

# *Faculty Senate Meeting*

## *February 23, 2006*

Dr. Ida Cook, Faculty Senate Vice Chair, called the recession meeting to order at 4:05 p.m. The roll was circulated for signatures.

### **RECOGNITION OF GUEST**

Dr. Cook introduced guests Drs. John Schell, Patrice Lancey and Leslie Lieberman.

### **Old Business**

#### *Resolution 2005-2006- 5 Constitution Revision – Dr. Pennington*

Dr. Pennington reviewed work which has been done on Faculty Senate Constitution because reapportionment from each college must be made for both number of senate members and also committee members. It now reads one member from each college for the constitution. Process for doing this is already covered in sections 3.3 and 5.1 of existing constitution. He brought forward the following resolution to accommodate the needed change in number of colleges and other wording in the Faculty Constitution.

#### **Resolution 2005-2006-5 Apportionment and Committee Membership Changes Resulting from the Division of the College of Arts and Sciences**

**Where As**, a result of the division of the College of Arts and Sciences into two new colleges, (the College of Arts and Humanities and the College of Sciences), and

Following Sections 3.3 and 5.1 of the existing Faculty Senate Constitution which provide for such changes by a simple majority vote of the Faculty Senate. Therefore,

**BE it resolved**, that the Senate acknowledges the changes in the number of colleges and recommends the automatic adjustment in committee representation and wording as provided for in the existing constitution be made to reflect those changes.

The relevant sections of the constitution are reproduced below with critical sentences in **bold font**: **"3.3 Apportionment**. The number of elected members of the Faculty Senate will be apportioned among the colleges and units as follows:

**(Number of eligible faculty in a college or unit)**

Number of senators = 60 x -----

**(Number of eligible faculty in the University)**

**The number of senators representing a college or unit will be determined by rounding the above calculated value to the nearest whole number. A unit is defined as any degree granting academic unit, not within an established college, and shall have proportionate representation on the Faculty Senate as defined above.**

**3.3.1** Each college will have a minimum of two representatives in the Faculty Senate. The professional librarians shall have two voting representatives in the Faculty Senate to be elected by the professional staff of the library.

**3.3.2 Apportionment will be made only once each year, based on the number of individuals with full-time tenured, tenure-earning, or multi-year appointments who are listed as faculty on official records of the University on the first day of the spring semester of that year."**

**"5.1** Amendments to the Constitution may be considered by the Faculty Senate upon (1) recommendation of the Faculty Senate Steering Committee or (2) written request of ten percent of the members of the Faculty Assembly. The text of a proposed amendment must be made available electronically to the members of the Faculty Senate at least thirty days prior to the meeting at which it will be considered. For provisional adoption, a proposed amendment must receive an affirmative majority vote of the members of the Faculty Senate who are present.

## *Faculty Senate Meeting*

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After provisional approval of the proposed amendment, the text of such amendment shall be made available electronically to all members of the Faculty Assembly for their review, consideration, and input to the Faculty Senate within fourteen days of notification. At a subsequent meeting of the Faculty Senate Steering Committee, all input from the members of the Faculty Assembly shall be considered for potential revisions to the amendment. The text of the proposed amendment, with any revisions based on the input of Faculty Assembly members, shall be made available electronically to all members of the Faculty Assembly at least thirty days prior to the meeting of Faculty Assembly to consider adopting the proposed amendment. For final adoption, the proposed amendment must receive an affirmative two-thirds vote of those who are present. If a quorum is not achieved at this meeting of the Faculty Assembly, a subsequent called meeting of the Faculty Senate shall consider the proposed amendment for final adoption. At this called meeting of the Faculty Senate, all members of the Faculty Assembly shall be invited to attend and participate. For final adoption, a proposed amendment must receive an affirmative two-thirds vote of the members of the Faculty Senate who are present. **If there is a change in the designation of an office or in the title of an official included on a standing or reporting committee, the membership representation on such a committee and in the Constitution will be automatically adjusted to reflect the change. Such changes will be presented to the Faculty Senate for its approval."**

The other constitution-related item dealing with the change in the name of General Education Oversight Committee will be brought forward later since they will need a long timeline. That issue needs approval of the Senate for ratification. There was no discussion or questions on Resolution 2005-2006-05. Motion made seconded and approved. Vote carried unanimously.

#### *Student Perception of Instruction – Dr. Wink*

Process of data collection (possible fully online) being examined by a group headed by Dr. Lin Huff-Corzine. Examination of content and types of analyses done on data done by a committee looking at Academic Rigor at UCF after hearing multiple faculty concerns about problems with current form and how outcomes used. The committee will need to form a workgroup to look at the context and data instruction tool. It needs volunteers for the process of looking at the tool. Please be sure to contact Diane Wink, if you are willing to volunteer.

#### **New Business**

#### *Quality of Life/Climate Survey – Drs. Lieberman and Lancey*

Issues discussed in presentation; background and survey methodology, key findings and preview of results, UCF directions and Faculty Senate directions. Analysis Strategy defines significant differences between faculty, A&P and staff. Significant differences within faculty; tenured and tenure-earning and non-tenure-earning. Tenured faculty issues are gender differences, ethnic group differences and college differences. When group sample size was small; applied following rule to explore group differences; negative scale score was 20% or more and negative scale score difference between groups was 10% or more.

In the key findings, all personnel are generally satisfied in their departments and units; A&P are the most satisfied. Faculty who are mentored (in many areas) are satisfied with their mentoring. There are some gender and ethnic minority group differences among faculty. All personnel indicated their departments and units are tolerant of all groups. Further discussion and illustration with graphs and charts in the presentation. Additional EAS websites and more detailed data.

# *Faculty Senate Meeting*

## *February 23, 2006*

### **STANDING COMMITTEE REPORTS**

#### ➤ **Budget & Administrative** – Dr. Charles Kelliher

In the fall we had several productive meeting with Ed Neighbor regarding the Pegasus model. He always seems receptive to discussing the details of the Pegasus model, Steering may want to invite him to a future Senate meeting. Have not called the committee together for our January & February meetings since there hasn't been any action items forwarded from the Steering Committee.

Have received the RFP's regarding the Undergraduate Teaching Equipment Program. A summary to date:

- \* Amount to be awarded \$400,000.
- \* This year we received 93 proposals asking for nearly \$1,200,000.
- \* Last year we received 99 proposals asking for \$1,000,000.
- \* Dr. Kelliher is forming a sub-committee (1 representative from each college) out of the full committee to evaluate the proposals (waiting to hear from several individuals regarding potential meeting times).

#### ➤ **Graduate Council** – Dr. Stephen Goodman

##### ○ **Policy and Procedures Subcommittee** (chaired by Stephen Goodman)

Met three times since the last Senate meeting. At these meetings the subcommittee has continued its involvement with a variety of issues that have previously been brought to the attention of the Senate. Among those issues are:

- ◆ Providing competitive stipends and tuition support for graduate students.
- ◆ Establishing a consistent and uniform definition of full time status for graduate students.
- ◆ Establishing procedural guidelines in the use of spilt level classes.
- ◆ Ensuring that sufficient graduate hours are contained in master's programs of study to remain complaint with SACS accreditation requirements.

This subcommittee has forwarded to the Steering Committee, a resolution draft related to this last issue. The Steering Committee is reviewing this, and reviewing input from interested parties. It is quite likely that we will see this resolution on the floor of the next Senate meeting. This subcommittee will continue to meet weekly throughout the semester.

##### ○ **Graduate Curriculum Subcommittee** (chaired by Ram Mohapatra)

Has met twice since the last Senate meeting. During those two meetings the subcommittee death with the following:

- ◆ 15 Course Action Requests (5 additions and 10 revisions)
- ◆ Requests for material and supply fees in 8 courses
- ◆ Proposals for 3 new graduate certificate programs
- ◆ Revisions to 2 master's programs
- ◆ Proposed name change to master's program
- ◆ Deactivation of 2 master's program

# *Faculty Senate Meeting*

## *February 23, 2006*


- **Graduate Appeals Subcommittee** (chaired by Jana Jasinski)  
Has met twice since the last Senate meeting. This subcommittee has been presented with 24 student petitions, and was able to accommodate 15 of them at the first meeting. The second meeting (which was held earlier today) was devoted to the review of petitions that were not able to be addressed at the earlier meeting.
- **Personnel** – Dr. Jeff Kaplan  
Made report on Feb 16<sup>th</sup>. Committees are free to identify issues which can be addressed. All do not have to come from senate steering committee.
- **Undergraduate Policy & Curriculum** - Dr. Bob Pennington  
Have met and approved multiple new or modified curriculum changes as well as changes in and completely new certificates programs. Some changes are being made. Looking at issues of split level classes (4000/5000) which have been brought up at graduate level Internship criteria.  
  
Guidelines for UPCC and what must be looked at by this committee. March 21 is next meeting. Agenda items due next week. Will also be meeting in April. Have sent to various colleges lists of faculty to verify eligibility so apportionment can be done. Business and BCBS still need to send back. Next month will be last meeting of this senate. Anything not done will be brought forth to next senate.

### **Other**

NONE

### **ADJOURNED**

Motion made seconded and approved. The meeting adjourned at or around 5:30 pm.




University of Central Florida

## UCF Quality of Life Survey Spring, 2005

### Faculty Senate

February 23, 2006

Women's Research Center  
Diversity and Inclusiveness Council  
Operational Excellence and Assessment Support




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## Agenda



- background and survey methodology
- key findings
- preview of results
  - experience in college, department or unit
  - perceptions of chair, director or supervisor
  - department and university climate
  - faculty mentoring
  - benefits
- UCF directions
- Faculty Senate directions
  - deeper analysis requests

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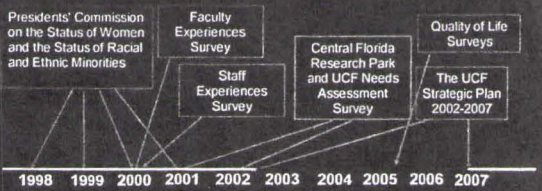
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## Time Line of Related Initiatives at UCF

1998 1999 2000 2001 2002 2003 2004 2005 2006 2007

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## Methodology

- response to Strategic Initiative 10: Enhance UCF Community
- Women's Research Center and OEAS plan and draft surveys for 3 groups: faculty, A&P, and staff:
  - items reflected previous surveys
  - items derived from other universities' instruments
- review process for survey development:
  - 3 advisory councils; people who would give feedback:
    - content of items (expertise in topic areas)
    - item construction (expertise in survey development)
- web delivery and paper English and Spanish
  - personal e-mail letters; 2 follow up requests
  - president's letter of introduction



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## Survey Respondents

UCF Community  
Spring 2005

Faculty  
n = 575  
Response rate: 36%

A&P  
n = 368  
Response rate: 44%

USPS & OPS  
n = 713  
Response Rate: 29%



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## Faculty Population vs. Sample

Type	Faculty Respondents	UCF Faculty Population
Total N	575	1591
Tenured	34%	42%
Tenure-Track	16%	24%
Non-Tenure Track	50%	34%
Total	100%	100%



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### Faculty College Distribution



College	Tenured or Tenure-earning		Non-tenure-earning or Multiple-year appointees	
	QOL Sample (n = 272)	UCF* (n = 971)	QOL Sample (n = 206)	UCF* (n = 502)
CAS	53%	38%	40%	36%
CBA	7%	10%	9%	13%
COE	11%	26%	14%	25%
CECS	13%	13%	6%	8%
COHPA	15%	11%	21%	16%
OTHERS*	2%	5%	9%	2%
Total	100%	100%	100%	100%

\* UCF Others category consists of instructors in School of Optics and Burnett Honors College




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- ### Faculty Population vs. Faculty Respondent Characteristics
- 
- gender fairly representative
    - females somewhat over represented in tenured and tenure-earning track and non-tenure track groups
  - ethnic groups fairly representative
    - minority assistant professors under represented
  - college representation
    - CAS and COHPA over represented
    - CBA, COE, COP and Burnett Honors College under represented
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- ### A&P and Staff UCF Population vs. Survey Respondents
- 
- gender fairly representative
    - females somewhat over represented
  - ethnicity fairly representative
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## Analysis Strategy



- significant differences between faculty, A&P and staff
- significant differences between faculty; tenured and tenure-earning and non-tenure-earning
- tenured
  - gender differences
  - ethnic group differences
  - college differences
- when group sample size was small
  - applied following rule to explore group differences:  
negative scale score was 20% or more and  
negative scale score difference between groups was  
10% or more



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## Key Findings



- All personnel are generally satisfied in their departments and units; A & P are the most satisfied.
- Faculty who are mentored (in many areas) are satisfied with their mentoring.
- There are some gender and ethnic minority group differences among faculty.
- All personnel indicate their departments and units are tolerant of all groups.



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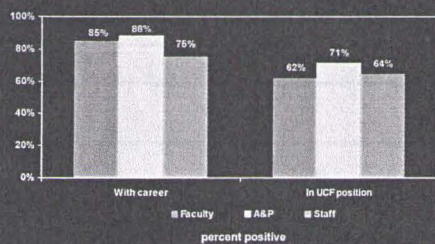
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## General Satisfaction



5-pt scale:  
Positive: very satisfied and satisfied  
Neutral: neutral (range: 7% - 19%)  
Negative: not at all satisfied and not satisfied (range 5% - 19%)



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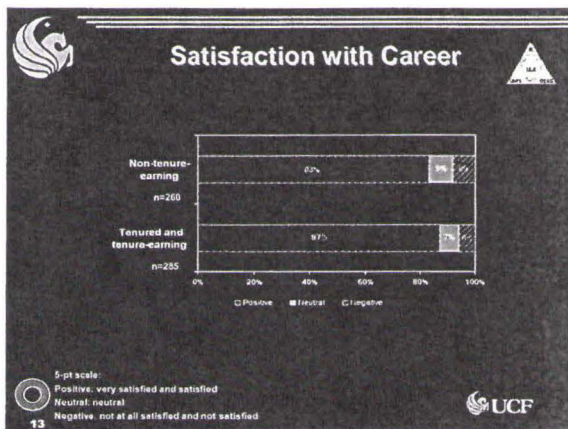
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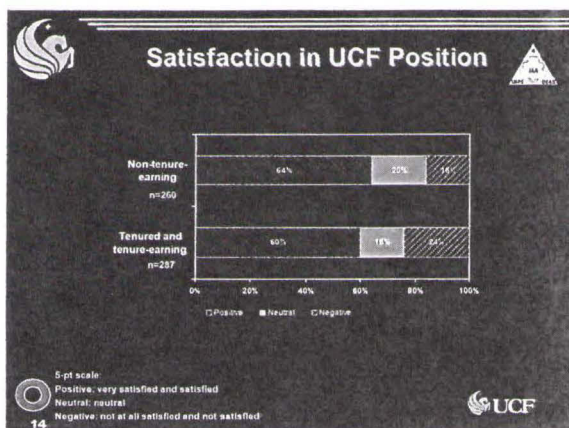
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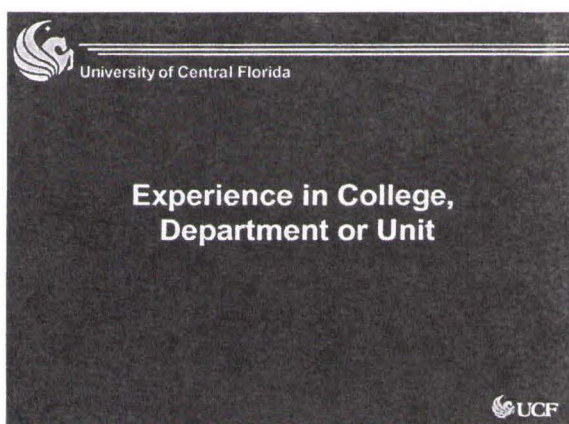
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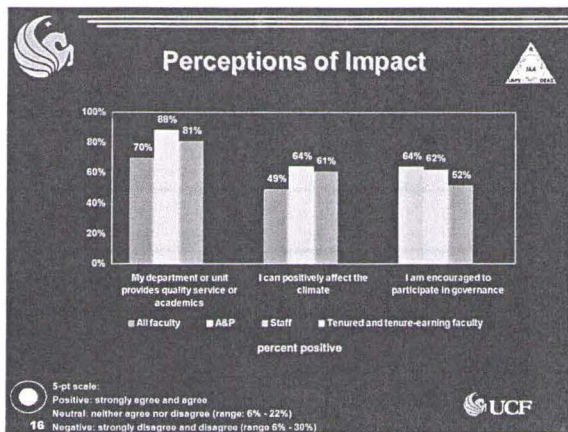
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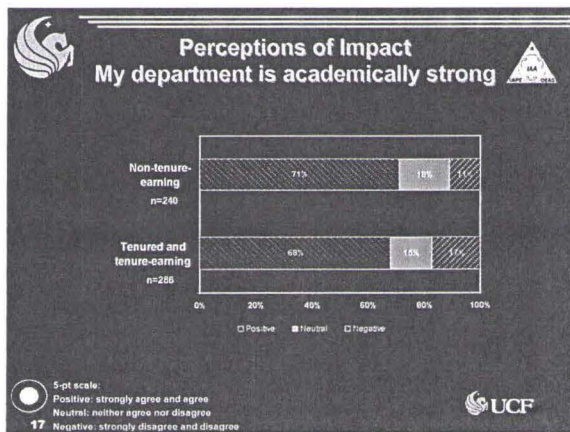
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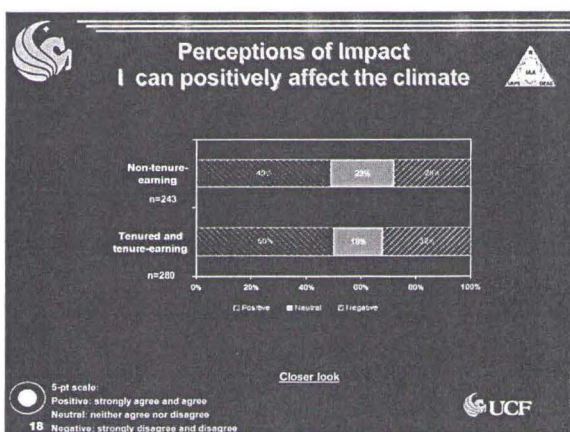
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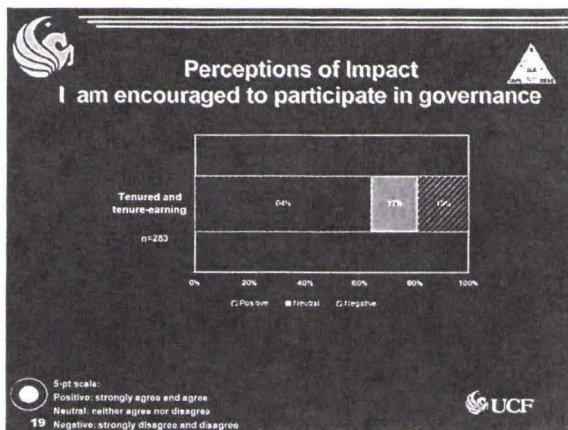
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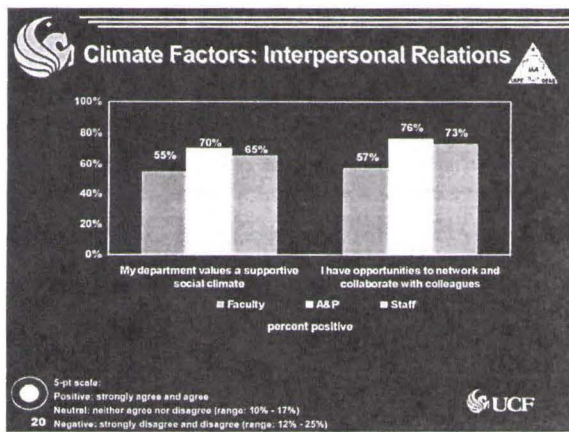
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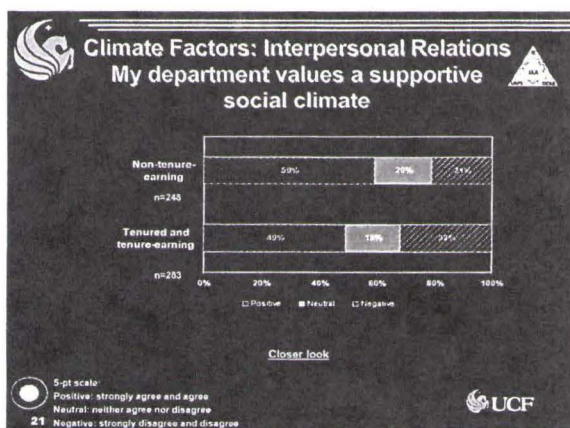
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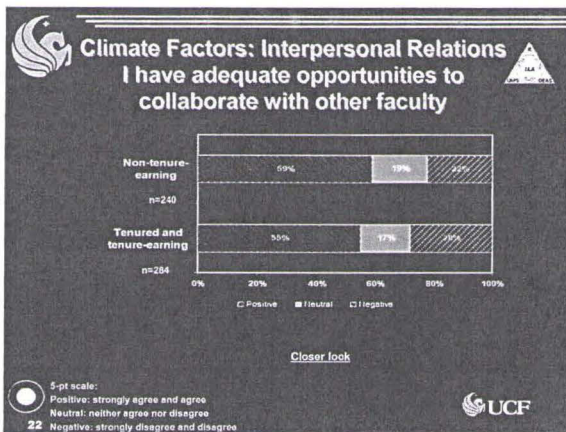
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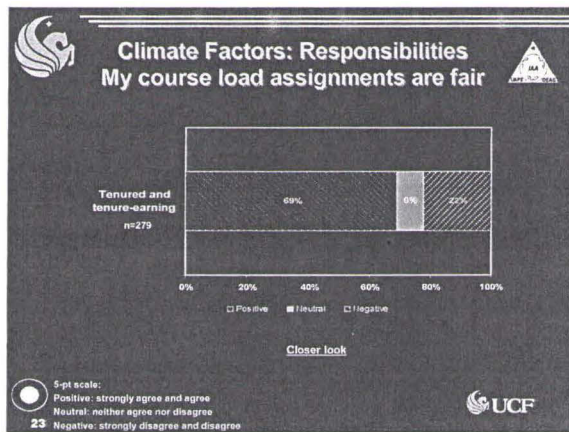
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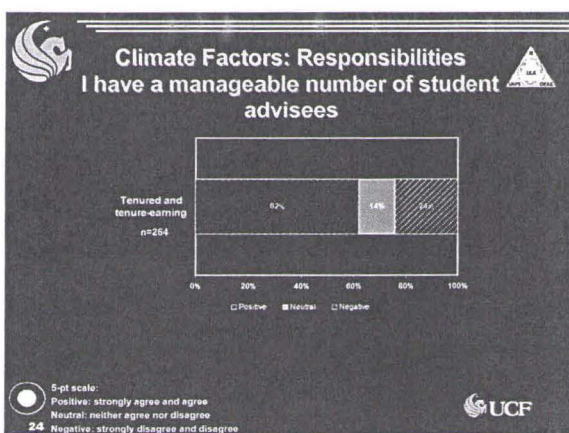
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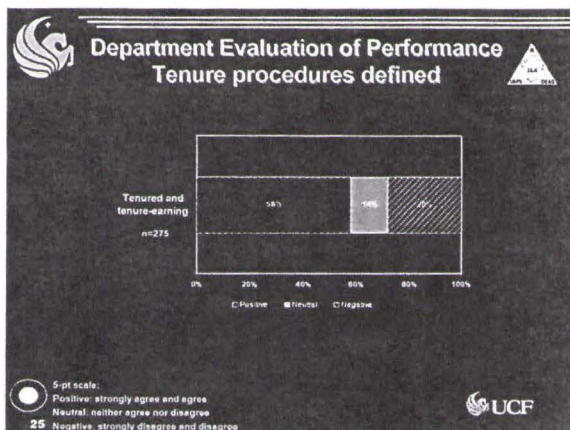
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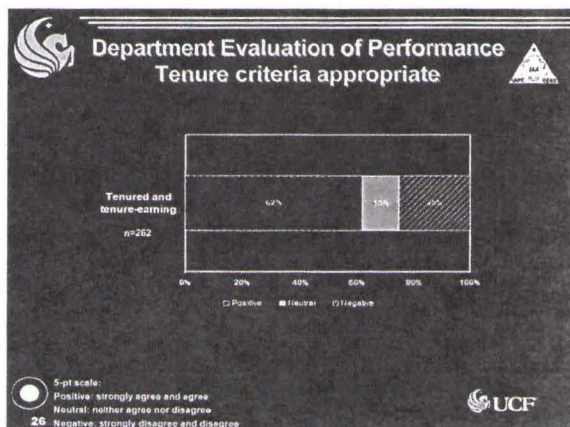
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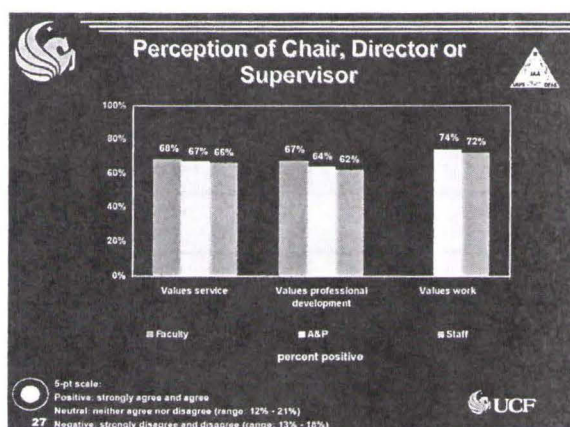
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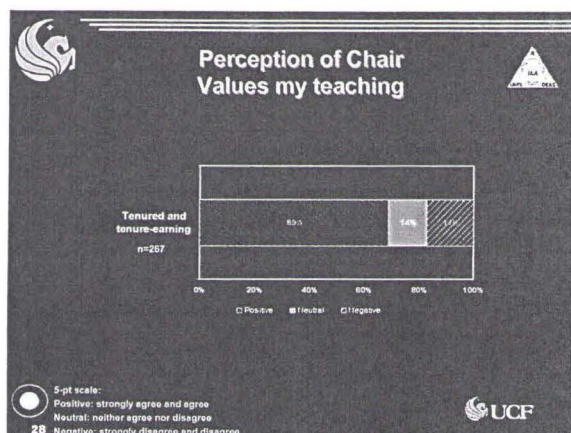
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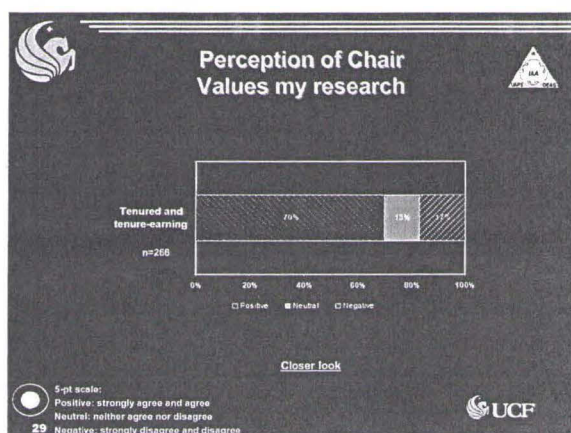
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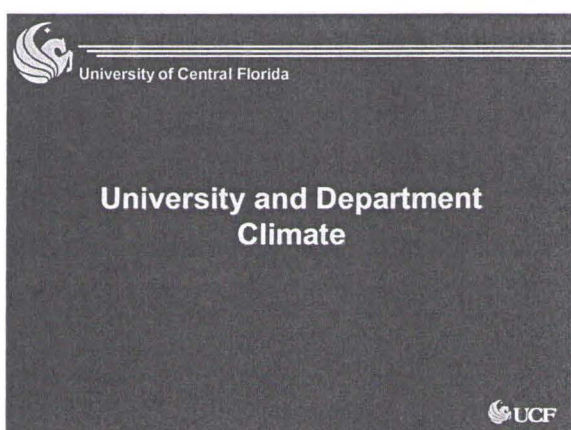
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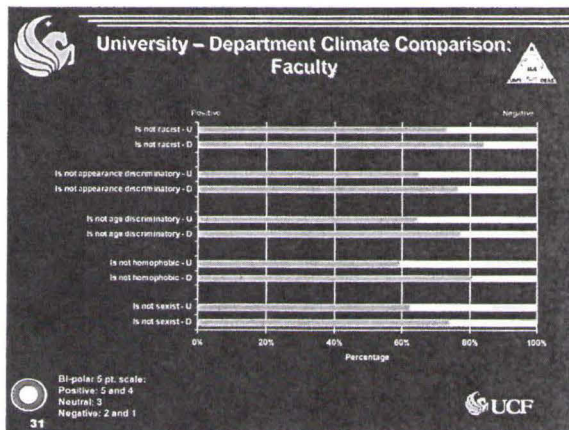
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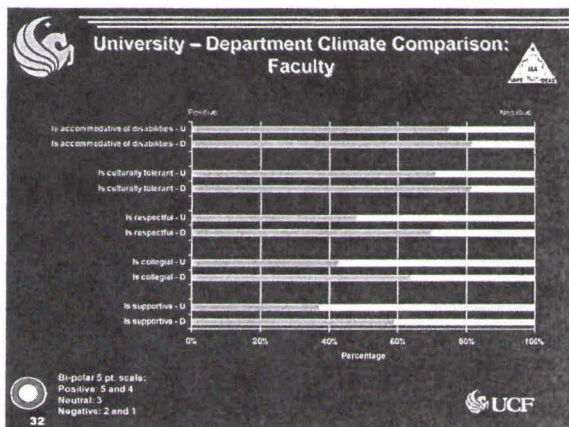
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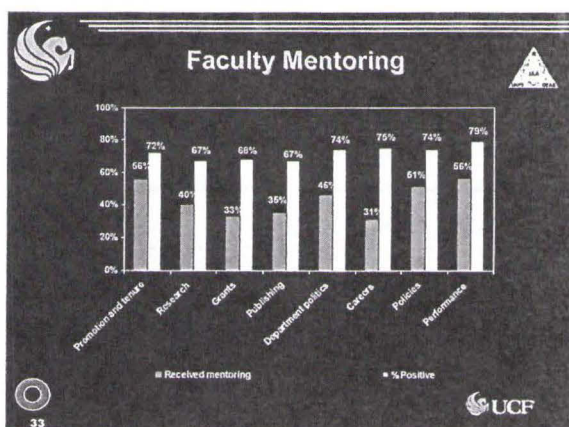
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## Benefits

- intent of questions
  - rate importance "to the UCF community" of currently offered benefits
  - rate importance "to the UCF community" of benefits that are not currently offered
    - items derived from other university surveys
- conditions were not imposed on respondent ratings
  - cost to employees and institution
  - feasibility



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### Top Seven Currently Offered Benefits\* Ranked Importance for UCF Community by Tenured and Tenure-earning Faculty

retirement plan	97%
tuition waiver	97%
sabbatical leave	90%
faculty development leave	87%
health and life insurance	86%
employee assistance programs	77%
on-campus services	77%
wellness and fitness programs	75%



across categories: workplace & training, home & family, health & safety, and financial & legal

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### Top Seven NOT Currently Offered Benefits\* Ranked Importance for UCF Community by Tenured and Tenure-earning Faculty

tuition waivers for dependents	80%
medical clinics for faculty/staff	77%
health screenings	74%
legal services	64%
flextime	60%
full child and infant care	54%
modified duties for ill family care	54%
financial counseling	54%



across categories: workplace & training, home & family, health & safety, and financial & legal

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




## UCF Directions



- focused presentations for UCF constituents
  - deans, directors and chairs
  - faculty
  - staff
  - strategic initiative coordinators
- conduct focus groups
  - clarify results
  - obtain additional faculty feedback
- work within strategic planning process
  - SI 3: Research and Creative Activities
  - SI 7: Collaboration
  - SI 10: UCF Community



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## Faculty Senate Directions





- deeper analysis requests
- partner to conduct focus groups
  - clarify results
  - obtain additional faculty feedback



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
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## Deeper Analysis and Information



- submit specialized analysis requests
  - gender, ethnic and college group differences
- contact: Dr. Patrice Lancey
  - email: [plancey@mail.ucf.edu](mailto:plancey@mail.ucf.edu)
  - phone: 407-882-0279
- survey instruments
  - faculty survey:
    - [http://iaaweb.ucf.edu/survey/faculty\\_quality.htm](http://iaaweb.ucf.edu/survey/faculty_quality.htm)
  - A&P survey:
    - [http://www.iaaweb.ucf.edu/survey/adminpers\\_quality.htm](http://www.iaaweb.ucf.edu/survey/adminpers_quality.htm)
  - staff survey:
    - [http://www.iaaweb.ucf.edu/survey/staff\\_quality.htm](http://www.iaaweb.ucf.edu/survey/staff_quality.htm)



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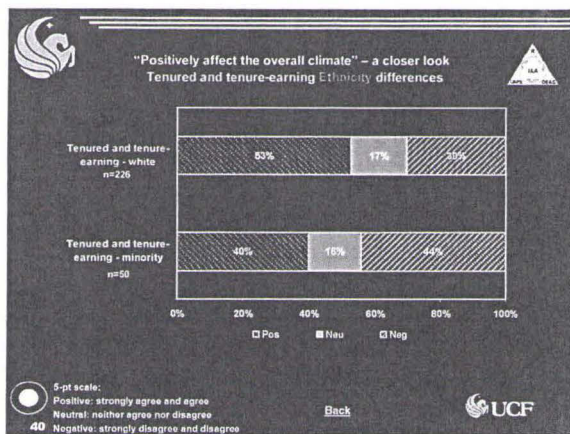
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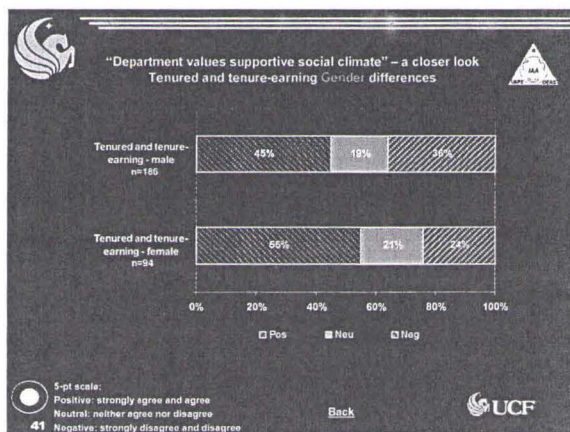
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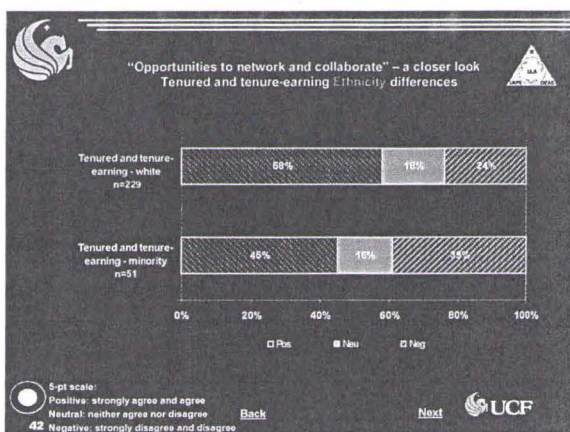
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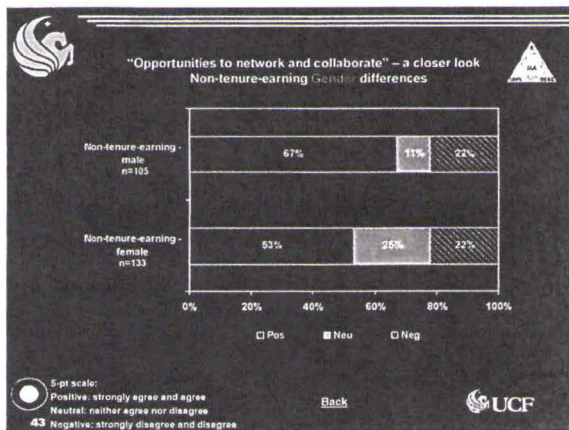
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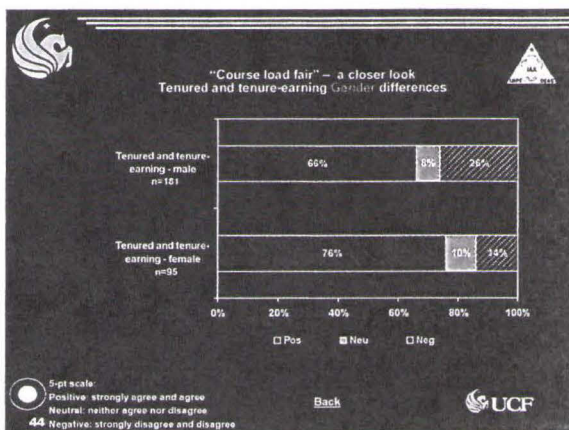
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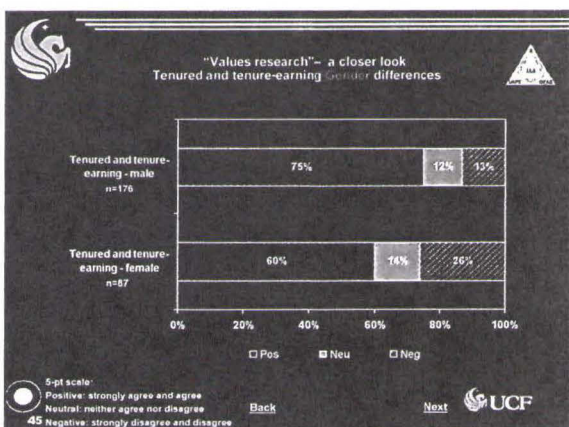
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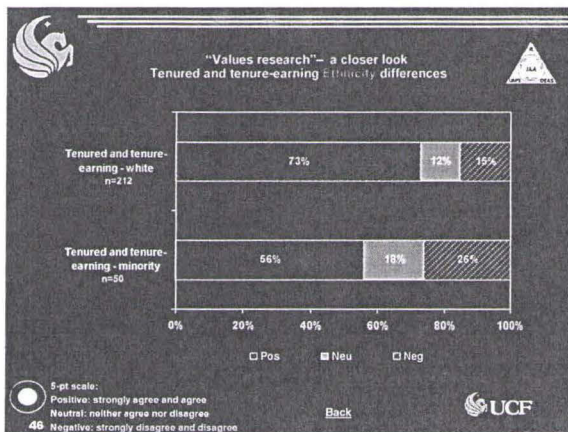
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**Resolution 2005-2006-5 Apportionment and Committee Membership  
Changes Resulting from the Division of the College of Arts and  
Sciences**

**Where As**, a result of the division of the College of Arts and Sciences into two new colleges, (the College of Arts and Humanities and the College of Sciences), and Following Sections 3.3 and 5.1 of the existing Faculty Senate Constitution which provide for such changes by a simple majority vote of the Faculty Senate. Therefore, **BE it resolved**, that the Senate acknowledges the changes in the number of colleges and recommends the automatic adjustment in committee representation and wording as provided for in the existing constitution be made to reflect those changes.

The relevant sections of the constitution are reproduced below with critical sentences in **bold font**: “**3.3 Apportionment**. The number of elected members of the Faculty Senate will be apportioned among the colleges and units as follows:

(Number of eligible faculty in a college or unit)

Number of senators = 60 x -----

(Number of eligible faculty in the University)

**The number of senators representing a college or unit will be determined by rounding the above calculated value to the nearest whole number. A unit is defined as any degree granting academic unit, not within an established college, and shall have proportionate representation on the Faculty Senate as defined above.**

**3.3.1** Each college will have a minimum of two representatives in the Faculty Senate. The professional librarians shall have two voting representatives in the Faculty Senate to be elected by the professional staff of the library.

**3.3.2 Apportionment will be made only once each year, based on the number of individuals with full-time tenured, tenure-earning, or multi-year appointments who are listed as faculty on official records of the University on the first day of the spring semester of that year.”**

**“5.1** Amendments to the Constitution may be considered by the Faculty Senate upon (1) recommendation of the Faculty Senate Steering Committee or (2) written request of ten percent of the members of the Faculty Assembly. The text of a proposed amendment must be made available electronically to the members of the Faculty Senate at least thirty days prior to the meeting at which it will be considered. For provisional adoption, a proposed amendment must receive an affirmative majority vote of the members of the Faculty Senate who are present. After provisional approval of the proposed amendment, the text of such amendment shall be made available electronically to all members of the Faculty Assembly for their review, consideration, and input to the Faculty Senate within fourteen days of notification. At a subsequent meeting of the Faculty Senate Steering Committee, all input from the members of the Faculty Assembly shall be considered for potential revisions to the amendment. The text of the proposed amendment, with any

revisions based on the input of Faculty Assembly members, shall be made available electronically to all members of the Faculty Assembly at least thirty days prior to the meeting of Faculty Assembly to consider adopting the proposed amendment. For final adoption, the proposed amendment must receive an affirmative two-thirds vote of those who are present. If a quorum is not achieved at this meeting of the Faculty Assembly, a subsequent called meeting of the Faculty Senate shall consider the proposed amendment for final adoption. At this called meeting of the Faculty Senate, all members of the Faculty Assembly shall be invited to attend and participate. For final adoption, a proposed amendment must receive an affirmative two-thirds vote of the members of the Faculty Senate who are present. **If there is a change in the designation of an office or in the title of an official included on a standing or reporting committee, the membership representation on such a committee and in the Constitution will be automatically adjusted to reflect the change. Such changes will be presented to the Faculty Senate for its approval."**

*Approved by the Faculty Senate on February 23, 2006.*