

**Faculty Senate Steering Committee Meeting**  
Minutes of  
**February 5, 2015**

Reid Oetjen, chair, called the meeting to order at 4:03pm. The roll was circulated for signatures.

**MINUTES**

Motion to approve the minutes of January 15, 2015 was made and seconded. The minutes were approved as recorded.

**RECOGNITION OF GUESTS**

Lyman Brodie, Associate Vice Provost, Faculty Relations  
Lucretia Cooney, Assistant Director, Faculty Relations  
Ross Hinkle, Vice Provost and Dean, College of Graduate Studies  
Manoj Chopra, Interim Vice Provost and Dean, Undergraduate Studies

**ANNOUNCEMENTS**

The Office of Diversity and Inclusion is working on a survey.

Robert Cassanello—film students made film last year that will be the focus of an event on February 23 from 1:00 - 3:30 p.m. Would like to announce the event at the senate meeting and distribute a flyer.

Reid Oetjen and Ida Cook attended the Advisory Council of Faculty Senates last week. Reid and the Florida Gulf Coast University Faculty Senate chair are working on a resolution to oppose legislative proposals that would allow guns on campus. Board of Governors representative, Kathy Robinson will present resolution to BOG.

**REPORT OF THE PROVOST**

COACHE Survey

The COACHE survey goes live Monday, February 9. Please convince colleagues to complete survey, in addition to the Foundations of Excellence survey (faculty response rate is now 18% and 32% for faculty). Two emails will be sent to complete the COACHE survey; the first will include the link, and there will be a reminder. Academic Affairs will send additional messages advising faculty to look for survey. Emphasized this is an anonymous survey for which the faculty senate has asked.

Downtown campus

BOT approved the concept of a downtown campus, without detail. BOG asks that the university use the new campus form, which was completed. Next, the BOG will consider whether to give money for planning. February 19 will be next presentation to BOG with more detailed information.

Faculty Cluster Initiative

Workshop on February 11 from 3:00 – 5:00 p.m. See new business agenda item.

### New Hires

As of last week, 4,000+ applications for 100 new positions. Nine million clicks onto website with 100-new hire advertising initiative. We are studying the impact of different media channels.

### Textbook Affordability Act

The legislature and governor's office are pushing for textbook affordability bill for this legislative year, with minor changes from last year. There are concerning items, including that the same book should be used for three years, and that books must be selected 14 days before the start of registration. This is an area that the ACFS can engage to discuss what the university does to reduce costs of textbook material. Collaborating with SGA can be useful as well. Are there initiatives that can be developed on a trial basis, at the unit level, that can address the issue? Anything we can do proactively would be helpful. Issue referred to Budget and Administrative committee.

### **OLD BUSINESS**

None.

### **NEW BUSINESS**

#### Faculty Cluster Initiative—*Manoj Chopra*

Visit the provost website for information on the initiative. The RFP spells out the rationale of the program. With performance funding, create a faculty-led process for cross-college collaborations that build on existing strengths. There will be a meeting on February 11 from 3:00 – 5:00 p.m. in the Live Oak Room. This is a first for the university, to have faculty-generated ideas, rather than top-down. 90-95% of cluster hires will be tenured or tenure-track.

Clusters will be evaluated. We expect 50-60 cluster proposals, with each hiring up to five new hires. Proposals must have a core group and an affiliated group; the core group and leader is very important, and these roles are not fixed. The review panel will have internal and external stakeholders. If the idea is too far out, it will go to a collaborative readiness panel that will consider capacity for joint research activity. To demonstrate readiness, the college must provide the startup funding of 35%. Collaborative readiness also includes the department's willingness to fairly evaluate faculty who are on the fringe of their discipline. For evaluation, each Dean was asked to provide two senior faculty to be selected for the panel, with a balance between STEM and non-STEM faculty.

There are still 50-65 faculty that will be hired in the traditional model.

#### Appointment of selection committee for the University of Excellence in Professional Service Awards

Thomas Bryer, Keith Koons, and Ida Cook volunteered to evaluate applicants for the award in addition to Reid Oetjen.

Resolution 2014-2015-2 Parental Leave Policy and Procedures for UCF Faculty Birth/Adoption (from Personnel Committee) – Richard Harrison Liaison

Genesis came from Linda Walters. UCF UFF has put on the table a parental leave policy, and there is a favorable openness to discussion on the issue with the administration.

**Resolution 2014-2015-2 Parental Leave Policy and Procedures for UCF Faculty Birth/Adoption**

**Whereas**, it appears that current UCF policies do not provide for parental leave for faculty for birth or adoption; and

**Whereas**, provision of parental leave for faculty birth or adoption has been inconsistently given and allowed on an ad hoc basis and a variety of options have been used including:

1. Requiring parental leave be given to the mother only; and/or
2. That accrued sick leave be used (which creates additional hardship on recently hired faculty); and/or
3. Modified instructional duties (MID) for faculty are:
  - a. Not allowed; and/or
  - b. Allowed only for faculty who have been employed at UCF for a minimum of one year; and/or
  - c. Required to continue non-instructional duties such as research/grant work and/or service; and

**Whereas**, a precedent was set at the University of Central Florida when in January 2014, the College of Graduate Studies instituted a policy allowing GRA/GTA birth or adoptive mothers up to 6 weeks of paid leave; and

**Whereas**, another university in the SUS, the University of South Florida, since 2010, has offered paid parental leave that provides parental leave for birth/adoption; therefore

**Be It Resolved** that the Faculty Senate of the University of Central Florida encourages administration to work with UFF-UCF to develop equitable, consistent policies and procedures to provide parental leave for birth/adoption by faculty; and

**Be It Further Resolved** that the Faculty Senate of the University of Central Florida recommends that any development of Parental Leave Policy consider and address the list of examples and conditions identified in Attachment 1: Parental Leave Examples and Conditions.

**Attachment 1: Parental Leave Examples and Conditions**  
**Resolution 2014-2015-2 Parental Leave Policy and Procedures for UCF Faculty Birth/Adoption**

Example of types of leave, duration, funding, etc. to be considered as part of Policy on Parental leave for faculty experiencing birth or adoptions:

1. Paid leave be provided for the parental leave for birth/adoption
2. Both partners be allowed parental leave at alternate times
3. The leave duration be a semester (up to 19.5 weeks)
4. Such leave be available to recent and long-term faculty irrespective of length of employment at the university and that
  - a. If the faculty member is lacking sick leave at the time of birth/adoption, leave be provided and later deducted from accrued leave when the faculty member earns it

- b. Upon separation from the university if the faculty member is to collect any amount of unused sick leave, that paid parental leave be deducted before reimbursing the faculty member

Discussion—a compelling reason for the policy is to attract top faculty. The resolution does not mention this. It will be helpful as well to present data regarding the activity of peer universities. This is now offered for GRAs/GTAs, which was a policy change based in part on the policies of peer institutions. Point of order motioned. Changes to the resolution are done by the senate. Steering needs to determine if the resolution should move forward to the senate. Ross Hinkle was asked to share any data gathered and used for GRAs/GTAs to Richard Harrison.

Motion and second made to put resolution on full senate agenda. Motion carried.

### **LIAISON COMMITTEE REPORTS**

Budget and Administrative Committee—Robert Cassanello

No report.

Graduate Council—Jim Moharam

No report.

Parking Advisory Committee—Norma Conner

There has been no meeting. Issue of adjunct faculty wanting the same opportunity to pay over time for a parking pass was passed on to chair.

Personnel Committee—Richard Harrison

There has been no meeting. The next meeting in February 11 from 2:00 – 4:00 p.m. in HPA II, room 247.

Undergraduate Council—Bill Self

No report.

### **OTHER BUSINESS**

QEP will revolve around professional development and civic engagement.

### **ADJOURNMENT**

Motion to adjourn made and seconded. The committee adjourned at 5:36pm.

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