



# Faculty Senate

## Faculty Senate

Minutes for meeting of Thursday, February 16, 2023, 3:00-5:00 pm

Meeting recording available at:

[https://ucf.zoom.us/rec/share/ZXW6sFm2uNJTzQPbznXq0R4U5YDd8t\\_cKqHk\\_T0ge1R7FYvVnubiM0NOsS7GMz06.McdQ5-jJTq-qBYFD](https://ucf.zoom.us/rec/share/ZXW6sFm2uNJTzQPbznXq0R4U5YDd8t_cKqHk_T0ge1R7FYvVnubiM0NOsS7GMz06.McdQ5-jJTq-qBYFD)

Passcode: 0H&!1Wn@

1. Quorum reached and Call to Order at 3:00 p.m.
2. Roll Call via Qualtrics – Faculty Senate Chair Stephen King, Vice Chair Keri Watson, Secretary Kristine Shrauger and Past Chair Joseph Harrington were present. (See *meeting materials Attachment A for list of participants*)
3. Approval of Minutes of *January 19, 2023*
  - a) Minutes approved as presented.
4. Recognition of Guests
  - a) Joe Adams, Senior Communications Director, Academic Affairs
  - b) Theodorea Berry, Vice Provost and Dean, College of Undergraduate Studies
  - c) Chad Binette, Assistant Vice President, Communications and Marketing
  - d) Lucretia Cooney, Director, Faculty Excellence
  - e) Aimee deNoyelles, Instructional Designer, Center for Distributed Learning
  - f) Paul Dosal, Senior Vice President for Student Success, Office of the President
  - g) Silvana Dushku, Program Director, UCF Global English Language Programs, UCF Global
  - h) Samuel Ensenat, Benefits Coordinator, Human Resources
  - i) Delia Garcia, Interim Assistant Dean, College of Arts and Humanities
  - j) Matthew Hall, Vice President and Chief Information Officer, Information Technology
  - k) Gerald Hector, Senior Vice President, Administration and Finance
  - l) Jana Jasinski, Vice Provost, Faculty Excellence
  - m) Michael D. Johnson, Provost, Office of the Provost
  - n) Gary LaPage, Associate Instructor, College of Sciences
  - o) Eric Main, Associate Director, Faculty Center for Teaching and Learning
  - p) Amanda Major, Instructional Designer, Center for Distributed Learning
  - q) Rebecca McNulty, Instructional Designer, Center for Distributed Learning
  - r) Roslyn Miller, Instructional Designer, Center for Distributed Learning
  - s) Sheila Amin Gutierrez de Pineres, Dean, Honors College
  - t) Cat Puckett, Assistant Vice President, Human Resources
5. [00:17] Announcements and Report of the Senate Chair – *Stephen King*
  - a) Chair King gave an update on the Board of Trustees, Workday, Board of Governors regulations, and higher education reform. For full report, please see attachment B.



# Faculty Senate

6. [00:30] Report of the President – *President Alexander Cartwright*
  - a) President Cartwright talked about world events, program rankings, update on search for Vice President for Research and Innovation and college listening sessions. For the full report, please see attachment C.
  - b) Question and answer: Topics discussed were helping those in need, Workday and SET issues. For full discussion, please see Zoom recording.
7. [00:54] Report of the Provost – *Provost Michael D. Johnson*
  - a) Provost Johnson talked reported on Florida state legislative priorities, teaching objectives, recent teacher recognitions, and upcoming university celebrations. See attachment D for full report.
  - b) Question and answer: Topics discussed were post-tenure review and Founders Day. For full discussion, please see Zoom recording.
8. [01:23] Unfinished Business - none
9. [01:23] New Business
  - a) Discussion of Bylaw Change Resolution 2022-2023-8 Instructional Designers Brought Forward by Ad Hoc Bylaws Committee and Approved by Steering Committee on February 2, 2023 (Attachment E)
    - i) Resolution put forward for discussion. See Zoom recording for comments.
  - b) Discussion of Bylaw Change Resolution 2022-2023-10 Parking, Transportation and Safety Committee Brought Forward by Parking Transportation and Safety Committee and Approved by Steering Committee on February 2, 2023 (Attachment F)
    - i) Resolution brought forward for discussion. See Zoom recording for comments.
  - c) Discussion of Constitution Amendment Resolution 2022-2023-11 Student Success Committee Brought Forward by Ad Hoc Student Success Committee and Approved by Steering Committee on February 2, 2023 (Attachment G)
    - i) Resolution brought forward for discussion. See Zoom recording for comments.
10. [01:38] Committee Reports
  - a) Budget and Administrative Committee – *Keri Watson*
  - b) Information Technology Committee – *Glenn Martin*
  - c) Personnel Committee – *Karol Lucken*
  - d) Research Council – *Linda Walters*
  - e) Graduate Council – *Reid Oetjen*
  - f) Undergraduate Council – *Tina Chiarelli*
  - g) Ad Hoc Student Success Committee – *Tina Chiarelli*
  - h) Ad Hoc Civil Discourse Committee – *Stephen King*
  - i) For full committee reports, see attachment H.



# Faculty Senate

## 11. [01:47] Campus Climate Reports

- a) Mental Health Resources for Faculty – *Samuel Ensenat, Benefits Coordinator; Cat Puckett, Assistant Vice President, Human Resources*
  - i) See attachment I for full report.
- b) Student Success at UCF – *Paul Dosal, Senior Vice President for Student Success*
  - i) See attachment J for full report.

## 12. [02:16] Other Business - none

13. Adjourned at 4:59 p.m.

Reviewed and submitted by:

*Kristine J. Shrauger*

*2/19/2023*

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Kristine Shrauger  
Secretary, Faculty Senate

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Date

Faculty Senate Meeting Attendance  
February 16, 2023

First Name:	Last Name:	College/Unit:	Unit: Other	Role:	Meeting Role: - Guest
Jim	Brown	CAH		Senator	
Lynn	Casmier-Paz	CAH		Senator	
Brandy	Dieterle	CAH		Senator	
Esmeralda	Duarte	CAH		Senator	
Scot	French	CAH		Senator	
Barb	Gannon	CAH		Senator	
Tremon	Kizer	CAH		Senator	
Sandra	Sousa	CAH		Senator	
Kristina	Tollefson	CAH		Senator	
Peter	Weishar	CAH		Senator	
Jim	Gallo	CBA		Senator	
Vladimir	Gatchev	CBA		Senator	
Eric	Schmidbauer	CBA		Senator	
Axel	Stock	CBA		Senator	
Marjorie	Ceballos	CCIE		Senator	
BOBBY	HOFFMAN	CCIE		Senator	
Gulnora	Hundley	CCIE		Senator	
Karol	M Lucken	CCIE		Senator	
Lisa	Martino	CCIE		Senator	
Brett	Meltzer	CCIE		Senator	
Sara	Michael Luna	CCIE		Senator	
Danny	Seigler	CCIE		Senator	
Larry	Walker	CCIE		Senator	
Ladislau	Boloni	CECS		Senator	
Kevin	Coffey	CECS		Senator	
Dennis	Filler	CECS		Senator	
Hansen	Mansy	CECS		Senator	
Sumanta	Pattanaik	CECS		Senator	
Andrew	Randall	CECS		Senator	
Tian	Tian	CECS		Senator	
Joseph	Kider	CGS		Senator	
Ali	Amirkhosravi	CHPS		Senator	
Martine	Vanryckeghem	CHPS		Senator	
Asli	Yalim	CHPS		Senator	
Tina	Chiarelli	COM		Senator	
Nyla	Dil	COM		Senator	
Stephen	King	COM		Senator	
Leslee	D'Amato-Kubiet	CON		Senator	
Frank	Guido-Sanz	CON		Senator	
Scott	Branting	COS		Senator	
Alison	Cares	COS		Senator	
Steve	Collins	COS		Senator	
Michelle	Dusseau	COS		Senator	
Martha	Hubertz	COS		Senator	
Brigitte	Kovacevich	COS		Senator	

Faculty Senate Meeting Attendance  
February 16, 2023

Daniel	Marien	COS		Senator	
Piotr	Mikusinski	COS		Senator	
Nizam	Uddin	COS		Senator	
Linda	Walters	COS		Senator	
Widaad	Zaman	COS		Senator	
Axel	Schulzgen	CREOL		Senator	
Marino	Nader	Other	MAE	Senator	
Carisas	Baker	RCHM		Senator	
Jonathan	Judy	RCHM		Senator	
Mason	Cash	CAH		Steering	
Jeff	Kauffman	CECS		Steering	
Michael	Proctor	CECS		Steering	
Keri	Watson	CAH		Steering	
Reid	Oetjen	CCIE		Steering	
Joseph	Harrington	COS		Steering	
Lucretia	Cooney	Other	Faculty Excellence	Guest	Director Sr. VP Student Success and Well-Being
paul	dosal	Other	SSWB	Guest	
Samuel	Ensenat	Other	Admin & Fin - HR	Guest	Benefits Coordinator
Jana	Jasinski	Other	Faculty Excellence	Guest	Vice Provost
Delia M.	Garcia	CAH		Guest	Interim Assistant Dean
Gary	LaPage	COS		Guest	Associate Instructor
	Amin Gutierrez				
Sheila	de Pineres	Other	BHC	Guest	Dean
Theodorea	Berry	Other	CUGS	Guest	Vice Provost and Dean
Chad	Binette	Other	Comm & Marketing	Guest	Asst VP, Communications
Silvana	Dushku	Other	UCF Global	Guest	Program Director
Matt	Hall	Other	Provost Office	Guest	CIO / VP
Eric	Main	Other	Faculty Center	Guest	Associate Director

Report of the Chair  
Faculty Senate Meeting  
February 16, 2023

I will start my remarks with a few short updates:

**First, a Board of Trustees update:** As the Faculty member on the Board of Trustees, I look forward to voting next week in favor of the one-time compensation and the merit-based increases to salaries that were recently approved. I have found the current membership of the Board of Trustees to be very receptive to discussions about how to better compensate University faculty and staff. Furthermore, the Board of Trustees has been a driving force to strongly encourage, and maybe even push, the President and the entire UCF administration to find new avenues to continue to increase faculty compensation. I will continue to work to educate the Board members about all the wonderful work that our faculty do here at UCF, the benefits of the tenure system, and what we as faculty need to continue to excel.

**Second: Workday.** The demands on our faculty during the transition to Workday, especially our most productive researchers is extremely problematic. I want to thank VP Gerald Hector and interim VP Winston Schoenfeld for discussing Workday issues and potential solutions with the senate, including multiple meetings with the research council led by Linda Walters.

However, the transition to Workday is clearly not done and much more needs to be accomplished. I can't stress enough how important it is for us to have our brightest and most productive faculty able to work on their **research**, their **publications**, and their **grants**...and not be stuck figuring out how to see the budget available in each grant or to track down why needed supplies never actually got ordered through a punchout. I hope we can continue to work together to get Workday working as it needs to.

**Third: Board of Governors Post Tenure Review Regulation.**

The BOG will be considering and voting upon **an amended version** of the Post Tenure Review Regulation that we addressed in a Resolution in our December faculty senate meeting. The amended regulation is largely the same, with several small changes present.

There is one specific change in the amended Regulation that I will mention here. The post tenure review process will no longer consider any violations of HB7, Also Known As “The Stop Woke Act”, in the evaluation of faculty. If you remember: This was the legislation that prevented faculty from teaching certain difficult concepts in the classroom. Furthermore: the portion of HB7 addressing this aspect of higher education was enjoined by a judge, basically stopping the legislation from being enforced on campus. It’s good to see that section is removed from post tenure review.

If approved at next week’s BOG virtual meeting, the Post Tenure Review Regulation would be open again for public comment, with an expected final vote of approval at the March 28<sup>th</sup> and 29<sup>th</sup> BOG meeting in Tallahassee. After final approval, each University would then be required to move quickly to get the evaluation process set up and enacted. Provost Johnson may have a better idea of how that would occur here at UCF.

For the rest of my report, I want to turn to recent events in the news concerning higher education across the state of Florida.

You may be aware of recent events at New College of Florida. 6 brand new Governor appointed trustees were added to the New College Board of Trustees. The Trustees voted to remove the College President and the College general counsel, then they installed a political appointee as interim President, and the Board is currently dismantling various DEI initiatives across the college. This is a fluid situation that I and many others are watching closely to see what happens next.

Next, I want to briefly mention the Higher Education Reform document in your meeting materials:

This is an outline of legislative plans from Governor Desantis regarding Higher Education Reform. There are a host of statements and changes outlined here, most of which are worrisome. I am not going to read the bullet points, This document was included in the meeting materials for your reading. At this point we do not know which of the proposed topics here will be picked up by the legislature, and how various bills may be adapted before final approval.

Lastly, I want to focus in on DEI and CRT initiatives here and at other SUS institutions that have been in the press and even on twitter as recently as last night

Several UCF faculty and administrators have now received and presumably filled requests to provide a wide range of documentation relating to CRT and DEI programs at UCF. The Governor has also indicated that he is proposing that state-funded Universities will no longer be able to support DEI positions or programs. This is extremely troubling for a myriad of reasons, as many of the programs we have at UCF make strong use of DEI initiatives in order to enhance our ability to help students complete their degrees.

I confess that I cannot speak to all the classes, or programs, or initiatives on campus that could fall under CRT or DEI, there are a wide range, depending on how you categorize them, and I simply don't know them all.

I want to give you a personal story that I think helps share why I support our faculty and our programs in CRT and DEI areas. I've said it before, my own area of scholarship is molecular biology and cell biology. And the example I want to raise is emblazoned on my T-shirt today. Evolution. For those on zoom or in the back of the room that can't read it: my shirt says

**“Over 1000 scientists names Steve agree:  
Teach Evolution.”**

And then there are 1000 scientists from across the country and across the world named Steve, and Stephen, and Stephanie, and Estabon...



For me, my story goes to the late 1990 and early 2000s when Evolution was in the place that CRT and DEI are in right now. Back then, the State of Kansas Board of Education mandated that faculty were required to change how they teach the concept of evolution. Faculty were prevented from using the best scientific evidence and were instead required to teach from specific talking points developed by the state.

As you may expect there was an uproar and outrage similar to what we see today in CRT and DEI areas. The people that spoke up included those that used scientifically valid evidence to teach and research evolution, but also included faculty that teach and research other subjects totally unrelated to evolution. The reason for the broad support was simple. If its evolution one year in Kansas, its CRT and DEI a different year in Florida, and then its who knows what next year in some other part of the country.

Let me return back to UCF now:

As I said before I do not know all the initiatives or practices that are within the broad area of DEI at UCF

It's quite possible that some may need to be updated.

But I also strongly feel that we have programs in this area that are beneficial to UCF. This includes:

Being accredited so that we can actually license the MDs that graduate from UCF

Supporting our students that are veterans and active-duty military

Supporting civil discourse, which may be more important now than in the past

Supporting our students to help them complete their degrees

Supporting those whose voices are rarely heard

We, the entire UCF community, need to find a way to continue to support the initiatives that help make UCF what it is: A community of **diverse learners** and **extraordinary thinkers** that are **deeply engaged** in the **society and the world** around us.

I hope all of us can see there are multiple reasons to support our faculty and many of our initiatives in CRT and DEI areas, not only is our teaching based on the best scientific evidence of today, not only do we have

programs that help UCF students succeed, but also please realize that next week or next year it could be your own area of research or teaching under fire.

I want to be clear:

The range of things I've brought up, DEI and CRT initiatives, the forced presidential change at New College, and proposed legislative actions affect all the state Universities in the SUS system.

The ACFS, which includes current and past chairs from the SUS faculty senates, is meeting tomorrow to discuss and plan a range of actions to take together and individually. Senators Joe Harrington, Bill Self, and I are part of those discussions. I will update the senate on plans from the ACFS, and on where things stand on these issues at our next steering and full senate meetings.

I will end by reiterating that I will remain vigilant about these and any additional actions that are likely to impact all of us at UCF.

# Faculty Senate

## Report of the President

Thursday, February 16, 2023

3-5 p.m.

Charge On Chamber and Virtual ([Zoom](#))

### Suggested Talking Points:

- **U.S. News & World Report Online Programs rankings** (released Jan. 24):
  - No. 8 in the nation for overall Best Online Bachelor's Programs
  - No. 1 in the country for Best Online Bachelor's Programs in Psychology
  - No. 7 for Best Online Bachelor's Programs for Veterans
  - Of the 17 UCF national online rankings, nine programs made the top 10 and four others were ranked in the top 15.
- **Vice President for Research and Innovation**
- **Upcoming college listening sessions with faculty**

### Suggested Remarks:

- One of the things that makes this university so special is the community we build on our campuses. We welcome students, faculty, and staff from across the globe and we all become a family.
- This week, our thoughts are with members of our community whose families were impacted by the **devastating earthquake in Turkey**.
- Our thoughts are also with members of the **Michigan State University** community who have been impacted by a senseless act of gun violence on their campus.
- I know we continue to be the great community that provides the support and compassion to our community members who are impacted.
- Thank you so much to all of you for all your efforts to support each other.

### **U.S. News Rankings**

- Last month, *U.S. News & World Report's* online rankings were released, and we were so excited to see how much our reputation for quality has grown.
- Overall, we are now ranked **No. 8 in the nation for Best Online Bachelor's Programs**. *[We broke the top 10 for the first time last year, coming in at No. 7, and are excited to maintain our top 10 status. In 2021, we were No. 14.]*

- Of UCF's 17 national online rankings, **nine** programs made the top 10 and **four** others ranked in the top 15.
- This includes **Psychology, which is tied for No. 1** in the country.
- Several programs have risen sharply in the rankings in a short time, including Overall Best Online **Graduate Nursing Programs**, which has soared into the top 10 just five years after being ranked No. 66.
- An interesting thing to note — **based on our peer assessment review rank, we are tied for No. 1 in the country for quality.**
- 80% of our ranking comes from performance and outcomes, like graduation rates and student-to-faculty ratio; 20% comes from an assessment of our quality by our peers.
- The assessment survey is sent out to leaders in online learning at other institutions [*the equivalent of our Vice Provost for Digital Learning, Tom Cavanagh*]. Based on the assessment of these leaders, we are one of the best online schools in the country, **tying for first** alongside ASU and Penn State World Campus.
- We are thrilled to provide this level of quality to our online students who are looking for different experiences. Of our 6,300 UCF Online students, about 60% are undergraduate and 40% are graduate.
  - About 35% of our online undergraduate students are over the age of 30 and more than half of our online graduate students are over the age of 30.
  - Close to 80% of our undergraduates and 70% of our graduates are female.
  - Our online undergraduates are also almost all **transfer students** [*only a handful of FTICs are admitted, based on special considerations*].
  - We know most of them are completing their degree **part-time** — about 75% of online students are attending part-time.
- This tells us that these students likely have jobs, kids, or other scheduling or geographic limitations that make an online education a better option for them.

- And this is why, that despite coming behind UF in these rankings [*UF ranked at No. 1*], UCF was still a big part of the news conversation — that both UF and UCF are attracting national attention for the quality of our online degree programs.
- We have a tremendous impact on the local workforce and the community we serve — helping these students advance in their careers or gain the skills needed to start new ones.
- Communications and Marketing did a phenomenal job of responding quickly to media requests and getting our story out there.
- And our faculty continue to do an exceptional job of teaching across modalities and helping all students unleash their potential. Thank you!

#### • Vice President for Research and Innovation

- Last month we conducted on-campus interviews with **four finalists for the Vice President for Research and Innovation position** at UCF.
- Our Vice President for Research and Innovation oversees all aspects of research at UCF, including offices that support research development, faculty clusters, sponsored programs, research compliance, contract administration, technology transfer, communications, and research infrastructure.
- Sponsored research awards at UCF have been on an upward trajectory since 2015. The steady climb began at \$133.4 million in 2014-15 to reach the \$214.8 million in 2021-22 (a 61% increase).
- We have incredible momentum, and our reputation is catching up to the excellent work that you — our faculty — are doing here.
- We look forward to our new Vice President helping us take our research, innovation, and creative abilities to the next level — reaching our strategic plan goals that include increasing patents, post-doctoral appointees, and our total R&D expenditures to \$350 million by 2027 [*an increase of 46% from the current \$239M*].
- **We look forward to announcing our selection soon.**

#### • College Listening Sessions with Faculty

- **This morning's Coffee and Conversation event at Millican Hall was the kickoff** to a series of listening sessions across our colleges and campuses. If you missed this morning's engagement, not to worry — there are plenty of opportunities coming up.
  - I am excited to continue them this year as they allow me to get to know our faculty better, treat you with a cup of coffee, and listen to your thoughts, experiences, and ideas.
  - The next event on the schedule is **Tuesday, March 7, with the College of Health Professions and Sciences.**
  - We also have the **College of Arts and Humanities on March 7** and then the **College of Engineering and Computer Science on Wednesday, March 8.**
  - We have several others currently scheduled at the end of March and into April. We are working to schedule more events this spring to include all colleges and a variety of locations.
  - **Please keep a lookout for communications from your colleges with more details.** I look forward to seeing you all!
- That concludes report.

# Provost Michael D. Johnson Report to Faculty Senate

Thursday, February 16, 2023

- The provost addressed Legislative priorities of the governor that include barring the use of funds for DEI activities, requiring general education courses to be historically accurate and not distort historical events, giving boards of trustees and presidents authority over hiring and retention decisions, and more. He said more will be known as proposals take shape for the state legislative session that begins in March. Legislation first has to be proposed, debated, passed and signed; none of that has happened.
- In terms of teaching, Johnson said he believes what is being sought is what UCF does: teach undistorted history and educate rather than indoctrinate. Johnson said he strongly agrees that education should both help graduates with their careers and also prepare them to be citizens in a democracy.
- Johnson recognized Pegasus Professors Peter Delfyett and Ronald DeMara as recently elected fellows of the American Association for the Advancement of Science, the world's largest multidisciplinary scientific society.
- Johnson suggested senators mark their calendars for UCF Celebrates the Arts 2023, which will take place April 2 through 15 at the Dr. Phillips Center for Performing Arts, and UCF Founders' Day on the first Wednesday of April, starting at 3 p.m. in the Student Union Pegasus Ballroom.

1 Resolution 2022-2023-8  
2 Faculty Bylaw Change,  
3 Instructional Designers and the Division of Digital Learning  
4

5 **Whereas**, Instructional Designers are integral to each college and most departments  
6 and participate to some degree in teaching, research, and service; and

7 **Whereas**, Instructional Designers meet the faculty characteristics described in the  
8 Bylaws Section 1. B.; and

9 **Whereas**, the ranks of Assistant, Associate, and Senior Instructional Designer were  
10 created in 2016 in order to more properly align with existing faculty ranks and promotion  
11 pathways at the university;

12 **Whereas**, the Senate has previously amended the Bylaws to add Instructional  
13 Designers to the following Senate committees: Faculty Center for Teaching and  
14 Learning Advisory Committee, Library Advisory Committee, Strategic Planning Council,  
15 Bookstore Advisory Committee, and the Information Technology Committee, and

16 **Whereas**, Instructional Designers are in the Division of Digital Learning and a part of  
17 Academic Affairs, reporting to a vice provost who reports to the provost; and

18 **Whereas**, the UCF Faculty Constitution Article II. A. states that “In establishing  
19 representation, the Faculty Senate may determine that a unit be represented that is not  
20 a recognized college; and

21  
22 **Whereas**, the Faculty Senate would benefit from the addition of Instructional Designers  
23 within the Division of Digital Learning to the senate membership and to the Senate  
24 operational and joint committees; therefore

25  
26 **Be It Resolved** that the Bylaws Section I.A be amended to add the academic titles of  
27 Senior Instructional Designer, Associate Instructional Designer, and Assistant  
28 Instructional Designer; and

29 **Be It Further Resolved** that the Bylaws Section I.A be amended by adding the  
30 following statement at the end of the section: The Division of Digital Learning shall be  
31 considered an academic unit for the purposes of representation within the senate.



1 **Resolution 2022-2023-10**  
2 **Faculty Senate Parking Transportation and Safety Committee**  
3

4 **Whereas**, the University Parking and Transportation Committee and the Faculty Senate  
5 Parking, Transportation, and Safety Committee have overlapping duties and  
6 responsibilities with respect to parking and transportation issues on campus, which could  
7 be overseen by a single committee instead of two committees; and  
8

9 **Whereas**, events in recent years, such as the COVID pandemic and the multiple  
10 hurricanes that impacted UCF, have shown that safety and security concerns can be  
11 addressed more effectively when there is broad input from different faculty perspectives;  
12 and  
13

14 **Whereas**, a single faculty-level committee focused upon the areas of safety and security  
15 would provide for enhanced two-way communication and response development between  
16 faculty and staff on critical safety and security concerns on UCF campuses; **therefore**  
17

18 **Be It Resolved** that the title of the Faculty Senate Parking, Transportation, and Safety  
19 Committee be changed to the Faculty Senate Campus Safety and Security Committee to  
20 reflect a focus upon safety and security issues on UCF campuses.  
21

22 **Be It Further Resolved** that the Bylaws of the Faculty Senate Parking Transportation and  
23 Safety Committee be amended as detailed below:  
24

25 **Duties and Responsibilities:**  
26

- 27 a. To evaluate and recommend policies concerning campus safety and security  
28 that will foster a mutually beneficial environment for faculty, staff, students, and  
29 visitors in the university community.
- 30 b. To provide feedback to appropriate campus safety and security officials with a  
31 focus on maintaining the missions of teaching and research.
- 32 c. To develop effective safety and security communications for the campus  
33 community.
- 34 d. To make recommendations to the Steering Committee of the Faculty Senate.  
35

36 **Membership**  
37

38 The voting members of the committee shall be at least one faculty member from  
39 each academic unit (selected by the Committee on Committees), one staff member  
40 (selected by the Staff Council), and one student (nominated by the Student  
41 Government Association). The ex officio members of the committee shall be the  
42 Director of Emergency Management (who provides administrative support for the  
43 committee), the UCF Chief of Police (or designee), the Director of Security (or  
44 designee), the Chief Information Security Officer (or designee), and the Police  
45 Department Public Information Officer. The Director of Emergency Management  
46 shall identify additional ex officio members as needed to ensure that areas relating  
to campus safety and security are represented. The chair and vice chair shall be

47 elected annually from the faculty membership. Terms of service shall be two years,  
48 staggered, except for the student member, who shall serve for one year.

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**Resolution 2022-2023-11**  
**Constitutional Amendment to Create a**  
**Faculty Senate Student Success Committee**

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**Whereas**, a core mission of UCF is to teach students by providing high-quality education that prepares them for the real world experiences that will unfold over the rest of their lives; and

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10  
11  
12

**Whereas**, UCF has recently enhanced its focus upon student success by hiring a senior vice president for Student Success and by reorganizing several departments and areas to coordinate efforts within the Division of Student Success and Well-Being; and

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14  
15  
16

**Whereas**, student success encompasses a broad array of departments, programs, initiatives, and policies that require administration, faculty, and staff working together in a cohesive manner to help our students complete their studies; and

17  
18  
19

**Whereas**, the faculty at UCF have a critical role in guiding and ensuring the success of our students as they take classes and progress through degree programs; and

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21  
22  
23  
24

**Whereas**, there currently is no faculty level committee on campus that concentrates upon student success, or that works with the administration to develop, evaluate and utilize policies and procedures that enhance student success across the entire UCF curriculum; therefore

25  
26  
27

**Be It Resolved** that the UCF Faculty Constitution be amended to create a Faculty Senate Student Success Committee as a joint committee with the following description:

28  
29  
30  
31

*“The Faculty Senate Student Success Committee makes recommendations to the senior vice president for Student Success and other relevant committees, units and individuals on programs, initiatives, and policies relating to the success and well-being of our students.”*

# EAP Benefits for UCF Employees

UCF Human Resources | Benefits



# UCF Employee Assistance Program

Health

- Services provided by **Advocate™**
- University-funded benefit
- Free for all faculty and staff (excluding OPS student employees)
  - Also includes family members, including spouses, dependent children, parents, and parents-in-law
- All medical and personal information is kept strictly confidential

# Emotional Support

- 24-hour emergency hotline
- Counseling (in-person, telephonic, or video) with licensed professional counselors
  - Six in-person visits per issue per year
- Addresses a wide range of issues, including:
  - Anger, grief, loss, anxiety, depression
  - Job stress, burnout, work conflicts
  - Marial relationships, family issues
  - Addiction, eating disorders, mental illness

# Work & Life Balance

- Unlimited work/life service telephonic support
- EAP Work/Life Specialists can assist with:
  - Time management
  - Locating childcare and eldercare resources and concerns
  - Personal/family/elder law, identity theft
  - Financial resources for debt management, budgeting, credit issues
- For managers/supervisors: Unlimited telephonic consultation available to all levels of management team, 24/7
- Financial wellness and consultation
  - Free 30-minute consultation with a certified financial advisor per unique financial issue, unlimited issues
- Legal consultation services
  - Free consultation with an attorney, 25% on standard fees after



<http://healthadvocate.com/members>

- Explore webinars, online courses, and articles on a variety of topics
- Complete checklists and take self-assessments to learn more about issues that impact you
- Access to budgeting, home buying, loan and mortgage calculators
- Sign up for monthly newsletters



1.877.240.6863

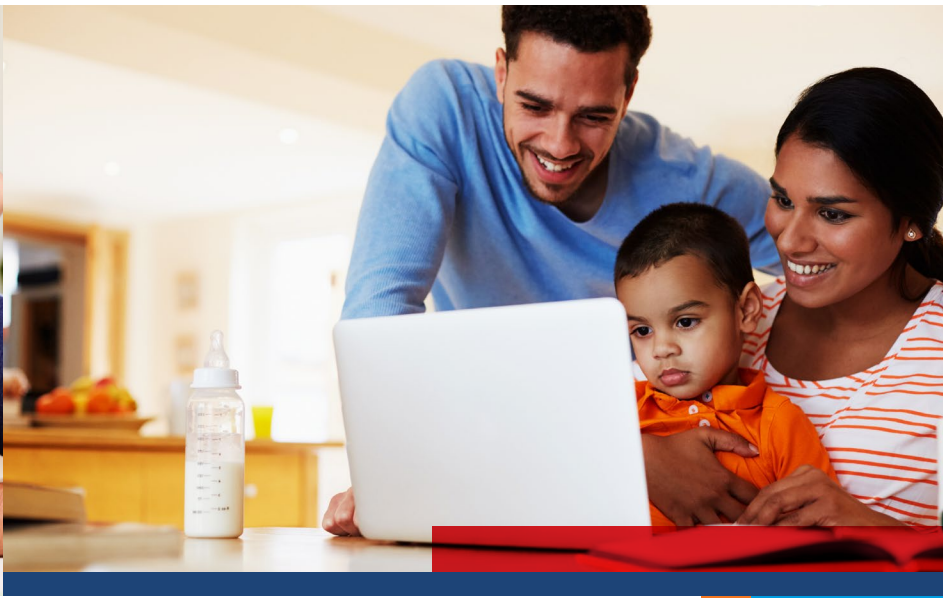




# Q&A



UCF



# EAP+Work/Life Online Services Help at your Fingertips!



## Did you know you can...

- ✓ Take a test to assess your mental health or fitness
  - ✓ Calculate student loans or debt consolidation
  - ✓ Watch a video about Alzheimer's or binge drinking
  - ✓ Read an article on parenting teens or identity theft
  - ✓ Sign up for a webinar on retirement planning
  - ✓ Search for a day camp or college
  - ✓ Take a training course on managing anger or making presentations
  - ✓ Download forms for taxes or wills
- And so much more... and all within minutes!

## Get started Now.

Visit: [healthadvocate.com/members](http://healthadvocate.com/members).  
Type in your company name to log in.

Your EAP+Work/Life online services website has all the tools, tips and resources you need to support your mental, emotional, physical and financial well-being!

## It's Easy and Super Fast

One click takes you to hundreds of articles, videos, forms, locators and more for the following areas of interest:

- Wellness
- Emotional Well-being
- Relationships
- Financial Matters
- Work Issues
- Personal Growth
- Caregiving
- Older Adults
- Volunteer Opportunities

**Plus**, quickly see what the EAP+Work/Life program offers including access to confidential help from a Licensed Professional Counselor for personal, family and work issues, and work/life specialists to help you personally find resources. And be sure to click on the member video!



**877.240.6863**

Visit us online at:  
[HealthAdvocate.com/members](http://HealthAdvocate.com/members)

**HealthAdvocate Solutions<sup>SM</sup>**





We're here  
when you need  
us most

Your employer has partnered with Health Advocate to offer you personalized support to find balance and gain control during life's challenges, **all at no cost to you!**



### Emotional Support

Your Employee Assistance Program (EAP) offers confidential counseling support from an EAP Professional to help you work through issues impacting your life and well-being.

#### Our Counselors can help address:

- Anger, grief, loss, anxiety, depression
- Job stress, burnout, work conflicts
- Marital relationships, family issues
- Addiction, eating disorders, mental illness



### Work and Life Balance

Through EAP, you also have access to a team of Work/Life Specialists to help find resources to better balance work and life and feel more productive.

#### Our Work/Life Specialists can help with:

- Time management
- Locating childcare and eldercare resources and concerns
- Personal/family/elder law, identity theft
- Financial resources for debt management, budgeting, credit issues
- Plus, we can connect you to financial and legal consultants

**Simply call us.** We offer compassionate support over the phone and can review other options for counseling. If needed, we'll help you connect with the appropriate professionals for long-term support.

Health Advocate is completely confidential and available to you, your spouse, dependent children, parents and parents-in-law at no cost to you. **In a crisis, help is available 24/7.**



Our specialists can help you find balance and feel more in control so you can focus on what matters most.

**Balancing the needs of family, personal and work responsibilities isn't always easy.**  
Your Health Advocate Employee Assistance Program (EAP) offers the right support at the right time.  
**Here are some frequently asked questions about our program.**

### What is EAP and Work/Life?

This unique program is designed to help you lead a happier more productive life at home and at work by connecting you with a qualified Counselor and Work/Life Specialist who are experts at helping people cope and feel more in control. Additionally, we offer many self-serve resources online and through our mobile app.

### How does it work?

**Call to connect with an intake Counselor who will help:**

1. Define the problem clearly
2. Assess the type of help needed
3. Either provide the necessary help or connect you to the appropriate specialist

### Who can use the EAP?

The program is available to you, your spouse, dependent children, parents and parents-in-law.

### What services are available online?

As a complement to the personalized support offered by our Counselors and Work/Life Specialists, you can access a variety of self-serve resources through our website and mobile app. Here are some of the resources available to you:

- **Explore webinars**, online courses, and articles on a variety of well-being topics
- **Complete checklists** and take self-assessments to learn more about issues that impact you
- **Visit the Personalized Legal Center**, Financial Fitness Center and Mindfulness page
- **Watch the confidential orientation video**

### Is my privacy protected?

Our staff carefully follows protocols and complies with all government privacy standards. Your medical and personal information is kept strictly confidential.



**877.240.6863**

Email: [answers@HealthAdvocate.com](mailto:answers@HealthAdvocate.com)



Web: [HealthAdvocate.com/members](https://HealthAdvocate.com/members)

**HealthAdvocate<sup>SM</sup>**



# **Student Success and Well-Being**

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Presented to the

**Faculty Senate**

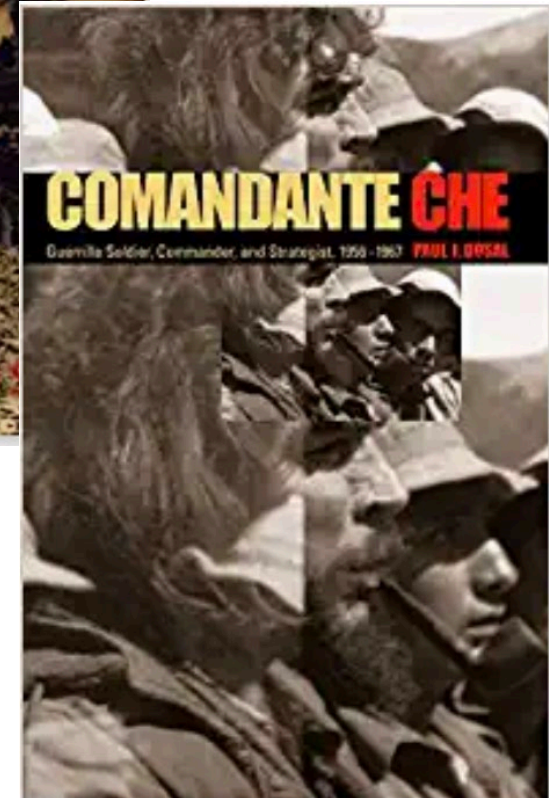
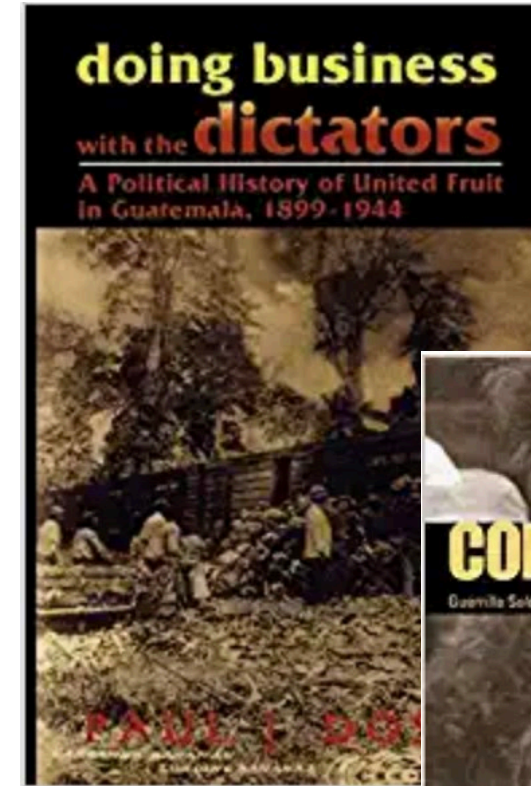
By:

**Dr. Paul Dosal**

Senior Vice President for Student Success  
and Professor of History

# Background

- Ph.D., Tulane, 1987
- Prof. of History, UMASS-Amherst, 1987-95
- Prof. of History, USF, 1995-2007
- Director, ENLACE Florida, 2007-2010
- Vice Provost & Vice President Student Success USF, 2010-2022
- Senior Vice President for Student Success, UCF, 2022





# Unleashing Potential: Becoming the University of the Future 2022-2027 Strategic Plan

## GOALS:

- Top 50 Public Research University ranking and “Preeminent” designation in Florida SUS by 2027
- Top 25 Public Research University with outcomes comparable to AAU institutions by 2033

## FOUR PRIORITIES:

1. Student Success and Well-Being
2. Discovery and Exploration
3. Community and Culture
4. Innovation and Sustainability

# STUDENT SUCCESS AND WELL-BEING 2027 GOALS AND METRICS

**50% ⇒ 65%**

*FTIC 4-Year Graduation Rate*

**92% ⇒ 93%**

*FTIC Freshman Retention Rate*

**32% ⇒ 55%**

*FCSAA 2-Year Graduation Rate*

**74% ⇒ 78%**

*FTIC 6-Year  
Graduation Rate*

**71% ⇒ 76%**

*FTIC Pell Recipient  
6-Year Graduation Rate*



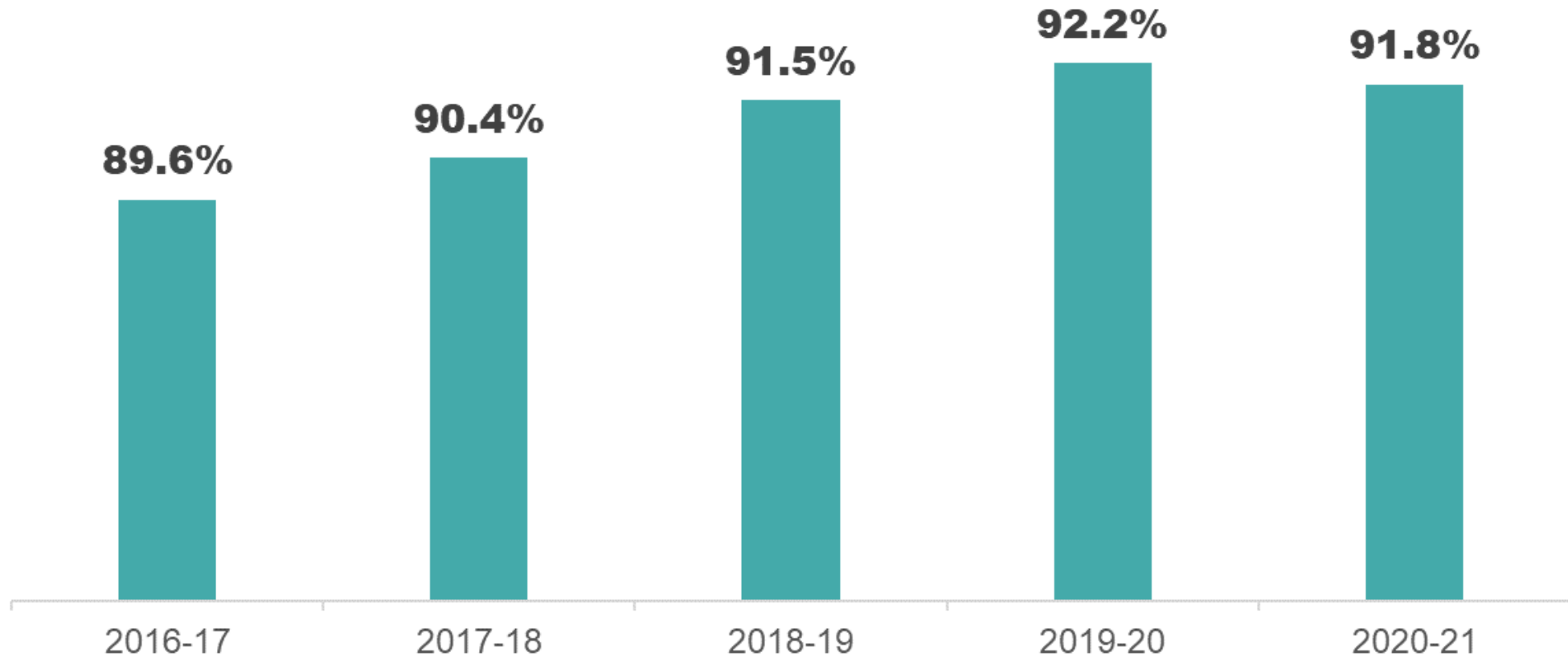
# Performance-Based Funding

- Metric 1: Percent of Bachelor's Graduates Employed and/or Continuing their Education Further 1 Year after Graduation
- Metric 2: Median Average Wages of Undergraduates Employed 1 Year after Graduation
- Metric 3: Net Tuition and Fees per 120 Credit Hours
- Metric 4: Four Year Graduation Rates (Full-time FTIC)
- Metric 5: Academic Progress Rate (2<sup>nd</sup> Year Retention with GPA above 2.0)
- Metric 6: Bachelor's Degrees Awarded in Areas of Strategic Emphasis (includes STEM)
- Metric 7: University Access Rate (Percent of Undergraduates with a Pell Grant)
- Metric 8a: Graduate Degrees Awarded in Areas of Strategic Emphasis (includes STEM)
- Metric 8b: Freshmen in Top 10% of Graduating High School Class
- Metric 9a: Two-Year Graduation Rate for FCS Associate In Arts Transfer Students
- Metric 9b: Six-Year Graduation Rate for Students who are Awarded a Pell Grant in their First Year
- Metric 9b1: Academic Progress Rate, 2<sup>nd</sup> Year Retention for FTIC with a Pell Grant
- Metric 10: Board of Trustees' Choice (Awarded to African American and Hispanic Students)

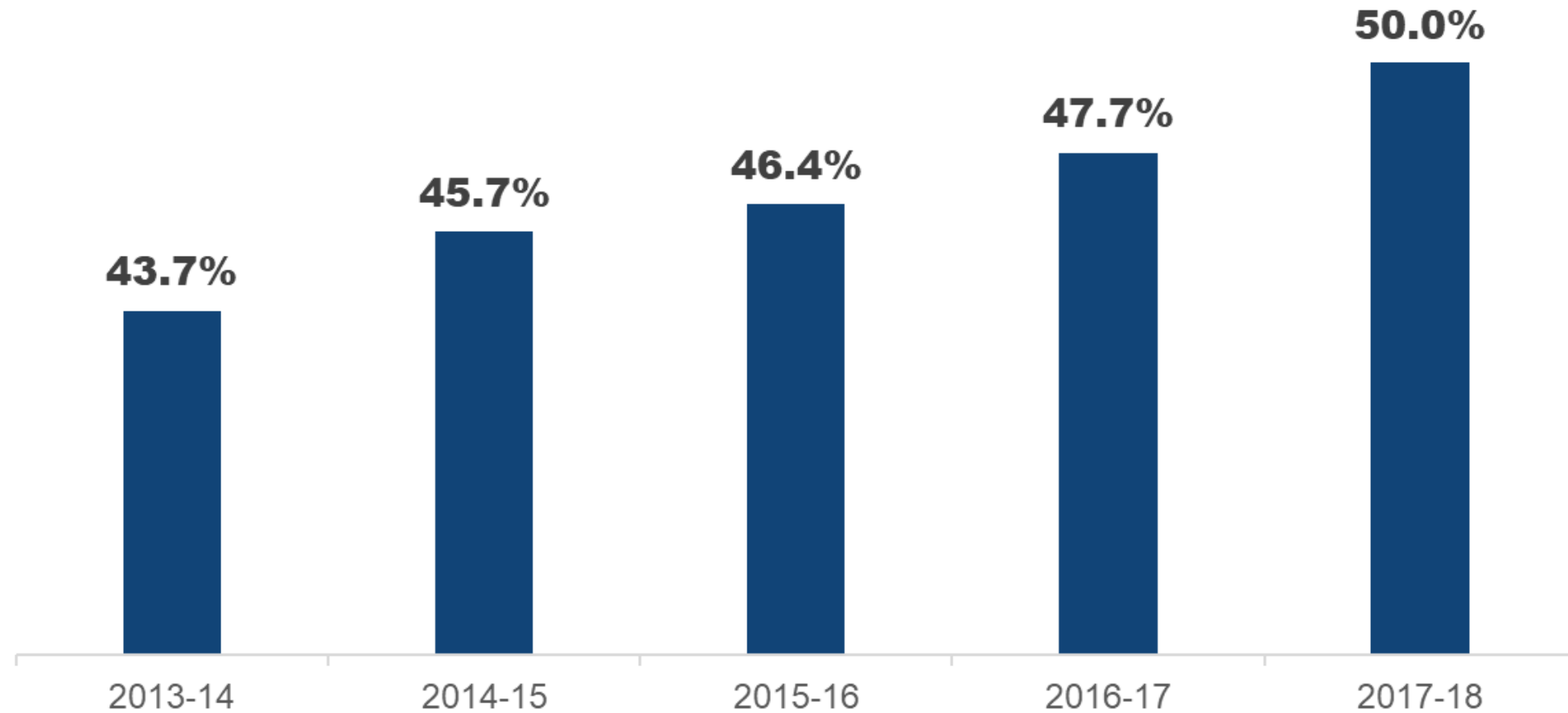
# Preeminence Metrics

1. Average GPA and SAT Score for incoming freshman for Fall semester (4.0 GPA/1800 SAT – 3 Part or 1200 SAT– 2 Part)
2. Public University National Ranking (at least two in top 50)
3. Freshman Retention Rate (Full-time, FTIC) ( >90%)
4. 6-year Graduation Rate (Full-time, FTIC) ( >70%)
5. National Academy Memberships ( >6)
6. Total Annual Research Expenditures (\$M) (including Federal R&D) ( >\$200M)
7. Total Annual Research Expenditures in Diversified Non-Medical Sciences (\$M) ( >\$150M)
8. National Ranking in S.T.E.M. Research Expenditures (Top 100 in 5 or more disciplines)
9. Patents Awarded (over most recent 3-year period) ( >100)
10. Doctoral Degrees Awarded Annually (Includes Professional doctoral degrees in medical and healthcare disciplines) ( >400)
11. Number of Postdoctoral Appointees ( >200)
12. Endowment Size (\$M) ( >\$500M)

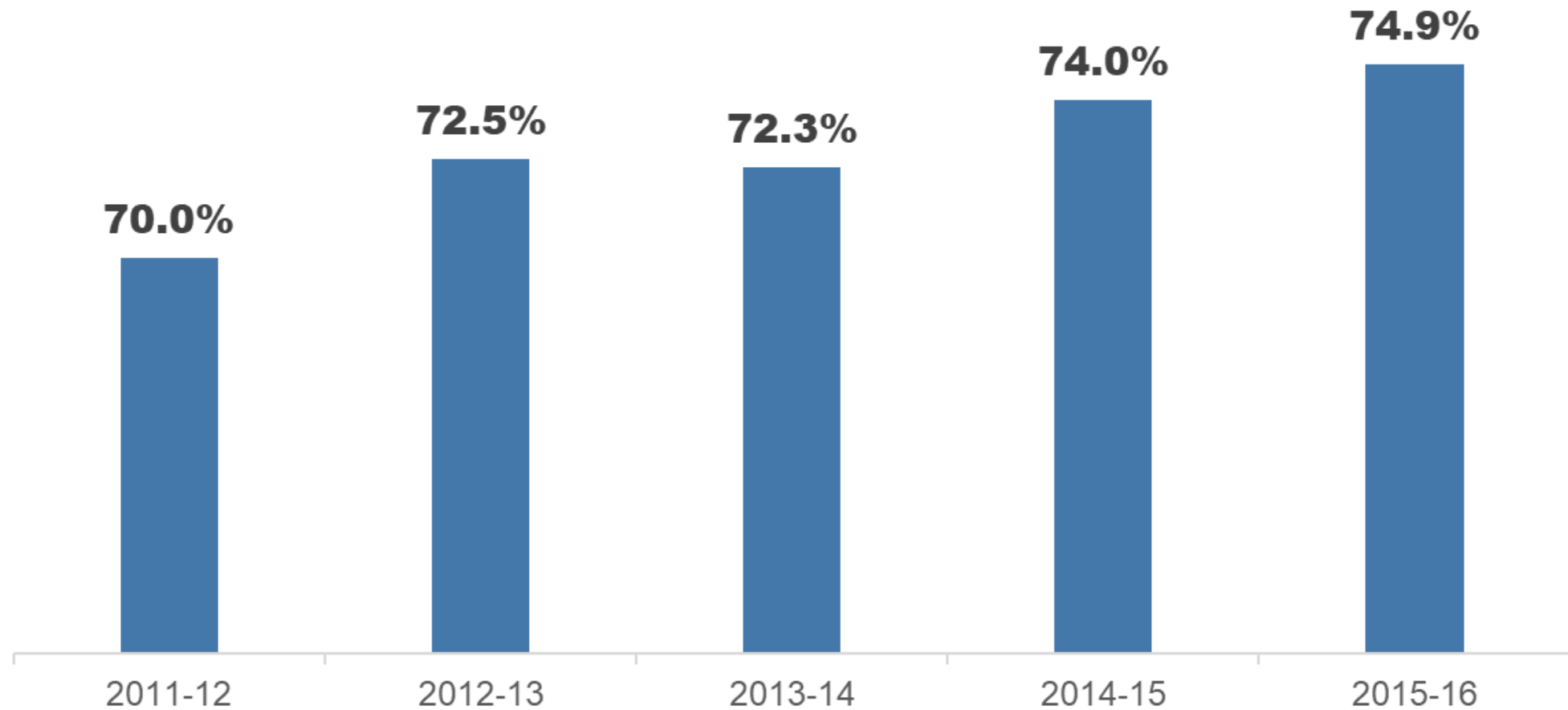
# Retention Rate (Summer/Fall Full-Time FTIC)



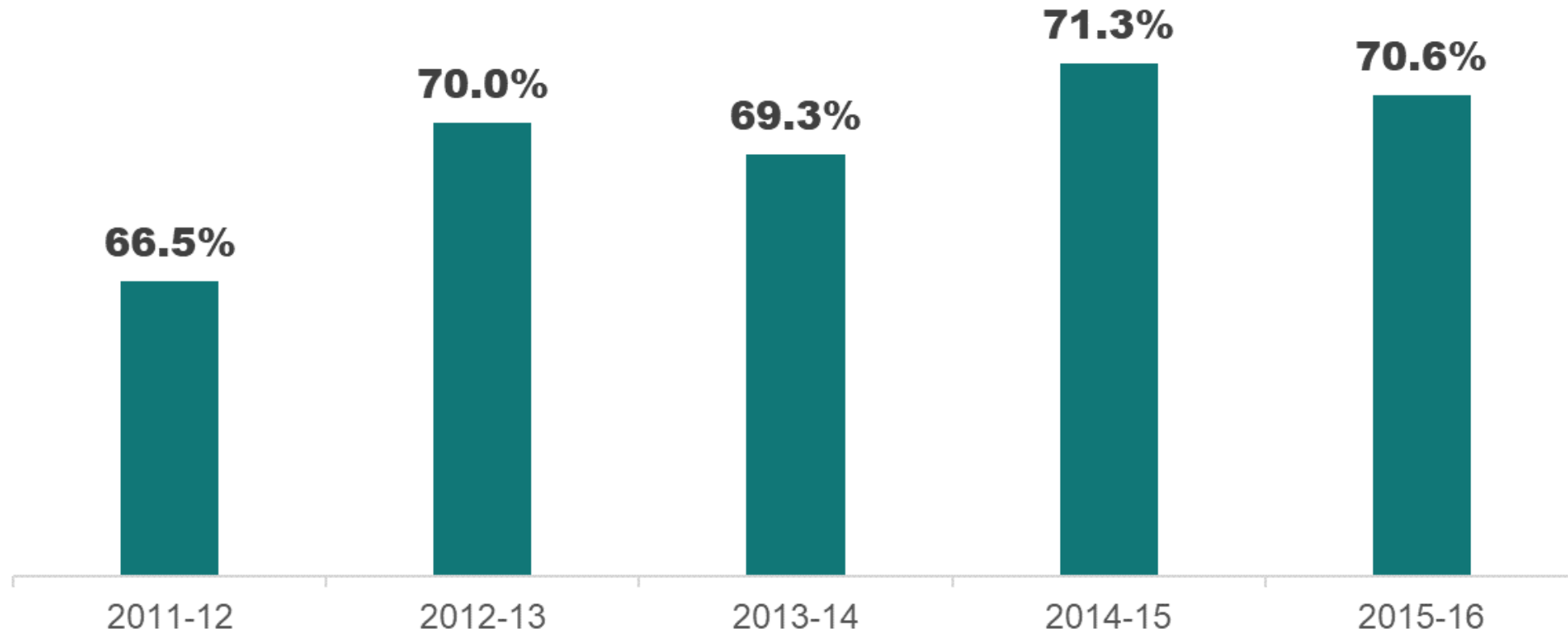
# 4-Year Graduation Rate (Summer/Fall Full-Time FTIC Cohort)



# 6-Year Graduation Rate (Summer/Fall Full-Time FTIC Cohort)



# Pell 6-Year Graduation Rate (Summer/Fall Full-Time FTIC Cohort)





## **TO ACHIEVE OUR STRATEGIC OBJECTIVES**

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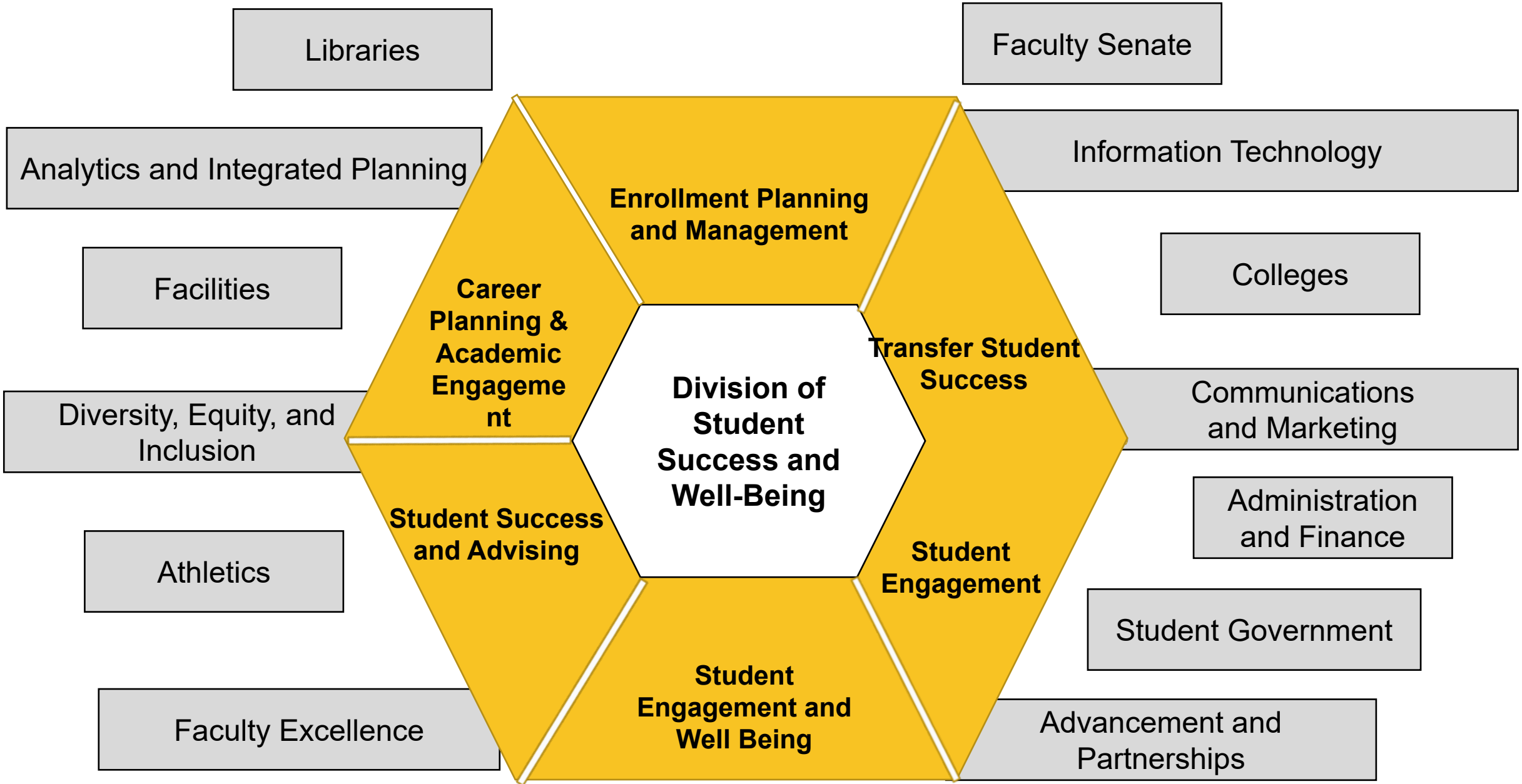
- Focused, deliberate, consistent efforts
- One team, one goal
- Strong relations with colleges, Faculty Senate, staff, all support units
- Fully utilize tools already available
- Take action

# LEADERSHIP OF STUDENT SUCCESS & WELL-BEING

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Areas of Responsibility	Leadership Team
Enrollment Planning & Management	Alicia Keaton
UCF Connect	Dr. Pam Cavanaugh
Student Success & Advising	Dr. DeLaine Priest
Downtown Campus Student Success	Dr. Chanda Torres
Student Engagement & Well Being	Dr. Adrienne Frame
Career Planning & Academic Engagement	Dr. Kim Schneider
Strategic Initiatives	Dr. Ryan Goodwin
Finance Center	Dr. Sharon Ekern
Human Resources Center	Dave Pavlonnis





# Student Success is **EVERYONE'S** Responsibility

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**We believe **all** students **can** and **will succeed** when given the opportunity to do so.**

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# RIGHT SUPPORT RIGHT STUDENT RIGHT TIME

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- Identify struggling 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 communications tool more effectively to expand capacity



# **COORDINATED CARE CARE MANAGEMENT POPULATION HEALTH MANAGEMENT**

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- Adaptation of health care techniques and case management practices to promote persistence and completion.
- First applied by Behavioral Intervention Teams to social and behavioral issues.
- Coordinated network of support personnel.
- 360-degree student profiles, facilitated workflows, multi-modal communications, referral system.
- EAB Navigate designed "to unite staff to deliver proactive, holistic support to students."

# STATE AND NATIONAL CONSULTANTS

- University of South Florida
- University of Maryland Baltimore County
- Georgia State University
- National Institute of Student Success
- University Innovation Alliance
- Education Advisory Board
- Slalom





**QUESTIONS?**

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