



# Faculty Senate

## Faculty Senate

Minutes for meeting of Thursday, January 28, 2021, 4:00-6:00 pm

Meeting recording available at: <https://youtu.be/N55g3PmrQUM>

1. Quorum reached and call to order at 4:00 p.m.
2. Roll Call via Qualtrics – Faculty Senate Chair Joseph Harrington, Vice Chair Blake Scott, Secretary Kristine Shrauger and Past Chair William Self were present. (see *meeting materials for list of participants*)
3. Approval of Minutes of *November 19, 2020*
  - a) Motion to approve the minutes by Senator Stephen King, second by Senator Admad Elshennawy. A motion is made by Senator Margaret Zaho to postpone approval of minutes until after the recognition of guests, second by Senator Steven Collins. Vote taken electronically via Zoom, motion passes with 38 yes/3 no votes.
4. Recognition of Guests
  - a) Joe Adams, Senior Communications Director, Academic Affairs
  - b) Sherry Andrews, Associate Provost, Office of the Provost
  - c) Theodora Berry, Vice Provost and Dean, Undergraduate Studies
  - d) S. Kent Butler, Interim Chief Equity, Inclusion and Diversity Officer, Diversity and Inclusion
  - e) Alexander Cartwright, President, Office of the President
  - f) Robert Cassanello, President, United Faculty of Florida UCF
  - g) Jayleen Cerda, Journalist, Nicholson School of Communication and Media
  - h) Gordon Chavez, Associate Vice President, Student Development and Enrollment Services
  - i) Lucretia Cooney, Director, Faculty Excellence
  - j) Rodney Graham, Director of Student Affairs, SGA
  - k) Sheila Amin Gutierrez de Pineres, Dean, Honors College
  - l) Jason Hamby, NSM Today Reporter
  - m) Elizabeth Hamilton, Assistant Vice President for Strategic Planning, Administrative Affairs
  - n) Gerald Hector, Senior Vice President, Administration and Finance
  - o) Allison Hurtado, Director of Communications, Faculty Excellence
  - p) Jana Jasinski, Vice Provost, Faculty Excellence
  - q) Michael Johnson, Interim Provost, Office of the Provost
  - r) Mike Kilbride, Assistant Vice President, Administration and Finance
  - s) Elizabeth Klonoff, Vice President of Research and Dean of Graduate Studies
  - t) Lindsey La Chiana, Senior Executive Assistant, Office of the President
  - u) Kristy McAllister, Communications Specialist, Office of the President
  - v) Michael Sink, Interim Vice President, Information Technology
  - w) Bryson Turner, NSM Today Reporter
5. Approval of Minutes of *November 19, 2020, continued*
  - a) Motion made by Senator Margaret Zaho to amend minutes in the first sentence of 7h to " A senator talked about the push in the past for more online classes and is now concerned because there is a mixed message from administration about years of push for more online classes and how students loved it but are now



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pushed not to teach online saying students do not like it.", second. Motion to change "about" to "after" by Senator Luca Argenti, second, vote taken electronically via Zoom, motion passes with 46 yes/3 no. Discussion regarding original motion to amend minutes, vote taken electronically via Zoom, 47 yes/3 no, motion carries. Motion made by Kelly Semrad to add "A senator raised the point that the student survey data did not reveal that students were not dissatisfied with online instruction." to the end of item 7h, second, vote taken electronically via Zoom, motion passes with 41 yes/5 no. Motion to remove "not" before dissatisfied and change to "Some senators", second, vote taken electronically via Zoom, motion passes with 54 yes/2 no. Returning to the main motion to approve minutes as amended, vote taken electronically via Zoom, motion passes with 56 yes/2 no.

## 6. Announcements – *Joseph Harrington*

- a) No announcements

## 7. Report of the Senate Chair – *Joseph Harrington*

- a) **The new website** is now live and has new functionality including an electronic Topics List and a capability for the Senate Chair, as well as the committee chairs to write blogs for posting. **The SGA** has forwarded Resolution 52-56 Resolution to Encourage the University of Central Florida to Establish a Transfer Center at UCF to the Faculty Senate and it has been forwarded to Undergraduate Policy and Curriculum Committee for consideration.

## 8. Report of the President – *Alexander Cartwright*

- a) **Update on Searches:** The new Senior Vice President for Administration and Finance, Gerald Hector, is with us today and he will be introduced later. Earlier this month we shared that Matthew Hall has accepted the position of Vice President for Information Technology and Chief Information Officer and he will start next week. Matt is currently the Senior Associate Vice Chancellor for Information Technology and Cyber Risk Responsible Executive at the University of California, Santa Barbara. Matt will bring his experience here and help us think what our future will look like. Joel Hartman, who served as Vice President for Information Technologies and Resources and Chief Information Officer, retired in July after 25 years at UCF. He helped us to become the institution that we are. Michael Sink has been serving in this role in an interim capacity and will report to Matt once he joins us. Danny White has accepted the position of Athletics Director at the University of Tennessee. Coach Heupel will join him. Scott Carr, deputy athletics director for brand activation, is now serving as Interim Director of Athletics. Randy Shannon, the football team's defensive coordinator, will serve as Interim Head Football Coach. We will move quickly to hire a director of athletics, whose first job will then be to hire a head football coach. We have hired a search firm to help to identify and recruit the best candidates for director of athletics. The search process will include input from coaches, athletics staff and student-athletes. With our two vacancies, we have an opportunity to define the future of UCF Athletics. When we had a similar opportunity five years ago, UCF



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made many hires that quickly elevated the national profile of our athletics programs.

## 9. Report of the Provost – *Michael Johnson*

- a) **COVID 19 Relief Funding.** The new COVID relief package will bring in \$88.8 million for UCF. This is the second highest amount in the nation. The new law favors larger institutions that serve significant numbers of students with Pell grants. We do know the funding includes considerable financial aid to students, and that we are obligated to prioritize students with exceptional need. Early indications are that we can also use the funds for lost revenue, reimbursement for COVID-related expenses already incurred, technology costs associated with a transition to distance education, and in some cases payroll. It is not yet clear whether we can use the funds to offset any portion of state cuts. We are still determining the process we will follow for how to use the relief funds. But this will include asking for suggestions and using the University Budget Committee to make recommendations to the president. **About state cuts:** in addition to the 6 percent already withheld from this year's budget, legislative budget committees have begun meeting to deal with a projected \$2.7 billion state budget shortfall. We still don't know for certain whether this year's cuts will stop at the 6 percent already withheld. We do anticipate additional cuts for next year. **COVID-19 update:** The growth in COVID cases during the holidays peaked and is dropping. Cases reported at UCF dropped over the last couple of weeks and are in the middle range of what we saw leading up to last Thanksgiving. We had good early news about student testing – fewer than 1 percent of the students returning to housing tested positive of over 6,000 tested. We will continue random testing this spring, as well as testing of sewage discharge. UCF received an initial 1,000 doses of the Pfizer vaccine from the Department of Health in Orange County. The state defined who could receive the vaccine: employees aged 65 or older, and healthcare employees – and students – working directly with patients. We were also able to expand this to include some family members in the same households who also met the state's eligibility criteria. Three hundred and ninety-two faculty and staff who are 65 and older were vaccinated. We don't yet have full data on the remainder of the faculty but should know more after the second doses are administered, which will begin Tuesday. We do not yet know when to expect further shipments or when the state's eligibility criteria will be expanded to let us include, for example, faculty and staff working on campus. But Student Health Services is ready to scale up when that time comes. The vaccines give us hope, but we are not past the pandemic. In fact, this is a dangerous moment, particularly if anyone starts to feel that we are around the bend. We are not. The behavior of our campus community during the next few weeks will determine how well the spring semester goes. If everyone is diligent with wearing masks and distancing, the outlook is positive. We know this approach is highly successful in limiting transmission. Please do everything in your power to encourage compliance. Let's not lose people to illness or worse just when we have hope of relief. We are sending instructions to faculty – as we did last fall – about what to do if students in on-campus classes fall ill or are quarantined. The key here is that faculty will receive clear instructions and must not try to decide for themselves what the



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appropriate steps are. The exception of course is academic: Please continue to be as flexible and accommodating as you can, especially for students who fall ill or are quarantined. Faculty's concern for these students in these stressful times has been a key to their success. **Dr. Negy:** UCF has completed its investigation involving Associate Professor Dr. Charles Negy. The Office of Institutional Equity spoke with more than 300 people and reviewed hundreds of documents and many hours of audio. Dr. Negy's social media posts were set aside as they were not related to his classroom performance and are protected under the First Amendment. Similarly, all aspects of his classroom behavior that were protected by academic freedom, including portions that some would find offensive were set aside. What remained included substantial behavior that constitutes serious misconduct under university policies. Dr. Negy received notice on January 13 that the university intends to terminate his employment. It should be noted that Dr. Negy, like all employees, has due process rights. These rights are strongly supported by the university and this process is still underway. Part of these rights included an ability to respond to the initial letter and Dr. Negy has done so. A final determination of appropriate action will now be made, based on his response and all the other relevant information. Due process then continues with, for example, grievance rights. None of the findings of misconduct are a result of Dr. Negy's comments on Twitter, which are protected as free expression, nor comments in the classroom that the university determined were protected by academic freedom. Dr. Negy is currently on paid administrative leave. We expect a final determination soon. **Biology Building Power Failure** caused serious damage to a faculty member's research. The university is working with the insurance company to see if anything can be reimbursed. **COACHE Survey:** The national COACHE survey on faculty job satisfaction will be emailed to faculty within the next week or so. This is perhaps our most valuable tool for insights on how to improve our culture. This will be UCF's third use of COACHE in the last six years. Past surveys led to actions that included improving parental leave, establishing a \$1 million program to help mid-career faculty enhance their research, and creating more ways to celebrate faculty accomplishments. The survey is anonymous. Please encourage faculty members to take part. Results will be available in fall. **Open source benefits students:** Faculty members have worked to save students money by using and developing open educational resources. In fall 2020, faculty helped our students save more than \$750,000 by using open source materials in courses. This involved more than 30 faculty members who helped over 6,000 students across four colleges. My thanks to those faculty members, and to the people in the Center for Distributed Learning who helped. **Questions from Senators:** When will faculty be able to stop wearing their masks in the classroom? There is no policy set up yet. It is difficult at this time to confirm whether someone has had their vaccine or not. What went wrong in the Dr. Negy situation and what could have been done differently then and going forward? It has been recognized that students need a different format for lodging complaints and that those complaints need to be taken seriously and to handle them. Will there be a further extension of promotion and tenure for junior faculty? There have been only preliminary discussions at this time. Are SPols going to be treated differently this spring like they were in the fall? Chairs will be asked to take the circumstances into account. Is there a proposal to ask



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students to pay for all textbooks in advance and charge them unless they opt out rather than pay for textbooks as they purchase them? Some textbooks are less expensive when bought in bulk. There is an opt-out option. It is being considered by CDL and Tom Cavanagh (Vice Provost, Digital Learning) is forming a committee that will include student representatives. Can there be some reimbursement for faculty who have used their startup funds for international students? The university understands that this has happened and will be looking at this issue. Some federal agencies have put out funds to apply for which would help with these situations. Will there be guidance to department chairs to be lenient with AESPs? The chairs will be advised to take circumstances into consideration. President Cartwright gave an update on **BRIDG**, explaining that this is an Osceola County facility which originally had a strong commitment from state in which \$5 million was given to UCF and \$5 million was given to BRIDG. This was reduced to a total of \$5 million to be split and last year the governor vetoed the \$5 million for this year. A lease agreement was drawn up that required that UCF continue to operate facility. The lease included \$2-3 million per year, which would have added up to \$61 million over 25 remaining years on the lease. UCF worked to attract Skywater Technology to replace UCF on lease but retained the ability for faculty to retain access to facility for research. An agreement was made for \$15 million which allows 8 years of access for faculty.

## 10. Committee Reports

- a) Chair Harrington reminded the committee chairs that there are only two more meetings before the end of the senate year, so if there are any resolutions, please bring them forward.
- b) Ad Hoc Budget and Labor Crisis Response – *Reid Oetjen, Chair*
  - i) There is no news to report as the committee has not met. It will meet when the state legislature has budget news.
- c) Ad Hoc Health and Safety Crisis Response – *Stephen King, Chair*
  - i) The committee is monitoring the COVID situation closely for the pandemic status in Florida and Orange County as well as potential closing triggers. Senator King shared his experience of the lack of communication from UCF about contact tracing and quarantine measures after a student in a face-to-face class tested positive. Several other Senators shared similar stories. The Provost's office will investigate.

## 11. Old Business

- a) COVID-19 on Campus Update – no further discussion

## 12. New Business

- a) Introduction of New Vice President of Administration and Finance, Gerald Hector – *Alexander Cartwright*
  - i) As reported at our last meeting, Gerald Hector joined the team on January 4. He came to us from Morehouse College, where he served as executive vice president and chief business officer, and he has a tremendous amount of experience at Morehouse, Ithaca, Cornell and Johnson C. Smith University.





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We are fortunate to have him on our team and he will help us achieve the culture and operational excellence we are seeking. Gerald Hector told the senators that he was taking part in conversations in December to be up to speed on what he will need to do going forward. He has been impressed by the comradery and commitment to UCF displayed by everyone he talks to. He acknowledges that there will be challenges but looks at them as opportunities. He is looking forward to the time when he can be more engaged with the campus community post-COVID. He has met with 11 deans so far and addressed critical factors around budget and overall management of the institution. He strives for better communication from Administration & Finance to campus and to administration. He stressed the three Ps – people, process and performance and has been working closely with Provost Johnson.

## 13. Committee Reports, continued

- a) Budget and Administrative Committee – *Steven Collins*
  - i) The committee had a meeting last week in which they passed a resolution regarding the library. They have also had some discussions regarding a pending resolution regarding hiring deaf people and who pays for those accommodations. It is noted that it could potentially penalize a department for working with people with disabilities.
- b) Information Technology Committee – *Joseph Harrington*
  - i) The committee met with the new CIO and had a good discussion. They also spoke about the relationship with Faculty Senate and Information Technology in relation to the new website. In addition, they spoke about the research website handling large files.
- c) Parking, Transportation and Safety Committee – *Adam Wells*
  - i) In their last meeting, the committee discussed that the **autonomous shuttle** was scheduled for release the first week of Spring 2021 semester, however it was delayed due to construction at Memory Mall. Currently there is no set date for the autonomous shuttle to commence. They also discussed a new initiative with the Parking Transportation Advisory Committee to identify **hot spots on campus where slow zones may be needed** for ungoverned scooters, bikes and golf carts that are not geofenced. Potential institution of speed limit signs or no ride zone signs similar to that in the John T Washington Center were proposed. Spins' contract with UCF was extended until November 2021. An issue was raised by staff in CREOL regarding **cut off salaries for parking permits**. Cutoff is currently \$50,000. Faculty/Staff making under \$50,000 have option to buy B or C permit, Over \$50,000 are required to purchase B permit. Fee schedule is dictated by BOG, not parking services. Point was raised that minimum salary for faculty is \$60,000 (the committee had not yet confirmed), raising the question of why the cut off was \$50,000. Issue was noted due to faculty/staff raises putting faculty not previously above \$50,000 salary over that figure, and so their parking fees increased. Committee voted to send to University Parking and Transportation Committee.
- d) Personnel Committee – *Stephen King*



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- i) The committee discussed the ongoing nature of the pandemic and how it has continued to disrupt the ability of faculty to make progress in their respective areas of study and how this could be especially problematic for pre-tenure faculty. The merits and possible impediments of multiple potential courses of action were considered, including: Ability to apply now for an extension if they did not apply last year; Ability to apply for an additional one-year extension; Suggesting faculty include an Impact Statement in their tenure dossier; Education of tenure committees into effect of COVID and use of the impact statements; Potential changes to external reviewer letter system. Several of these were thought to possibly make matters worse. (Especially a 2nd year extension and changes to external reviewer letters). In addition to changes to the tenure clock, several other areas where pre-tenure faculty could be helped were discussed: Extending the clock on start-up funds that have a time limit; Extending the clocks on various programs for postdocs and grad students; Giving flexibility in teaching assignments to pre-tenure faculty; Providing conference scholarships
- e) Research Council – *Victoria Loerzel*
  - i) The research council is breaking into subcommittees to facilitate the work of the council. The subcommittees are: Policy, Compliance, Internal Research Support, and Facilities and Labs. Each committee will be meeting shortly to review their tasks.
- f) Graduate Council – *Jim Moharam*
  - i) The **Graduate Appeals Committee** met on November 19 and December 15. Their next meeting will be on February 4. The **Graduate Curriculum Committee** met on January 20<sup>th</sup> and their next meeting will be on February 17. The **Graduate Policy Committee** met on January 20 and their next meeting is on February 22. Items under discussion are conditional retention plans. The **Graduate Program Review and Award Committee** met on November 20 and their next meeting is on February 10. They reviewed and approved the Kinesiology Ph.D. program proposal.
- g) Undergraduate Council – *William Self*
  - i) UPCC and UCRC have been meeting with regular business.
- h) Ad Hoc Bylaws Committee – *William Self*
  - i) The committee met in December and there are seven topics that they will be considering. They will first focus on library representation on the Graduate Council. Then they will discuss the potential to develop revised operational committees' scopes. In addition, they will consider whether the Ad Hoc Equity, Inclusion and Diversity Committee should be elevated to an operational committee.
- i) Ad Hoc Campus Equity, Inclusion and Diversity – *Kristine Shrauger*
  - i) The committee had their initial meeting on January 13. They have received their charge and are scheduled to meet next week to begin their work.

## 14. Campus Climate Reports

- a) UFF Update – *Mason Cash*
  - i) The 2020-2021 Article 23 Salaries was ratified on January 27, 2021. There was high participation with 525 in unit BU members casting their votes. There were 444 valid ballots with 427 yes votes and 17 no votes. There were 81



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invalid ballots. The next bargaining session will be at 1.30pm on February 3, 2021 via zoom. Please contact Briannis Weston at [briannis@ucf.edu](mailto:briannis@ucf.edu) for the Zoom link. UFF UCF Executive Council asked for an Emergency Consultation to discuss the rollout of the coronavirus vaccine to prioritize to those teaching in person over those teaching remotely.

## 15. Other Business

- a) A request was made for an update on study abroad at a future meeting

## 16. Adjourned at 5:49 pm



Faculty Senate Attendance via Qualtrics  
January 28, 2021

Name:	College/Unit:	Meeting Role:	Meeting Role: - Guest
Darlin Neal	CAH	Senator	
Elizabeth Horn	CAH	Senator	
Gergana Vitanova	CAH	Senator	
Jane Vaughan	CAH	Senator	
Keith Koons	CAH	Senator	
Keri Watson	CAH	Senator	
Lynn Casmier-Paz	CAH	Senator	
Margaret Zaho	CAH	Senator	
Mason Cash	CAH	Senator	
Pamela Baker	CAH	Senator	
Patricia Farless	CAH	Senator	
Axel Stock	CBA	Senator	
Paul Michael Goldwater	CBA	Senator	
Sami Alpanda	CBA	Senator	
Shannon Taylor	CBA	Senator	
Yoon Choi	CBA	Senator	
Andrea Gelfuso	CCIE	Senator	
Ann Shillingford	CCIE	Senator	
Bobby H Hoffman	CCIE	Senator	
Brett Meltzer	CCIE	Senator	
David Mitchell	CCIE	Senator	
Karen "Kara" Consalo	CCIE	Senator	
Karol Lucken	CCIE	Senator	
nancy marshall	ccie	Senator	
Arthur R Weeks	CECS	Senator	
Hansen mansy	CECS	Senator	
Jeff Kauffman	CECS	Senator	
Kausik Mukhopadhyay	CECS	Senator	
Lori Walters	CGS	Senator	
Shawn Burke	CGS	Senator	
Danielle Webster	CHPS	Senator	
Martine Vanryckeghem	CHPS	Senator	
Susanny Beltran	CHPS	Senator	

Daniel Topping	COM	Senator
Nyla Dil	COM	Senator
Stephen King	COM	Senator
Stephen Lambert	COM	Senator
Dawn Eckhoff	CON	Senator
Frank Guido-Sanz	Con	Senator
Loerzel	CON	Senator
Adam Parrish	COS	Senator
Andres Campiglia	COS	Senator
Andrew Frazer	COS	Senator
CHRISTA DIERCKSEN	COS	Senator
Daniel Inghram	COS	Senator
Daniel Marien	COS	Senator
Gary LaPage	COS	Senator
Heath Martin	COS	Senator
J. Marla Toyne	COS	Senator
John Murray	COS	Senator
Mark Ehrhart Pamela	COS	Senator
Susan Thomas Sarah	COS	Senator
Barber Shengli Zou	COS	Senator
Steven Collins	COS	Senator
Tim Hawthorne	COS	Senator
Patrick LiKamWa	CREOL	Senator
Peder Hagglund Robin	RCHM	Senator
Back	RCHM	Senator
Blake Scott	CAH	Steering Committee Member
Reid Oetjen Michael	CCIE	Steering Committee Member
Proctor Nina	CECS	Steering Committee Member
Orlovskaya Adam	CECS	Steering Committee Member
Wells	CHPS	Steering Committee Member
Bill Self	COM	Steering Committee Member
Joseph Harrington	COS	Steering Committee Member
Luca Argenti	COS	Steering Committee Member
Jim Moharam	CREOL	Steering Committee Member

Rebecca (Missy) Murphey	UL	Steering Committee Member	
Kelly Semrad	RCHM	Steering Committee Member	
Michael Johnson	Academic Affairs	Guest (provide title below):	Interim Provost
Gerald L. Hector	Admininstration and Finan	Guest (provide title below):	Sr. VP
Elizabeth Hamilton	Administration	Guest (provide title below):	Assistant Vice President, Strategic Initiatives
Sheila Pineres	Burnett Honors	Guest (provide title below):	Dean
Allison Hurtado	Faculty Excellence	Guest (provide title below):	Director of Communications
Jana Jasinski	Faculty Excellence	Guest (provide title below):	Vice Provost
Lucretia Cooney	Faculty Excellence	Guest (provide title below):	Director
Jayleen Cerda	Nicholson	Guest (provide title below):	journalist
S. Kent	ODI	Guest (provide title below):	Interim Chief Equity Inclusion and Diversity Officer
Elizabeth Adele Klonoff	Office of Research	Guest (provide title below):	VPR and Dean, Graduate Studies
Kristy McAllister	Office of the President	Guest (provide title below):	Communications Specialist
Joe Adams	Office of the Provost and A	Guest (provide title below):	Senior Communications Director
Alexander Cartwright	Pres Office	Guest (provide title below):	President
Lindsey La Chiana	Pres Office	Guest (provide title below):	Sr. EA to President
Mike Kilbride	Pres Office	Guest (provide title below):	
Sheryl Andrews	provost's office	Guest (provide title below):	Associate Provost
Dr. Gordon D. Chavis, Jr	SDES	Guest (provide title below):	Associate Vice President
rodney Graham	SG	Guest (provide title below):	Director of Student Affairs
Michael Sink	UCF IT	Guest (provide title below):	Interim VP and CIO
Jason Hamby	UCF Student	Guest (provide title below):	NSM Today Reporter
Robert Cassanello	UFF-UCF	Guest (provide title below):	President
Bryson Turner		Guest (provide title below):	NSM Today