



# Faculty Senate

## Faculty Senate

Minutes for meeting of Thursday, February 25, 2021, 4:00-6:00 pm

Meeting recording available at: <https://youtu.be/5r4USwZf-Gs>

1. Quorum reached and call to order at 4:01 p.m.
2. Roll Call via Qualtrics – Faculty Senate Chair Joseph Harrington, Secretary Kristine Shrauger and Past Chair William Self were present. (*see meeting materials for list of participants*)
3. Approval of Minutes of *January 28, 2021*
  - a) Minutes were presented and circulated via email. Chair Harrington asked whether there were amendments to the minutes. Senator Marien stated that he was in attendance but was not listed. The attendance will be updated to reflect his presence. Minutes stand as circulated.
4. Recognition of Guests
  - a) Joseph Adams, Senior Communications Director, Academic Affairs
  - b) Douglas Backman, Director-Sponsored Programs, Office of Research
  - c) Rebecca Bennett, Professor, College of Business Administration
  - d) Theodorea Berry, Vice Provost and Dean, College of Undergraduate Studies
  - e) Rhonda Bishop, Vice President for Compliance and Risk, University Compliance
  - f) Alexander Cartwright, President, Office of the President
  - g) Karl Chai, Associate Professor, College of Medicine
  - h) Debopam Chakrabarti, Professor, College of Medicine
  - i) Lucretia Cooney, Director, Faculty Excellence
  - j) Maribeth Ehasz, Vice President, Student Development and Enrollment Services
  - k) Rodney Graham, Director of Student Affairs, SGA
  - l) Ashley Guritza, Associate Director, Office of Research
  - m) Sheila Amin Gutierrez de Pineres, Dean, Honors College
  - n) Matthew Hall, Vice President and CIO, Information Technology
  - o) Elizabeth Hamilton, Assistant Vice President for Strategic Planning, Administrative Affairs
  - p) Gerald Hector, Senior Vice President, Administration and Finance
  - q) Allison Hurtado, Director of Communications, Faculty Excellence
  - r) Jana Jasinski, Vice Provost, Faculty Excellence
  - s) Michael Johnson, Interim Provost, Office of the Provost
  - t) Lindsey La Chiana, Executive Assistant, Office of the President
  - u) Kristy McAllister, Communications Specialist, Office of the President
  - v) Terry Mohajir, Vice President and Director of Athletics, University Athletics
  - w) Christina Serra, Assistant Vice President, University Compliance
  - x) Michael Sink, Associate Vice President and Deputy Chief Information Officer
5. Announcements – *Joseph Harrington*
  - a) Moved to later in the agenda due to technical difficulties
6. Report of the Senate Chair – *Joseph Harrington*
  - a) Moved to later in the agenda due to technical difficulties



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## 7. Report of the President – *Alexander Cartwright*

### a) Introduction of Terry Mohajir, Vice President and Director of Athletics

- i) **VP and Director of Athletics and Head Football Coach** – The President expressed that the last couple of weeks have been exciting for UCF and Knight Nation as Terry Mohajir, the new Vice President and Director of Athletics, and Gus Malzahn, the new Head Football coach were welcomed to UCF. The search committee was able to engage with coaches, student athletes, faculty, donors, community members and alumni to define the attributes that would be important to help lead UCF to the next level. Terry was found to be an individual that excels in all these areas and more, including someone who cares deeply about the success of student-athletes – in the classroom, in competition and after they graduate. At Arkansas State he delivered on a guarantee that every student-athlete who graduates earns a job or admission to graduate school. The Red Wolves achieved the 100 percent guarantee every year for six years since the program’s inception. The committee also wanted someone who excelled at hiring and retaining exceptional coaches. Terry’s hire of Gus received national acclaim and earned an A+ by CBS Sports. **Remarks by Athletic Director Terry Mohajir** – Mr. Mohajir said he appreciated being introduced to the UCF Faculty Senate. He invited everyone to come and visit him at the Roth Center. He said he is committed to student success and related that he was not sure if he would have gone to college were it not for the sport that he participated in in college. He said he is passionate about using intercollegiate athletics as a means for education. Besides the GI bill, he stated he doesn’t think there has ever been a scholarship program for the youth of America better to get an education than collegiate sports. He expressed that he is committed to academics first, as well as graduation rates, Academic Progress Rates (APR), and helping students that need help (i.e. learning disabilities). He said he feels we are judged by our alumni and if we value what we’re doing as a profession and an industry, we need to ensure that we put our alums on the right track. The 100% job placement or graduate school placement program was implemented at his previous university because of his experience in college because when he graduated, he didn’t have any skills. Under this program at UCF, once students get through their freshman years, they will be enrolled in the Knights Leadership Academy. He will be enlisting senators to help with the project as mentors to help put them on the path to success. Coaches hired will put academics first, as well as student safety. Gus Malzahn, the new head football coach, was a high school teacher for fifteen years before he became a college coach. That is why he has been so successful, because he is a teacher and knows how to teach. He is excited to be at UCF. **Maribeth Ehasz Retirement:** President Cartwright acknowledged Vice President for Student Development and Enrollment Services Maribeth Ehasz who will be retiring this week after 16 years in the role. He said that since she joined UCF in 1994, Maribeth has worked to provide resources and opportunities for UCF’s students to learn, grow and become the best versions of themselves and has impacted the lives of countless students, professionals, colleagues, and friends. **Remarks by Maribeth Ehasz** – Dr.



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Ehasz thanked her faculty colleagues for being exceptional partners for student success at UCF over the years. She said she looks forward to seeing what heights the university will reach in the future. President Cartwright said that under Maribeth's leadership, the university has made significant gains in student enrollment, retention, progression, and graduation through a wide range of innovative partnerships and initiatives. Specifically, within the past decade UCF has seen a 5.4% increase in first-year retention; 12.4% increase in four-year graduation rates; 18.4% increase in bachelor's degrees awarded to underrepresented groups; and 12.5% increase in bachelor's degrees awarded to Pell-eligible students. In addition, UCF has made great strides closing the achievement gap, where UCF's Hispanic and Black students have significantly outperformed national averages for retention and degree completion. He noted that while Dr. Ehasz can never be replaced, the administration is looking forward to building on the strong foundation she has built for its future. Following an external review completed by Keeling and Associates — and in consultation with the provost — a more integrated student success portfolio has been identified that better organizes the many services and programs that impact our students. To lead this more integrated portfolio, a search will be launched for a new Senior Vice President for Student Success who will lead and leverage all units and functions that impact the student experience in the areas of Undergraduate Education, Strategic Enrollment Management, Student Success and Advising, Student Life and Leadership, and Health and Well-Being. **Additional Leadership Searches:** The search has started for UCF's first Vice President for Equity, Inclusion and Diversity. An executive is needed at the highest level who is focused on how to create a more inclusive and diverse atmosphere across our entire campus, including in our leadership roles, and in our connections to the community. The search will be chaired by Shelia Piñeres, Dean of the Burnett Honors College, and Edwanna Andrews, Assistant Vice President for Community Support. **Questions from Senators:** What is happening with the \$88 million for COVID relief and is there any news about budget cuts? President Cartwright said he has not heard anything official yet on the budget. With the CARES Act funding there is a clear understanding of how the first tranche of money that came in can be used. It is still to be clarified as to how the second tranche, the \$88M that was referred to, can be used. There is some discussion on maybe using it to replace lost revenue and other things but that will have to wait for additional clarity. Gerald Hector, Senior Vice President for Administration and Finance (A&F), stated that Administration and Finance is monitoring discussions on how the money may be used and whether it can be used for lost revenue. A&F is looking into internal processes to ensure that these funds are spent in a fairly timely manner as they are tied to a clock. There is a large group working on this and the senators may get calls from their deans, department chairs, etc.

8. Report of the Provost – *Michael Johnson*
  - a) The Provost began by introducing the new CIO and Vice President for Information Technology, Matthew Hall and said that Mr. Hall has been on the job for about three weeks, working remotely as he works out the logistics of moving.



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He comes from the University of California, Santa Barbara, where he was the Senior Associate Vice Chancellor for Information Technology and the Cyber Risk Responsible Executive. He believes in shared governance and will be a strong partner. **Remarks by Matthew Hall:** Mr. Hall said he is a product of the State of Florida education system from K-12 all the way to grad school. He started in Manatee County at Manatee High and went to community college as a first-generation college student. He went from Manatee Community College to the University of South Florida, majoring in International Affairs and Cultural Anthropology. He feels that the humanities coupled with technology really change society. He said that the transformative power of technology is a great leveling of functioning across society and feels that technology is going to be a driving force, both in the athletic space and individual humanities. At Vanderbilt he had the unique opportunity to teach English and computer science, where narrative and literature melded together by building games bringing all the disciplines together. He plans to work at this job for the rest of his career and said he is learning a lot. He wants to be sure that technology meets everyone at their point of need, whether it's instructional space, academics, research, or student experience. **Peter Delfyett:** The Provost said that Peter Delfyett, a Pegasus Professor in the College of Optics and Photonics, was just named to the National Academy of Engineering. He also has a joint appointment in Physics, and this year also won the American Physical Society's Arthur L. Schawlow Prize in Laser Science. The Provost asked everyone to congratulate Dr. Delfyett on this great recognition. **COVID-19 update:** Cases of COVID appear to be dropping nationally, statewide, in Central Florida, and at UCF. Cases reported last week at UCF were about half those of the previous week. The Provost warned that we are not past the pandemic, but if the COVID policy is followed (masks, physical distancing and cleaning) and the rate of vaccination continues to grow, we might be at the beginning of the long slope to getting this under control. Or, of course, we might have a rebound because of sloppy behavior, or vaccine-resistant or more communicable strains, or delays in vaccination. He stressed that everyone needs to continue to be careful. There is a good system in place for handling cases of students in face-to-face classes who test positive or fall ill. The key here is that faculty will receive clear instructions, based on public health tracing and the resulting recommendations, and must not decide for themselves the appropriate steps. He expressed his gratitude for faculty's continued concern for students this spring. That caring has been crucial for students' success. He asked faculty to please continue to be as flexible as possible for students who fall ill or are quarantined. He also asked them to focus on their own health and well-being and noted that pandemic fatigue is very real. The challenges COVID-19 has brought can wear anyone out. There's been no room for pause, and usual boundaries between home life and work are altered. He reminded the faculty that the Employee Assistance Program (EAP) is available and is free and confidential and offers resources to address personal challenges or concerns that may affect work or home life. The EAP is also available to eligible family members and is underused. (For more information, visit <https://members.healthadvocate.com/Account/OrganizationSearch>). A Faculty Wellness Task Force is being set up to give recommendations on what steps can be taken as a university to help employees. This group will examine



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the impact of COVID-19 on different aspects of faculty wellness. It will consider issues that have arisen during the pandemic, bring up concerns and raise questions, and identify approaches to support faculty as there is a slow return to more typical circumstances. Those interested in participating can email Vice Provost Jana Jasinski ([Jana.Jasinski@ucf.edu](mailto:Jana.Jasinski@ucf.edu)). **Summer and Fall planning:** Planning for summer and fall are underway and students will start registering in a couple of weeks. COVID precautions will be maintained throughout the summer. Summer A, C, and D will be a blend of face-to-face and remote courses as in the spring. By Summer B, better conditions are expected, but UCF will continue precautions. The Provost has asked the deans to try to have more face-to-face classes on campus in Summer B. For example, they could divide sections in half so smaller classrooms that have been idle can be used. This will take more instructors (regular faculty or adjuncts) and the plan is to use some of the COVID relief money to make this possible. He said that he thinks this is particularly important for new first-time-in-college (FTIC) students who begin in Summer B. The current plan for fall is to schedule a normal semester without capacity restrictions. Current projections on cases and vaccine availability make this seem reasonable. More will be known by midsummer. **COVID Relief:** Administration is still waiting to learn more about how any excess funds coming to UCF from the new COVID relief package can be used. The package includes more than \$25 million in financial aid to eligible graduate and undergraduate students. Students are applying now. Distribution will be in the next couple of weeks. More information should be forthcoming on exactly how the rest can be used. Requests will be solicited campus-wide for the use of these funds and the plan is to use the University Budget Committee to make recommendations to the president on spending decisions. It is still not known whether this relief package could be used to offset additional state cuts for this year or next, nor how large any such cuts will be. As a result, it will not be known how much of the on-campus needs can be met until the legislative session ends. In fact, it is still not known what might be faced even in the current fiscal year in addition to the 6 percent already withheld from this year's budget. **Enrollment:** Student enrollment grew unexpectedly this fall because the door was opened wider for FTIC students based on forecasts that fewer students would go to college. That didn't happen in Florida, although it did in most of the country. As a result, student enrollment grew unexpectedly. To reverse this, the plan for fall admissions is to admit about 200 students fewer than two years ago. The bump in enrollment from fall will take several years to graduate. In the meantime, a very different enrollment plan is being formulated, one that seeks to be strategic about numbers of undergraduate vs. graduate students, in-state, out-of-state or international students, FTIC vs. transfer students, and more. This planning must be done carefully, thinking about revenue, and in conjunction with a hiring plan for faculty. This will take some months, both to formulate possibilities and to discuss them around campus. A presentation to the Board of Trustees will be given in April, but the eventual path is an important strategic choice that needs to involve many voices. One other upcoming change to mention is planning for new degree programs. Historically this has largely been entirely bottom-up: a department or college that felt ready for a new degree could propose it. That was effective during our decades of growth. We are now in a new era where more



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strategic thinking is needed. Curriculum is the part of shared governance that lies most completely in faculty hands. He assured faculty that it would be very unlikely that there would be interference with the desire to add or delete a course, nor meddle in the content. But new degree programs really are a shared decision. They cost money, require hiring the necessary faculty, and other investments besides. These decisions do not lie purely in faculty hands. A different approach to new degrees that seeks to combine the flexibility or nimbleness that programs need to make changes, but that also takes into account the university's strategic direction and the needs of the region and state, and that will make sense to the Board of Trustees (BOT) is being worked on. This is in its beginning stage and not yet ready for much discussion. There is still a hiring, spending, and travel freeze on campus, but there is a process for exceptions. The reason the freeze was put in place was because of the uncertainty of our future budgets and a need to be cautious. The budget situation is still unsure, but we know a lot more than we did. He said the freeze will be lifted when there is more certainty about what the future will hold. **Dean searches, COACHE survey, big student savings on materials:** Searches are now starting for the founding Dean of University Libraries and new deans for the College of Sciences and the College of Optics and Photonics. Messages will be going out this week and next with more information. The COACHE survey is out and he asked faculty to take it and encourage their eligible colleagues to do the same and stressed that it is important. He recalled that the university really has made changes in the past because of what was learned from previous versions of this survey. **Founder's Day:** The Provost asked faculty to mark their calendars for the virtual Founder's Day Celebration, which is on April 7 this year. This event is a celebration of the very best among faculty for outstanding teaching, advising, mentoring, and service. The newest Pegasus Professors and Reach for the Stars honorees as well as awards honoring years of service and retirees will also be announced. He thanked Dr. Maribeth Ehasz for all her hard work over the years. **Questions from Senators:** When is UCF going to remove the hiring freeze for faculty? The Provost said that there have been a lot of exceptions to the hiring freeze and he anticipates that they will continue. It was the sensible way to be sure that only hires were made that were critical. He told the Senate last fall that they anticipated lifting the freeze this spring because a special session of the state legislature was supposed to be held in November but unfortunately was not held. The decision may now happen sometime in the next few weeks to finalize this year's budget for the universities. Is there a plan to extend start-up funds? The provost said that it is not a problem to extend the use of start-up funds and he will talk with the deans about it. The President said that if start-up funds were spent due to COVID, they may be able to be documented as COVID costs that may be reimbursed. Moving forward with distribution of COVID funds, could faculty receive stipends for teaching supplies? The first tranche of funds must be spent by May 27 and the second cannot be used for expenses incurred prior to December 27. It is possible there may be a way to reimburse out-of-pocket expenses if there are receipts; however, relief funds cannot be used to reimburse personal expenses. If a piece of equipment is for use in a job, and the equipment is turned back in to the university with a receipt, there may be an opportunity for reimbursement. Gerald Hector said there are things that must be



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done if purchases were personal to remain in compliance. Finance & Accounting will look at them on a case by case basis. He would like these types of expenses to be more seamless and more organized. How would the cost of Summer B classes be covered if there were more classes with fewer students in them? The Provost said the cost would be covered by COVID relief money. He thinks by next summer things will be safer and allow for larger classes. Gerald Hector said that they can look at lost revenue with the second tranche that faculty can track revenue lost and that it must be calculated on a year by year comparison. When is UCF going to expand the vaccination roll-out to include those under 65? The Provost said that the governor will let us know when we can expand vaccinations. It was noted that hospitals have been able to expand their vaccinations, but UCF has not been given permission to do so yet. Rhonda Bishop, Vice President for Compliance and Risk, said there is a Closed Point of Distribution agreement with the Department of Health and that UCF must have permission from the state to expand the program. The Provost said that by mid-summer the distribution should make it possible for those of us who want the vaccination to be able to get it. The President stressed that the administration wants everyone to be able to get the vaccination who wants it. Rhonda Bishop said that there are plans in place to distribute the vaccine when received. Chair Harrington said that he is getting the implication that if we are not all vaccinated, there won't be fuller classrooms. The Provost said that more should be known by mid-summer. The President said that another concern is how many people will take the vaccination if offered.

## 9. Announcements and Report of the Chair – *Joseph Harrington*

- a) Chair Harrington said that the live stream is not working, and a new live stream link has been sent out to senators. He thanked Dr. Maribeth Ehasz for her dedication, depth of caring and deep knowledge of student success. He welcomed Matthew Hall and Terry Mohajir. He said that Senate leadership has provided faculty for all three vice presidential searches. He noted that several items came up at the BOT meeting. Harold Mills was elected as Vice Chair. He founded a business services company and took it to operations in over fifty countries and over \$1 billion in revenue. He is deeply engaged in UCF, has been on the BOT and has been an inspiration to everyone. The library renovation funding (\$88 million) was tabled to the April meeting because some of the trustees wanted to tour the library and see what exactly is going to be done. Those tours are happening this week, so that item will come back for the April meeting. There was funding allocated for the beginning of work related to the Performing Arts Center, taking a big step in that direction with the design and modeling needed for that project and for its fundraising. The BOT also took some actions related to ensuring a continuation of operations for campus vendors like Aramark for dining and athletics and approved all the collective bargaining agreements. There was a panel at the end of the meeting on equity, inclusion and diversity that included industry leaders, representatives from the Board of Governors and several panelists from UCF who talked not only about our efforts to diversify our faculty, staff, and administration, but also our role as a university in producing students who know how to operate in an inclusive and diverse business environment that has equity for everyone. There was



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discussion about possible training certifications. A research university has a role to influence society technologically and in other realms. Juan Cendan and Pamela Wisniewski spoke about their efforts in healthcare and the computing AI realm to try and make society more just through control of technical means and information. He encouraged everyone to take the COACHE survey and asked that they encourage their colleagues to take it as well.

## 10. Committee Reports

- a) Ad Hoc Budget and Labor Crisis Response – *Reid Oetjen, Chair*
  - i) The Ad Hoc Budget & Labor Crisis Response Committee held its first meeting of Spring semester 2021 and received an update pertaining to potential budget cuts from CFO Gerald Hector. The committee members to shared faculty feedback regarding overall concerns pertaining to operations and potential budget cuts. He noted that there is a lot of nervousness about the fall and what it holds and suggested that there be more communication from the administration. He said that faculty are concerned about class sizes increasing.
- b) Ad Hoc Health and Safety Crisis Response – *Stephen King, Chair*
  - i) The Ad Hoc Health and Safety Crisis Response Committee met and were brought up to date on status of UCF as of February 2nd. New ideas brought forth from the committee: 1) possible creation of a vaccine dashboard, as a one-stop place to go for information pertinent to the vaccine at UCF (when where, how, who, guidance etc.); 2) Continue to have updated guidance on masks (double masks for example). Some of this was communicated to the campus by Dr. Deichen in an email February 11th where it was suggested to go look at the new guidelines from the CDC on mask usage; 3) Reminder to faculty about steps to take with non-compliant students in classes across campus. It is believed that guidance on that was also sent out and will be helpful for faculty and staff across campus; 4) Effective messaging of actions to take if a student in a class was later determined to be COVID positive. Dr. King followed up extensively with Jana Jasinski, Vice Provost of Faculty Excellence, on this topic and found that there is no single action to take in all such cases. Tracers at Student Health examine each situation and each classroom differently before deciding if just the student needs to take quarantine measures, or if others in the class (students and/or the faculty members) need to go into quarantine as well. A reminder to faculty that the email we received from Student Health informing us about a particular student includes the following statement in BOLD: “Should you need to do anything else you will be contacted directly by UCF Student Health Services.”

## 11. Old Business

- a) COVID-19 on Campus Update – no further discussion

## 12. New Business

- a) Resolution 2020-2021-7 Library Funding – *Steven Collins*





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- i) Two meetings ago at the Budget and Administrative Committee meeting this resolution was approved. At the last meeting, a new version of the resolution was approved and is now being presented. The previous version was considered overly restrictive and was not something the Provost would support. Question from senator: Why is the library so special that it needs to be protected? Won't that take funds away from other important things? Senator Collins stated the committee felt that more than one thing could be supported at a time. Sensing there were going to be issues and concerns from the senate, they did their best to address them and put forward a resolution that would pass. From chat: Could you provide any data that shows the budget problems for the library and how they are being affected specifically? Senator Collins said he did not have anything at this time and suggested perhaps a library representative could speak to that. He stated that the collection budget goes up 5-6% every year. The library's budget has remained stable. They received a 3% cut when the other units did and there was some discussion of an additional 3%, although that did not come to pass. A note from the chat stated that the Budget and Administrative Committee received several presentations from the Libraries regarding declining funding even as enrollment increases, and journal subscription costs have increased. They are at the point where they will have to cancel subscriptions in the databases that are used across the campus. Chair Harrington clarified that the budget cuts are not what is increasing annually, but the costs. The budget has been flat for quite a while. Provost Johnson stated that the library did not receive any cuts. A senator stated that she did not feel that the Therefore Be it Resolved statement covers the spirit of the resolution and that UCF already tries to protect the Libraries from across the board budget cuts. Senator Collins stated that this was not in the past a foregone conclusion. Another senator stated that cutting the subscriptions would severely harm research. A senator agreed that Therefore Be It Resolved clause is very arbitrary. Who defines what is reasonably funded? Senator Collins stated that they are open to suggestions for the wording of the resolution. Senator Cash made a motion to amend the resolution an add the words "continue to" before "be sufficiently". Chair Harrington reminded the senators that resolutions are meant to convey a concern or a priority. Second to motion to add wording. Vote taken electronically via Zoom poll (extra poll 1) – 36 yes/20 no/2 abstain, motion passes. Motion by Senator Zaho to send resolution back to committee, second. Vote taken electronically via Zoom poll (extra poll 2): 48 yes/10 no/1 abstain, motion passes.
- b) Motion to extend meeting time by 15 minutes, second. Vote taken electronically via Zoom poll (extra poll 3) – 37 yes/15 no/2 abstain, motion passes.
- c) Advance Notice of Bylaw Change - Resolution 2020-2021-8 Faculty Senate Bylaw Change Parking, Transportation and Safety Committee for Discussion at March 25, 2021 Steering Meeting – *William Self*
  - i) The Ad Hoc Bylaws Committee discussed the importance of faculty time for our committees, and the fact that operations-level committees are expected to meet monthly or more often and are typically dealing with key issues that are important to faculty. While parking, transportation and campus safety are very important issues, the committee felt that they should recommend that this



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committee be moved back into joint-committee status, and that it not be altered in any way in terms of membership.

d) Resolution 2020-2021-9 Eligibility Requirements for the Teaching Incentive Program – *Stephen King*

- i) The TIP award program was initiated about 20 years ago as an incentive for faculty across the State of Florida to teach large classes. All other Florida institutions that had the program have since stopped the program and developed other means to reward their best teachers. In the current eligibility guidelines at UCF, faculty must teach classes above a certain size, set as the median of the unit they are in. Many exceptional teachers at UCF have never been eligible for this reward, and never will be eligible based on their assigned teaching. For some it may be that their expertise is needed in classes that are smaller than the level needed for TIP awards, for others it may be that they have no control over their assignments. This resolution is for information purposes only. The Faculty Senate cannot mandate a resolution to the Provost to take an action that must be bargained. However, it can send a message to both the administration and the union that it is past time for the eligibility requirements set up years ago to be considered for recalibration during bargaining. Hopefully, this would allow ALL faculty to have an equal opportunity to compete for this prestigious award, rewarding the best teachers, regardless of the size of the classes they teach. Motion by Senator King for Senate to pass resolution as information only to Provost, second. A senator showed the awards that all faculty are eligible for. He showed documentation of how UCF has grown over the years. He said these statistics show that faculty all do have a chance to apply for awards and that changing it would cause disadvantages and take away the rewards. Another senator supports the resolution and explained that he taught classes for over 20 years and was able to apply for the award only one time. Using productivity criteria as a sweeping device precludes good teachers from applying. Vote taken electronically via Zoom poll – 24 yes/26 no/5 abstain, motion fails.

13. Motion to have committee reports given via email after the meeting, second, vote taken electronically via Zoom poll (extra poll 4): 45 yes/3no /1 abstain, motion passes.

14. Committee Reports, continued

- a) Budget and Administrative Committee – *Steven Collins (received via email prior to meeting)*
- i) At our last meeting, the committee approved two resolutions. The first was the library funding resolution on today's agenda. They had passed a version at a previous meeting that went through Steering, but they took the opportunity to vote on a new and improved version. The main concern with the earlier version was that it was overly prescriptive and wasn't something the Provost would be able to support. They also approved a second resolution that calls for the cost of accommodations made for faculty and staff with disabilities to come out of the university budget rather than a department's budget. Their concern was that although these costs are minimal in terms of the scope of



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the university budget, individual departments can really feel them. It's their position that individual departments shouldn't be penalized for having diverse faculty and staff. This resolution will come to the Senate next meeting if Steering approves it at its March meeting.

- b) Information Technology Committee – *James Gallo – no update*
- c) Parking, Transportation and Safety Committee – *Adam Wells (received via email prior to meeting)*
  - i) Committee member Michael Valenti raised discussion on Opioid overdose medication (Narcan®, Naloxone) availability/utilization at UCF. He noted that he had previously presented to the Dean of College of Nursing on distributing Narcan to students and that he had received a grant that would fund distribution of Narcan to UCF students free of charge. There was discussion as to whether this would increase drug use, but Dr. Valenti referenced research indicating this is not the case. Chief Metzger noted that UCF is the first Central Florida Agency to carry Narcan. Prescriptions are needed for Narcan and Dr. Deichen signed off on Narcan going to UCF Police. There was additional discussion from Daniel Topping on the prevalence of opioid overdose incidents in Seminole county. Steven Freund from UCF Dept. of Security provided an update on access control and cameras. The committee was briefed on efforts to replace more than 100 older failing cameras in 2020, as well as the addition of cameras in Parking garages B, H, Libra, the downtown parking garage, Business, Engineering, Classroom I, Nicholson School, Millican Hall and around Memory Mall. The committee was also briefed on access control upgrades including perimeter door access, timely locking/unlocking, day/time-restricted access, automatic deprovisioning, lockdown capabilities, and the decommissioning of disparate systems. There was discussion regarding reports of inadequate safety camera coverage in UCF parking garages. The committee would like to stress the importance of these measures and the urgency they feel in remedying the issue. Older parking decks/lots certainly present a considerable funding challenge that the committee is sensitive towards. However, the committee strongly encourages prioritizing the modernization and expansion of camera coverage across all parking facilities on campus to ensure our students and community are well protected. There was discussion regarding UCF Police Staffing. Chief Metzger noted that UCF Police is down 9 sworn officers compared to this time one year ago. Chief Metzger noted that the current number of officers is acceptable for COVID conditions. However, to maintain normal campus operations, this number cannot drop any lower. Chief Metzger also noted that they are currently down one officer, and another will retire in June. Chief Metzger said that the UCF PD needs four more officers than what they have now just to tread water in preparation for the Fall semester but will in fact still be down 8-9 officers from a year ago. In preparation for the Fall semester UCF PD is expediting administrative processes to have new officers hired and trained by fall, but training duration will be maintained (takes 9-12 months to hire and train an officer). UCF PD hiring of new officers is an approved exception to the hiring freeze. Hoping training will be complete before fall.
- d) Personnel Committee – *Stephen King (received via email prior to meeting)*



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- i) The Personnel Committee discussed two main topics: The first was the TIP resolution, which was already talked about in this meeting. The second was possible actions to take regarding how the COVID pandemic is affecting faculty coming up for tenure. Discussion of the second topic was deferred until the Campus Climate Reports as it is the topic of one of those reports.
- e) Research Council – *Shawn Burke (received via email after the meeting)*
  - i) The Research Council met on February 22. This was the first meeting since the Research Council had been divided into subcommittees. At this meeting they received an update on the Conflict of Interest document. Next the chair of each subcommittee (Policy, Compliance, Internal Research Support, Facilities and Labs) updated the Research Council on the progress and items discussed during their first meeting. Below is a brief update for each subcommittee: **Policy-** This subcommittee had several topics that were assigned to them and have begun to work with Dr. Klonoff and the Office of Research to clarify specifics on what was needed with regard to a few of the policies (e.g., areas of concern). **Compliance-** Compliance met and began to talk about the first item on their list – Compliance items that were moved out of Office of Research and into other departments (i.e., EH&S Environmental Health and Safety, undue foreign influence, research non-compliance). Another item related to contract approval has been resolved. The President has announced that starting March 1st contracts no longer need to go through the legal department unless they are specifically asked to review. Contract managers will handle the contracts, which makes UCF consistent with other universities. UCF is working with Huron group to improve transparency of the contracts process. Within the system, PIs will be able to see where their contract is, always. Metrics are being developed to track the new process. A new item was also brought up by Dr. Klonoff - there is a need for a research misconduct policy concerning unethical behavior. The current policy included fabrication, falsification, and plagiarism, but does not cover other ethical issues. The concept of “ethically appropriate activities” needs to be introduced at UCF. **Internal Research Support-** The subcommittee met to review the Excellence in Research Awards. In doing so they noted that the rubric for that review is flawed and heavily biased towards the hard sciences. Discussion included an effort from several years ago when the committee worked to expand the awards to three and develop additional award categories to be more inclusive of the work being done at UCF by faculty. These documents will be sent to the subcommittee so they can review and decide how to proceed. Faculty awards need to be bargained, but it is unclear what the outcome of prior bargaining was or if it was bargained at all. **Facilities and Labs-** A new issue was brought forward for Facilities to work on related to the need for a type of alert system for faculty when Facilities is going to do something (e.g., HVAC shut off, cleaning) within their building/lab that might impact their work. Faculty are not being notified by Facilities and this is impacting the function of labs. The Research Council also discussed its meeting schedule and decided that the Research Council will not meet again as a group this year, but the chairs of the subcommittees will meet monthly and send notes to the Faculty Senate office and the Chair of the Research Council for updates/dissemination. Finally, Dr. Klonoff would like to convene a



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Task Force for Foreign Influence due to a new Florida law that may come out that would immediately end all work being done with a communist country (China, Vietnam, Cuba). This law could impact many faculty and their work.

- f) Graduate Council – *Jim Moharam (received via email prior to meeting)*
  - i) The **Appeals Committee** met on February 4 and 18. Their next meeting will be on March 4. The **Curriculum Committee** met on February 17. Their next meeting will be on March 3. The **Policy Committee** met on February 17. Their next meeting will be on 3/17. They have revised the conditional retention plans policy, discussed the expiration date for external credit transfer and made a request to move the GRE/GMAT requirement from a university policy to a College of Graduate Studies policy. The **Program Review and Awards Committee** met on February 12. Their next meeting will be on February 26. They worked on the GTA and GRA awards, outstanding thesis and dissertation awards, the Award for Faculty Excellence in Mentoring Doctoral Students, and the University Award for Excellence in Graduate Teaching.
- g) Undergraduate Council – *William Self (received via email prior to meeting)*
  - i) The Undergraduate Policy and Curriculum Committee (UPCC) and Undergraduate Course Review Committee (UCRC) have been meeting regularly and moving normal curriculum business forward. The leadership of the UPCC committee, Kelly Allred, is working with SGA on the issue of a syllabus database. This issue will be discussed at upcoming meetings of the council.
- h) Ad Hoc Bylaws Committee – *William Self (received via email prior to meeting)*
  - i) The Ad Hoc Committee on Bylaws met in late December. They discussed a number of potential bylaw changes that include 1) potential to add our Equity, Inclusion and Diversity ad hoc committee to our Senate structure, 2) potentially changing the membership of some committees (such as IT) to reflect more expertise rather than membership guided by academic unit representation, and whether or not to make the Bylaws Committee a permanent committee.
- i) Ad Hoc Campus Equity, Inclusion and Diversity – *Kristine Shrauger (received via email prior to meeting)*
  - i) The Ad-Hoc EID Committee has met once since Steering. They have lost some members and Faculty Senate leadership is working to find new members. They have begun discussion on the topic, 2020-2021-5 Prohibited Conduct Policy. Matt Ricke, Assistant Director, Title IX Coordinator, will be guest speaker at the next meeting.

15. Motion to move Other Business before campus climate report, second. Vote taken electronically via Zoom poll (extra poll 5): 40 yes/3 no/1 abstain, motion passes.

## 16. Other Business

- a) Notice of resolution to change composition of IT committee. As a bylaw change, it is a 30-day notice, so it will not be discussed at this meeting. It would be put on the agenda for next Senate meeting. Senator Self made a motion to consider a resolution by the Bylaws Committee to change the Information Technology Committee bylaws to post for 30 days, but noted that it is actually 28 days until



# Faculty Senate

the next meeting; however, the materials were sent out prior to this meeting with the potential resolution. The motion is to put resolution on next Steering Committee and Faculty Senate meetings. Second. Vote taken electronically via Zoom poll (extra poll 6): 44 yes/1 no/4 abstain, motion passes.

17. Motion to extend time by 15 minutes, second. Vote taken electronically via Zoom poll (extra poll 7) – 31 yes/16 no/1 abstain, motion passes.

## 18. Campus Climate Reports

### a) UFF Update – Nina Orlovskaya

- i) Town Halls for Full Book Bargaining - March 9 and April 12 at 5pm. To join and ask questions please contact Talat Rahman, Chair and Chief Negotiator, at [Talat.S.Rahman@gmail.com](mailto:Talat.S.Rahman@gmail.com) or Robert Cassanello, President, at [president@uffucf.edu](mailto:president@uffucf.edu) to request zoom link. Full Book Bargaining - Article 23 Salaries, among other CBA Articles, were presented to the Board of Trustees at the bargaining session on Wed, February 24. The senators are invited to join the upcoming bargaining session at 1.30pm, March 17, 2021 via zoom and to contact Briannis Weston at [briannis@ucf.edu](mailto:briannis@ucf.edu) for the Zoom link.
- ii) Collective Bargaining: Article 23 Salaries: Promotion Salary Increases – 11% to Associate and 12% to Full

Professor/Instructor/Lecturer/Scholar/Instructional Designer/University Librarian; 3.5% Across the Board Salary Increases - 2021-2022; 2022-2023, 2023-2024 effective on August 8, 2021, 2022, and 2023, respectively; 4 Research Excellence Awards - University Distinguished Creative Scholarship and Research Awards For Excellence in one of the Categories: Creative Arts and Humanities; Social Sciences; Physical Sciences; Life/Medical Science

### b) Tenure Clock Extensions – Jana Jasinski and Stephen King

- i) Dr. Jasinski stated that 317 tenure-earning faculty were eligible to apply for a tenure clock extension. Eligibility criteria used: not currently in the process, employed in a tenure-earning status by UCF prior to 4/1/2020 and not on a non-reappointment. 178 tenure-earning faculty were approved for COVID-19 extensions. There were 79 women and 99 men. There were 48 Asian, 5 Black, 16 Hispanic, 1 Multi-racial and 108 White. Everyone who was eligible and applied was approved.
- ii) Senator King said that the Personnel Committee concluded that a second year of additional tenure clock was not the best approach. Instead they decided that a dedicated mechanism for faculty to explain the ramifications of COVID pandemic on all their faculty responsibilities would be the best practice. They suggest working with Faculty Excellence directly to help give guidance to those putting together tenure dossiers on how to accomplish this using the existing online dossier folder. This information could be provided to internal and external reviewers, and education and communication would be needed to all evaluators of tenure packets, or other performance reviews, to take this statement into account. This statement would be used not just by pre-tenure faculty, but could be used by any faculty being evaluated over the period that includes the COVID pandemic, including promotion, CPE, annual evaluation, periodic review, etc.

19. Conflict of Interest (COI) – Rhonda Bishop and Debopam Chakrabarti



# Faculty Senate

- a) Dr. Chakrabarti said that he appreciates the faculty input in helping to formulate the changes to the Conflict of Interest policy. Faculty members who were part of the group were Ronald Piccolo and Keri Kozlowski from the College of Business; Treen Ho from the Nanoscience Technology Center; Debbie Hahs-Vaughn of the College of Community Innovation and Education; and Debopam Chakrabarti from the College of Medicine. Qun Ho, Deborah Hahs-Vaughn and Debopam Chakrabarti are also members of the Research Council. The task of the subcommittee was to recommend updates to the university's conflict of interest policy due to questions asked after the legislature passed the Florida Statute 1012.977 on June 1, 2020. As a result, question 12 was added to the existing AA-21 questions. Other than question 12, relating to relationships with foreign entities, there are no changes to the existing conflict of interest questionnaires. Additionally, a matrix was created as a guide and a video has also been created. UCF Compliance has agreed to work with UCF faculty and UCF's Office of General Counsel to revisit questions 1-11 and to implement those revisions in the new HURON system ETA August 2022. There will also be an amendment feature available once the initial AA-21 is submitted and approved.
- b) Rhonda Bishop, Vice President for Compliance and Risk, said the revised policy was approved last week by the University Policy and Procedures Committee, so it is in the process of being signed off and it will go to the President for signature tomorrow, then it will be put up in the university's library. She encouraged the senators to look at the guidance documents and the matrix that were developed after the policy was put up for comment. A lot of work went into that and she feels that the documents will be of great help with getting through the disclosure process. They will not only be inside the disclosure system, but they will also be posted to the Compliance and Ethics website on the Conflict of Interest page. If anyone has questions during the disclosure process, please email the [PCA@ucf.edu](mailto:PCA@ucf.edu) conflict of interest question box or call the office. In addition to the new question, there was also an attempt when providing the guidance to narrow where they could, for example for questions 1-3 further clarification was added so that those questions only apply to employees engaged in sponsored research or human or animal subjects. Additional changes are that as the Office of Research launches the HURON suite, they will gradually take ARGIS down, including the piece that handles the COI disclosure. There will be a new COI disclosure system. Compliance and Risk staff are meeting next week to get an update from HURON. Over the next year they will use the process that was just used to look at the remainder of the questions with the hope of launching a new system in August 2022. The House Select Committee on the Integrity of Research Institutions, which is investigating foreign influence at SUS schools, started their investigation up again in January. The committee has made two additional requests to provide updates on cases and how UCF is implementing the new statute. Her office did meet with the staff of the committee and during that meeting she shared concerns from faculty and they said they are open to receiving edits and she will be working with them through the SUS Consortium system through the Board of Governors. Edits were shared with the ad hoc committee. The statute is written broadly and should be narrowed to who it applies to, especially the piece that speaks of suspension. She thanked all the faculty who participated.



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- c) Chair Harrington expressed his appreciation to Rhonda Bishop's office and the faculty who have worked on this initiative.

20. Adjourned at 6:32 p.m.



Faculty Senate Attendance

February 25, 2021

| First Name | Last Name    | College/Ur | Meeting R | Meeting Role: - Guest |
|------------|--------------|------------|-----------|-----------------------|
| Pamela     | Baker        | CAH        |           | Senator               |
| Mason      | Cash         | CAH        |           | Senator               |
| Lynn       | Casmier-Pi   | CAH        |           | Senator               |
| Patricia   | Farless      | CAH        |           | Senator               |
| Keith      | Koons        | CAH        |           | Senator               |
| Mary Darli | Neal         | CAH        |           | Senator               |
| Jane       | Vaughan      | CAH        |           | Senator               |
| Gergana    | Vitanova     | CAH        |           | Senator               |
| Keri       | Watson       | CAH        |           | Senator               |
| Margaret   | Zaho         | CAH        |           | Senator               |
| Sami       | Alpanda      | CBA        |           | Senator               |
| Yoon       | Choi         | CBA        |           | Senator               |
| James      | Gallo        | CBA        |           | Senator               |
| Paul       | Goldwater    | CBA        |           | Senator               |
| Axel       | Stock        | CBA        |           | Senator               |
| Karen      | Consalo      | CCIE       |           | Senator               |
| Andrea     | Gelfuso      | CCIE       |           | Senator               |
| Bobby      | Hoffman      | CCIE       |           | Senator               |
| Karol      | Lucken       | CCIE       |           | Senator               |
| Nancy      | Marshall     | CCIE       |           | Senator               |
| Brett      | Meltzer      | CCIE       |           | Senator               |
| David      | Mitchell     | CCIE       |           | Senator               |
| Ann        | Shillingford | CCIE       |           | Senator               |
| Dennis     | Filler       | CECE       |           | Senator               |
| Jeff       | Kauffman     | CECS       |           | Senator               |
| Hansen     | Mansy        | CECS       |           | Senator               |
| Kausik     | Mukhopad     | CECS       |           | Senator               |
| Sumanta    | Pattanaik    | CECS       |           | Senator               |
| Arthur     | Weeks        | CECS       |           | Senator               |
| Shawn      | Burke        | CGS        |           | Senator               |
| Lori       | Walters      | CGS        |           | Senator               |
| Susanny    | Beltran      | CHPS       |           | Senator               |
| Martine    | Vanryckeg    | CHPS       |           | Senator               |
| Danielle   | Webster      | CHPS       |           | Senator               |
| Adam       | Wells        | CHPS       |           | Senator               |
| Stephen    | King         | COM        |           | Senator               |
| Stephen    | Lambert      | COM        |           | Senator               |
| Daniel     | Topping      | COM        |           | Senator               |
| Dawn       | Eckhoff      | CON        |           | Senator               |
| Frank      | Guido-San    | CON        |           | Senator               |
| Sarah      | Barber       | COS        |           | Senator               |
| ANDRES     | CAMPIGLI     | COS        |           | Senator               |
| Steve      | Collins      | COS        |           | Senator               |
| Christa    | Diercksen    | COS        |           | Senator               |
| Mark       | Ehrhart      | COS        |           | Senator               |
| Andy       | Frazer       | COS        |           | Senator               |

Faculty Senate Attendance  
February 25, 2021

|           |            |        |          |                                |
|-----------|------------|--------|----------|--------------------------------|
| Tim       | Hawthorne  | COS    | Senator  |                                |
| Daniel    | Inghram    | COS    | Senator  |                                |
| Gary      | LaPage     | COS    | Senator  |                                |
| Daniel    | Marien     | COS    | Senator  |                                |
| Heath     | Martin     | COS    | Senator  |                                |
| John      | Murray     | COS    | Senator  |                                |
| Adam      | Parrish    | COS    | Senator  |                                |
| Pamela    | Thomas     | COS    | Senator  |                                |
| J. Marla  | Toyne      | COS    | Senator  |                                |
| Shengli   | Zou        | COS    | Senator  |                                |
| Patrick   | LiKamWa    | CREOL  | Senator  |                                |
| Robin     | Back       | RCHM   | Senator  |                                |
| Reid      | Oetjen     | CCIE   | Steering |                                |
| Nina      | Orlovskaya | CECS   | Steering |                                |
| Michael   | Proctor    | CECS   | Steering |                                |
| Bill      | Self       | COM    | Steering |                                |
| Luca      | Argenti    | COS    | Steering |                                |
| Joseph    | Harrington | COS    | Steering |                                |
| Jim       | Moharam    | CREOL  | Steering |                                |
| kelly     | semrad     | RCHM   | Steering |                                |
| Missy     | Murphey    | UL     | Steering |                                |
| Kristine  | Shrauger   | UL     | Steering |                                |
| Elizabeth | Hamilton   | A&F    | Guest    | AVP, Strategic Initiatives     |
| Joe       | Adams      | AA     | Guest    | Senior Communications Director |
| Matthew   | Hall       | AA     | Guest    | VP IT / CIO                    |
| Michael   | Johnson    | AA     | Guest    | Interim Provost                |
| Sheila    | Pineres    | BHC    | Guest    | Dean                           |
| Theodore  | Berry      | CUGS   | Guest    | Vice Provost and Dean          |
| Lucretia  | Cooney     | FE     | Guest    | Director                       |
| Allison   | Hurtado    | FE     | Guest    | Director of Communications     |
| Jana      | Jasinski   | FE     | Guest    | Vice Provost                   |
| Alexander | Cartwright | OOTP   | Guest    | President                      |
| Kristy    | McAllister | OOTP   | Guest    | Communications Specialist      |
| Rodney    | Graham     | SGA    | Guest    | Director of Student Affairs    |
| Michael   | Sink       | UCF IT | Guest    | Associate VP, Deputy CIO       |