

MEMORANDUM

Date: February 15, 2018
TO: All Faculty Senate Members
FROM: William Self
Chair, Faculty Senate
SUBJECT: **Faculty Senate Meeting on February 22, 2018**

Meeting Date: Thursday, February 22, 2018
Meeting Time: 4:00 - 6:00 p.m.
Meeting Location: Student Union Key West, Room 218

A G E N D A

1. **Call to Order**
2. **Roll Call**
3. **Approval of Minutes of *January 25, 2018***
4. **Announcements and Recognition of Guests**
5. **Report of the Provost**
6. **Old Business**
 - Resolution 2017-2018-11 Guidelines for Centers and Institutes at the University of Central Florida
7. **New Business**
 - Discussion only of Resolution 2017-2018-10 Faculty Senate Bylaw Change, Faculty Staff & Benefits Committee Membership
 - Resolution 2017-2018-12 Out-of-Unit Faculty Benefits
 - Resolution 2017-2018-14 Faculty Participation on University Committees
 - Resolution 2017-2018-15 In Honor of John C. Hitt, president of the University of Central Florida
 - Motion to Rescind Resolution 2017-2018-6 Endorsement of University of Chicago Statement on Freedom of Expression
 - Textbook Affordability Update – *Penny Beile*
 - Hispanic Serving Initiatives Update – *Cyndia Muniz*
8. **Committee Reports**
 - Budget and Administrative Committee – *Kimi Sugaya*
 - Information Technology Committee – *Reid Oetjen*
 - Parking, Transportation and Safety Committee – *Ahmad Elshennawy*
 - Personnel Committee – *Stephen King*
 - Graduate Council – *Jim Moharam*
 - Undergraduate Council – *Nina Orlovskaya*
9. **Other Business**
10. **Adjournment**

Faculty Senate Meeting
Minutes of
January 25, 2018

William Self, chair, called the meeting to order at 4:00 p.m. The roll was circulated for signatures.

MINUTES

A motion to approve the minutes of December 7, 2017 was made and seconded. The minutes were approved as recorded.

RECOGNITION OF GUESTS

Kristy McAllister, Coordinator, Academic Affairs Information and Publication Services
Lucretia Cooney, Associate Director, Faculty Excellence

ANNOUNCEMENTS

Dr. Self welcomed David Nickerson as an interim senator for Xin Yan, Kent Butler as an interim senator for Nicole Damico, and Jim Beckman as an interim senator for Timothy Ravich. The three interim senators are serving during the Spring semester.

Resolution 2017-2018-2 Faculty Senate Bylaw Change, Undergraduate Policy and Curriculum and Undergraduate Course Review Committees; Resolution 2017-2018-3 Faculty Senate Bylaw Change, Undergraduate Common Program Oversight Committee; and Resolution 2017-2018-4 Faculty Senate Bylaw Change, Admissions and Standards Committee have been approved by the provost. The Faculty Senate website and the Bylaws have been updated.

We are working with administration to potentially change the coordination and management of the travel awards fund to support the University Travel Awards Committee. There are discussions about this being moved to Faculty Excellence next year. Regardless of this change, we are happy to report that the fund is being increased from \$35,000 to \$50,000 for the current year. Dr. Self expressed gratitude to the Office of Research, Faculty Excellence, and Academic Affairs for the assistance.

Motion and second made to allow Greg Schuckman, Assistant Vice President of University Relations to provide a Legislative update prior to the report of the provost due to time constraints.

Vote: all in favor; motion passes.

Motion and second made to amend the agenda by adding a discussion item in new business regarding the academic reorganization and the 2018-2019 Faculty Senate election.

Vote: all in favor; motion passes.

OLD BUSINESS

None.

LEGISLATIVE UPDATE

Mr. Schuckman introduced himself. He lives in Washington, D.C. and has represented UCF for the last seventeen years. The Student Government Association leaders were recently in Washington discussing student issues regarding the Deferred Action for Childhood Arrivals (DACA). The deadline is currently March 5 however, the president may provide an extension.

UCF has a federal priorities process where the faculty submit proposals for potential federal funding. This is a collaborative process between administration, faculty, and the trustees. Mr. Schuckman and Liz Klonoff co-chair the committee that reviews the proposals. The fiscal year for the federal budget starts October 1. The temporary budget expires in two weeks. Meanwhile, in early February, the president will submit the proposed budget for 2019-2020.

The federal state authorization is underway, which is of significant concern. The authorization defines the rules and eligibility for federal financial aid. UCF has \$93 million in pell grants and about \$250 million in student loans. They are discussing removing the in school interest subsidy for undergraduate Stafford loans, which would be detrimental to our students. They are also looking at eliminating work study programs and several other items that are problematic for students.

We don't know the fiscal impact of net neutrality yet, but there will be a fiscal impact. Because UCF provides online courses, the internet service providers (ISP) will probably charge a premium.

The legislative delegation in Orlando has changed with three freshman democrats. If you or your colleagues will be submitting a grant (except National Institute of Health or National Science Foundation) to a federal agency that is \$500,000 or more, it's probably a good idea to get a letter of support from a congressman endorsing the proposal. Mr. Schuckman indicated he would be glad to help in soliciting the endorsements.

REPORT OF THE PROVOST

The provost was unavailable. Jana Jasinski provided the report of the provost.

Academic Reorganization

The creation of the Lake Nona medical center and a new downtown campus presented two opportunities to strengthen our programs, better position our faculty, staff, and students for the future. The provost charged two task forces in August to make recommendations to realign our academic units and improve synergies and partnership opportunities in key areas of health care, urban innovation, education and communication, and new media. The task forces were led by Deborah German, Thad Seymour, and Elizabeth Dooley.

The changes mean the College of Education and Human Performance and the College of Health and Public Affairs will no longer exist. Two new colleges will be created that combines our strength in health care education, research, service, and partnerships; and

community facing programs and will thrive with opportunities downtown. A new interdisciplinary inter-college school will be formed with communication and new media programs that will redefine content creation, digital art, and communications for the 21st century. The transition implementation teams are working now to ensure all changes occur smoothly for a transition date of July 2, 2018. The transition teams are working on a mechanism to continue to collect faculty feedback during the process. The Academic Health Sciences Center (AHSC) implementation team is led by Deborah German, the Urban, Innovation, and New Media implementation team is co-led by Sissi Carroll and Ross Wolf under the guidance of Thad Seymour. The new interdisciplinary school implementation team will be led by Robert Littlefield under Thad Seymour's guidance. Jeff Moore will serve as chair of the council that will govern the new school. Until July 2, each department will continue to operate as is, unless otherwise directed by a supervisor. The provost website (<https://provost.ucf.edu/bold-academic-vision/>) contains the original announcement, organizational charts, and frequently asked questions.

USA News Ranking

UCF is ranked #16 in Best Online Bachelor's Programs for 2018. UCF moved up from #36 last year. This demonstrates how we can have access, affordability, and quality in our programs. More than 80% of UCF students take at least one on-line course in any given semester. Online student credit hours are growing at about 2% per year. UCF's scale and excellence in digital learning was the focus of the Bill and Melinda Gates Foundation visit in October, and the foundation continues to look and recognize UCF's efforts in online education.

COACHE Survey

The initial COACHE survey was conducted in 2015. In early February, a follow-up survey will be sent out to determine if the initiatives implemented show any improvement. The survey will be open for two months. Please encourage your colleagues to complete the survey.

Provost Forums

Two forums were held during the Fall semester on Research and Graduate Studies and Faculty Prominence and Excellence. Currently our research awards are 23% higher than last year. Postdoctoral Scholars surpassed 100, up from 66 last year. UCF now has 1,009 tenured and tenure-track faculty, up 25% since 2014. UCF is on track to reach the 50% increase goal by 2020. We met the goal of 6 national academy members. UCF is taking the lead role to create a Florida Academy of Sciences, Engineering, and Medicine with other State University System institutions. During 2017, 20% of the 65 tenured and tenure-track new faculty hired were from underrepresented groups. If the 20% underrepresented is maintained over the next three years, we can shift the nature of new faculty. This Fall semester, UCF reached 90% student retention. We have surpassed \$350 million in the Ignite campaign.

The forums scheduled for the Spring semester include:

Student Success

Dr. Elizabeth Dooley and Dr. Maribeth Ehasz

Wednesday, February 7, 2018

3:30 – 5:00 p.m.

Morgridge International Reading Center: Global Communications Room

Funding and Philanthropy

William Merck and Michael Morsberger

Tuesday, April 3, 2018

3:00 – 4:00 p.m.

Morgridge International Reading Center: Global Communications Room

The forums will be live streamed or can be viewed in the archive.

Provost College Visits

The half day college visits start with the College of Medicine on February 16. The provost will visit each college to learn what each college is doing to reach college-level goals.

Marchioli Collective Impact Innovation Award

Nominations for an innovative program or project that shows measurable outcomes and can be scaled is now open. Awardees will receive \$5,000 cash or a grant to continue their work. Applications can be submitted at <https://www.ucf.edu/strategic-plan/files/2018/01/UCF-Marchioli-Collective-Impact-Award-Nomination-Form.pdf>. The deadline for an application is March 9.

Collective Bargaining

The Board of Trustees ratified the agreement at the January 18 meeting. All in-unit faculty will receive a 2.25% increase, effective March 23 and a \$1,500 one-time payment on March 16 to make up for the delay. An equity increase will bring 9-month and 12-month faculty up to a minimum salary. Administrative discretion increases (ADI) will be continued until August. As soon as the agreement is ratified, we will use the ADI to address the equity adjustments for the 80 faculty identified in the salary gender study.

Question: Do we know what the student/faculty ratio is after all the new hires?

Answer: Will find out.

Note: on January 26, the senate was emailed the following update: The current student/faculty ratio is 29.1 to 1. This is the first time the ratio has been below 30 since 2007.

Question: If Jeff Moore is the chair of the council to govern the new inter-college interdisciplinary school, does that mean the college no longer has a dean?

Answer: All of the deans with faculty in the school and an equal number of elected faculty from the school make up the council. The provost is an ex-officio member of the council. Their role as dean does not change. Because this is the first year, Jeff Moore

has been appointed as the chair of the council for a 3-year term. Thereafter, the council would elect a chair from the deans on the council. The director of the school would meet on a regular basis with the chair of the council.

Question: How will this work for promotion and tenure or hiring decisions?

Answer: This will be addressed with the implementation team.

Question: If the retention rate is 90%, what is the graduation rate?

Answer: 75%

Comment: We should be focusing on graduation rate, making sure the students are persistent to obtain their degrees.

Comment: As a faculty member from the College of Education and Human Performance, I have grave concerns on procedural matters. I have asked if any senators were on the two task forces to assist in the decision making in the tsunami-like decisions made for the college. Only one faculty member from sports and exercise science was involved in the decision. Who played the devil's advocate? When people of like minds get together, it's a cocktail party, not the work of senators. Someone needed to say that the change was a horrible idea, especially when the main stakeholders were not present. I think the College of Health and Public Affairs was afforded time to discuss the options, but we were not treated the same way even though we are one of the oldest colleges in the world. The word innovation has become a fashionable word, but Education is at the end of it. Whenever you change a name, it can take months of discussion among faculty. If the provost was here, I would say; Sir, not too long ago you were leaving, now you're staying and the president is leaving. Shouldn't such a transformation at this massive level be left to the vision of our new president? Procedural matters done without regard to the education faculty is an insult, an assault to our history, our nation, our nature, and scholarship. I motion to put a moratorium on the organizational changes until the new president is hired. I hope the University of the 21st century is bold in strengthening collegial decision making, transparency, and grounded on the power of the faculty to make decisions before they are imposed.

Response: The Faculty Senate doesn't have the ability to impose a moratorium. The Senate can develop a resolution that would go to administration if passed. The resolution would need to be submitted to the Steering Committee for placement on the Senate agenda. The Senate would then review and vote on the resolution.

Response: The senator will develop a resolution with the faculty and given to the Steering member.

Request: Asked Dr. Jasinski to let the provost know of a concern over the name of the college. The use of the term "urban" in relation to the work that the College of Education and Human Performance limits what we do as a college. We are far beyond just urban educators, we have many initiatives in suburban and rural areas. The term really limits our potential and would like that to be made part of the discussion.

Question: For the equity raises, will the raise be before the 2.25% across the board or after? We feel it should be before the across the board raise and will be disappointed if the raise is after.

Answer: Not sure, I will ask.

NEW BUSINESS

Resolution 2017-2018-5 Faculty Senate Bylaw Change, Governance in Academic Units

The resolution last year was denied by the provost. An informal working group led by Kevin Coffey modified the resolution.

Motion and second to approve Resolution 2017-2018-5 Faculty Senate Bylaw Change, Faculty Senate Bylaw Change, Governance in Academic Units. Open for discussion.

Question: Does this mean each department must have bylaws?

Answer: Must have bylaws, but no requirement for what the bylaws contain. This would be similar in structure to the annual evaluation standards and procedures or tenure criteria.

Comment: Section B., line 22 indicates the opposite.

Response: It says what areas should be addressed, but does not mandate how the departments address each area.

Comment: The Constitution contained a one line statement indicating academic units should provide for faculty governance but didn't any rationale or guidelines for governance.

Question: Is there a date when bylaws have to be completed?

Answer: Not yet. I would expect the same rollout as the annual evaluation process.

Response: Dr. Jasinski indicated that once approved, Faculty Excellence would move to implementing, but it wouldn't be an overnight process.

Question: If the resolution was denied last year, has the concern been addressed?

Answer: Yes, the version last year had specific requirements that couldn't easily be implemented university-wide.

Question: With rapidly changing structures, I wonder if this document should contain mostly should instead of will?

Answer: Academic units involved in the restructuring wouldn't be required to create bylaws at this point.

Comment: The original intent of the resolution is to protect faculty, especially junior faculty. There are very few items in the resolution that must be done.

Comment: Support the resolution. Bylaws provide order with enough flexibility to put in what you want.

Comment: Concerned that we are too eager to impose additional work of the faculty. Some units have bylaws where others don't. Let the departments determine if they need bylaws. We shouldn't legislate when there is no need.

Comment: The approved resolution last year dealt with the will versus shall issue. I feel we are opening up the same discussion that we agreed to pass. Some units that need bylaws, and have spent two years drafting bylaws have submitted the bylaws through the ranks and now are being held up by Faculty Excellence since this resolution has not been passed yet.

Question: Line 46, does this refer to how items are posted, not that the budget is posted?

Answer: Exactly what is posted online should be determined by a majority vote.

Question: Is line 35 problematic in regards to what is in the Collective Bargaining Agreement and promotion and tenure?

Answer: Don't think so. What is in the bylaw goes to the chair, dean, and Faculty Excellence. If there is any conflict, it would be caught.

Comment: In regards to the effort. It is a lot of effort to develop bylaws from scratch. However, many units already have bylaws and since they will be posted, you can review all options and use one as a template.

Motion and second to approve Resolution 2017-2018-5 Faculty Senate Bylaw Change, Governance in Academic Units.

Vote: 1 opposed, remaining in favor; motion passes.

Resolution 2017-2018-7 Faculty Senate Bylaw Change, University Promotion and Tenure Committee and Procedures

This resolution has been under discussion since the emergency Steering Committee meeting last summer. We had a rich discussion at the December meeting. The resolution is now up for discussion and vote.

Motion and second to approve Resolution 2017-2018-7 Faculty Senate Bylaw Change, University Promotion and Tenure Committee and Procedures. Open for discussion.

Blake Scott provided a brief update on the committee work this year. As you can see by the handout, there is no clear pattern of all unanimous votes by any one college. This year, the committee had 63 applications to review, which is less than half of what is anticipated by 2019-2020. Of the 63, about 40 were unanimous votes. It did allow the committee to focus more on mixed-vote applications. The committee tried a slightly abbreviated write-up, but it still took two full days. We did have one application that received all unanimous votes, but the committee forwarded a negative recommendation. That had more to do with the lack of clarity of the criteria. Still in favor of the resolution as it will help the committee focus on the most important task, which is sorting through mixed-votes. This resolution does require a Regulation change that will not take effect until the 2019-2020 cycle.

Question: If the resolution passes, the one application that was unanimous this year that the committee forwarded a negative response would not have been looked at. I'm confused if this is a good or bad idea now.

Answer: The benefits outweigh the unusual case in five years that this occurred. The change would have worked in the faculty members benefit in this case.

Comment: The provost conducts a thorough review and would request the committee to review any application in question which the resolution allows.

Comment: In talking with other faculty, some view it as a loss of faculty governance. If we value as a faculty body our voice in reviewing potential future colleagues who may become permanent, and we give that up in the name of expedience, then that is a real loss.

Comment: We still have smaller colleges that will not be getting the critical review. It should be in the purview of the committee to decide how work is assigned.

Response: If applications are reviewed differently, it would open up the possibility of a law suit.

Comment: The current regulation requires committee members to review each case being voted.

Response: A small group could flag applications to be reviewed by the full committee.

Question: Is this the first step to eliminating the university committee in the future?

Answer: I think there would be very little support in eliminating the committee and mixed votes should absolutely be reviewed.

Question: Is there any other viable alternatives?

Answer: The resolution was developed by a Senate committee with faculty input. We considered alternatives by other universities. At no point did we consider eliminating the committee.

Comment: Departments have different criteria. The majority of the work is done at the department level. The most time consuming part is the write-ups. Maybe consider doing no write-up and just vote. If there is a concern, then a write-up can be done.

Comment: This weakens faculty governance. Don't care about law suits.

Comment: Decisions should be made by the department and colleges.

Motion and second to call for a vote. This has been debated over several meetings and everyone knows how they are going to vote.

Vote: all in favor; motion to call for a vote passes.

Motion and second to approve Resolution 2017-2018-7 Faculty Senate Bylaw Change, University Promotion and Tenure Committee and Procedures.

Vote by hand count: 26 in favor, 17 opposed; motion passes.

Resolution 2017-2018-9 Faculty Participation on University Committees

This resolution is the result of a topic list item developed over the summer. The resolution was developed by a Steering Ad Hoc Committee to ensure faculty participation on university committees, asks for a central list of committees, and requests that the Committee on Committees has a role in faculty participation. This was also an issue in the COACH survey results and other peers and aspirational universities are transparent with committee information.

Motion and second to amend line 22:

“2. Creating a clearinghouse that lists the membership and committee charge of all university committees, task forces, and working groups as identified in 1 above.”

Vote: All in favor; motion passes.

Question: What does “with the approval of the Faculty Senate Committee on Committees” mean on line 25? Does it mean the only way faculty can be solicited is through the Senate?

Answer: The intent is not to have the Committee on Committees approve every faculty appointment, but to review and possibly suggest other more appropriate faculty to the committee charge, or to suggest a rotation.

Comment: It asks the administration to develop a process for staffing the committees with the approval of the Committee on Committees.

Question: Does the approval relate to all three items or just item 3?

Answer: No, it only relates to item 3.

Comment: Item 3 needs to be re-written to clarify the intent.

Motion to amend line 24:

“Having the Faculty Senate Committee on Committees approve faculty participation on university committees, task forces, and working groups as identified in 1 above.”

No second; motion fails.

Comment: Line 20 should be modified to fix items 1, 2, and 3.

Comment: Really wanted number 3 moved to 1 to show Senate involvement.

Motion and second to table Resolution 2017-2018-9 Faculty Participation on University Committees to clarify language.

Vote: all in favor; motion passes.

Resolution 2017-2018-11 Guidelines for Centers and Institutes at the University of Central Florida

After the Guidelines for Academic Units was passed last year, an Ad Hoc Committee was formed to develop guidelines for Centers and Institutes. The members included faculty in centers and institutes and college faculty. The group did extensive research and developed recommendations in the resolution and guidelines going forward. The resolution supports tenure in academic colleges and urges administration to work with

tenured and tenure-earning faculty in a center or institute to find a tenure home for the faculty within an academic unit.

Comment: This resolution is based on meetings with faculty leaders, Academic Program Quality, Institutional Knowledge Management, the Office of Research, and Faculty Excellence.

Comment: In favor of the resolution. Faculty that are tenured in centers or institutes lack most of the protection that academic unit faculty have.

Question: Where did the language come from on page two line 81 defining centers and institutes? I also thought Liz Klonoff was looking into the definitions.

Answer: Liz Klonoff was included in the development of the resolution and her feedback helped shape the resolution. The specific language came from looking at the Board of Governors and UCF Regulations, and research on how other universities define centers and institutes.

Question: Line 16, urges the administration to help find an academic home. Is there any procedure for this? Does the department have a role in this?

Answer: The department would probably vote on the faculty tenure home being moved. We aren't trying to dictate the process.

Question: What if the department votes no?

Answer: They would look for a different tenure home.

Comment: This would fall under the hiring process.

Question: These units that are not academic units that have tenured faculty and are in all but name, a department. If there is no other tenure home, the unit goes away and they lose the ability to have tenured faculty. Should we say in the resolution that if a tenure home can't be found that a catch all unit will be formed to cover them?

Answer: The way the Be It Resolved is worded, we don't say that, but understand the concern. We are suggesting that tenure going forward not be granted in a center or institute.

Question: So the alternative option is to make them an academic unit?

Answer: The goal of the Ad Hoc Committee was to define centers and institutes going forward. This group was all faculty from centers and institutes and colleges.

Comment: We need some kind of language to protect the faculty from being fired if a tenure home can't be found.

Motion and second to table the resolution.

Comment: Against the motion to table. This has been a problem for many years. We are asking administration to work out a solution. We know that Dr. Klonoff supports this and has already found solutions for many of the faculty.

Comment: Against the motion to table. This resolution came from a group of faculty working in the centers that unanimously said this is what they want. The university is working on ways to handle tenure homes, including the new interdisciplinary college.

Motion and second to table the resolution.

Quorum called. A quorum is not present. The resolution will be placed under old business for the next meeting.

Academic Reorganization and Faculty Senate Election

We currently have an academic structure that will exist until July 2. Senate elections are already underway. The call for elections has gone out to the colleges in the current academic structure. The new academic structure has at least two departments that will be in multiple colleges. Elections are by department or at-large seats for senators. We can't vote for senators in academic units that don't exist. For three colleges that are impacted, we are considering having the new senators elected to a 1-year term. This way, the college seats are appropriately allocated under the new structure.

Question: As an alternative, can we just maintain the current senate for the next year?

Answer: If you can get support, bring it to Steering.

Question: Since the unit will disappear July 2, wouldn't the senate seat no longer be valid and be voted in the new department?

Answer: Apportionment occurs once a year, on the first day of the Spring semester.

Comment: The interdisciplinary school with departments from the College of Arts & Humanities and College of Sciences will maintain departmental senators.

Comment: Being from the School of Visual Arts and Design that is moving downtown, we are overwhelmed and would support continuing the current senate for one year.

ADJOURNMENT

The meeting adjourned at 6:15 p.m.

**Proposed Amendment to Resolution 2017-2018-11 Guidelines for
Centers and Institutes at the University of Central Florida**

Amendment by senator Harrington:

Insert, line 21.

BE IT FURTHER RESOLVED that the reorganization of tenure homes under this resolution shall not be a means for removing tenured faculty from the university, for revoking tenure, or for forcing departments to accept members without the support of their existing faculty. Thus, any tenured faculty who have made their best efforts to find appropriate tenure homes, but who have not been accepted into appropriate academic units by those units' faculties, shall be retained with tenure in their existing units or in units created for this purpose and to which no other members may be added; and

Resolution 2017-2018-6 Endorsement of University of Chicago Statement on Freedom of Expression

Whereas, the University of Central Florida firmly supports academic freedom and free speech on campus; and

Whereas, multiple events on university campuses across the country over the past several years, but especially 2017, have raised questions about status of free speech on American university campuses; and

Whereas, the free speech policy statement produced by the Committee for Freedom of Expression at the University of Chicago has become a model for university affirmations of free speech and academic freedom across the country since its publication in 2015; and

Whereas, the Chicago Statement has been adopted or endorsed by a growing number of faculty bodies and institution across the United States; therefore

BE IT RESOLVED that the Faculty Senate endorses the following statement on freedom of expression, adapted from the University of Chicago statement:

Because the University of Central Florida is committed to free and open inquiry in all matters, it guarantees all members of the University community the broadest possible latitude to speak, write, listen, challenge, and learn. Except insofar as limitations on that freedom are necessary to the functioning of the University, the University of Central Florida fully respects and supports the freedom of all members of the University community to discuss any problem that presents itself.

Of course, the ideas of different members of the University of Central Florida community will often and quite naturally conflict. But it is not the proper role of the University to attempt to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. Although the University greatly values civility, and although all members of the University community share in the responsibility for maintaining a climate of mutual respect, concerns about civility and mutual respect can never be used as a justification for closing off discussion of ideas, however offensive or disagreeable those ideas may be to some members of our community.

The freedom to debate and discuss the merits of competing ideas does not, of course, mean that individuals may say whatever they wish, wherever they wish. The University of Central Florida may restrict expression that violates the law, that falsely defames a specific individual, that constitutes a genuine threat or harassment, that unjustifiably invades substantial privacy or confidentiality interests, or that is otherwise directly incompatible with the functioning of the University. In addition, the University may reasonably regulate the time, place, and manner of expression to ensure that it does not disrupt the ordinary activities of the University. But these are narrow exceptions to the general principle of freedom of expression, and it is vitally important that these exceptions never be used in a manner that is inconsistent with the University's commitment to a completely free and open discussion of ideas.

The University of Central Florida's fundamental commitment is to the principle that debate or deliberation may not be suppressed because the ideas put forth are thought by some or even by most members of the University community to be offensive, unwise, immoral, or wrong-headed. It is for the

individual members of the University community, not for the University as an institution, to make those judgments for themselves, and to act on those judgments not by seeking to suppress speech, but by openly and vigorously contesting the ideas that they oppose. Indeed, fostering the ability of members of the University community to engage in such debate and deliberation in an effective and responsible manner is an essential part of the University's educational mission.

As a corollary to the University of Central Florida's commitment to protect and promote free expression, members of the University community must also act in conformity with the principle of free expression. Although members of the University community are free to criticize and contest the views expressed on campus, and to criticize and contest speakers who are invited to express their views on campus, they may not obstruct or otherwise interfere with the freedom of others to express views they reject or even loathe. To this end, the University has a solemn responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it.

Approved by the Faculty Senate Steering Committee on October 5, 2017.

Approved by the Faculty Senate on October 19, 2017.

1 **Resolution 2017-2018-10 Faculty Senate Bylaw Change, Faculty**
2 **Staff & Benefits Committee Membership**

3
4 **Whereas**, the Faculty & Staff Benefits Committee makes recommendations on policies and programs
5 and other benefits and services provided faculty and staff; and
6

7 **Whereas**, the current membership includes a faculty member from each academic unit, seven USPS staff
8 members, and one retired faculty member and one retired staff member of the UCF Retirement
9 Association; and
10

11 **Whereas**, the Faculty & Staff Benefits Committee recommends modifying the committee membership
12 to include an A&P employee to enable their input to discussion and decisions; therefore
13

14 **BE IT RESOLVED** that the Bylaws of the Faculty Constitution be amended as follows:
15

16 Faculty and Staff Benefits Committee

17 2. Membership

18 The committee shall consist of one faculty member from each academic unit, selected by the
19 Committee on Committees, seven staff members selected by the USPS Staff Council, one A&P
20 employee selected by the Associate Vice President & Chief Human Resources Officer, and two
21 members from the Retiree's Association (one retired faculty and one retired staff) nominated by
22 the president of the UCF Retirement Association. ~~The A~~ benefits coordinator representative
23 from the Office of Human Resources and the Associate Vice President & Chief Human Resources
24 Officer (or designee) director of Human Resources shall serve as ex officio members. The chair is
25 appointed annually by the Associate Vice President & Chief Human Resources Officer ~~director of~~
26 Human Resources from the faculty members of the committee. Terms of service shall be two
27 years, staggered.

Approved by the Faculty Senate Steering Committee on January 11, 2018.

1 **Resolution 2017-2018-11 Guidelines for Centers and Institutes at the**
2 **University of Central Florida**
3

4 **Whereas**, in 2016-2017 the Faculty Senate passed resolution 2016-2017-14
5 Guidelines for Academic Structure at the University of Central Florida; and
6

7 **Whereas**, these guidelines emphasized the need for tenure to be granted in
8 Departments and Schools within the academic unit structure at UCF (Colleges); and
9

10 **Whereas**, faculty traditionally have tenure homes in academic departments or
11 similar units; therefore
12

13 **BE IT RESOLVED** that the Faculty Senate supports tenure being granted only within
14 established Departments or Schools that fall within an academic college (including
15 Graduate Studies and Undergraduate Studies) at UCF, in line with the previous
16 resolutions of the Faculty Senate. The Faculty Senate urges the administration to
17 work with faculty who are tenured or tenure-earning in a research center or
18 institute to find a tenure home within an academic unit (Department or School
19 within a College); and
20

21 **BE IT FURTHER RESOLVED** that the Faculty Senate supports the following
22 guidelines for centers and institutes at UCF, and that these guidelines be appended
23 to the original guidelines for academic structure at the University of Central Florida.
24 In addition these guidelines are supplementary to the definitions of centers and
25 institute in [BOG Reg 10.015](#) and [UCF Reg 2.035](#).
26

27 **Definitions of Centers and Institutes**
28

29 **Existing Definitions from [BOG Reg 10.015](#) (repeated in [UCF Reg 2.035](#))**

- 30 a) State of Florida Institute or Center: An entity with statewide mission, that
31 may include two or more State universities, established to coordinate inter-
32 institutional research, service, and teaching across the State University
33 System. State of Florida institutes and centers must be approved by the
34 Board of Governors. State of Florida institutes and centers' operational
35 budgets reside within the bases of their host institutions; additional budget
36 requests must be reviewed by the Council of Academic Vice Presidents
37 (CAVP), and only those with a positive recommendation are carried forward
38 to the Board of Governors for consideration.
- 39 b) University Institute or Center: An entity that is generally established by a
40 single university to coordinate institutional research, service, and/or
41 educational/training activities that enhance existing instruction, research,
42 and service at the university. The budget of a university institute or center
43 and any requests for additional funding are wholly within the purview of the
44 host university.
- 45 c) Exclusions: There are entities that use the term "Institute" or "Center" in
46 their titles, as well as some other service units, that are excluded from this
47 policy. Examples of these units include the Institute of Food and Agricultural

48 Sciences (IFAS); the University of Florida Health Sciences Center; the
49 University of South Florida Health Sciences Center; the Florida State
50 University Health Sciences Center; the Florida Mental Health Institute;
51 incorporated institutes and centers with university affiliations, such as the
52 Institute for Human and Machine Cognition and the H. Lee Moffitt Cancer
53 Center and Research Institute; and university advising, student health,
54 computing, and certain other centers. However, excluded entities such as
55 IFAS and the health sciences centers may have institutes or centers under
56 their purview that are covered by the policies referenced in this document.
57

58 *Note that exclusions listed include major university medical divisions and student*
59 *service units. The definitions also exclude faculty support units and auxiliary units.*
60

61 **Proposed Criteria and Definitional Language for Centers and Institutes**

62 UCF's centers and institutes are formally recognized university entities established
63 to enhance research and possibly educational and/or public service efforts to fulfill
64 the university's mission and goals. They generally meet the following criteria:

- 65 ✓ The unit coordinates and supports research and/or creative activities (and,
66 accordingly, fits the definition of an organized research unit), and can also
67 conduct instruction/training, public service, and/or other activities.
- 68 ✓ The unit has a distinct mission and activities that are closely tied to the
69 university's mission and goals.
- 70 ✓ The unit conducts continuing work in a well-defined area, and work that
71 would be more difficult to undertake if the unit did not exist.
- 72 ✓ The university has existing strengths aligned with the unit.
- 73 ✓ The unit's budget and operations are overseen by the university, and the unit
74 is typically supported, at least in part, by recurring external funding (e.g.,
75 from grants/contracts or legislative appropriations).
- 76 ✓ Faculty are not tenured in the unit unless it is also an academic unit such as a
77 college or school.

78
79 UCF uses the following definitions to generally distinguish between centers and
80 institutes:

- 81 • **Centers** are single or multidisciplinary units organized to support research
82 and, in some cases, other interdisciplinary activities around a specific topic
83 or issue. They are typically characterized by a narrower scope and less
84 autonomy than institutes, they are typically located within colleges/schools
85 or institutes, and they typically have recurring external funding. Some also
86 have dedicated administrative staff, commitments from faculty (FTE), and
87 evidence of long-term sustainability.
- 88 • **Institutes** are generally multidisciplinary units organized to support
89 research and, in some cases, other interdisciplinary activities around a
90 cluster of related topics or issues. Institutes are generally characterized by
91 more organizational stability, research program autonomy, and a broader
92 scope of focus than centers. They often have recurring external funding from
93 multiple sources, dedicated administrative staff, commitments from faculty
94 (FTE), and evidence of long-term sustainability.

95

96 **Types of UCF Centers and Institutes**

97 UCF acknowledges the following four types of centers and institutes, distinguished
98 in part by their levels of registration and oversight.

99

100 ***Type 1: State of Florida Centers and Institutes***

101 These centers and institutes meet the definition and requirements listed in “a” from
102 BOG Regulation 10.015 (see above). In some instances they are established as a
103 result of legislative intent. If hosted by UCF, they must be approved by the Office of
104 Research and Commercialization (ORC), the UCF provost, the UCF president, the
105 UCF BOT, and the BOG. They must be registered with the BOG, and are overseen at
106 UCF by ORC. They must submit annual reports to the BOG and to ORC and the UCF
107 provost (or designee), and they must undergo cyclical review at least every five
108 years.

109

110 ***Type 2: State University System (SUS) Centers and Institutes***

111 These centers and institutes meet the definition and requirements listed in “b” from
112 BOG Regulation 10.015 (see above). They must be approved by ORC, the UCF
113 provost, and the UCF president. They must be registered with the BOG, and are
114 overseen at UCF by ORC. They must submit annual reports to the BOG and to ORC
115 and the UCF provost (or designee), and they must undergo cyclical review at least
116 every seven years. These units generally have a primary research, development or
117 capacity building, and/or commercialization mission; some may additionally have a
118 service delivery mission. They are generally supported by legislative line-item
119 appropriations and/or other recurring external funding.

120

121 ***Type 3: UCF Recognized Centers and Institutes***

122 These units are recognized by UCF as centers and institutes and meet UCF’s criteria
123 (see above), but they do not meet the BOG definition and therefore are not
124 registered with or report to the BOG; accordingly they do not submit annual BOG
125 reports or undergo BOG-required cyclical review.

126

127 They must be approved by ORC. They must submit annual reports to UCF
128 accounting for their mission and location; ORC determines with their home colleges
129 (and other units, if applicable) the appropriate lines of reporting and oversight.
130 Their range of primary missions includes research and/or creative activity, public
131 service/outreach, and dual research and public service.

132

133 ***Type 4: Exclusions***

134 Because they do not meet BOG and UCF definitions and criteria, UCF views these
135 units as centers or institutes in name only. Accordingly, they do not require state or
136 university-level registration or oversight. However, any unit not already using and
137 wishing to use the term “center” or “institute” in their names must seek and receive
138 approval from Academic Affairs to do so. They are overseen by and report to their
139 UCF home unit (e.g., college, school, and/or department).

140

141 Examples of excluded centers and institutes include service units that primarily
 142 provide services to the UCF community, research support units for UCF faculty,
 143 units that provide student awards and exchanges, public service units without a
 144 significant research element, auxiliary units, and buildings or facilities. Existing
 145 excluded centers and institutes, and units wishing to use the term “center” or
 146 “institute” in their names are strongly encouraged to consider whether the unit
 147 meet’s UCF’s definitions and criteria (see above) and whether one of the following
 148 designations would be more suitable:

- 149 • **Research groups, collaboratives or alliances** are generally groups of
 150 investigators aligned around a shared topic or set of topics, but are less
 151 formally and tightly connected than clusters.
- 152 • **Initiatives** are generally units organized to complete limited-term projects
 153 or efforts with specific foci and objectives. They typically do not have
 154 separate administrative structures but can involve members of multiple
 155 units and distinct resources, budgets, and lines of funding. (*e.g., UCF Literacy
 156 Initiative*)
- 157 • **Offices** are generally permanent units organized to oversee and administer a
 158 specific set of ongoing duties and/or services. They can range from
 159 university-level administrative or support units to units that support colleges
 160 or departments.
- 161 • **Consortia** are generally partnerships among institutions (higher ed, public,
 162 private) that cooperate and/or combine resources around a shared problem
 163 or issue. (*e.g., Florida Consortium of Metropolitan Research Universities*)
- 164 • **Programs**
- 165 • **Laboratories**

167 The following table summarizes UCF’s types of centers and institutes and their
 168 corresponding registration, approval, oversight, and reporting requirements:

<i>Level</i>	<i>Registered with BOG?</i>	<i>Approval/Disbandment</i>	<i>Oversight</i>	<i>Reporting</i>
State of Florida	Yes	ORC/Provost/President/CAVP/BOT/BOG	ORC/Provost (Designee)	BOG, Annual & 5
SUS	Yes	ORC/Provost/President (Notify BOG)	ORC/Provost (Designee)	BOG, Annual & 7
UCF Recognized	No	ORC	ORC/College	Annual (Internal)
Exempt	No	AA	Internal Unit	Internal Unit

Approved by the Faculty Senate Steering Committee on January 11, 2018.

1 **Resolution 2017-2018-12 Personal and Family Benefits**
2 **for Out-of-Unit Faculty**

3
4 **Whereas**, a number of personal and family benefits, including paid parental leave,
5 available to in-unit faculty are not available to out-of-unit faculty; and

6
7 **Whereas**, “personal and family polices” was identified in the last COACHE survey as an
8 area that needs improvement at UCF; and

9
10 **Whereas**, a large and growing number of faculty, including in the College of Medicine,
11 are designated as out-of-unit; therefore

12
13 **BE IT RESOLVED** that personal and family policies, including paid parental leave,
14 afforded to in-unit faculty be extended to all out-of-unit faculty.

Approved by the Faculty Senate Steering Committee on February 8, 2018.

1 **Resolution 2017-2018-14 Faculty Participation**
2 **on University Committees**
3

4 **Whereas**, the University of Central Florida and its Faculty Senate strive for open communication
5 and shared participation on university committees; and

6 **Whereas**, it has been recommended to improve faculty morale through broad communication,
7 particularly by faculty involvement in decision making that affects them, and developing a
8 communication plan that considers how faculty get information; and

9 **Whereas**, aspiring institutions maintain a clearinghouse of university committees to promote
10 participation, communication, and visibility; and

11 **Whereas**, it is the role of the Faculty Senate to serve as the voice of the faculty in university
12 matters; and

13 **Whereas**, many university committees do not consult or use the Faculty Senate as a vehicle to
14 identify or solicit the faculty most directly impacted by the committee’s charge for university
15 committees, task forces, and/or working groups; therefore

16 **BE IT RESOLVED** that the administration develop processes for:

- 17 1. Identifying all university committees, task forces, and working groups.
- 18 2. Creating and maintaining a single website that lists the membership and committee
19 charge of all university committees, task forces, and working groups.
- 20 3. Soliciting faculty participation on university committees, task forces, and working
21 groups.
- 22 4. Collaborating with the Faculty Senate Committee on Committees to enable faculty
23 participation on these committees, task forces and working groups.

Approved by the Faculty Senate Steering Committee on February 8, 2018.

1 **Resolution 2017-2018-15 In Honor of John C. Hitt,**
2 **president of the University of Central Florida**

3
4 **Whereas**, John C. Hitt became the fourth president of the University of Central Florida on
5 March 1, 1992, and has led UCF to become a major metropolitan research university of global
6 impact and a great success story in higher education; and

7
8 **Whereas**, the enrollment of UCF during President Hitt’s tenure has increased significantly to
9 more than 66,000 students while the quality of academic programs, faculty, and students has
10 increased dramatically; and

11
12 **Whereas**, President Hitt’s drive to establish UCF as America’s Leading Partnership University
13 resulted in many collaborations to advance progress and prosperity in Central Florida, including
14 the UCF College of Medicine and the Medical City at Lake Nona, Direct Connect to UCF, the
15 Florida High Tech Corridor, the Central Florida Research Park, and UCF Downtown; and

16
17 **Whereas**, President Hitt has propelled UCF to become the nation’s leader in the overall
18 conferring of degrees and he has awarded more degrees within the State University System of
19 Florida than any other president in state history; and

20
21 **Whereas**, President Hitt’s years at UCF coincide with the completion of a 45,000-seat football
22 stadium and a 10,000-seat arena, the graduation of UCF sports to NCAA Division I, and a
23 leading academic success rate of student-athletes among national public universities; and

24
25 **Whereas**, President Hitt has helped UCF gain recognition as a 21st-century model for providing
26 a high-value education that is accessible, affordable, and life changing; and

27
28 **Whereas**, President Hitt has championed diversity and inclusion while helping to transform
29 countless lives and livelihoods through the power of higher education; and

30
31 **Whereas**, President Hitt over these past 26 years has inspired faculty, staff, students, and the
32 community to dream big and to reach for the stars; therefore

33
34 **BE IT RESOLVED** that the Faculty Senate expresses its deepest appreciation to President Hitt
35 for an extraordinary tenure and for his vision, innovation, inspiration, and leadership that will
36 positively influence the future of UCF and Central Florida for generations to come.

Approved by the Faculty Senate Steering Committee on February 8, 2018.