

**Faculty Senate
Steering Committee Meeting
Millican Hall, room 395E
Minutes of February 8, 2018**

William Self, chair, called the meeting to order at 4:00 p.m. The roll was circulated for signatures.

MINUTES

Motion and second to approve the minutes of January 8, 2018. The minutes were approved as recorded.

RECOGNITION OF GUESTS

Barry Mauer, Associate Professor, College of Arts & Humanities
Blake Scott, Professor, College of Arts & Humanities and Faculty Senator
Manoj Chopra, Professor, College of Engineering & Computer Sciences and Presidential Search Committee member
Kristy McAllister, Information/Publication Services, Academic Affairs
Jana Jasinski, Interim Vice Provost for Faculty Excellence
Lucretia Cooney, Associate Director, Faculty Excellence
Stephanie Krick, Instructor, College of Health & Public Affairs
Helen Pratt Marrett, Lecturer, College of Education & Human Performance
Liz Klonoff, Research & Commercialization and College of Graduate Studies

ANNOUNCEMENTS

None.

OLD BUSINESS

None.

REPORT OF THE PROVOST

Task Forces

The transition teams are starting to meet. The Academic Health Sciences Center (AHSC) transition team is led by Deborah German, the Urban Innovation and Education transition team is co-led by Sissi Carroll and Ross Wolf. The new interdisciplinary inter-college school transition team is led by Robert Littlefield. The school will report to a council consisting of the deans with faculty in the school and an equal number of elected faculty. Jeff Moore will serve as chair of the council that will govern the new school.

Academic Affairs is developing a set of milestones to ensure all transition teams are moving forward with a similar process. These milestones include recommending naming, leadership structure and order, and finalizing institutes and centers. We also put together a group of staff to support the budget, operations, human resources, fundraising, faculty affairs, and registrar for moving courses.

Sanford-Burnham Building

Sanford-Burnham is eventually leaving Florida and moving their operations back to San Diego, leaving the building vacant. The Governor wants private enterprise in the building to create new jobs. The County, City, and Tavistock are major shareholders in the building. Mayor Jacobs requested a public presentation. Florida Hospital worked with Moffitt Cancer Research Center and presented a proposal to the County Commission. UCF worked with Provision Healthcare and Sarah Cannon Cancer Research Center (division of Hospital Corporation of America) to present a proposal. The Commissioners expressed the desire to explore the UCF proposal further. Florida Hospital has since withdrawn their proposal. This week Mayor Dyer sent a letter to UCF and the county asking the county to proceed with negotiations with UCF and partners. This means UCF will have a cancer research and treatment center. Sarah Cannon Cancer Research Center offers a large number of clinical trials. The building contains around 65,000 square feet of wet labs on two floors that will be rent free. As UCF moves forward with the Academic Health Science Center, including the College of Nursing, Burnett Biomedical Sciences, and the College of Medicine, we immediately have wet labs available for the units. Because the main campus is short on wet labs, we may move other units out there, if interested, on a temporary basis.

COACHE Survey

The initial COACHE survey was conducted in 2015. In February, a follow-up survey will be sent out to determine if the initiatives taken show any improvement. The survey will be open for two months and includes tenured, tenure-earning, instructors, and lecturers. Please encourage your colleagues to complete the survey.

Provost Forums

Yesterday, we held the third forum on Student Success. The provost thanked everyone that attended and participated on-line. The next forum on Funding and Philanthropy will be held in the Morgridge International Reading Center on April 3, 2018 from 3:00 – 4:00 p.m.

Provost College Visits

The half day college visits start with the College of Medicine on February 16. The provost will visit each college to learn what each college is doing to reach college-level goals.

Research Funding

As of yesterday, UCF is 33% ahead of this time last year. Last year, research funding was at \$91,300,000 and this year we are at \$121,500,000. If we sustain a 30% increase this year, we will be on the right trajectory to have doubled research awards.

Author Reception

Dr. Whittaker thanked Faculty Excellence and the Office of Research for co-hosting the first UCF Faculty Authors celebration Tuesday. One way of measuring our impact is measuring the production of scholarly works. In 2014, UCF produced 1,600 peer reviewed articles. In 2016, UCF produced 2,800 peer reviewed articles.

Marchioli Collective Impact Innovation Award

Nominations for an innovative program or project that shows measurable outcomes and can be scaled is due March 9. Awardees will receive \$5,000 cash or a grant to continue their work. This Fall, Ronald DeMara won taking real-time assessment data in a lab setting to help tutor students. Applications can be submitted at <https://www.ucf.edu/strategic-plan/files/2018/01/UCF-Marchioli-Collective-Impact-Award-Nomination-Form.pdf>.

Upcoming Resolutions

The provost voiced support for the resolutions on out-of-unit benefits, Emeritus revisions, and participation on university committees. He expressed concern for the cost impact of implementing the resolution on benefits for out-of-unit faculty.

A member questioned why the Collective Bargaining process takes so long and asked if the process can be completed prior to the first paycheck in the Fall semester. The provost indicated that the salaries negotiated in the final agreement was the same as it was in August. The union kept bringing new items to the table not previously discussed which resulted in more time for review and comment.

NEW BUSINESS

Resolution 2017-2018-12 Personal and Family Benefits for Out-of-Unit Faculty Benefits

This resolution was brought forward by the Personnel Committee based on an issue on the topic list.

Motion and second to place the resolution on the February 22, 2018 Senate agenda. No discussion.

Vote: all in favor; motion passes.

Resolution 2017-2018-13 Emeritus Policy Revisions

Changes made to the policy in November 2016 resulted in negative consequences due to a gap in retirement. The resolution was brought forward by the Personnel Committee.

Motion and second to place the resolution on the February 22, 2018 Senate agenda. Open for discussion.

A discussion ensued regarding faculty included in the policy that differs from the Senate's definition of faculty. One member felt that leaving the policy to include all UCF faculty members would be more inclusive and account for changes over time. It was noted that the Senate bylaws and the committee membership would need to be re-visited if the definition of faculty is changed. A member questioned the rationale for adding associate professors to Emeritus. Even though the focus of the university shifted to research, UCF had many associate professors that wouldn't necessarily qualify for full professor due to the research component, but were very accomplished educators and scholars.

Motion to table the resolution; withdrawn.

A Personnel Committee member indicated a committee sub-group researched other Universities and the general sense was Emeritus should distinguish long standing leadership.

Motion and second to return the resolution to the Personnel Committee with concerns for revision.

Vote: 2 opposed, remaining in favor; motion passes.

Resolution 2017-2018-14 Faculty Participation on University Committees

Resolution 2017-2018-9 Faculty Participation on University Committees was tabled at the last Senate meeting for revision. The language in the Be It Resolved has been modified to communicate the intent of the resolution.

Motion and second to place the resolution on the February 22, 2018 Senate agenda. Open for discussion.

Dr. Self noted that the provost indicated that his only concern would be the workload issue, and ensuring all committees are identified.

Motion and second to place the resolution on the February 22, 2018 Senate agenda.

Vote: All in favor; motion passes.

Resolution 2017-2018-15 In Honor of John C. Hitt, president of the University of Central Florida

The idea to develop the resolution was discussed at the last Steering Committee meeting. Worked with several individuals to develop the resolution presented.

Motion and second to place the resolution on the February 22, 2018 Senate agenda. Open for discussion.

Motion to amend line 36:

“positively influence the future of UCF and our ~~Orlando~~ Central Florida city-state for generations to come.”

No second; motion fails.

Motion and second to amend line 36:

“positively influence the future of UCF and Central Florida ~~our Orlando city-state~~ for generations to come.”

Vote: all in favor; motion passes.

Motion and second to place amended resolution on the February 22, 2018 Senate Agenda.

Vote: all in favor; motion passes.

During the last Steering Committee meeting, there was interest in having the resolution framed or made into a plaque. Is there still interest in having this done? Yes.

Electronic Reporting System Update – Jana Jasinski

Last March, three companies were invited to campus regarding a faculty reporting system. Interfolio emerged as the leader. We are putting the project on hold since the reporting system is not yet connected to the promotion and tenure process and due to the recent academic realignment. If you have ideas regarding electronic reporting system or know of any faculty using Interfolio, please give us their feedback.

Presidential Search Update – Manoj Chopra

The search committee has met four times. On February 15, the committee will review the applicants and submit a list of ten finalists. Starting February 12, Parker Executive Search will be releasing applicants on a daily basis. The semifinalists will visit campus February 22 and 23. By February 23, we will have three to five finalists that will be on campus for 2-day interviews March 1 through March 8. The Board of Trustees will interview the finalists March 9 and at the conclusion will name the president-elect. On March 28 and 29, the Board of Governors will interview the president-elect for confirmation. As a search committee member, I must submit a single question that will be asked across all applicants. If you have a question you think should be asked from a faculty perspective, please email me. If you would like to suggest an applicant, contact Parker Executive Search.

A member questioned who the applicants are and why the information is not available on the UCF website. The applicants are published by the media through a public information request and the General Counsel's Office can answer why the applicants are not published on the website.

Resolution 2017-2018-6 Endorsement of University of Chicago Statement on Freedom of Expression – Blake Scott and Barry Mauer

Several concerns were raised after the Senate passed the resolution. Blake Scott and Barry Mauer are here to discuss some of the concerns and implications of the resolutions.

Dr. Scott discussed the concerns and implications of the resolution. He indicated that some senators have circulated an amended version however, many don't think a statement is needed at all. Dr. Mauer discussed the effect the resolution has made after it was passed.

Dr. Self indicated that the senators were probably not aware of the implications of the resolution. We have the ability to ask the Senate to vote to revoke the resolution, and we can work to get that on the Senate agenda. A piece of Florida legislation up for a vote will eliminate free speech zones at universities and will likely pass.

2018-2019 Senate Elections

Based on the impending restructure of academic units, the College of Medicine, College of Health and Public Affairs, and the College of Education and Human Performance has been asked to elect senators for a 1-year term in the current election. This ensures that all existing senate seats expire at the end of Spring 2019. This isn't a perfect solution, but a stop gap measure.

Dr. Self noted that two departments will be split between colleges, so two senate seats will have different representation after the reorganization takes effect. When the College of Arts & Sciences split, it was a clean division between departments. We don't intend to have a new election in August since apportionment was completed based on the old structure. The new structure will be apportioned for the 2019-2020 Senate year. The new academic units need to vote on the allocation of Senate seats. The at-large seats will continue to serve whatever unit they are moved to until the next election. The constitution defines a senate term as a two-year term. Senate terms are changed to one-year term whenever a college needs to re-stagger the seats or when a replacement senator takes over a remaining term. The bylaws don't specifically indicate that terms can be changed; nor does it prevent it.

Resolution 2017-2018-11 Guidelines for Centers and Institutes at the University of Central Florida

A quorum was lost during the last Senate meeting which prevented action on the resolution. The resolution is now placed as old business for the February 22 Senate meeting. The concern was centered on passing a resolution that could inadvertently jeopardize faculty that currently have tenure in a center or institute. A possible amendment was passed out.

Discussed the outcome of a faculty member unable to find a tenure home and the status of the Nanoscience Center faculty. No other discussion.

Non-Tenure Faculty Senate Representation/Appportionment Discussion

Multiple faculty have questioned why instructors and lecturers are included in apportionment as general faculty but not eligible to be elected as senators. Should we revisit this as a bylaw change to allow instructors and lecturers to be elected as senators? At the Advisory Council of Faculty Senates Meeting, Florida State University indicated they are revising their constitution for the first time since 1989 and are considering changing the definition of faculty to be more inclusive. The University of Florida include a large number of faculty that are out of the tenured and tenure-track ranks and they have a constitution revision committee that meets every two years.

A discussion ensued regarding how other institutions apportion senate seats. The issue will be added to the topic list.

A guest commented that the non-tenure earning faculty university committee has been tasked with identifying leadership opportunities for non-tenure earning faculty. Whether

you can serve as a coordinator or director of a program is different in every department. We were looking at different ways to be engaged and involved in leadership roles.

LIAISON COMMITTEE REPORTS

Budget and Administrative Committee – *Bari Hoffman-Ruddy*

The committee met two times since the last report. The committee discussed the lengthy waiting list at the Creative School, the travel awards, and the telephone system moving toward Skype for Business. Dr. Self indicated that the oversight for the travel awards will be moving to Faculty Excellence within the next couple of months.

Information Technology Committee – *Joseph Harrington*

Discussing changes in the way the Student Perception of Instruction (SPoI) are collected and who has access to the information. Most of the information is available on-line and some faculty expressed concern that the information will become public. Noted many committee members are unaware of the basic process of formulating a resolution, especially non-senators.

Parking, Transportation and Safety Committee – *Margaret Ann Zaho*

The committee discussed traffic lights and the issue of drivers turning right on red without stopping, and the need for protected pedestrian crossing. Some pedestrian buttons will be installed at some cross walks. The committee also discussed the difficulty in driving and parking on campus during graduation. Some of the bus routes may be changed and changing the access to HPA1. Discussed golf carts and limiting access. Montel Watson will attend the February meeting. Orange County will be establishing pedestrian cross roads and bicycle routes around campus. Crosswalks will be created away from traffic lights.

Personnel Committee – *Linda Walters*

Discussed and worked on resolutions submitted to Steering.

Graduate Council – *Jim Moharam*

The committee reviewed two proposals for a doctoral program in Social Work and Communications. The Policy Committee changed the policy to allow retired faculty to chair dissertation or thesis committees for one year after retirement.

Undergraduate Council – *Kevin Murphy*

Committees are conducting regular business.

OTHER BUSINESS

The Student Government Association would like to change the room layout for Senate meetings. The SGA meets every Thursday at 7:00 p.m. A handout was distributed showing the current layout and the proposed layout. On March 14, 2018 at noon, Key West will be set up to test the proposed layout. The proposed layout means one microphone would be shared between four senators. This change would allow all 75 senators to sit at the tables.

ADJOURNMENT

Motion to adjourn made and seconded. The committee adjourned at 6:00 p.m.

Amendment by senator Harrington:

Insert, line 21.

BE IT FURTHER RESOLVED that the reorganization of tenure homes under this resolution shall not be a means for removing tenured faculty from the university, for revoking tenure, or for forcing departments to accept members without the support of their existing faculty. Thus, any tenured faculty who have made their best efforts to find appropriate tenure homes, but who have not been accepted into appropriate academic units by those units' faculties, shall be retained with tenure in their existing units or in units created for this purpose and to which no other members may be added; and

1 **Resolution 2017-2018-12 Personal and Family Benefits**
2 **for Out-of-Unit Faculty**

3
4 **Whereas**, a number of personal and family benefits, including paid parental leave,
5 available to in-unit faculty are not available to out-of-unit faculty; and

6
7 **Whereas**, “personal and family polices” was identified in the last COACHE survey as an
8 area that needs improvement at UCF; and

9
10 **Whereas**, a large and growing number of faculty, including in the College of Medicine,
11 are designated as out-of-unit; therefore

12
13 **BE IT RESOLVED** that personal and family policies, including paid parental leave,
14 afforded to in-unit faculty be extended to all out-of-unit faculty.

Approved by the Faculty Senate Steering Committee on February 8, 2018.

1 **Resolution 2017-2018-15 In Honor of John C. Hitt,**
2 **president of the University of Central Florida**

3
4 **Whereas**, John C. Hitt became the fourth president of the University of Central Florida on
5 March 1, 1992, and has led UCF to become a major metropolitan research university of global
6 impact and a great success story in higher education; and

7
8 **Whereas**, the enrollment of UCF during President Hitt’s tenure has increased significantly to
9 more than 66,000 students while the quality of academic programs, faculty, and students has
10 increased dramatically; and

11
12 **Whereas**, President Hitt’s drive to establish UCF as America’s Leading Partnership University
13 resulted in many collaborations to advance progress and prosperity in Central Florida, including
14 the UCF College of Medicine and the Medical City at Lake Nona, Direct Connect to UCF, the
15 Florida High Tech Corridor, the Central Florida Research Park, and UCF Downtown; and

16
17 **Whereas**, President Hitt has propelled UCF to become the nation’s leader in the overall
18 conferring of degrees and he has awarded more degrees within the State University System of
19 Florida than any other president in state history; and

20
21 **Whereas**, President Hitt’s years at UCF coincide with the completion of a 45,000-seat football
22 stadium and a 10,000-seat arena, the graduation of UCF sports to NCAA Division I, and a
23 leading academic success rate of student-athletes among national public universities; and

24
25 **Whereas**, President Hitt has helped UCF gain recognition as a 21st-century model for providing
26 a high-value education that is accessible, affordable, and life changing; and

27
28 **Whereas**, President Hitt has championed diversity and inclusion while helping to transform
29 countless lives and livelihoods through the power of higher education; and

30
31 **Whereas**, President Hitt over these past 26 years has inspired faculty, staff, students, and the
32 community to dream big and to reach for the stars; therefore

33
34 **BE IT RESOLVED** that the Faculty Senate expresses its deepest appreciation to President Hitt
35 for an extraordinary tenure and for his vision, innovation, inspiration, and leadership that will
36 positively influence the future of UCF and Central Florida for generations to come.

Approved by the Faculty Senate Steering Committee on February 8, 2018.