



Faculty Senate

Budget and Administrative Committee

Agenda for meeting of Wednesday, Feb. 17, 2021, 2:30 p.m.
Zoom Virtual Meeting

Link: <https://ucf.zoom.us/j/91456313419?pwd=VkpZenE1eTJjRkdRRG5XNVIZQUkxdz09>

Password: BUDGET

1. Call to Order
2. Roll Call
3. Approval of minutes from
 Jan
3. Announcements and Recognition of Guests
4. Old Business
Revised library resolution by Tina Buck, Nina Orlovskaya and Keri Watson.
Departments paying for faculty accessibility services, Tina Baker
5. New Business
3-109.2 Draft Building Code Compliance policy
3-303.1 Draft University Controlled Utilities and Interconnections policy
6. Adjournment



Faculty Senate

Budget and Administrative Committee

Agenda for meeting of Wednesday, Jan. 20, 2021, 2:30 p.m.
Zoom Virtual Meeting

1. Call to Order: Steve Collins at 3:02 PM

2. Roll Call

Pamela Baker, Steve Collins, David Mitchell, Pamela Thomas, Keri Watson, Tina Buck, Jackie LaManna, Konstantine Vodopyanov, Nila Dill, Wally Milon, Nino Orlovskaya, Bobby Hoffman, Daniel Webster

3. Approval of minutes from

- Dec. 9, 2020 – Motion to approve: Pamela Thomas Second: Wally Milon
Minutes approved as submitted
- *Minutes Taken by Sandy Galura*

3. Announcements and Recognition of Guests:

- No guests were in attendance
- Steve conveyed information from the Budget Committee – 80 million dollars in additional money to UCF from Cares Act: \$40 million designated as pass throughout to students with the remaining \$40 million to UCF. Key – use it or lose it approach to funds. Additional details pending as to terms of disbursement and any calls for spending proposals.

4. Old Business

- Library resolution by Tina Buck, Nina Orlovskaya and Keri Watson.
- The proposed resolution brought forth was discussed with minor revisions to some statements.

Motion to Approve: Keri Watson
Second: Nina Orlovskaya
Motion Approved Unanimously

5. New Business

- Tina Baker: Departments paying for faculty accessibility services. Department has been covering closed caption services for online teaching for one faculty member (\$3,000.00 per semester). Discussion raised for a designated budget / other revenue streams (e.g. Foundation) to pay for faculty accessibility services vs. coming out of a department budget. One-off costs for accessibility expenses are not the issue, the greater burden is ongoing exorbitant costs being charged to individual departments. General discussion supports the development of a draft resolution (authored by Pamela Baker) conveying the committee's support for a centralized funding solution.

6. Adjournment

- There being no new business or further discussion the Chair called for a motion to adjourn:
Motion to Adjourn: Nina Orlovskaya
Second: Pamela Thomas
Motion Approved Unanimously

Resolution 2020-2021 Centralizing the Budget for Staff and Faculty Accessibility Services

Whereas, reasonable accommodations for staff and faculty with disabilities are required so that they may experience the full life of their department(s) and the University; and

Whereas, Title I of the Americans with Disabilities Act (ADA) is designed to help people with disabilities access the same employment opportunities and benefits available to people without disabilities; and

Whereas, UCF's Office of Institutional Equity (OIE) has the primary responsibility of determining reasonable accommodations for staff and faculty through an interactive process, but the burden of any funding required for those accommodations is the responsibility of the department; and

Whereas the current budget model financially penalizes departments for having a diverse and inclusive staff and faculty; and

Whereas, the University's [2016 Strategic Plan](#) promises to "attract and cultivate exceptional and diverse faculty, students, and staff whose collective contributions strengthen us"; and

Whereas, UCF is an equal-opportunity institution that does not discriminate based on the basis of physical or mental disability as set forth in the [Prohibition of Discrimination, Harassment and Related Interpersonal Violence Policy](#) (No. 2-004.1) (Nondiscrimination Policy), and the current model carries the potential to tacitly disincentivize the hiring of qualified disabled candidates due to the additional financial burdens departments face for having a diverse and inclusive staff and faculty; and

Whereas, UCF is committed to providing an educational and working environment free from discrimination and harassment, and the current model may cause staff and faculty with disabilities to feel ostracized within their units if their colleagues directly or indirectly blame the person with a disability for the department's budget constraints; and

Whereas, UCF strives to provide a fully accessible and inclusive UCF campus for people with disabilities; and

Whereas, establishing a centralized budget from which all departments can draw from the same, centralized budget to pay for staff and faculty accommodations would further UCF's mission of attracting and cultivating a diverse staff and faculty; and

Whereas, OIE has the infrastructure for a centralized determination of accommodations without the centralized budget to financially support those accommodations; therefore

Be it Resolved that University departments should not be required to pay for reasonable accommodations for staff and faculty from their department budgets; and

Be it Further Resolved that UCF establish a centralized university budget operated by OIE from which departments can use funding to pay for staff and faculty accommodations.