

UNIVERSITY OF CENTRAL FLORIDA

MEMORANDUM

TO: All Faculty
FROM: Karen Biraimah - Faculty Senate Secretary
DATE: February 13, 1991
SUBJECT: Minutes of Faculty Senate Meeting - February 7, 1991

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The meeting was called to order by Dr. Glenn N. Cunningham, Chair, at 4:05 p.m. The roll was passed for signature. The minutes of January 10, 1991 were unanimously approved.

RECOGNITION OF GUESTS: Among guests present - President Altman, Provost Astro, Dean McFall, Dean Sheridan, Sandra Pedicini of the Central Florida Future, and representatives of Channel 6 and the Orlando Sentinel.

UNFINISHED BUSINESS:

**RESOLUTION 1990-1991-7 (REVISION #1)
Annual Tenure Earning Reviews**

WHEREAS, a tenure earning candidate should be made aware of his or her progress toward tenure before the final evaluation process begins, be it resolved:

Department chairs will evaluate a tenure earning candidate's progress based upon an annual report and resume in consultation with tenured department members (or their designated committee) during the annual evaluation process utilizing established guidelines for tenure. Written results of this progress evaluation will then be reflected on the current tenure appraisal form.

Dr. Larry Holt of the Personnel Committee presented Revision #1 of Resolution 1990-1991-7 (Annual Tenure Earning Reviews.) He mentioned that the suggestions described within this revised resolution would become part of the annual review process. During discussion it was pointed out that this resolution would not provide for an "add-on" to current annual review processes, but would simply mean that the candidate would obtain comments and consultation from currently tenured faculty in the candidate's department. The resolution passed unanimously.

COMMITTEE REPORTS:

ADMISSIONS AND STANDARDS

Dr. Myler, Chair, reported that the committee was reviewing the current standards for receiving honors at graduation. The committee's meetings are open to all who are interested in attending.

BUDGET COMMITTEE

Dr. Klintworth, Chair, reported that the committee has met twice since the last senate meeting, and will meet again on February 14th at 3:00 p.m. in CEBA II, room 208. The committee is currently looking at university forms which require multiple, yet extraneous signatures.

CURRICULUM COMMITTEE

Mr. Rusnock, Chair, reported on three issues: (1) The proposed short three week summer session has met with negative response, and will not be carried forward. (2) The Orientation proposal, which asks that this experimental non-credit course be given credit, is being examined with regard to bringing the content up to current academic standards (which would then warrant academic credit.) Once this has been accomplished it will be brought to the full senate. (3) The relationship of the University Curriculum Committees and the Senate Curriculum Committee. It is possible that the University committee would become part of the Senate Curriculum Committee.

INSTRUCTION COMMITTEE

Dr. Cornett, Chair, reported that the committee is looking into: (1) both the technical and pedagogical support for faculty development of instruction; and (2) a normative instrument for faculty evaluations. The committee is not yet ready to bring recommendations to the full senate.

PERSONNEL COMMITTEE

Dr. Davis, Chair, reported that the committee was looking at the issues of textbook resale (proposed resolution to be discussed during New Business,) as well as the appointment and evaluation of endowed chairs and distinguished professorships.

NEW BUSINESS:

RESOLUTION 1990-1991-10

Whereas the selling of complimentary/exam copies of textbooks creates negative consequences for students, faculty, and authors alike, and

Whereas the free and cooperative spirit of textbook publishers in providing their products has a beneficial effect on teaching and research, be it therefore resolved:

Faculty should treat examination copies of textbooks for the purpose for which they were intended (i.e. legitimate academic review for classroom purposes.) Furthermore, faculty shall not sell complimentary copies provided to them by textbook publishers.

Dr. Davis presented the resolution to the full senate. After a brief discussion, which included a cautionary statement from Dr. Davis about restricting entry to the campus, Dr. Cunningham said that the issue of textbook resale needed to be divided into a philosophical statement (which was currently before the Senate in this resolution,) and an approach to enforcement (which might come later.) The motion carried, with 2 abstentions and 1 negative vote.

RESOLUTION 1990-1991-11

Whereas the faculty in the department, college, and discipline are considered best qualified to judge tenure/promotion cases and;

Whereas there are serious questions as to the effectiveness of committee members outside of the candidates department college, and discipline to judge the candidates qualifications, be it therefore resolved:

The Faculty Senate recommends elimination of the University Personnel Committee from the tenure/promotion process.

Dr. Davis presented this resolution which recommends the entire elimination of the University Personnel Committee. He said that the tenure and promotion process already has significant faculty input, and thus the committee was unnecessary. During discussion, Dr. Stern moved to substitute Resolution 1990-1991-12 for Resolution #11.

RESOLUTION 1990-1991-12 (ALTERNATE VERSION OF #11)

Whereas the University Personnel Committee, formed in the early years at UCF, has often served well as a check and balance on the recommendations of college personnel committees and deans and has acted as an effective recommending body to the Provost and President, and

Whereas this committee provides an additional source of faculty participation in the important process of tenure and promotion review that should not be surrendered, be it therefore resolved:

The Faculty Senate recommends that the University Personnel Committee be retained but refocused by the following steps:

1. Change the name to University Tenure and Promotion committee to clarify its sole purpose and to avoid confusion with the Faculty Senate Personnel Committee.
2. Request the Faculty Senate Chair to appoint an ad hoc committee that would review qualifications for membership and other procedures to avoid conflicts of interest, to encourage thorough consideration of files, and to assure fairness.

Discussion included comments that the University Personnel Committee should be retained, though only after particular improvements, as indicated in Resolution #12 were carried out. Arguments for the preservation of the University Personnel Committee included the idea that the committee should continue to reflect a broad university-wide perspective in the tenure and promotion process. Warnings were also issued from the senate floor not to eliminate a powerful tool for faculty input into the tenure and promotion process.

Dr. Pauley commented that there needed to be better methods of selection to the University Personnel Committee, and that more continuity through longer terms was important. Dr. Ida Cook mentioned that Resolution #12 was a good idea, because it helped to forge a true university community. The motion to replace Resolution #11 with Resolution #12 was passed, with two negative votes. Substitute Resolution 1990-1991-12 was then voted on and passed, with 3 negative votes and 1 abstention.

ANNOUNCEMENTS:

Chair Cunningham asked the committee chairs to bring their resolutions to the Senate Steering Committee.

President Altman addressed the Faculty Senate regarding several issues. First he mentioned disappointment that Governor Chiles had not reappointed Joan Ruffier to the Board of Regents. The President then went on to comment about funding and budgetary cuts. He said at this time there were rumors regarding additional budgetary cuts, and mentioned that more flexibility in university budgeting could also lead to higher levels of accountability. Present Altman said that the key item focused on questions that might be asked about teaching loads. Primarily, were faculty teaching enough? He said that UCF must look carefully at the 12 hour law with respect to solving student access problems, though he did not foresee any drastic changes with regard to teaching loads. Although President Altman at the time of the Senate meeting had not yet seen the Governor's new budget proposal, he did anticipate an additional 5 percent cut (in addition to the previous two budget cuts already in place.) Other aspects of the new budget might include a 20 percent tuition increase for in-state students, and a 25 percent tuition increase for out-of-state students. In general, President Altman said the university needed to plan for a poor year financially, with the knowledge that it should be relatively brief. He estimated that the short-fall conditions should remain for about one year until the recession subsides and need tax reforms are put in place.

Dr. Cunningham asked President Altman how central Florida would be able to communicate without a local contact with the Board of Regents, and the President replied that the Board was still listening. Dr. Ida Cook then asked President Altman if plans for a new university were still being considered by the Board of Regents, and he replied that it was still part of the long-range plans. Dr. Mark Stern then asked President Altman what new financial resources were being anticipated, and President Altman replied that transaction (service) taxes were being considered. Dr. Maude Wahlman then asked the President if enrollment would still be going up, and President Altman replied "yes."

Provost Astro then discussed the implications of the anticipated budgetary cuts. He first mentioned that UCF was focusing on decentralizing budgetary responsibilities across the colleges, while maintaining maximum flexibility of resources. He said that there needed to be a broad university policy to deal with the budget problems ahead, and that temporarily the door was closed on new programs (unless these innovative programs and changes did not require additional funding.) He then mentioned information discussed during his recent meetings with college deans. First, Dr. Astro anticipated

that enrollment next year would be about the same as this year, though there would be a different "mix." There would be modest increases in the number of freshman admitted, while there would be more restrictions placed on transfers without an AA degree. In fact, this category would almost disappear according to Dr. Lillie's projection of only 23 new non-AA admissions for Fall 1991. With regard to the budget, Provost Astro said that the University was facing a new budget which will be 10 percent below that of last July's budget. He also mentioned that he had not yet addressed the salary improvement package.

Provost Astro then shared with the senate correspondence that he was sending to all college deans and administrators regarding recruitment for new faculty positions. This outlined an immediate freeze on all faculty hiring for the remainder of this year, and for all of the next academic year, with the exception of those faculty positions funded through external grants. The Provost did mention that there was one general exception to the above hiring freeze. He said that deans did have the authority to hire new faculty, provided the overall college budget remained within the mandated 90-95 percent funding clause. At this point, Dr. Stern asked the Provost why enrollment was not being cut to reflect the anticipated budgetary cuts. Dr. Astro answered that for the most part it was out of their control, and that the increase in AA transfers was extremely modest. The provost's best estimate was that there would be no actual enrollment increase. Dr. Astro went on to comment that because of the Board of Regent's policy of averaging three years of enrollment, it was not in the best interests of UCF to dramatically decrease enrollment. Dr. Astro said that any decreases in enrollment at this point would mean less funding "down the road." Though the Provost said that he did not advocate increasing teaching loads or class size, it was possible that certain faculty members would be teaching more than others. He said that delays in hiring would translate into savings that could be used to pay for needed services, including travel and equipment. Provost Astro also mentioned that while colleges were planning for 95 percent of their current budgets, it did not necessarily mean that every department within every college would face the same 95 percent funding level. In each college there would be flexibility, as long as the total college budget did not exceed the 95 percent level.

Dr. Pauley made a formal protest to the senate regarding the programming changes on UCF's radio station. He disliked the changes which replaced classical music with other musical selections.

Next meeting of the Faculty Senate will be March 7, 1991.

Meeting adjourned at 5:25 p.m.

Respectfully submitted,

Karen Biraimah, Secretary