

MEMORANDUM

Date: January 7, 2013
TO: Members of the Steering Committee
FROM: Ida Cook
Chair, Faculty Senate
SUBJECT: **STEERING COMMITTEE MEETING on January 10, 2013**

Meeting Date: Thursday, January 10, 2013
Meeting Time: 4:00 – 6:00 p.m.
Meeting Location: College of Arts and Humanities, Room 192

A G E N D A

1. **Call to Order**
2. **Roll Call**
3. **Minutes of November 1, 2012**
4. **Announcements and Recognition of Guests**
5. **Report of the Provost**
6. **Old Business**
 - GEP changes – *Diane Chase*
7. **New Business**
 - Appointment of a selections committee for the Excellence in Professional Service Awards
 - Study Abroad and Faculty Compensation
 - UCF Capital Campaign – *Joyce Henckler*
 - Resolution: Post-Tenure Review (*from the Budget & Administrative Committee*)
 - Resolution: Encouraging Funded Interdisciplinary Research (*from the Budget & Administrative Committee*)
 - Resolution: Caution in the Implementation of Proposed STEM Initiatives (*from the Budget & Administrative Committee*)
8. **Committee Reports**
 - Budget and Administrative Committee – *Arlen Chase*
 - Graduate Council – *Jim Moharam*
 - Parking Advisory Committee – *Aaron Liberman*
 - Personnel Committee – *Rob Folger*
 - Undergraduate Council – *Kelly Allred*
9. **Other Business**
10. **Adjournment**

Faculty Senate Steering Committee Meeting
Minutes of
November 1, 2012

Ida Cook, Faculty Senate chair, called the Faculty Senate Steering Committee to order at 4:03 p.m. The roll was circulated for signatures.

MINUTES

Motion to approve the minutes of October 2, 2012 was made and seconded. The minutes were approved as recorded.

RECOGNITION OF GUESTS

Lyman Brodie, Associate Vice Provost, Faculty Relations

Melody Bowdon, Director, Faculty Center for Teaching and Learning

REPORT OF THE PROVOST

Diane Chase, executive vice provost, reported on the meeting at USF last week on the changes to the core General Education Program. Discussions on the proposed core GEP are ongoing and several courses have been proposed to meet the new GEP requirements. The discipline meetings are continuing. The five courses approved in each discipline area will go to the GEP Steering Committee, and then to the presidents and provosts of the state institutions. It is unclear whether every institution will be required to offer all of the approved courses.

NEW BUSINESS

Approval of the Scholarship of Teaching and Learning Award Program

Melody Bowdon, director of the Faculty Center for Teaching and Learning, explained that minor changes to the document were made to clarify wording in the previous revision. Motion to approve the document was made and second. Motion carried.

Student Perception of Instruction

Motion made to go forward with the version of the SPoI that was approved at the October 18 Senate meeting. Seconded. The committee reviewed and discussed the input received regarding the proposed SPoI. A recommendation was made that the MyUCF popup should inform the students of the length of the SPoI, e.g., "Take a nine question survey." A recommendation was made that there be a publicity effort to inform faculty and students of changes to the SPoI. Communication to the faculty should be done through the deans and chairs. Motion to approve the form unanimously carried. The document will go forward to the next meeting of the full Faculty Senate for final approval.

Motion made to approve Resolution 2012-2013-1 Approval of the Proposed Student Perception of Instruction Form. Seconded. Discussion followed. The following changes were made and accepted as friendly amendments:

- In the first Whereas clause, replacing "proposed" with "revisions to the" and "has" with "have"
- In the second Whereas clause, replacing "proposed" with "tested"

- In the first Resolved clause, replacing "proposed" with "final"
- Converting the second Resolved clause into a Whereas clause and moving it to the beginning of the resolution: "Whereas, the Faculty Senate has previously endorsed the use of multiple measures in addition to the Student Perception of Instruction in the evaluation of faculty, and".

Motion to approve the resolution as amended carried. The approved resolution will read:

Resolution 2012-2013-1 Approval of the Proposed Student Perception of Instruction Form

Whereas, the Faculty Senate has previously endorsed the use of multiple measures in addition to the Student Perception of Instruction in the evaluation of faculty, and

Whereas, the ~~proposed~~ revisions to the Student Perception of Instruction form ~~has~~ have been pilot tested and evaluated, and

Whereas, the analysis of results from the ~~proposed~~ tested Student Perception of Instruction form identified several items that contributed little additional information due to low correlation, and

Whereas, the purpose of the Student Perception of Instruction is primarily to provide a mechanism to assist faculty in improving their teaching, and

Whereas, the Faculty Senate has considered these factors and a final revision has been reviewed,

Be It Resolved, that the Faculty Senate hereby approves the ~~proposed~~ final revisions to the Student Perception of Instruction form, ~~and~~

~~**Be It Further Resolved**, that the Faculty Senate strongly endorses the position that the evaluation of faculty should include multiple measures in addition to the Student Perception of Instruction.~~

Resolution 2012-2013-2 Correct Problems Associated with the Current Hangtag Pricing Policy
The committee discussed Resolution 2012-2013-2, sent forward from the Parking Advisory Committee.

Resolution 2012-2013-2 Correct Problems Associated with the Current Hangtag Pricing Policy

Whereas, the purpose of the Parking Services is to provide adequate parking facilities for students, faculty, and staff.

Whereas, the hangtag permits the UCF student, faculty, or staff to have the freedom of anonymity off campus for safety reasons, the safety of our students, faculty, and staff

should not be compromised by the undue burden of a significantly higher cost.

Whereas, the decal creates a problem for families with multiple users and two or more vehicles in terms of which vehicle can be used for commuting to work.

Whereas, the hangtag would encourage carpooling, thus reducing the parking burden on campus, but a higher price associated with the hangtag discourages carpooling.

Be It Resolved, that the current Parking Services Pricing Policy, be revised to reflect the following changes:

- The fees for a parking hangtag and a parking decal sticker be equalized such that they cover the cost of the materials only.

The committee discussed the resolution and expressed concerns about the clarity, accuracy, and tone of the resolution. The committee voted against adding the resolution to the November Senate agenda. It will be returned to committee with the following suggestions and concerns:

- Edit the title to remove "Problem". "Hangtag Pricing Policy" was suggested as a title.
- Equalizing will likely happen upwards.
- The first Whereas clause is incorrect. Parking Services has other purposes.
- The committee should seek information from Bill Merck's office on the financial issues involved.
- Correct the grammar of the second Whereas clause, possibly by deleting everything after "safety reasons" or inserting "and" after "safety reasons".

Resolutions 2012-2013-3 and -4 on Equitable Treatment and Benefits

The committee considered two resolutions on equitable treatment and benefits for university personnel.

Resolution 2012-2013-3 Fair and Equitable Treatment of University Personnel

Whereas, UCF is an equal opportunity employer, and

Whereas, the Faculty Senate and the university administration have previously recognized and endorsed diversity and non-discrimination, and

Whereas, policies endorsing equity and non-discrimination positively affect faculty members' lives and well-being, and

Whereas, such policies are associated with the recruitment and retention of quality personnel,

Be It Resolved, that the UCF Faculty Senate reaffirms the principle of fair and equitable treatment of university personnel in all aspects of faculty and staff experiences.

Resolution 2012-2013-4 Fair and Equitable Benefits for University Personnel

Whereas, the UCF Faculty Senate and the university administration have previously recognized and endorsed diversity and non-discrimination, and

Whereas, the UCF Faculty Senate has affirmed the policy of fair and equitable treatment of university personnel, and

Whereas, the policy of endorsing the extension of faculty benefits to partners and registered domestic partners is a clear demonstration of the principle of ensuring equity and non-discrimination for university personnel,

Be It Resolved that the UCF Faculty Senate supports the UCF Administration and Board of Trustees in their efforts in extending faculty benefits to partners and registered domestic partners.

Cook suggested that the second Whereas clause of 2012-2013-3 and the first Whereas clause of 2012-2013-4 be edited to include the Board of Trustees (BOT), as follows: "the Faculty Senate, university administration, and Board of Trustees". The committee discussed whether it would be accurate to include the BOT, and agreed that it would.

Motion made to approve 2012-2013-3. Seconded. It was suggested that the two resolutions be discussed together. Motion to approve 2012-2013-4. Seconded. Discussion of both resolutions followed. A question was raised about whether the term "faculty benefits" might be misunderstood. The UCF domestic partner registration process was discussed. A question was raised about the status of the current domestic partner benefits for faculty. Diane Chase explained that the BOT had approved the same domestic partner benefits for all employees. The UFF had asked for additional benefits, which the BOT did not approve. Domestic partner benefits for faculty are now being bargained.

The committee expressed concerns about the clarity of 2012-2013-3, and discussed whether the two resolutions were redundant. The committee proceeded to vote on 2012-2013-3. The motion to add this to the Senate agenda failed unanimously. The committee believed this policy was not as effective as 2012-2013-4 at enhancing the Faculty Senate's position on equal treatment if faculty.

The following edits were made as friendly amendments to 2012-2013-4:

- Add "Board of Trustees" to the first Whereas clause.
- Delete the word "faculty" when it modifies "benefits".
- Edit the Be It Resolved clause in 2012-2013-4 to read, "Be It Resolved that the UCF Faculty Senate recommends the extension of benefits to university registered domestic partners."
- Rename the resolution "Fair and Equitable Treatment and Benefits for University Personnel".
- In the second Whereas clause, replace "the policy of" with "that" and add "should exist" after "personnel".

- In the third Whereas clause, replace "partners and registered domestic partners" with "university registered domestic partners" and replace "is a clear demonstration of the principle of ensuring" with "ensures".

Motion to approve the resolution as amended unanimously carried. The approved resolution will read:

Resolution 2012-2013-4 Fair and Equitable Treatment and Benefits for University Personnel

Whereas, the UCF Faculty Senate, ~~and the~~ university administration, and Board of Trustees have previously recognized and endorsed diversity and non-discrimination, and

Whereas, the UCF Faculty Senate has affirmed ~~the policy of that~~ fair and equitable treatment of university personnel should exist, and

Whereas, the policy of endorsing the extension of ~~faculty~~ benefits to ~~partners and university~~ registered domestic partners ~~is a clear demonstration of the principle of ensuring~~ ensures equity and non-discrimination for university personnel,

Be It Resolved that the UCF Faculty Senate ~~supports the UCF Administration and Board of Trustees in their efforts in extending faculty benefits to partners and~~ recommends the extension of benefits to university registered domestic partners.

COMMITTEE REPORTS

Budget and Administrative Committee – *Arlen Chase*

The committee has had several meetings, and has broken into five subcommittees which are also meeting. A resolution will be coming forward on adding a pay raise for those who earn a score of three or higher on their post-tenure seven year evaluation cycle. The committee is working on a resolution urging cautious implementation of the legislature's STEM initiatives.

Parking Advisory Committee – *Aaron Liberman*

Nothing new beyond the resolution discussed above.

Graduate Council – *Jim Moharam*

The Appeals Committee met on 10/18 and 10/25. Its next meeting is scheduled for 11/8. The Curriculum Committee on 10/29. Its next meeting is scheduled for 11/19. The Program Review and Awards Committee met on 10/29. Its next meeting is scheduled for 11/2. The Policy Committee met on 10/24. Next meeting is scheduled for 11/14. There are no specific issues to report.

Personnel Committee – *Rob Folger*

The committee met on October 5, and discussed several topics for the committee to work on during this academic year. They are:

1. TIP/RIA/SoTL

2. Whether or not the University Promotion and Tenure Committee should have proportional representation. The committee unanimously did not see the need for a change.
3. Instructor promotion procedures and the role of service of instructors on committees, conflict of interest, etc. The committee will monitor the process for the year.
4. Deans and chairs annual evaluation. The committee to monitor and review process.
5. Criteria for promotion to full professor.
6. Promotion pathways for all UCF colleagues.
7. Number of sabbatical leaves available for colleges.

Undergraduate Council –*Kelly Allred*

There are no new issues to report. The next meeting is scheduled for November 13th.

Ad Hoc Grading Scale – *Ida Cook*

The committee has agreed to recommend that a pass/fail/honors option be considered only for the graduate level. The committee members are currently gathering feedback from their colleges on whether the colleges would be interested in utilizing the pass/fail/honors grades.

ADJOURNMENT

Meeting adjourned at 5:35 p.m.

Resolution on encouraging funded interdisciplinary research:

Whereas the current academic climate across many disciplines, if not all, is to encourage and promote multidisciplinary and interdisciplinary research, and

Whereas entities, such as National Academies of Science, have recommended that to facilitate interdisciplinary research academic institutions should focus on the development of policies to address cost-sharing and credit splits that are equitable to all parties involved, and

Whereas existing practices for determining cost-sharing and credit splits have left researchers and academic units unfairly disadvantaged and discouraged in the pursuit of interdisciplinary research and accompanying funding.

Be it resolved that the Provost and the Office of Research and Commercialization create a policy that can be used by parties participating in interdisciplinary research to allow equitable cost-sharing and credit splits among all involved parties.

Resolution on post-tenure review:

Whereas the faculty at UCF has demonstrated high academic achievement and research productivity as confirmed by the University earning the Carnegie classification of “Research University with very high research activity” (RU/VH), and

Whereas UCF tenured faculty needs to maintain a record of continuing scholarship and productivity commensurate with other research universities of the same Carnegie rank, and

Whereas UCF recognizes that post-tenure review is an important best-practices means of ensuring that faculty remain highly productive well after having earned tenure, and

Whereas the current criteria for post-tenure review were instituted quite some time ago when the University had not achieved its current academic renown and Carnegie rating, and

Whereas UCF wishes to address substandard accomplishment and reward outstanding productivity; therefore

Be it resolved that the sustained performance evaluation policy is revised to mandate that every tenured faculty member shall be required to attain or exceed an average rating of two (2) during the evaluation period of seven consecutive years. The average shall be determined by assigning a value to the annual faculty evaluation of 4 for Outstanding, 3 for Above Satisfactory, 2 for Satisfactory, 1 for Conditional, and 0 for Unsatisfactory.

Be it also resolved that faculty who meets or exceeds a rating of 3, during their seven year evaluation period shall be awarded a bonus or salary raise at completion of the review cycle.

An Advisory Urging Caution in the Implementation of Proposed STEM Initiatives

Whereas the Florida legislature and the Florida Board of Governors are currently proposing fundamental changes to the state university system to emphasize STEM majors and graduates throughout the State University System by decreasing student choices and limiting support in other areas; and

Whereas the proposed changes, if enacted in full, would radically alter the nature of higher education itself in the SUS, and the broad opportunities to pursue higher education now available, indefinitely into the future by differentially supporting STEM programs, faculty, and students over non-STEM programs, which would result in the diminution of the long-established mission of universities which has been to provide for advanced learning comprising all fields of study and for the general education of all students in order to enable their full, well-informed, and reasoned engagement in their own governance; and

Whereas the STEM disciplines have always recognized and promoted incorporating a strong liberal arts foundation to STEM education in enhancing student preparation in terms of practice and accreditation; and

Whereas the vocational and professional preparation of graduates in STEM fields has always been recognized as one important dimension of the purpose and mission of universities historically, but only as one of many similarly important dimensions; and

Whereas, an immediate financial difficulty at the state level, whether lasting five years or fifteen, should not drive legislators or governors to radically redefine the mission, purpose, and goals of our entire higher education system for decades to come, and

Whereas some of the changes of a funding and curricular nature for the sake of increased STEM enrollments are acknowledged to be desirable for those interested in careers in those fields, to satisfy the growing need for graduates in STEM fields in our increasingly technological and scientific state, and to enhance the revenue base of the state economy in several dimensions; and

Therefore, be it resolved that the Faculty Senate of the University of Central Florida urges the Florida legislature, the Florida Board of Governors, and the University of Central Florida administration that any plans and actions taken to emphasize placement of students in STEM fields be judiciously balanced to maintain the identity and mission of the university as an institution that embraces and fosters learning in all academic fields. And, furthermore, that any implementation of the proposed STEM changes be undertaken only with the active involvement of the Faculty Senate well before the fact, in the spirit of genuine shared governance. The idea of universities as unified entities encompassing and valuing all fields of higher learning has been recognized throughout history as being of central societal importance in order to cultivate an intellectually sophisticated and civically engaged citizenry for the sake of the common good of society as a whole.