

Faculty Senate Meeting
Minutes of
February 23, 2017

Keith Koons, chair, called the meeting to order at 4:05 p.m. The roll was circulated for signatures.

MINUTES

Motion to approve the minutes of January 26, 2017 was made and seconded. The minutes were approved as recorded.

RECOGNITION OF GUESTS

Kristy McAllister, Coordinator, Academic Affairs Information and Publication Services
Lisa Guion Jones, Associate Provost for Strategy and Special Assistant to the President
Alexis George, Journalism Student
Paul Dombrowski, College of Arts and Humanities

ANNOUNCEMENTS

None.

OLD BUSINESS

None.

REPORT OF THE PROVOST

Provost Forum

The third forum was held Monday, February 13 on Student Success. A handout was provided. The next forum on Funding and Philanthropy will be held Thursday, April 13 at 9:00 a.m. in the Morgridge International Reading Center. The same forums will be held for the next five years. The first Marchioli Award for innovation was awarded to Jennifer Kent-Walsh for her work as the Florida Alliance for Assistive Services and Technology (FAAST) Center Director and the impact of the program.

Campus Activism and Free Speech

The provost shared his thoughts on the subject. Free expression and freedom of speech is really the basis upon which universities were founded. It's also important because we can't grow if we aren't confronted with divergent views. Free speech on a university campus is expressed by skills in civil debate. From a faculty member perspective, it's our responsibility to help develop skills in civil debate and provide an environment in which civil debate can happen. This should happen in the context of scholarship with respect and humanity. UCF celebrates free speech and respect which is imbedded in the Golden Rule.

Burnett Honors College Dean Search

Two candidates were on campus for interviews last week. Dr. Malin Pereira, Executive Director of The Honors College at the University of North Carolina Charlotte and Dr. Graeme Harper, Dean of The Honors College at the Oakland University. I have received feedback and a report from the search committee. An announcement will be made soon.

Executive Order - Immigration Ban

UCF had three students overseas at the time the ban on immigration from seven countries was instituted. All three students are now back in the United States. We have 240 students currently enrolled from the seven countries. We have 273 applications pending. Dr. Klonoff communicated with the colleges to continue admissions based on the quality of the applicants and not a concern regarding the status of the immigration ban. On February 10, UCF Global held two question and answer sessions with UCF immigration attorneys for students regarding their personal status. Updates can be found on UCF Global's Focus on Immigration website at <https://www.international.ucf.edu/immigrationupdates/>. President Trump has issued another executive order to extend the Deferred Action for Childhood Arrivals (DACA) Program.

National Academy Visit

Six National Academy of Engineering members will be on campus February 27 through March 3. There are three goals for the visit. To lift our sights as an institution and push toward excellence, use their networks and relationships to help us continue to attract talent, and to help develop internal faculty and processes to help grow our faculty to be competitive for national awards. We have asked these members to help develop a plan for the National Academy of Sciences and the National Academy Medicine. These are two areas where we have no academy members. These six academy members have changed their primary affiliation to UCF. This means we have now met another pre-eminence criteria.

Question: The salary compression report from last year indicated faculty below the 30th percentile. Can you update us on how this will be addressed?

Answer: Salary in a bargained issue. The union and administration agreed to raise the minimum starting salary, but didn't address percentile within discipline. Salary will be re-opened this year in bargaining. The salary study is probably out of date now and should be updated. In addition, colleges now have the option of using Administrative Discretionary Increases (ADI) to address merit and market equity, as retention has been bargained to be outside of the ADI funding.

Comment: The Teaching Incentive Program (TIP) deadline was extremely short this year. After complaints, it was extended to 23 days. First time applicants that are eligible are at a distinct disadvantage over those applicants that already have material from a previous year. A priority of the nature of work COACHE subcommittee was to make the applications easier to produce, based on the quality and not the amount of effort to produce the application. This year it will be important to change the culture of the review committee. I would like to ask Faculty Excellence to emphasize to evaluators that they

should be looking at substance and not eliminating applications because an inconsequential document is missing. They shouldn't lower the standard, but they should be making it so people don't have to spend 50 hours to complete an application. That would make it fair for the newly eligible faculty, and easier going forward.

Provost: The Provost will pass the request to Faculty Excellence.

Dr. Koons: Based on the Steering Committee, a message was sent to Dr. Young regarding the issue. At that time, no further date changes could be made for this year. We did request that faculty that are eligible be notified sooner. Dr. Young agreed and will work with Institutional Knowledge Management to extend the time between notification and the application deadline.

Question: Is there any further action Administration can take, whether in conjunction with other universities or others to make sure people all over the globe look to UCF as a place of diversification and that they are welcome?

Answer: Diversity and inclusion is one of the five goals of the university. UCF has a consistent message and consistently acts on diversity and inclusion.

Question: In relation to the immigration ban, what can we proactively do to support students that might be prevented from returning for a period of time?

Answer: Our strategy has been to regularize the communications around inclusion and not respond to individual provocation and events. It's a wonderful idea to think ahead to determine what can be done to support students that may be caught in another ban.

Comment: You indicated that the deans have the discretion to use Administrative Discretionary Increases (ADI) for compression. They also have the discretion to only use ADI for merit. This allows some colleges to exercise that discretion to remedy compression where others will not. Those number of faculty impacted by the bargaining agreement to raise the minimum salary was miniscule and mainly impacted new instructors.

Response: I don't have the numbers with me, but I don't think that is the case. Both are bargained issues. The provost encouraged corresponding with the union representative bargaining on those issues.

Comment: The ban impacted all foreign students, not just students from the seven countries specified in the ban. All students were required to make an appointment at a Consulate which can take months. There was also a lot of confusion when the ban was initiated where students were told to go and now can't get back.

Response: Contact Barry Morris in UCF Global or Cynthia Young. I think there is framework to help figure out what to do.

Question: Many questions arise as to what will happen next. Many students ask for advice if they should go home for a visit or stay?

Answer: We can't tell them to stay or go, but we can support them.

Question: Can support to students include legal support?

Answer: We have an immigration lawyer on retainer. Contact Barry Morris in UCF Global or Cynthia Young.

NEW BUSINESS

Resolution 2016-2017-15 Dr. John C. Hitt's 25th Presidential Anniversary

Keith Koons introduced the resolution. A celebration will be held on March 1, 2017 at 2:00 p.m. in the Pegasus Ballroom.

Since the resolution was brought forward from the Steering committee, no second is needed. There was no discussion.

Vote: all in favor; motion passes.

Resolution 2016-2017-16 Declaration of Support for the Advisory Council of Faculty Senates Resolution in Opposition to Carrying Weapons or Firearms on State University Systems Campuses or Facilities

Keith Koons introduced the resolution. The Advisory Council of Faculty Senates (ACFS) passed the resolution opposing weapons or firearms at the January meeting. The same resolution has been passed in previous years. This resolutions joins the ACFS in the opposition.

Since the resolution was brought forward from the Steering committee, no second is needed. There was no discussion.

Vote: all in favor; motion passes.

Resolution 2016-2017-17 Faculty Senate Bylaw Change, Restore Section IV.I. Resolutions – Discussion only

Keith Koons introduced the resolution. Resolution 2016-2017-10 with the same name was approved by the provost with the addendum that the Board of Trustees be removed as the final appeal. The Steering Committee didn't want to leave the resolution in an approved modified state, therefore the committee created a new resolution that restates resolution 10 as approved by the provost. Since this resolution is a Bylaw revision, the resolution must appear on two Senate agendas. The resolution will be up for possible amendment and vote at the March 30 Senate meeting.

Motion and second made to waive the 30-day notice requirement prior to the first meeting since the same resolution was discussed at two previous Senate meetings.

Vote: all in favor; motion passes.

Open for discussion. Discussed how the language was accidently removed when the Constitution was split into two section in 2010. No reason was found as to why the language was taken out. This resolution restores the language and asks for action by the provost and an appeal process to the president. Dr. Koons noted at the recent Advisory Council of Faculty Senates meeting, other university Faculty Senates require no action on any Senate resolution.

Institutionalizing the Collective Impact – Strategic Plan

Dr. Koons introduced Lisa Guion Jones Associate Provost for Strategy and Special Assistant to the President. The Institutionalization Guidebook was provided with the agenda. Dr. Jones discussed key components of institutionalization including: alignment, co-ownership and connectivity, collective thinking, and collective action. High level details regarding actions taken in each key component was discussed.

LIAISON COMMITTEE REPORTS

Budget and Administrative – Pradeep Bhardwaj

Human Resources attended the last meeting regarding the Tuition Waiver program. The process for faculty is cumbersome, including submitting proof of residency, transcripts and other information that is already on record. In addition, since faculty have to wait until the last day of registration, they are unable to enroll in the course needed. The committee will continue to discuss the issue at the next meeting.

Parking Advisory Committee – Bari Hoffman-Ruddy for Ahmed Elshennawy

Committee met January 23. The construction of the new Colbourn building will result in a loss of faculty parking spots. Garage I will accommodate 115 faculty spots. Next meeting is scheduled for February 27.

Personnel Committee – Stephen King

Reviewed the Ad Hoc Committees recommendations regarding TIP, RIA, and SoTL. Many recommendations have not been incorporated. The committee will be reviewing.

Graduate Council – Jim Moharam

Committees met several times. The Program Review and Awards Committee approved the proposal for Big Data Analytics PhD and a masters in Athletics Training. The committee also reviewed nominations for the Outstanding Master's Thesis, Outstanding Dissertation, and University Excellence in Graduate Teaching Awards. The Policy Committee reviewed course revisions and is discussing a policy for zero credit hour courses.

Undergraduate Council – Kelly Allred

On February 14, Dr. Dooley discussed the repeat grade policy (not grade forgiveness). There was a question as to which grade counts when a student repeats a course. There was some discussion on the issue last year in the Undergraduate Policy and Curriculum Committee last year. The new policy will state in the first two attempts, the best grade will be the grade on record. If a third time is attempted, the third grade is counted.

Question: Why?

Answer: Last year, faculty on the committee had conflicting opinions. The committee was asked to table the discussion until Dr. Dooley was able to gather data. Instead of the committee making the decision, Dr. Dooley decided this policy since the committee only makes recommendations. Dr. Dooley believes the policy is in the best interest of the student.

OTHER BUSINESS

The Steering Committee decided to move the Senate 50th anniversary celebration from the first meeting of the 2017-2018 Senate on April 20 to August 24. The August 24 meeting and reception hosted by Dr. Hitt will be expanded to include the 50th anniversary celebration.

ADJOURNMENT

Motion to adjourn made and seconded. The committee adjourned at 5:10 p.m.

**2016-2017-16 Declaration of Support for the Advisory Council of Faculty Senates
Resolution in Opposition to Carrying Weapons or Firearms on State University
Systems Campuses or Facilities**

Whereas, the Advisory Council of Faculty Senates (ACFS) works toward better and higher quality educational opportunities in the institutions of higher education in the State University System (SUS) of Florida and serves as a mechanism to discuss issues of importance to higher education in Florida; and

Whereas, the ACFS is concerned about the safety and welfare of students, faculty, staff and visitors to the State University System campuses and/or facilities and has a duty to adopt policies promoting safe environment; and

Whereas, there have been numerous instances of unauthorized firearm use for either assault or suicidal purposes at American universities in recent years, including at the University of Central Florida (2013) and Florida State University (2014); and

Whereas, the ACFS opposes any legislation that would allow any individual other than sworn law enforcement officers to carry weapons or firearms on any State University System campuses and/or facilities; and

CONCURS with the position of the vast majority of education and law enforcement professionals, that as an essential element of an overall school safety plan, firearms on campus should be carried only by trained law enforcement officers; therefore

BE IT RESOLVED that the UCF Faculty Senate joins with the ACFS and strongly opposes any legislation that enables individuals other than sworn law enforcement officers to carry weapons or firearms on any State University System campuses and/or facilities.

Approved by the Advisory Council of Faculty Senates on January 27, 2017.

Approved by the UCF Faculty Senate on February 23, 2017.

Provost Forums

Student Success

Our mission is to transform lives and livelihoods through the power of education. In everything we do, we must ensure our students' growth as scholars, informed citizens and engaged community members.

A. DALE WHITTAKER, PROVOST AND EXECUTIVE VICE PRESIDENT



OUR PROMISES

- 1 Harness the power of scale to transform lives and livelihoods.
- 2 Attract and cultivate exceptional and diverse faculty, students, and staff whose collective contributions strengthen us.
- 3 Deploy our distinctive assets to solve society's greatest challenges.
- 4 Create partnerships at every level that amplify our academic, economic, social, and cultural impact and reputation.
- 5 Innovate academic, operational, and financial models to transform higher education.

KEY METRIC

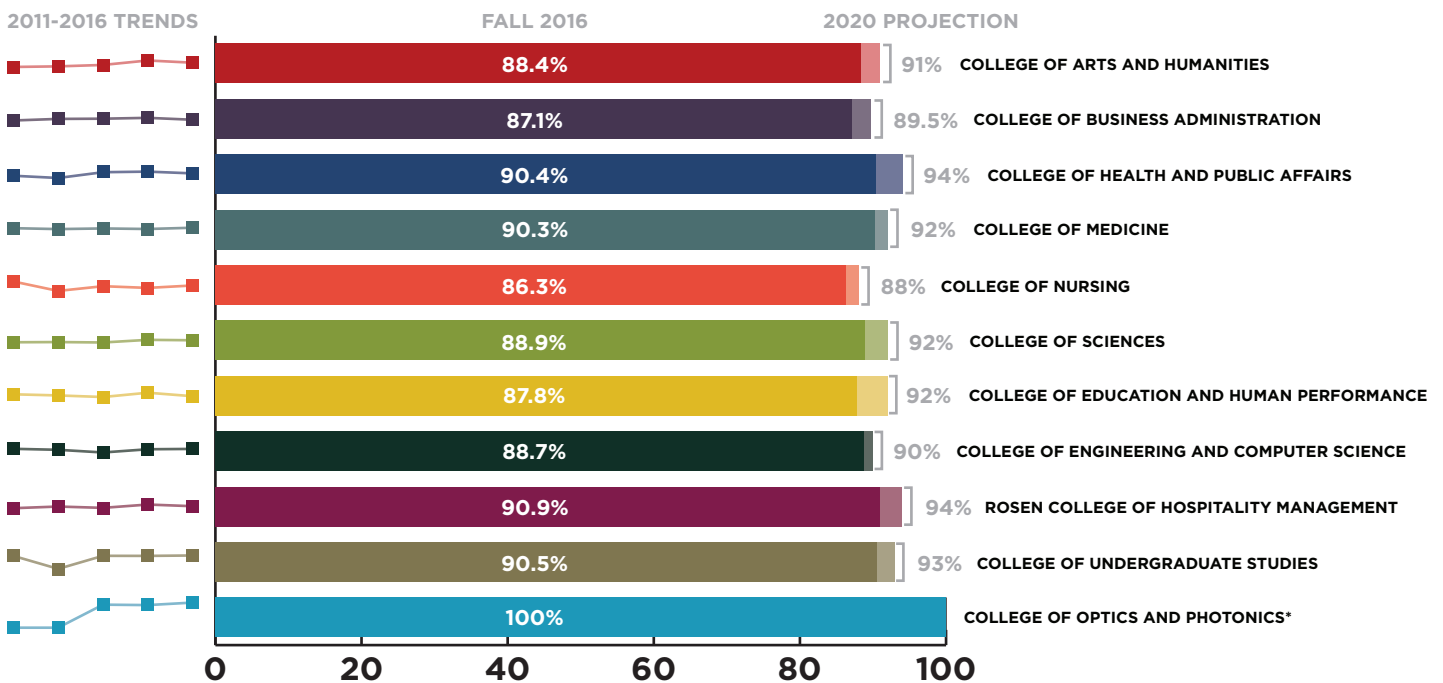
FIRST-YEAR RETENTION RATE

Achieve a first-year FTIC retention rate of 92 percent by 2020.

UNIVERSITY TOTAL

88.8%
FALL 2016

92%
2020 TARGET



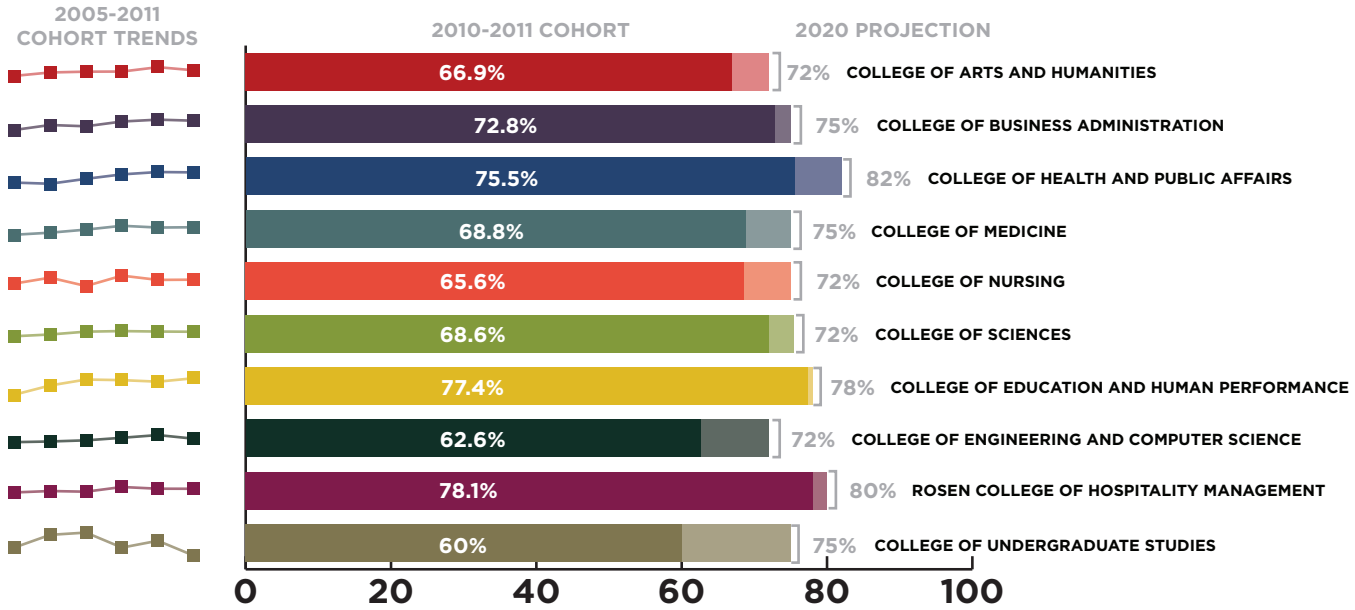
*Data unavailable until 2013.

KEY METRIC

6-YEAR GRADUATION RATE

Increase FTIC 6-year graduation rate to 75 percent by 2020.

UNIVERSITY TOTAL

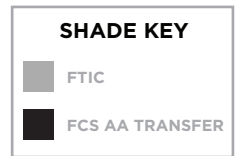


KEY METRIC

RISING JUNIOR COHORT

Eliminate the success gap between FTICs and FCS AA transfers by 2020.

UNIVERSITY TOTAL



RESOURCES

Student Success Collaborative (SSC) Campus

UCF partnered with the Education Advisory Board (EAB) on a new predictive analytics platform, SSC Campus, that will help us turn transactional data into actionable insight. It helps advisors and faculty monitor students' performance in real-time to improve the number of students attaining degrees, reduce time to degree, and reduce excess credit hours.

Contact Dr. DeLaine Priest at DeLaine.Priest@ucf.edu.

Pegasus Path

The Pegasus Path is a comprehensive mapping tool that personalizes students' blueprint to graduation. It aggregates data from multiple sources, including the SSC Campus tool and coursework requirements from UCF's myKnight Audit to help students realize their progression toward degree completion in real-time.

Contact Dr. Harrison Oonge at Harrison.Oonge@ucf.edu.



Update on Institutionalizing the Collective Impact Strategic Plan

Lisa Guion Jones, Ed.D.
Professor of Education

Associate Provost for Strategy and Special Assistant to the President

Overview of Institutionalization

- ❑ Institutionalizing the new Collective Impact strategic plan entails **weaving the plan into the fabric of UCF.**
- ❑ UCF must make necessary changes to **align with and support achievement of metrics** listed in the strategic plan.
- ❑ Institutionalization is achieved when **decisions and behaviors are guided by the plan.**

Key Components of Institutionalization

□ Alignment

“I can't change the direction of the wind, but I can adjust my sails to always reach my destination.” — Jimmy Dean

□ Co-Ownership and Connectivity

“The strength of the team is each individual member. The strength of each member is the team.” — Phil Jackson

□ Collective Thinking

“None of us is as smart as all of us!” — Ken Blanchard

□ Collective Action

“Upon the conduct of each depends the fate of all.” — Alexander the Great



Alignment

Budget Model

Challenge 2020

IT Project Management



Co-Ownership and Connectivity

- Provost's Retreat
- Provost Forums
- Provost's College Visits



Collective Thinking

1 Pan-University Thematic Teams

105 UCF faculty and staff across five thematic teams

2 Metric Leaders

12 leaders – identified as primary leads in the strategic plan

3 Engage Students

Provide opportunities for students to help us “collectively think” about how we will reach the metrics

4 Engage Faculty and Staff

Involve faculty beyond the 105 that serve on the Thematic Teams

5 Recognize Faculty and Staff

Established Collective Impact award

Engage Students

- Meetings with SGA Leadership

- Guest Lecturer for UCF strategic planning & org. dev. courses

- Fall 2016 Survey

 - 849 students completed the survey

 - 46.2% FTIC and 47.6% Transfer Students (6.2% did not indicate)

 - Over 60% of the respondents were female, and the ethnic and racial breakdown of respondents mirrored the UCF undergraduate student population

 - Results were shared with Thematic Team 1 to inform their action planning

Engage Faculty and Staff

- ❑ Meeting with, sharing information to gain feedback, and obtaining ideas
 - ❑ Faculty Senate updates and Faculty Senate's Strategic Planning Council
 - ❑ "Think Tank" during 2016 Winter Faculty Development Conference & proposal submitted for Summer Conference
- ❑ Marchioli Collective Impact Ideation Competition to crowd-source great ideas campus wide to help UCF reach its strategic goals and metrics.
 - **Over 90 entries**, about 67 usable with ideas listed
 - All ideas will be shared with the Thematic Teams to inform their work
 - Thematic Teams select finalists, separate selection committee to select winners
 - 1st place = **\$2,500**, 2nd = **\$1,000**, 3rd = **\$500** cash (staff or non-unity faculty) or grant (in-unit faculty)



Recognize Faculty and Staff

□ Marchioli Collective Impact Innovation Award

Developed and implemented an innovative program, project, or initiative that has produced documented outcomes/impacts related to a metric in the strategic plan

Awards

\$1000 to one recipient each academic semester for the first three years

Inaugural Recipient

Dr. Jennifer Kent-Walsh, Associate Professor, Communication Sciences, COHPA. **She will do a session soon!**

2017 Selection Committee

8 faculty and staff, 1 observer

Next Call for Nominations

September 2017

Nomination forms available at <http://www.ucf.edu/strategic-planning/>



Collective Action

Each of Us



Each individual throughout the organization focuses on how he or she contributes to achieving the metrics outlined in the strategic plan and works toward it in some way every day.

Some of Us



Each unit at UCF, in collaboration with our partners, undertakes actions in specific focus areas in which it excels in a way that supports and is coordinated with the actions of other units through a mutually reinforcing plan of action (i.e., UCF Institutionalization Plan) to achieve institutional level metrics.

All of Us



Collective action leads to aligning independent and unit-level actions to achieve common strategic goals



Q&A



UCF

Resolution 2016-2017-15 Dr. John C. Hitt's 25th Presidential Anniversary

Whereas, President John C. Hitt has served the university since March 1, 1992; and

Whereas, the university has made great advances under his leadership including an expansion of programs, facilities, student access, faculty hires and achievements; and

Whereas, President Hitt recognizes the importance of Faculty Governance; and

Whereas, Dr. and Mrs. Hitt have made generous contributions and have tremendously impacted the University of Central Florida and the Central Florida community; therefore

Be it Resolved that the University of Central Florida Faculty Senate is proud to congratulate and thank Dr. and Mrs. Hitt on 25 years of service to the University of Central Florida.

Approved by the Faculty Senate on February 23, 2017.

