Davis, Personnel Committee Chair, explained that the purpose of Resolution 1989-1990-8 (copy attached) was to establish a procedure for recruitment and retention of academic department chairs which would be acceptable to the faculty. Dr. Davis made the following points:

1) Chairs are essentially faculty; 2) appointments need to be for a time period sufficient to enable the chair to implement consistent programs yet provide a mechanism for chairs to rejoin the faculty; 3) this resolution does not limit a chair's appointment, if a faculty so chooses, a chair may be reappointed for four-year terms indefinitely (for life); 4) the mechanisms for appointing and retaining a chair must be evaluated by and acceptable to the faculty.

Dr. Pauley, Personnel Committee member, explained that the two-thirds voting requirement was chosen as an alternative to a simple majority because in large departments a simple majority might not indicate sufficient support. E.g., if a faculty consisted of fifteen persons a chair could be chosen by a simple majority of eight, leaving seven people not in favor of the appointment.

Concern was expressed that there did not appear to be any provisions in the resolution for external hiring. Dr. Davis stated that the resolution was intended to address internal and external hiring procedures. It was suggested that this problem would be resolved between the Provost, the Dean, and the Faculty.

Dr. I. Cook made a motion to amend provision (f) of the resolution as follows: After the words "If the Dean, Provost, or President does not concur" add the parenthesis "(a search for a new chair shall be initiated, either externally or internally)". The sentence would then continue with "... then the procedures under (a), (b), and (c) of this resolution will take effect."

The motion to amend was seconded. Motion did not pass.

It was suggested that it would be more efficient to address each of the

resolution's provisions in order. Dr. Joels offered to read a letter from Dr. Swart, President of the Council of Academic Department Chairs who described his concerns including: (1) the proposed two-thirds majority could result in a high probability of election impasse, a potentially high turnover of chairs every four years and a tendency to polarize the office of chair; and (2) the proposed nine month contract with summer stipend could result in chairs not having any annual leave or departments not having a chair during the summer sessions.

Dr. M. Stern moved that provision (a) of the resolution be amended to provide that the initial appointment of the chair shall be by majority vote (50% plus 1%) of tenured and tenure-earning faculty. The motion was seconded. The amendment was defeated.

Dr. Flick stated that there had not been sufficient time to evaluate this resolution and moved that the resolution be referred back to the Personnel Committee. Another motion was made and seconded to table the resolution. This motion was defeated. Dr. Flick's motion to refer the resolution back to the Personnel Committee then passed.

A senator inquired as to the necessity of the resolution and stated that he had been unable to obtain a copy of current evaluation procedures for chairs. Dr. Tucker, a guest and member of the Council of Chairs, stated that a procedure for review is in place at the University. Dr. Juge stated that a five-year review process is usually implemented, but was not this year due to academic audits.

Dr. Stern responded that although a review process is theoretically in place it does not provide much in the way of accountability to faculty. This resolution deals with a chair's accountability to the faculty.

Dr. Stern then moved that the Senate recess for two weeks and then bring the resolution back for consideration. This motion was held for the end of the meeting.

Dr. Taylor recommended that the Personnel Committee meet next Thursday, February 8, 1990, in open session in HPH 115 so all interested parties could attend and provide input. Dr. Davis concurred.

The agenda for the Faculty Senate meeting was resumed. The minutes of January 11, 1990 were approved as distributed.

There was no unfinished business.

Dr. P. Taylor had two announcements:

1) Founder's Day is Thursday, April 26, 1990, and all classes are to be cancelled between 2:00 and 4:00 p.m. 2) President Altman's inauguration is to take place on Friday, April 27, 1990. All classes will be cancelled from 10:00 to 1:00 p.m. Dr. Taylor then revived the motion to recess. The motion passed to recess the Faculty Senate meeting and reconvene in two weeks, (February 15, 1990, at 4:00 p.m.) The meeting was recessed at 5:05 p.m.

An informal meeting between President S. Altman, members of the Senate, and guests then ensued.

REVISED RESOLUTION 1989-1990 - 8

Whereas, the University of Central Florida has achieved the status of a mature university, and at such universities the faculty has traditionally selected the chairs of its respective departments, be it resolved therefore:

- (a) The initial appointment of the chair shall be upon the recommendation of two-thirds vote of the tenured and tenure earning faculty within the department. This vote shall be by secret ballot in writing with the results made a permanent record of the department.
- (b) Upon the concurrence of the Dean, Provost, and President of the University, the appointment will be made to the chair position. If the Dean, Provost, or President does not agree with the department's recommendation, this disagreement will be stated in writing to the respective department.
- (c) Until such time as the faculty of the department can make a mutually acceptable recommendation, the status quo will prevail. If it is necessary that an interim chair be chosen, the interim chair will be chosen by a majority vote of the department with concurrence of the Dean of the college.
- (d) All chairs, like faculty, should hold nine month contracts and be guaranteed an administrative summer contract of 1.0 FTE. A minimum administrative stipend of \$2,000 will be attached to the 9 month salary.
- (e) The usual term of a chair's contract can be renewable up to a period of four years.
- (f) At the beginning of the fourth year, the Department in question will conduct a secret ballot to consider the reappointment of the chair. This vote will be conducted and communicated in writing to the Dean of the college. A two-thirds positive vote shall result in a reappointment subject to the concurrence of the Dean, Provost, and President. If the Dean, Provost, or President does not concur, then the procedures under sections (a), (b), and (c) of this resolution will take effect.
- (g) The implementation of the resolution will take effect commencing in the Fall 1991-1992 academic year. All chairs having been in the position four years or longer shall be affected by the provisions of this resolution at that time. In subsequent years, as the fourth year of service commences, this resolution will define the terms of renewal in the position.