

Faculty Senate
Steering Committee Meeting
Minutes of **February 11, 2016**

Keith Koons, chair, called the meeting to order at 3:59 p.m. The roll was circulated for signatures.

MINUTES

Motion to approve the minutes of January 14, 2016 was made and seconded. The minutes were approved as recorded.

RECOGNITION OF GUESTS

Joel Hartman, Vice President, Information Technologies & Resources
Kristy McAllister, Academic Affairs Information and Publication Services
Jennifer Kent-Walsh, Associate Professor, Communication Sciences & Disorders
Department, College of Health and Public Affairs
Barry Baker, Director of Libraries
Mary Page, Associate Director for Collections & Technical Services, University Libraries
Frank Allen, Senior Associate Director, University Libraries
Lisa Guion Jones, American Council on Education Fellow (ACE)
Thad Seymour, Senior Advisor to the Provost on Strategic Planning
Tracy Clark, Associate Vice President for Finance, Finance & Accounting

ANNOUNCEMENTS

None.

OLD BUSINESS

None.

REPORT OF THE PROVOST

Strategic Planning Update

Thad Seymour provided a presentation on the strategic planning process. The aim of the process has been to set the university's trajectory over the next 20 years, with three dimensions: philosophy, value, and distinctive impact. Discussed the timeline, a summary of the data gathered, the data requests and analysis, and the current status.

The Provost added that when the first draft is complete, the draft will be vetted through the Faculty Senate Strategic Planning Council and other stakeholder groups.

Board of Governors Emerging Preeminent Universities

Speaker Crisafulli's bill on "emerging preeminence" looks like it will pass. If an institution meets six of the 12 criteria, an institution will have emerging preeminent status with additional funding. UCF met one metric in 2014 and two metrics in 2015. For the 2016 report, UCF will meet six of the metrics.

Performance Funding

UCF has been in the top three for the last three years. The scale went from a 50 point scale to 100 point scale this year. Last year we would have been at 79. It looks like this year we might be at 84, with eight of the ten categories increasing.

Downtown Campus

The Downtown modified plan will be presented to the Board of Governors on March 2. The meeting will be held on the UCF campus.

Data Breach

Last week we notified the UCF community of a data breach prior to mailing letters to the individuals impacted. We immediately initiated an internal and police investigation. A digital forensics firm is also conducting an investigation. UCF is insured with the company handling the notification and helping with the call center. If you or your colleagues didn't get a letter, you can still contact the call center at 877-752-5527 for questions or to learn if you are affected. If you or your colleagues are affected, we recommend you immediately sign up for the Experian identity theft and credit monitoring protection. We are also reviewing our policies and systems. An outside organization has been commissioned to do a full investigation of our processes and procedures.

Questions: Why was it a slow response from the university? Where did the breach occur? Joel Hartman indicated that there are some issues that can't be discussed due to a law enforcement investigation and potential future litigation. The event was confirmed on January 15. An outside forensic firm confirmed what information was and wasn't taken. Once confirmed, we engaged law enforcement and outside resources then began the process of notification which occurred February 4. During the thirteen days, we worked with a law firm (notification requirements differ by State), notified the Attorney General of each State, prepared the notifications, and opened the call center. We took every step necessary to accelerate the notification in a responsible manner. The breach was an intense outside effort by highly trained individuals and impacts other universities. Our efforts now are caring for the community (getting the appropriate protection), increase staff training, and work to increase our security.

Questions: Will UCF cover the ability to freeze or un-freeze your credit? We recommended anyone affected sign-up immediately for the Experian protect my ID coverage provided by UCF. It provides identity theft monitoring and notification, all-clear notification, and resolution including notifying agencies if theft is detected. After the year has expired an extended service runs indefinitely, at no charge. We're not aware of the cost to freeze or un-freeze your credit.

Question: Should I be concerned about my UCF id number? No, the UCF ID is not connected to any information that can be used for identify theft.

Question: The breach was confirmed on January 15. When did the breach occur and when were you first aware? A symptom was reported two-days prior.

Question: In the news, it's reported that two individuals have started a class action lawsuit. Is there evidence that there was an attempted breach in December? We were investigating a student data breach when we discovered this incident.

Question: Exactly what was taken? First name, last name, social security number, and university ID.

Question: What is the worse-case scenario with what was taken? Open accounts in your name. Other suggestion offered; you can also go to IRS.gov and apply for a pin so nobody and submit a fake tax return in your name.

Some people already pay for a Life lock type product and prefer to maintain their own. It was recommended they take the free Experian as the extended care feature continue beyond the year. It's extra protection.

NEW BUSINESS

Library Funding Presentation

Barry Baker distributed and discussed a handout on the University Libraries Materials Budget Analysis and the cost of major subscriptions of journal package and electronic databases.

Question: What cooperation exists across state universities? We do have cooperation particularly with e-books, which requires an additional charge, but overall saves money.

Question: Key journals are no longer accessible. Is there a mechanism to receive input prior to eliminating these journals? We have not cut any electronic journals lately. There might have been some.

Question: Are there journals only available to College of Medicine? Yes.

Question: How are other universities dealing with the increases in journal costs? Some are cutting.

Question: What can the senate do to assist? The Budget & Administrative committee heard the presentation, but wasn't sure what the committee should or could do to help. The Provost recommended using the University Budget committee process to show an increased need.

Question: Do any comparable universities have an alternative means for funding their library? FIU used some performance funding for a couple of years. UF receives substantial endowment funds, research dollars, and gets funds from the Athletic department. UF also has a student up-charge for database access.

Mary Page discussed how the library consortium served all the State Universities in the past. Now the consortium includes the State Colleges that have different needs than the SUS. We benefit from about \$3 million in funding from the consortium for various

journals and database packages. This will likely change in the future as the State colleges and SUS compete for funding.

Resolution 2015-2016-4 Family Emergency Leave Policy and Procedures

Resolution was brought forward from the Personnel committee. Motion and second made to place the resolution on the February 25 Senate agenda.

Resolution 2015-2016-4 Paid Family Emergency Leave Policy and Procedures for UCF Faculty

Whereas, it appears that current UCF policies do not provide for consistent paid family emergency leave for faculty; and

Whereas, provision of family emergency leave for faculty has been inconsistently given and allowed on an ad hoc basis and a variety of options have been used (see Attachment 2); and

Whereas, UCF, along with UF, USF, FAU, and FSU all now have paid parental leave policies showing UCF's commitment to faculty and career-life balance; and

Whereas, having a paid family emergency leave policy for faculty at UCF is needed for the competitive recruitment, hiring, and retention of faculty; therefore

Be It Resolved that the Faculty Senate of UCF encourages the administration to work with UFF-UCF to develop equitable, consistent policies and procedures to provide paid family emergency leave for faculty; and

Be It Further Resolved that the Faculty Senate of UCF recommends that any development of Paid Family Emergency Leave Policy consider and address the list of examples and conditions identified in Attachment 1: Paid Family Emergency Leave Examples and Conditions.

Attachment 1: Paid Family Emergency Leave Suggested Definitions, Examples and Conditions

Resolution 2015-2016-4 Paid Family Emergency Leave Policy and Procedures for UCF Faculty

The following are offered as examples of conditions and specifications to be considered as part of Policy on Family Emergency Leave for faculty experiencing a family crisis, and do not represent as an exhaustive set of conditions that may be incorporated into the Paid Family Emergency Leave Policy and Procedures.

Definitions:

The UCF definition of family can be found in UFF handbook.

Types of leave:

Expected emergencies, for example, include caring for a family member with a terminal illness or end-of-life for elderly family members.

Unexpected emergencies, for example, include family member hospitalized after injury or family member reported as missing to law enforcement or loss of family home to fire.

Eligibility: Such paid leave be available to all UCF faculty irrespective of length of employment at the university who are on contracts for a minimum of 0.75 time.

Funding and Duration: a maximum of 1 semester of paid leave (up to 19.5 weeks).

- a. The faculty member will not be expected to use their accrued leave or sick leave pool days for paid family emergency leave.
- b. Faculty member will need to complete appropriate paperwork in collaboration with supervisor and have paperwork approved.
- c. If both partners are employed UCF faculty, the ability for both to be on paid family emergency leave simultaneously or sequentially will be at the discretion of the University.

Obligations:

- a. After receiving paid family emergency leave, the faculty member is expected to rejoin the university for a minimum of one year.
- b. Upon separation from the university, the paid family emergency leave will be deducted from any accrued unused sick/annual leave before reimbursing the faculty member.

**Attachment 2: Paid Family Emergency Leave Examples of Current Procedures
Resolution 2015-2016-4 Paid Family Emergency Leave Policy
and Procedures for UCF Faculty**

1. Regarding eligibility for family emergency leave, the variety of requirements associated with their duration of employment at the university that have been used on an ad hoc basis include the following:
 - a. A faculty member must have:
 - i. Been employed at UCF for a minimum of one year prior to eligibility for leave and/or
 - ii. Accrued leave must be available for use in order to be eligible for leave.
 - b. Either of these requirements creates an eligibility disadvantage for recently hired faculty.
2. Regarding performance of all or partial regular UCF duties, an inconsistent set of requirements that have been used on an ad hoc basis include the following:
 - a. A faculty member must:
 - i. Continue to perform all regular UCF duties
 - ii. Find their own no-cost replacement for duration of emergency
 - iii. Continue only non-instructional duties such as research/grant work and/or service or
 - iv. Agree to a plan for modified instructional duties (MID)
 - v. Or modified instructional duties have not been allowed as an option.

Open for discussion. The Personnel committee knows this topic must be negotiated through the bargaining process, however believes this is an important topic. The resolution calls on the administration to work with UFF to address this issue. It's important for the senate to support family emergency leave as many faculty have had difficult experiences with family emergencies.

Provost: I think this will be difficult financially. We would be the first university to do this and would be the biggest change in our benefits. It might be possible to expand the ways in which sick leave can be used, including tapping into the sick leave pool. I agree

with the sentiment, but this will be negotiated with UFF. If passed by the Senate, the resolution will have to be denied with rationale, but will be used in bargaining.

Vote: All in favor; motion passes. The resolution will be added to the Senate agenda after the constitution.

Establish Ad Hoc committee for TIP, RIA, and SoTL Awards Recommendations

Several years ago, we convened committees to review how these awards are handled. We received suggestions that were not synthesized nor actionable. We will create an ad hoc committee to create actionable recommendations. We have identified volunteers for the committee, which are: Thomas Bryer, Mason Cash, Debbie Hahs-Vaughn, Richard Harrison, Jonathan Knuckey, William Self, and Linda Rosa-Lugo.

Motion and second to accept these volunteers and form the committee.

Question: Is the intent to make recommendations that UFF and BOT can negotiate? If we bring this back to Steering, the committee can accept recommendations and send in informal way to the administration to be bargained.

Question: Does the committee have freedom to work with UFF? The committee can act on its own to reconcile the suggestions. Some suggestions are in opposition. It is appropriate to consult with UFF if the committee feels it is necessary.

Question: Are all members senators? No.

It was suggested that the names of the volunteers should have be sent to the Steering Committee members prior to the meeting.

Vote: All in favor; motion passes.

Bill Self has been appointed the chair of the committee. Bill will deliver recommendations to the Steering Committee by the March steering committee meeting.

LIAISON COMMITTEE REPORTS

Budget and Administrative Committee – Robert Cassanello

They have not met since previous meeting.

Parking Advisory Committee – Bari Hoffman-Ruddy

They have not met since previous meeting.

Personnel Committee – Richard Harrison for Linda Walters

Met on January 20 and agreed to the family emergency leave resolution. In our next meeting, we will address joint appointments and Emeritus status.

Graduate Council – Jim Moharam

All the committees met at least once since our last meeting. The Graduate Program Review committee is considering a proposal for a masters program in genetic counseling from the Burnett College.

Undergraduate Council – Hyoung Jin Cho

The Undergraduate Policy and Curriculum Committee met on January 19 with agenda items for the College of Engineering. The Undergraduate Course Review met on January 12 for course changes for the Catalog. Dr. Cho mentioned he has not been receiving notice of the meetings. The Senate Office will correct.

OTHER BUSINESS

At the next Senate meeting, we will consider constitutional revisions. Please come prepared to make comments to the point and brief. It hurts our progress when individuals are not prepared.

ADJOURNMENT

Motion to adjourn made and seconded. The committee adjourned at 5:33 p.m.



**Collective Impact
Strategic Planning
Update**



President Hitt's Five Goals

Goal 1 – Offer the best undergraduate education available in Florida

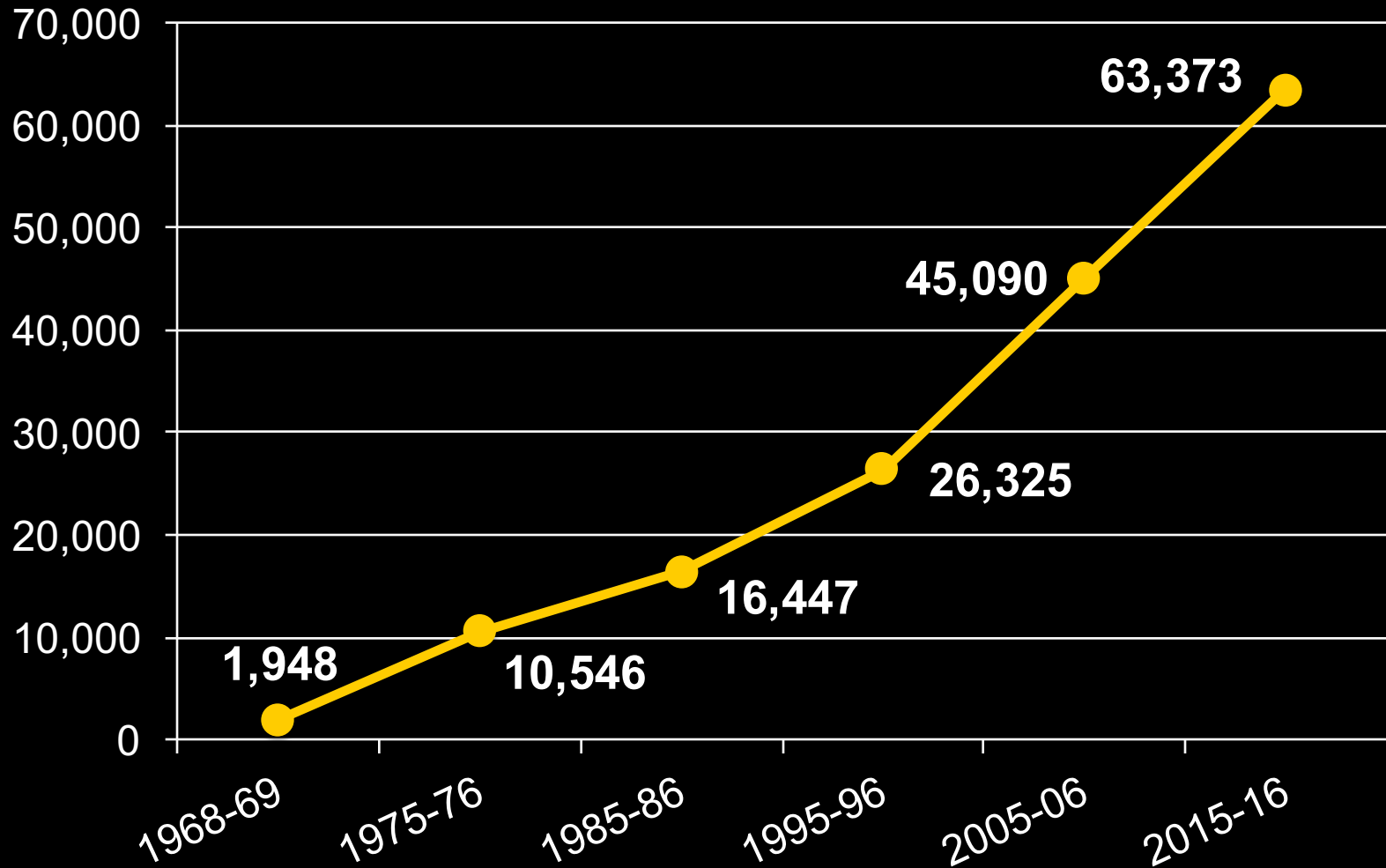
Goal 2 – Achieve international prominence in key programs of graduate study and research

Goal 3 – Provide international focus to our curricula and research programs

Goal 4 – Become more inclusive and diverse

Goal 5 – Be America's leading partnership university

Historical Enrollment



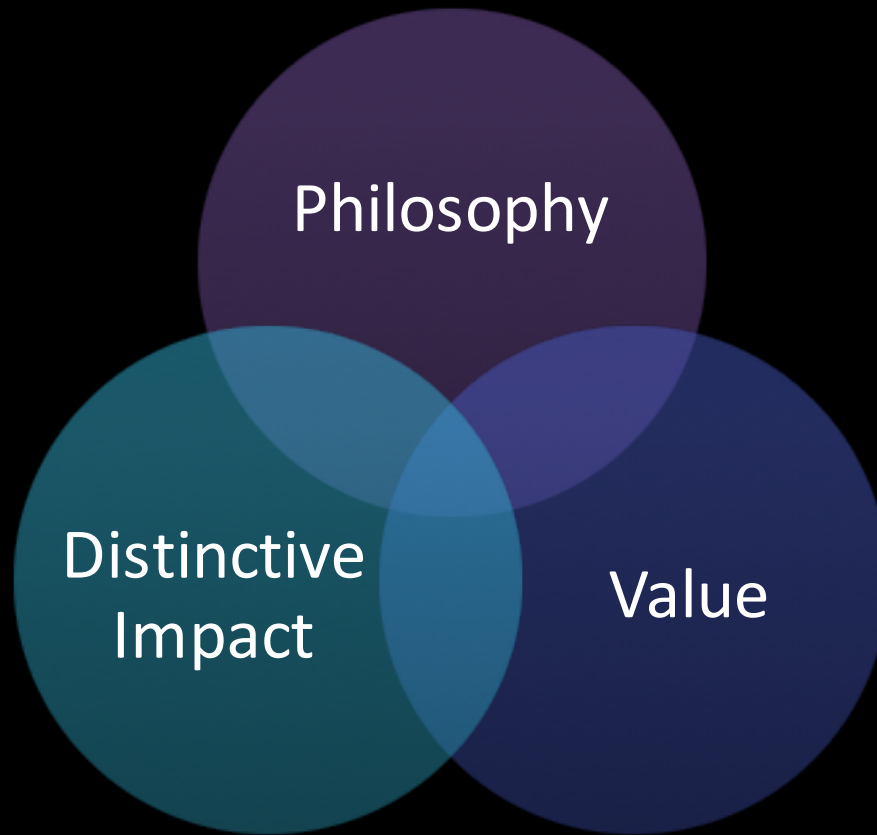


Strategic Planning Process

Collective Impact Strategic Planning Purpose

To set the university's trajectory for the next 20 years, define unique areas of opportunity to have a greater positive impact on lives and livelihoods throughout the region, and provide a significant return on investment of personal and institutional resources from the collective impact of those engaged.

Three Dimensions



Philosophy

A fundamental understanding of an institution's purpose that guides its decision-making. A philosophy is informed by the past – by an institution's self-identity and its role within the community – but it is not constrained by it. Philosophy establishes culture and shapes people and products; it states what we collectively believe, what we value, and who we are.

Examples of this dimension in action could include the university's five goals or UCF's academic mission devoted to access and student success.

Philosophy

Co-Chairs:

Mr. Jeffrey M. Fleming, *Special Magistrate, U.S. District Court Mediator, and retired Circuit Judge, Ninth Circuit*

Dr. Lisa Dieker, *UCF Pegasus Professor and Lockheed Martin Eminent Scholar Chair*

Commission Members:

Dr. Thomas Bryer, *UCF Associate Professor and Director of the Center for Public and Nonprofit Management*

Ms. Carolyn Fennell, *Senior Director of Public Affairs at Greater Orlando Aviation Authority*

Dr. Kim Grippa, *Daytona State College School of Business Administration Chair*

Dr. Kerstin Hamann, *UCF Pegasus Professor and Political Science Chair*

Dr. Michael Johnson, *UCF Professor and Dean of the College of Sciences*

Mr. Craig Maughan, *Trinity Preparatory School Headmaster*

Dr. Sandy Shugart, *Valencia College President*

Mr. Larry Tobin, *President and CEO of FAIRWINDS Credit Union*

Dr. Elizabeth Wardle, *UCF Professor and Writing and Rhetoric Chair*

Ms. Cait Zona, *UCF Student Government Association President*

Value

A ratio of quality to cost. Higher education institutions can reflect value by optimizing delivery of services across units, innovating ways to increase quality while reducing cost, and partnering with others as appropriate to collectively advance the institution's mission and further its comparative advantage. Universities that provide high value clearly define quality, diligently constrain unnecessary costs, and ensure that expenses advance value and will meet demand. In order to achieve this, UCF must foster a cost-containment culture.

Examples of this dimension in action could include UCF's relatively low dollar-per-degree ratio and its growing distance-learning programs.

Value

Co-Chairs:

Mr. Conrad Santiago, *Financial Planner and Owner, Conrad Santiago-Ameriprise Financial Services, Inc.*

Dr. Cynthia Young, *UCF Pegasus Professor and Interim Vice Provost for Faculty Excellence and International Affairs*

Commission Members:

Dr. James Beckman, *UCF Associate Professor and Legal Studies Chair*

Mr. Phillip N. Brown, *Executive Director of Greater Orlando Aviation Authority*

Dr. Thomas Cavanagh, *UCF Associate Vice President for Distributed Learning*

Dr. Michael Georgiopoulos, *UCF Professor and Dean of the College of Engineering and Computer Science*

Mr. Paul Gregg, *UCF Associate Instructor of Finance*

Dr. Barbara Jenkins, *Orange County Public Schools Superintendent*

Ms. Alicia Keaton, *Director of UCF Office of Financial Assistance*

Mr. Thomas Leek, *Partner at Cobb Cole*

Mr. Michael Manglardi, *Partner at Martinez Manglardi*

Mr. Robert Thompson, *Vice President of Marketing at Tavistock Development*

Distinctive Impact

Areas of excellence and impact that distinguish UCF from other institutions at the international and national level, while simultaneously advancing the local environment. These areas of distinction arise from unique, place-based attributes, a critical mass of scholars, a cluster of partners who collectively create impact, and historic strengths of the institution.

Examples of this dimension in action could include national and international prowess in the areas of modeling, simulation, and training; the establishment of an advanced manufacturing research center devoted to smart sensors; and national models for hospitality and tourism.

Distinctive Impact

Co-Chairs:

Mr. Michael Grindstaff, *Partner at Shutts & Bowen*

Dr. Debra Reinhart, *UCF Pegasus Professor and Assistant Vice President for Research*

Commission Members:

Ms. Kelly Cohen, *Managing Partner at Southern Strategy Group*

Dr. Peter Delfyett, *UCF Professor, University Trustee Chair, and Director of the Townes Laser Institute*

Dr. Mary Ann Feldheim, *UCF Associate Professor and Director of the School of Public Administration*

Dr. Deborah German, *Founding Dean of the UCF College of Medicine and Vice President for Medical Affairs*

Dr. Robert Porter, *Executive Academic Director of UCF College of Business Administration's Exec. Development Center*

Mr. Harold Mills, *CEO at ZeroChaos*

Mr. John Sowinski, *Partner at Consensus Communications*

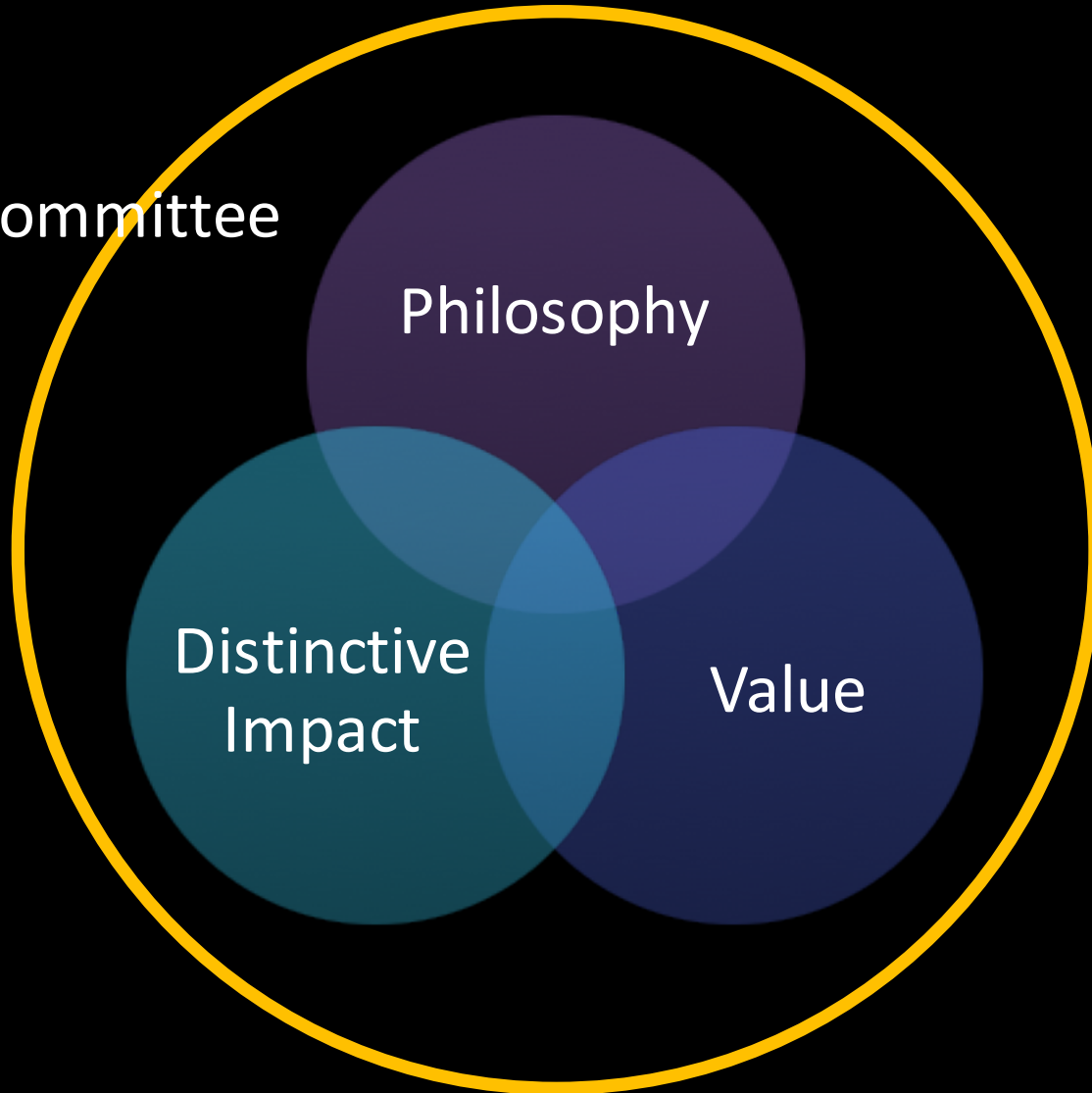
Mr. Rasesh Thakkar, *Senior Managing Director of the Tavistock Group*

Mr. Rick Walsh, *Chairman and CEO, KnobHill Group*

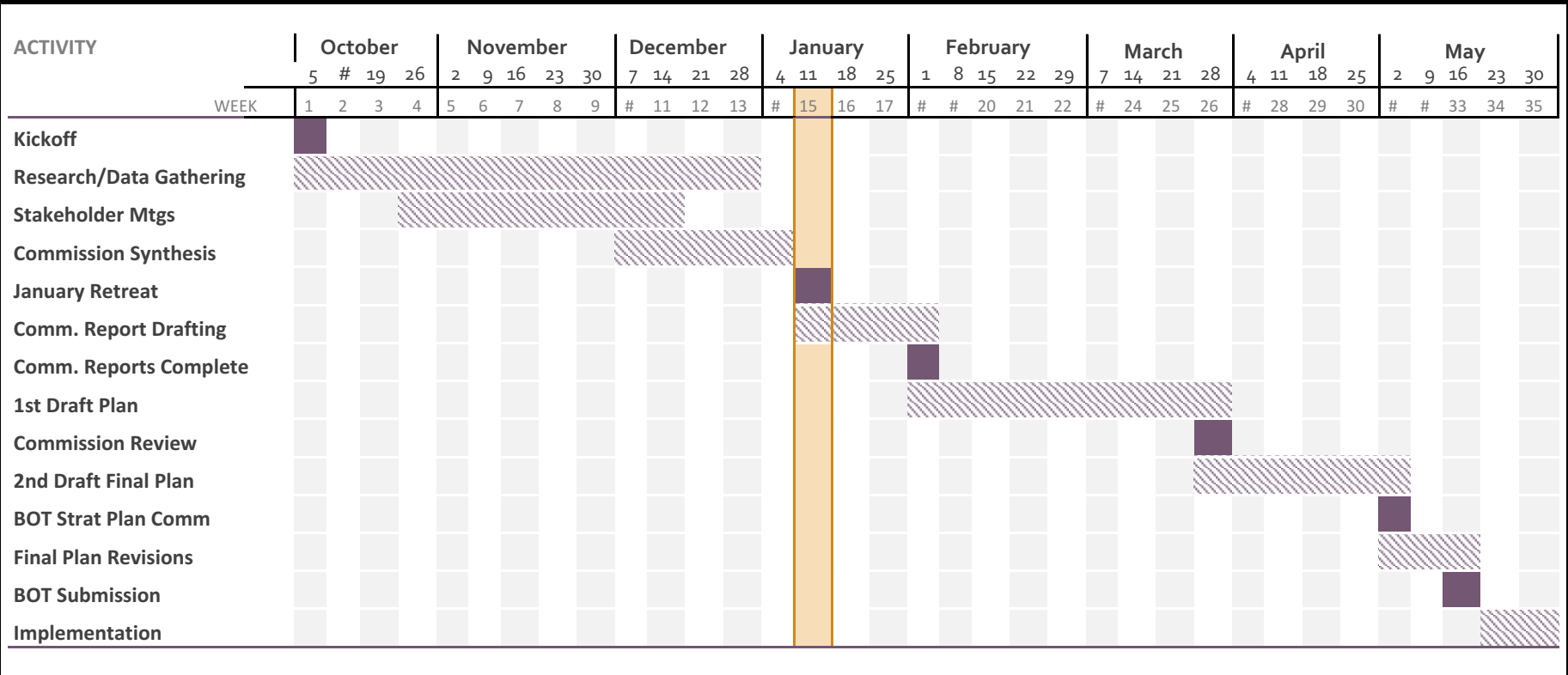
Dr. Linda Walters, *UCF Professor and Director of the Center for Success of Women Faculty*

Cross Pollination

Steering Committee



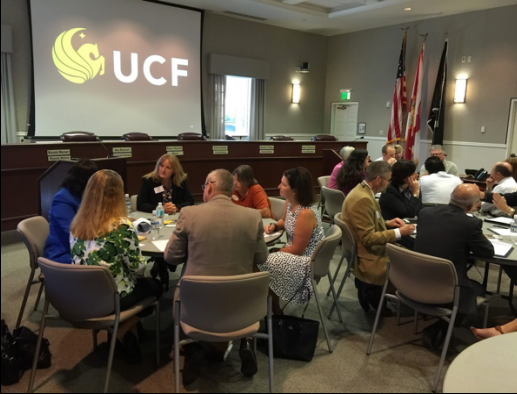
Timeline



Data Gathering Summary

- 8** Stakeholder Meetings
- 500+** Participants
- 3,334** Student Survey Responses
- 30+** Data Requests Fulfilled
- 1** City Mayor (and 20 staff)
- 1** EDC Board Chair, CEO, and Team
- 1** County Mayor and staff (to come)

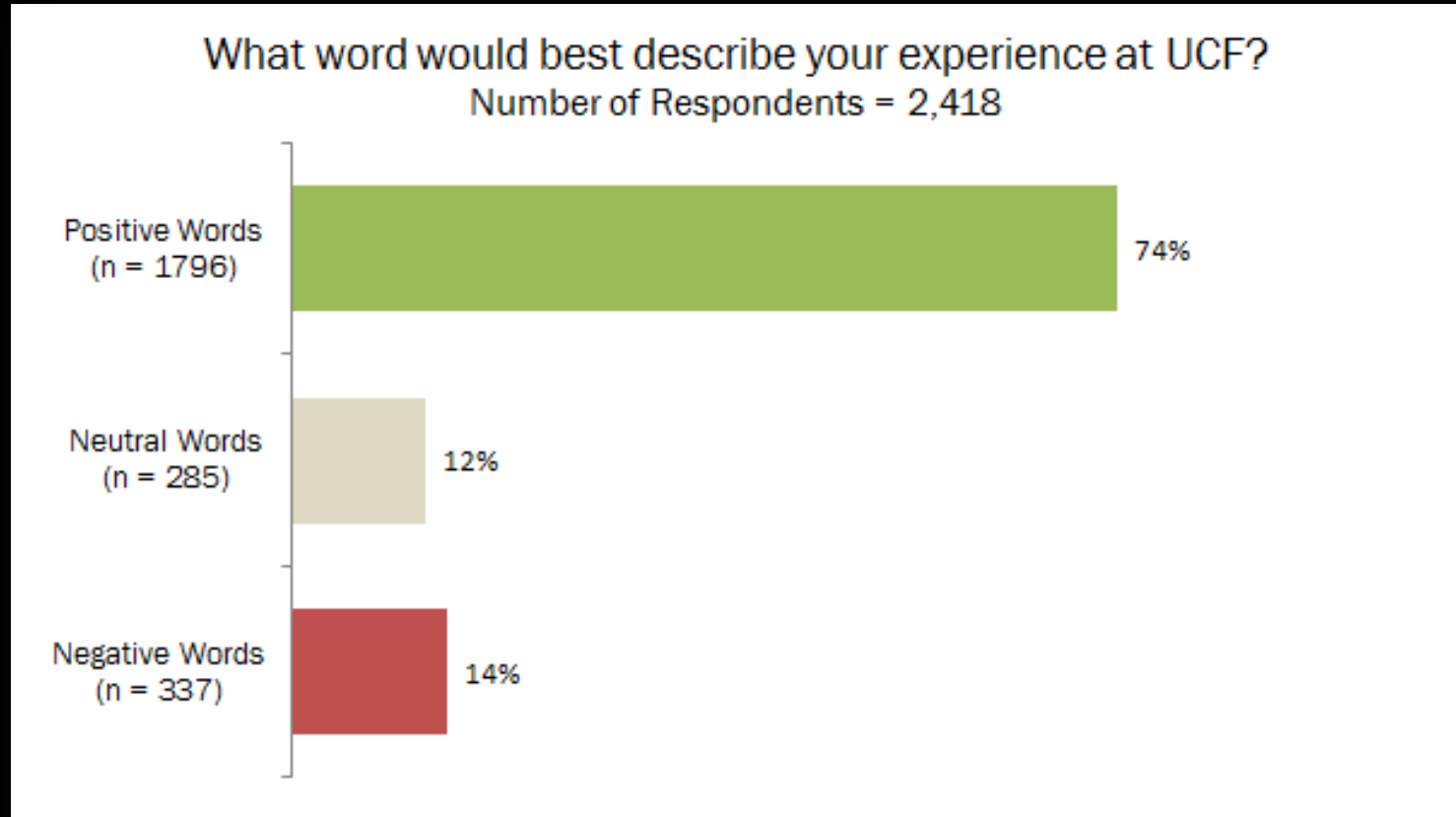
Stakeholder Meetings



Selected Themes

- Strong community pride in UCF
- Enthusiasm about UCF's future
- Pride in Direct Connect and commitment to access
- Understanding of economic impact (present and future)
- Desire by alumni to increase engagement
- A lot of focus on innovation and UCF's critical role
- Desire to have UCF more widely recognized for its strengths
- Strong community focus on career readiness of graduates
- Recognition of importance of strong faculty to success

Qualitative Input



Top Words

POSITIVE (74%)

GREAT (120)	ENRICHING (44)
AMAZING (90)	EDUCATIONAL (42)
GOOD (85)	FULFILLING (42)
EXCELLENT (61)	UNFORGETTABLE (36)
CHALLENGING (60)	MEMORABLE (35)
AWESOME (58)	GROWTH (34)
ENLIGHTENING (51)	LIFE-CHANGING (33)
INTERESTING (49)	DIVERSE (32)
FUN (47)	OPPORTUNITY (28)
REWARDING (46)	SUCCESSFUL (26)

NEUTRAL (12%) NEGATIVE (14%)

AVERAGE (27)	LENGTHY (43)
OKAY (23)	EXPENSIVE (32)
ALRIGHT (16)	STRESSFUL (27)
BUSY (13)	DISAPPOINTING (15)
ADEQUATE (9)	FRUSTRATING (15)
FINE (9)	EXHAUSTING (14)
DECENT (9)	MEDIOCRE (11)
CONVENIENT (7)	DIFFICULT (10)
ACCEPTABLE (6)	TEDIOUS (7)
DIFFERENT (5)	HORRIBLE (5)

Data Requests and Analysis

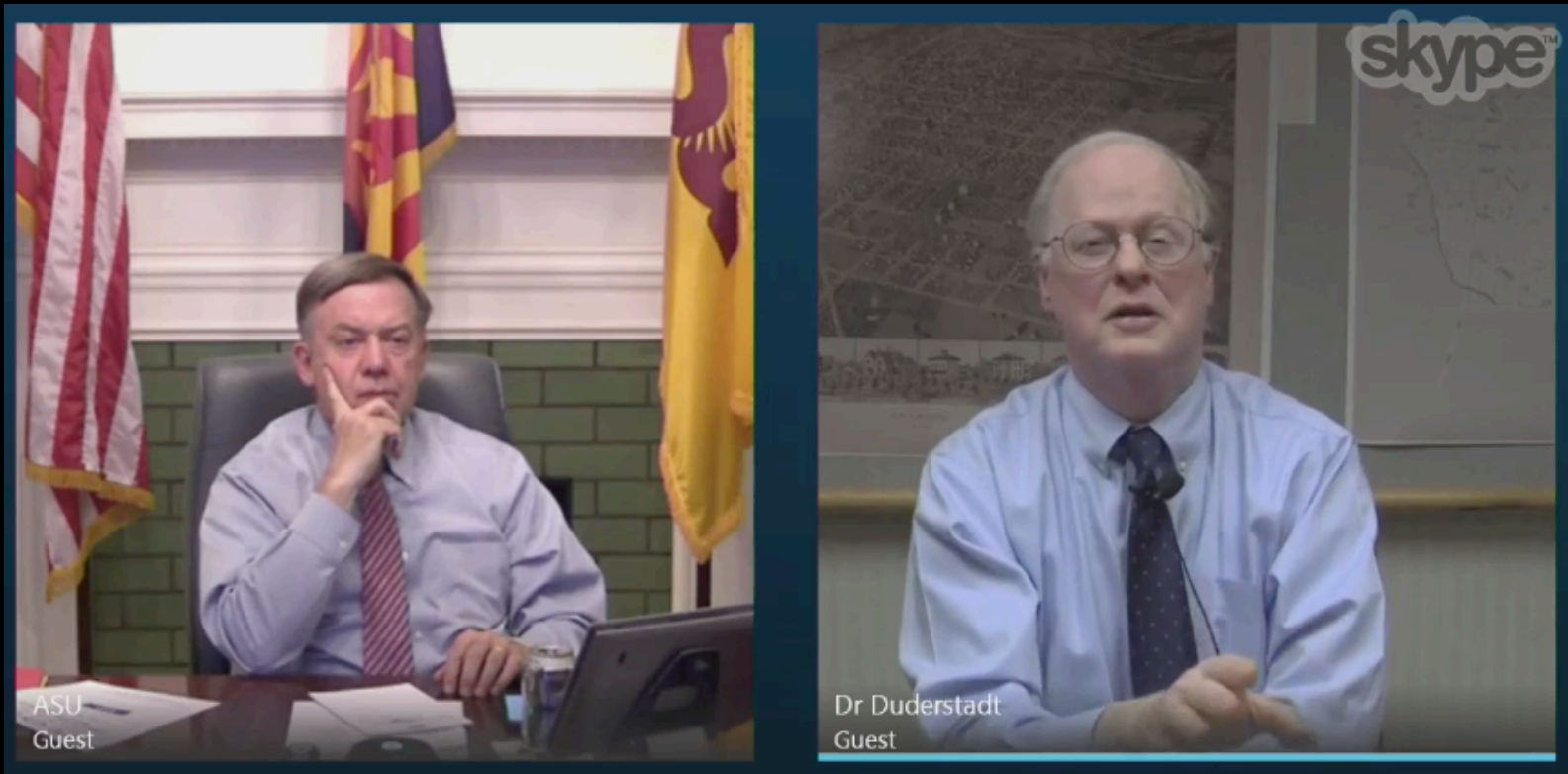
The screenshot displays a SharePoint interface for the 'UCF Collective Impact Strategic Planning' site. The breadcrumb trail is 'General > All Documents'. The 'Library Tools' bar includes 'Documents' and 'Library' tabs. A search bar is present with the text 'Search this site...'. The left sidebar shows 'Document Libraries' with a tree view including 'General', 'Philosophy', 'Value', 'Distinctive Impact', 'Steering Committee', 'Strategic Plans from Other Institutions', 'Stakeholder Meetings', 'Announcements', 'Calendar', and 'Links'. Below this are 'Recycle Bin' and 'All Site Content' links.

The main content area shows a list of documents under the 'Strategic Planning Lobby' tab. The list is organized into categories:

- Category : Data Responses (3)**
 - Distinctive Impact data response (Modified: 12/8/2015 8:51 AM, Modified By: Lisa Sklar)
 - Philosophy data response (Modified: 12/8/2015 8:51 AM, Modified By: Lisa Sklar)
 - Value data response (Modified: 12/10/2015 4:28 PM, Modified By: Lisa Sklar)
- Category : Reference Documents (40)**
 - 2013_14_SUS_Accountability_Report (Modified: 12/2/2015 3:18 PM, Modified By: Lisa Sklar)
 - D111-Geographic_Report (Modified: 12/3/2015 10:27 AM, Modified By: Lisa Sklar)
 - DI12-2014-15_Service_Learning_data (Modified: 12/4/2015 4:16 PM, Modified By: Lisa Sklar)
 - DI12-Service_Learning_impact (Modified: 12/4/2015 9:03 AM, Modified By: Lisa Sklar)
 - DI1-FL_2022-occupations (Modified: 12/2/2015 2:21 PM, Modified By: Lisa Sklar)
 - DI1-FL_2035_demographics (Modified: 12/2/2015 2:19 PM, Modified By: Lisa Sklar)
 - DI2-UCF_Areas_of_Distinctive_Impact (Modified: 12/7/2015 10:36 AM, Modified By: Lisa Sklar)
 - DI2-UGRD_Programs_of_Distinction (Modified: 12/4/2015 4:39 PM, Modified By: Lisa Sklar)
 - DI4-NSF-Research-Development-Expend (Modified: 12/2/2015 4:20 PM, Modified By: Lisa Sklar)
 - DI5-What-sells-Central-Florida (Modified: 12/2/2015 4:32 PM, Modified By: Lisa Sklar)
 - DI6-UCF_Impact_Numbers (Modified: 12/2/2015 2:35 PM, Modified By: Lisa Sklar)
 - DI7-Incoming_vs_Degree_Area (Modified: 12/4/2015 9:20 AM, Modified By: Lisa Sklar)
 - DI9-SHEEO-Data (Modified: 12/2/2015 1:56 PM, Modified By: Lisa Sklar)
 - FETPIP_2012-13 (Modified: 12/2/2015 1:35 PM, Modified By: Lisa Sklar)
 - P1-FTIC_applicant_demographics (Modified: 12/2/2015 4:36 PM, Modified By: Lisa Sklar)
 - P2-County_of_Citizenship (Modified: 12/4/2015 4:17 PM, Modified By: Lisa Sklar)
 - P2-Immigrant_by_state (Modified: 12/3/2015 4:16 PM, Modified By: Lisa Sklar)
 - SUS-Work-Plan-Report-2015 (Modified: 12/2/2015 1:49 PM, Modified By: Lisa Sklar)
 - UCF_National_Rankings_Oct2015 (Modified: 12/2/2015 1:39 PM, Modified By: Lisa Sklar)
 - UCF-Current-Facts-11.17.15 (Modified: 12/2/2015 4:19 PM, Modified By: Lisa Sklar)
 - V10-FOE_Faculty_Staff_Report (Modified: 12/4/2015 4:25 PM, Modified By: Lisa Sklar)
 - V10-FoE_Faculty_Staff_Report_TransferFactors (Modified: 12/4/2015 4:25 PM, Modified By: Lisa Sklar)
 - V10-FoE_FTIC_Student_Exec_Summary (Modified: 12/4/2015 4:50 PM, Modified By: Lisa Sklar)
 - V10-FoE_FTIC_Student_Report (Modified: 12/4/2015 4:51 PM, Modified By: Lisa Sklar)
 - V10-FoE_Transfer_Student_Exec_Summary (Modified: 12/4/2015 4:52 PM, Modified By: Lisa Sklar)

Collective Impact SharePoint Site

Innovators Conversation



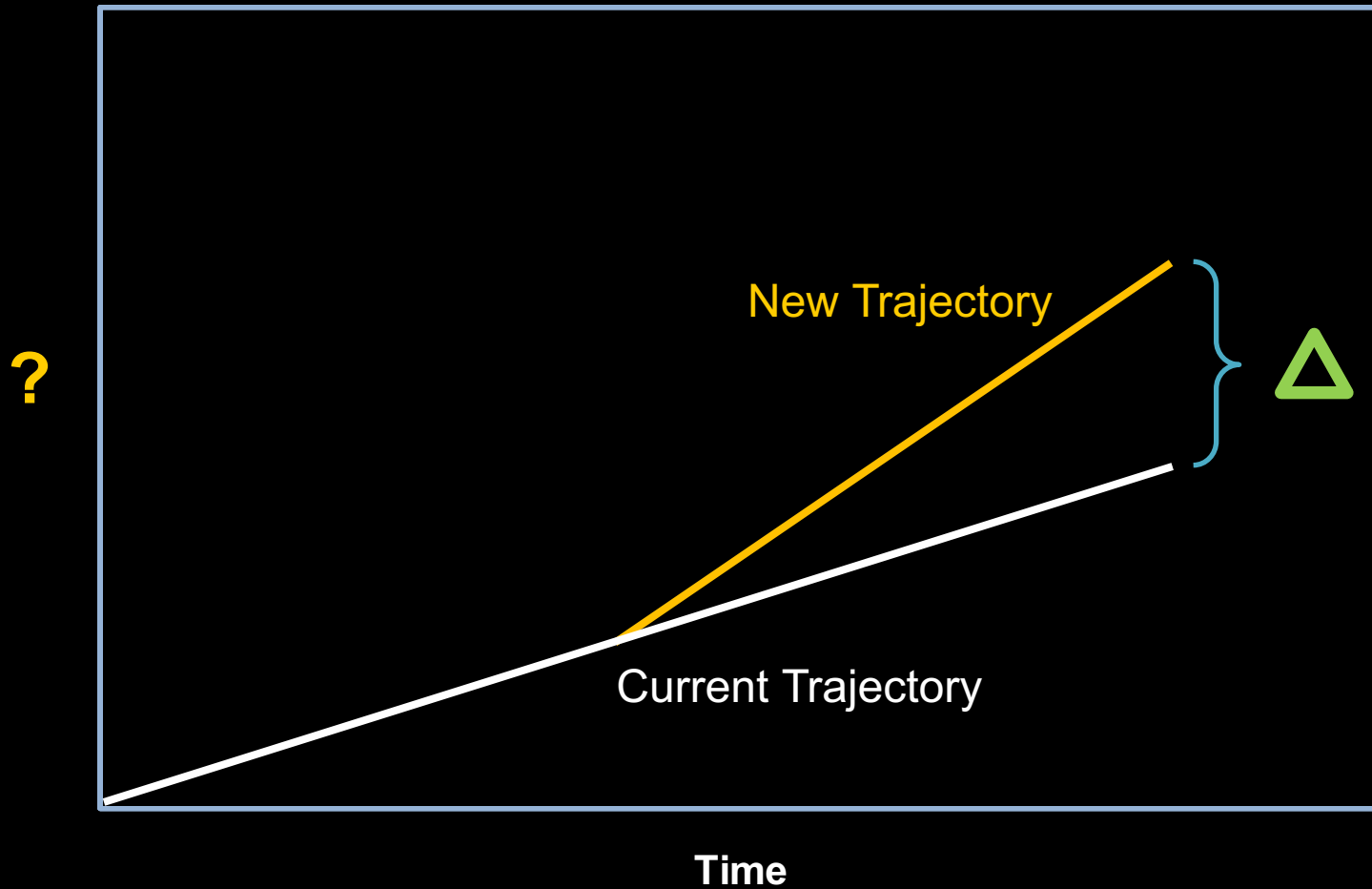
10 December 2015

A Few Key Takeaways

- 5 million residents per research university
- 40-60% of economic growth from R&D
- Don't rely on state funding
- Define your current self
- Define the self you aspire to be
- Define and measure how you will get there
- Don't replicate!
- **“AAU or NAU?”**



Aspiration Calibration



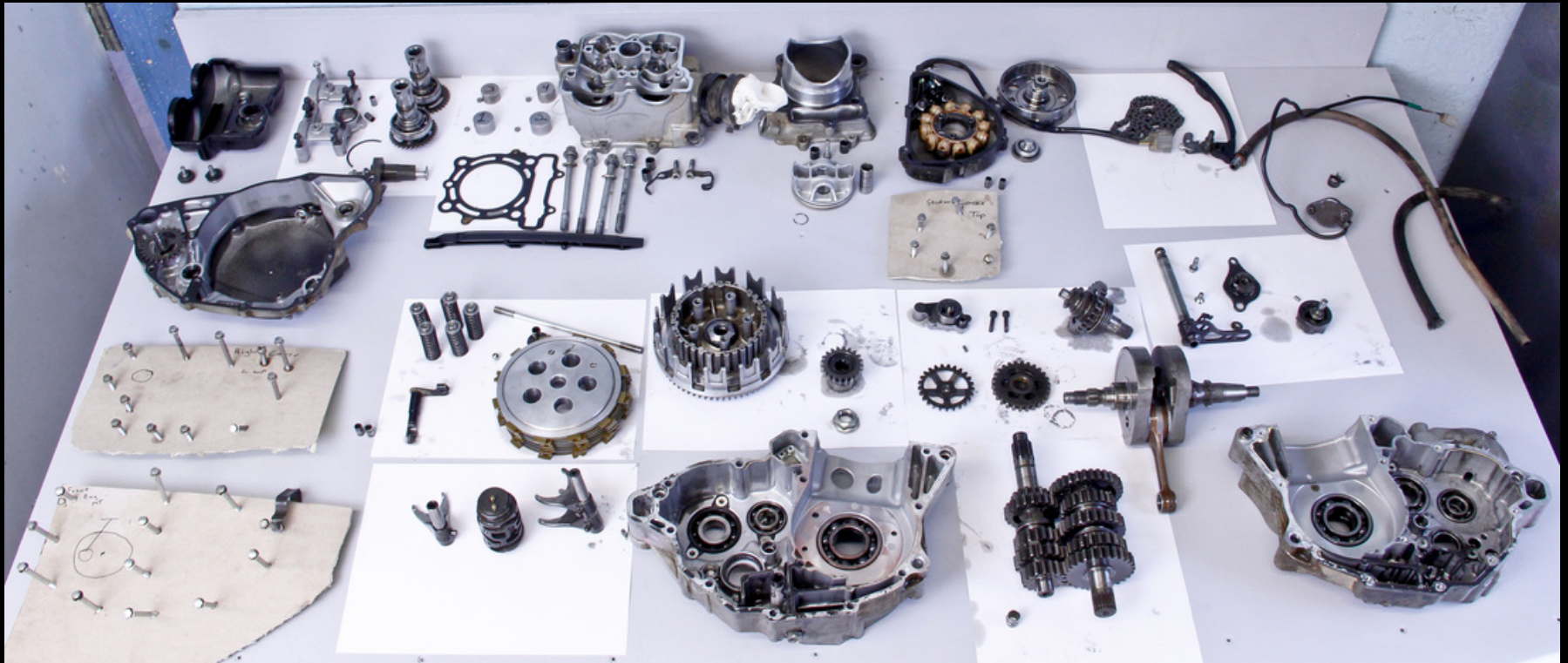
Aspiration Calibration (cont.)

One Framing: **Five Waves of American Higher Education**

Wave

- 1 Colonial colleges
- 2 State public colleges (18th-19th centuries)
- 3 Land grant universities (applied research)
- 4 Top 100 Research-intensive universities
- 5 **New model**

Process Status



Assembling the Components

- **Define your current self**
- **Define the self you aspire to be**
- **Define and measure how you will get there**

Access

Scale

Innovation

Partnership

Leadership

Speed and Energy

New

...

Impact (Regional/Global)

Faculty excellence

Undergraduate experience

Graduate student experience

Interdisciplinary

Alumni engagement

Economic model

...



UCF

Resolution 2015-2016-4 Paid Family Emergency Leave Policy and Procedures for UCF Faculty

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 - a. A faculty member must have:
 - i. Been employed at UCF for a minimum of one year prior to eligibility for leave and/or
 - ii. Accrued leave must be available for use in order to be eligible for leave.
 - b. Either of these requirements creates an eligibility disadvantage for recently hired faculty.
2. Regarding performance of all or partial regular UCF duties, an inconsistent set of requirements that have been used on an ad hoc basis include the following:
 - a. A faculty member must:
 - i. Continue to perform all regular UCF duties
 - ii. Find their own no-cost replacement for duration of emergency
 - iii. Continue only non-instructional duties such as research/grant work and/or service or
 - iv. Agree to a plan for modified instructional duties (MID)
 - v. Or modified instructional duties have not been allowed as an option.

Approved by the Faculty Senate Steering Committee February 11, 2016.

University Libraries Materials Budget Analysis
February 5, 2016

Library Materials Budget – Recent History

- The Library materials and information resources budget is used to acquire journals subscriptions, databases, books and other scholarly resources in print and digital format.
- Seventy-seven (77%) percent of the budget is now spent on electronic resources.
- After a period of sizable growth between 2003/04 and 2006/07, the budget has averaged less than 1% growth per year the past eight years, as illustrated in Chart 1.
- Serials and monograph inflation average over 5% percent per year, so the net effect has been a *reduction in the budget's purchasing power.*

Chart 1 - Library Materials Expenditures**



** Excludes Medical Library Expenditures and one time Technology Fee awards

Budget Coping Mechanisms

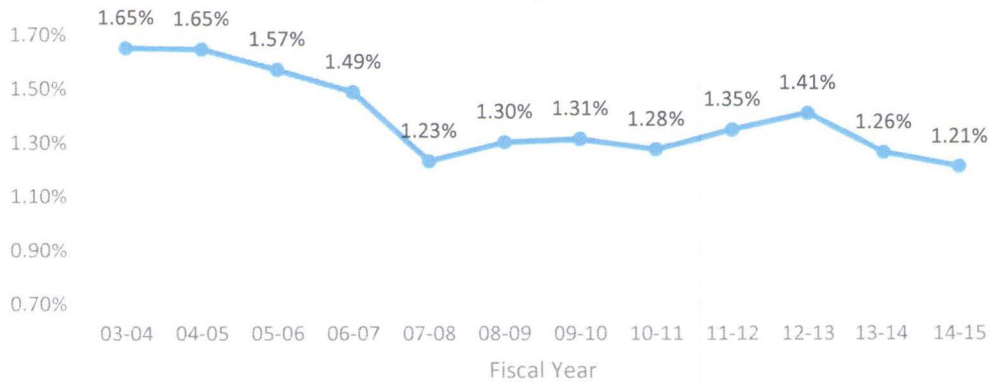
The Library has offset this reduction in purchasing power in several ways:

1. Reducing print monograph purchases from 35,000 titles in FY 06/07 to 15,000 in FY 14/15.
2. Cancellation of dual print and e-journal subscriptions, opting for online only.
3. Money previously spent binding print journals and paperback monographs has been redirected.
4. Selective cancellation of databases and standing orders. Notable databases no longer accessible at UCF include *Mergent*, *Psycbooks Online*, *BIOSIS Previews*, *Books in Print*, and *Credo Reference*.

Growth Relative to University Budget Growth

- The Library's materials expenditures as a percentage of UCF E&G budget¹ has declined from 1.65% to 1.21% the past 11 years as illustrated in Chart 2.
- UCF's growth has been associated with growth in graduate programs, which require additional resources on a sustained level. Also, some database licensing fees are priced based upon student FTE. Persistent inflation is an additional drag on budgets.

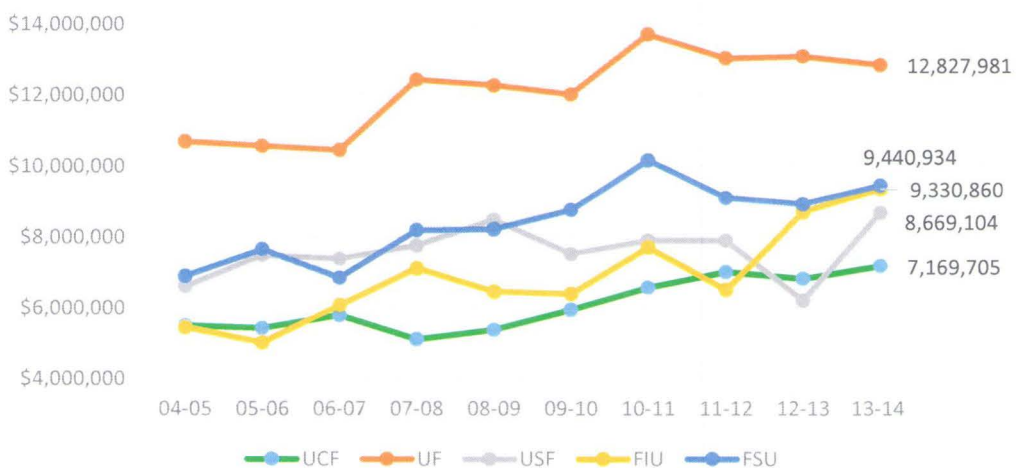
Chart 2 - Library Materials Expenditures as % UCF E&G Expenditures



Statewide Benchmarking

- UCF Libraries compares itself to UF, FSU, USF, and FIU Libraries.
- Chart 3 shows a 10 year history of library materials expenditures for these institutions.
- In spite of the greatest enrollment growth among the five, UCF continues to lag the other institutions in library resources support.
- Figures include library support of medical colleges at all five universities. UCF’s and FIU’s medical schools began in 2009. UF and USF have very mature medical and health sciences programs which involve more robust spending on related library materials.
- UCF and USF do not have law schools. Spending on law related library materials has some impact on budgets, but less so than in health sciences.

Chart 3 - Library Materials In-State Comparisons

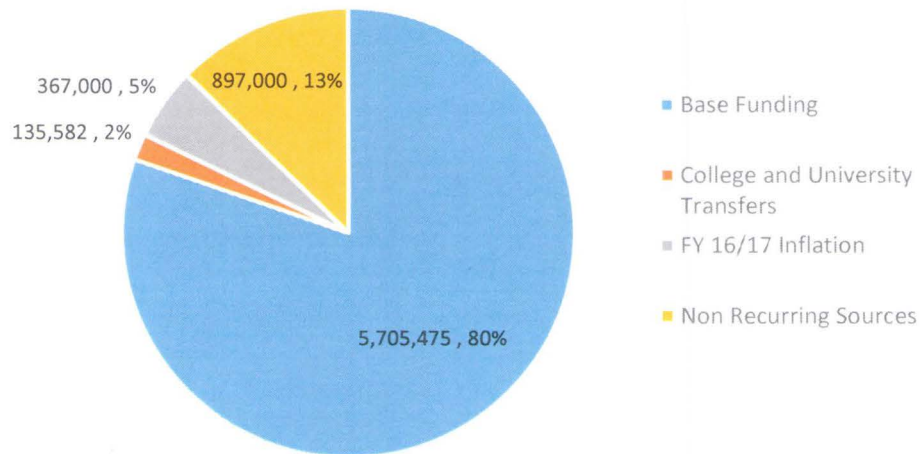


Source: Association of Southeastern Research Libraries (ASERL). Includes Law, Health Sciences and Tech Fee expenditures.

Two Funding Challenges

- Challenge #1: This year's budget includes \$897,000 from non-recurring sources that must be reallocated each year.
- Challenge #2: Materials inflation in 16/17 will require an additional estimated \$367,000 on top of this year's budget.

Chart 4 - UCF Libraries Projected
2016/17 Materials Budget - \$7,105,000



¹ Source: UCF Fact Book. Does not include Medical Campus E&G

Major subscriptions of journal package (online serials) and electronic databases

Subscriptions	Material Type	2016 Amounts
Science Direct Journal Subs	Online Serials	\$926,928.21
Wiley Journals	Online Serials	\$591,462.11
Taylor & Francis Journals	Online Serials	\$365,642.00
Springer Online Journals	Online Serials	\$209,570.91
Springer eBooks Annual Purchase	Electronic /Database	\$172,447.52
IEEE journals and proceedings	Electronic /database	\$164,000.00
Sage Premiere Journals	Online Serials	\$167,245.96
EBSCO -66 Misc. eJournals	Online Serials	\$163,646.92
Institute of Physics journals	Online Serials	\$134,780.00
Web of Science	Electronic /Database	\$126,513.00
American Chemical Society	Electronic /Database	\$92,836.30
Nature Publishing Group Journals	Online Serials	\$90,247.50
American Institute of Physics Journals	Online Serials	\$56,799.00
Emerald Management 175	Online Serials	\$44,697.18
Westlaw online	Electronic /database	\$41,894.00
SPIE Digital Library	Electronic /Database	\$29,777.28
Project Muse	Online Serials	\$27,906.30
CCH Legal Professional School Internet Library	Electronic /Database	\$21,463.00
SimplyMap and Data (Standard, EASI, D&B US, Simmons, Nielsen)	Electronic /Database	\$16,708.00
Annual Reviews Sciences Collection	Electronic /Database	\$13,728.43
MathSciNet	Electronic /Database	\$10,800.20