

*Faculty Assembly – Faculty Senate  
January 27, 2005*

**Faculty Senate  
Minutes**

The roll was circulated for signatures. The minutes of November 18, 2004 were unanimously approved with minor changes.

**ANNOUNCEMENTS**

- ⇒ In the legislature budget meeting there were no faculty raises to put in and the president took a stand to fight for raise. Need to watch for the next two months.
- ⇒ Board of Governors has created a category of targeted programs. Will need to shift upward of 1800 majors per year into targeted programs in Engineering and Education and out on non targeted programs. All need to be aware and concerned.
- ⇒ If all agenda items covered today no meeting needed in February.
- ⇒ Next senate meeting will be on March 31, 2005. Next Steering committee is February 10, 2005.

**OLD BUSINESS**

Discussion and Assembly Vote on Revised Constitution.

**NEW BUSINESS**

*Resolution 2004-2005-3 Graduate Faculty Minimum Qualifications*

Dr. Goodman reviewed background on this resolution. Graduate Council has been reviewing these over the last year with feedback and input from in and out of the university. Many issues have been addressed and these are reflected in motion. Motion read by Dr. Goodman.

**RESOLUTION 2004-2005-3 REGARDING MINIMUM QUALIFICATIONS FOR PARTICIPATING IN GRADUATE EDUCATION**

**Whereas**, participation in graduate education demands advanced levels of formal education/training and experience, and

**Whereas**, various accrediting organizations stipulate that participants in graduation education activities possess advanced levels of formal education/training and experience in order to maintain certification, and

**Whereas**, the university's strategic plan, "Pathways to Prominence," calls for the university to "Increase Prominence in Graduate Studies," and

**Whereas**, The University of Central Florida does not currently have a comprehensive university-wide set of minimum qualifications for participating in graduate education,

**Be it resolved**, that The University of Central Florida will incorporate, in consultation to a university-wide set of minimum qualifications governing participation in graduate education.

Motion approved with minor revisions to delete erroneous wording.

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*Resolution 2004-2005-4 Recycled TIPs*

Resolution read by Dr. Chase

**Resolution 2004-2005-4 Recycle TIP Funds**

**Whereas**, the University of Central Florida Teaching Incentive Program (UCF-TIP), a successor to the Florida Legislature funded TIP program, rewards faculty for teaching productivity and excellence;

**Whereas**, in all previous years, TIP awards from those faculty who have retired or otherwise left UCF were recycled as new TIP awards;

**Whereas**, the UCF-TIP was developed through a collegial process between the Office of Academic Affairs and the Faculty Senate;

**Whereas**, UCF faculty have been actively involved in this successful program through participation in the TIP Selection Criteria and Procedures Committee and the TIP Selection Committee;

**Whereas**, few other faculty-driven programs exist to reward outstanding teaching performance;

**Be It Resolved**, in any given academic year, if any former recipients of state-funded TIP or UCF-TIP awards retire or otherwise leave UCF, the award(s) will remain within their respective colleges or units for recycling as additional UCF-TIP awards for the following academic year.

No discussion. Motion to approve made and seconded and passed unanimously.

*Resolution 2004-2005-5 Creation of Colleges, Schools, and Academic Units*

Read by Dr. Chase.

**RESOLUTION 2004-2005-5**  
**Creation of Colleges, Schools, and Other Academic Units**

**Whereas**, the administration is responsible for establishing and supporting structural growth, creating and enforcing university operational policies, and acting as the final authority responsible for efficient and effective use of resources, and

**Whereas**, the faculty senate is the basic legislative body of the University and plays a critical advisory role to the president and Board of Trustees regarding university growth and prosperity that effects academic and general educational policies;

# *Faculty Assembly – Faculty Senate*

## *January 27, 2005*

**Be it resolved**, that the university administration shall consult with the Faculty Senate when a determination is being considered to alter the university educational environment through the creation and administration of colleges, schools, and other degree granting units; and that whenever possible affected faculty, with consultation, be given the choice of which unit to be affiliated with when such institutional change takes place.

Question if it should say effects or affects. Really both so will leave wording as is. Question if centers should be included. No because not degree granting. No discussion. Motion to approve made and seconded and passed unanimously.

### Resolution 2004-2005-6 Salary Inequity and Inversion/Compression

Resolutions read by Dr. Chase.

#### **Resolution 2004-2005-6 Salary Compression and Inversion**

**Whereas**, salary compression is an internal problem initiated by external market conditions, and when salary differential between junior and senior faculty is smaller than it should be, compression occurs;

**Whereas**, salary inversion occurs when salary compression, left unexamined or unadjusted, results in junior faculty salaries greater than senior faculty salaries;

**Whereas**, issues of salary compression and inversion are a national problem and exist among senior faculty at the University of Central Florida;

**Whereas**, the Association of American University Professors (AAUP) has urged that “the faculty should actively participate in the determination of policies and procedures governing salary increases,” and has documented that economic gains of faculty in public higher education lag behind those of private-sector professors;

**Whereas**, the University of Central Florida has demonstrated a commitment to, and set a precedent for, addressing salary regression and retaining administrators through the use of internal salary adjustments;

**Whereas**, salary compression threatens the integrity of faculty ranks, and morale and retention issues for faculty at the University of Central Florida are also tied to salary differentials;

**Whereas**, sustained competitive parity in compensation is crucial in maintaining competitiveness in academic quality with comparable institutions and is a goal of nationally ranked research universities;

**Be it resolved**, that the University of Central Florida shall develop policies to resolve salary inequity and compression issues by addressing at least the following:

- that average faculty compensation should be brought to and maintained at no less than 95% parity with comparable institutions;
- that assuming Above Satisfactory or higher performance, funds be allocated and a plan put in place so that individual faculty salaries move to, and remain at or exceed, the CUPA-HR mean and/or another nationally established and recognized authority based on rank and discipline;
- that Colleges, as a matter of policy, make salary adjustments for compression and inversion and market value for qualifying faculty members of senior rank in Departments that have made senior hires at the ranks of Associate and Full Professor;
- that in the future Colleges review and make internal salary adjustments between and within ranks of a department at the time of a senior hire (including Department Chair) or on an annual basis.

This is a philosophy statement only. All items related to salary compression is subject to collective bargaining.

Motion to approve with minor changes made and seconded and passed unanimously.

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#### *GEP Changes – Dr. Pennington*

Handout with changes in GEP from GEP committee distributed. COM1000 added to communications option. There are now three options. SPC 1600C (oral communication) and SPC 1016 (technical presentations class), COM 1000 (theory of giving speeches). Section II Historical and cultural foundations. History and Humanities I and II have now been unlinked. Requires a vote to approve. Submitting as a motion to approve by Faculty Senate.

Question as to what the SPC1600C and COM1000 course is. SPC1600 is a visual PowerPoint presentation technology driven course, COM1000 is a written and read about the theory of giving speeches and will be available on internet so general education can be obtained all online.

# *Faculty Assembly – Faculty Senate*

## *January 27, 2005*

Dr. Kathryn Seidel, Dean of College of Arts & Sciences introduced Dr. Mary Alice Shaver, Chair of Department of Communications addressed changes in the communication department. Question asked if students can take a course if they do not have knowledge about giving speeches already. Yes and can be required by departments. Some Colleges are suggesting or requiring that students take a particular course. But, if students come to with general education met those students may not have a course in which they must actually give a speech depending on which community college they attended.

Motion to approve made and seconded and passed unanimously.

### **STANDING COMMITTEE REPORTS**

**Budget & Administrative** – Dr. Charles Kelliher reported.

Dr. Modani spoke about equipment RFP's. Dr. Cook spoke about the attention of faculty to be aware that there will be opportunities for web courses for faculty and need participation of all colleges to get this assistance.

**Graduate Council** – Dr. Stephen Goodman reported.

No report.

- ⇒ **The Policy and Procedures Subcommittee (chaired by Stephen Goodman)** has had two meetings since the last Senate meeting. The subcommittee had been working in earnest on drafting a comprehensive, university-wide set of minimum qualifications for participating in graduate education (participation includes serving on graduate program committees, teaching graduate courses, serving as a member or chair of a thesis advisory committee, and serving as a member or chair of a dissertation advisory committee). A resolution on that subject is on the agenda for today's meeting. The Policy and Procedures Subcommittee has also been investigating issues related to graduate assistant tuition support. The committee is reviewing the practices used at other universities in an effort to develop a set of best practices, with the ultimate goal of reforming the procedures used at UCF.
- ⇒ **The Graduate Course Review and New Programs Subcommittee (chaired by Ram Mohapatra)** has had two meetings since the last Senate meeting. The subcommittee has approved a new degree proposal for the MFA in Creative Writing, revision to the M.A. in Music Education, College of Education, a proposal to restructure Instructional Technology Program, College of Education, a proposal to establish new e-Learning Track within existing Instructional Technology program, College of Education, and a proposal to establish new graduate certificate on the "Instructional Design of Training Simulations." The subcommittee has also approved course revisions to the MA in Art Education, Mathematics Education, Music Education, Science Education, and Social Science Education , and course revisions to the M.S. in Health Services Administration.
- ⇒ **The Graduate Appeals Subcommittee (chaired by Jana Jasinski)** has had no agenda items to deal with since the last Senate meeting, however, several appeals items are on the agenda for an upcoming February 16, 2005 meeting.

**Personnel** – Dr. Mark Kamrath reported.

Resolution on citation indices will be sent to Faculty Steering Committee.

**Undergraduate Policy & Curriculum** - Dr. Bob Pennington reported.

Met January 11<sup>th</sup>. Several changes in programs approved and discussed. Because no items for February there will not be a meeting until March. No meeting Feb 17 is deadline for March meeting.

*Faculty Assembly – Faculty Senate*  
*January 27, 2005*

The following items were discussed and approved at the meeting.

- ⇒ *College of Arts and Sciences: Proposed Establishment of new Global Studies Minor*: This motion met with concern regarding primarily the inclusion of certain classes which were not currently being offered by the schools from which they were drawn or had not been established. The motion was tabled by unanimous vote.
- ⇒ *Termination of Russian Area Studies*: The motion passed unanimously.
- ⇒ *Proposed Title Change from Foreign Language Combination B.A. to Modern Language Combination B.A.*
- ⇒ *Proposed Catalogue Changes for Theater Department, Revisions to Theater’s General Minor*
- ⇒ *Revisions to Theater’s B.A., Revisions to Theater’s B.F.A., Revisions to Theater’s Musical Theater*  
After a motion and a second, the committee chose to view these items as a unit, and after little discussion, they were passed unanimously.
- ⇒ *Rosen College of Hospitality Management: Proposed Golf Management Track*: After a motion and second, it was noted that Golf is the eighth (8<sup>th</sup>) track within the program. The motion passed unanimously.

**OTHER**

None

**ADJOURNED**

Motion to adjourn at 5:30pm made and seconded. Approved.