

**Steering Committee Meeting
Minutes
January 6, 2005**

Dr. Arlen Chase, Chair, called this Steering Committee meeting to order at 4:05 p.m. Minutes of the *November 4, 2004* meeting were unanimously approved.

Members present: Drs. Naval Modani, Michael Mullens, Manoj Chopra, Alain Kassab, Diane Wink, Ida Cook, Robert Pennington, Bose Subir, and Keith Koons.

Members absent: Drs. Henry Daniels, Rosie Joels, and Dawn Trouard.

Guests: Dr. John Schell and Provost Terry Hickey.

ANNOUNCEMENTS AND SELECTED ITEMS DISCUSSED

Mr. Mears needs to meet with Steering Committee about a Faculty Club at the new convocation center. Completion date is expected in two years.

Provost Hickey reported on budget.

Have not met FTE expectations for this year. Are about 2000 under where we need to be. Budget exceeded revenue by about \$4 million. Hope it is less than 1% proration. Right now it is 1.3%. Deans are being kept advised. Worse drops have been in Business and Engineer. Engineering issues may be from problems with international students. Business is down in both graduate and undergraduate programs. An admission requirement for graduate program in business has been raised but that does not fully explain the decrease. Drops in enrollment may be due to good job market and financial strains on many families caused by the storms.

Question asked about block tuition. Not clear if we will have it.

Current push from Board of Regents is that 50% of graduates will be in majors designated as targeted areas of high need.

There has been a lawsuit filed against the Board of Governors by Bob Graham's group. Will probably separate State University system from the Department of Education.

Special magistrate for the collective bargaining impasse has been chosen. February 1, 2, 3 is when the two groups will meet and make presentations on the articles (out of 32) which have not yet had agreement. Currently, there are 28 of the 32 articles at impasse. After hearing presentations the special magistrate will make recommendations which will go back to the two teams and then to the Board of Trustees. Whatever is approved by the Board of Trustees will go to the faculty for approval vote. Dr. Modani expressed hope that the Board of Trustees proposal will not include faculty senate process details in the collective bargaining contract. This was addressed in a memo from the senate Steering Committee last Spring.

OLD BUSINESS

Faculty Senate Constitution Revisions

Have already sent out one reminder about meeting on January 27, 2005 when vote on approval will take place. A summary of changes and a response to concerns raised about Article 5 has been developed by Dr. Modani. General discussion about the clarification of statements about voting on changing constitution in the future. The fact that final vote will now be made by the Faculty Senate not the Faculty Assembly will be made much clearer. This will be distributed to all Faculty. Reminders will be numbered (second notice, third notice etc). All steering committee members need to encourage faculty in their colleges to attend the meeting.

NEW BUSINESS

Resolution 2004-2005-3 Regarding Minimum Qualifications For Participating In Graduate Education

Dr. Chase reads the resolution as follows:

**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

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Whereas, various accrediting organizations stipulate that participants in graduate 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, a university-wide set of minimum qualifications governing participation in graduate education.

Distributed and discussed. Brief discussion that we may forward the resolution and draft of recommendations for minimum qualifications for participating in graduation education would be sent forward to Academic Affairs if approved. Suggested we ask that the committee accept a friendly amendment to be added to resolution before the meeting to read:

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

Resolution 2004-2005-4 Recycle TIPs

Dr. Chase reads the resolution as follows:

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.

Distributed and discussed. Question raised as to if we should have TIP awards at all. Point of resolution is to address what will happen if TIPs exist not if they should exist, Motion to approve and send to full senate made and seconded. Approved.

Resolution 2004-2005-5 Creation of Colleges, Schools, & Other Academic Units - Personnel Committee

Dr. Chase reads the resolution as follows:

**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,

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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.

Distributed and discussed. Discussion of intent of resolution. Suggestion the "Be it resolved" statement be altered to say "and other degree granting units". Motion to approve made, seconded and approved. Reads as follows:

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.

Resolution 2004-2005-6 Salary Compression and Inversion

Dr. Chase reads the resolution as follows:

**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;
- ⇒ those 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.

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Distributed and discussed. Faculty Senate position on this issue is being clearly articulated and places the onus for fixing the problem at the College level. Will also need to be addressed in collective bargaining. Suggested the first bullet in the Be it resolved section be changed to read "no less than 95% parity". Motion to forward to Full Senate made and seconded and approved. With Changes it reads as follows:

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;

GEP Revisions – Dr. Schell and Dr. Pennington

Materials from Office of Undergraduate Studies and UPCC distributed. Changes in options for speech course and sequence of Western Civilization I and II described. Both are made to facilitate student progress and/or to allow taking of the course online. The history courses have been unlinked for several years. Suggested that actual course names be revised so they do not appear sequenced. Question asked if changes to this proposal can be made from the floor during the full senate meeting. No. Any requests for changes would need to go to general education committee and the UPCC. Question raised if a student could graduate without having a course in which doing a verbal presentation is required. Any major can require a specific course or include content or actual presentations in course requirements. Recommendation that materials distributed prior to Faculty Senate meeting have changes underlined to make changes clearer and that a statement that none of the other parts of the GEP have changed be added.

Excellence Awards Committee Members

Need members for Excellence in Professional Service awards review. Drs. Ida Cook, Diane Wink and Naval Modani have agreed to serve on the selection committee again. Discussion if this recognition should be made if there is no monetary award. Steering Committee members felt that faculty should have the opportunity to apply and awards will be made if funding should be made available. Can not be given as compensation unless in collective bargaining agreement. Whether or not recognition could be given in the form of a faculty development account was discussed.

STANDING COMMITTEE REPORTS

- ⇒ **Budget & Administrative** – Dr. Ida Cook reported.
No report
- ⇒ **Graduate Council** – Dr. Subir Bose reported.
No report
- ⇒ **Personnel** – Dr. Manoj Chopra reported.
Resolutions already discussed.
- ⇒ **Undergraduate Policy & Curriculum** - Dr. Bob Pennington reported.
Meeting next week.

OTHER

None

ADJOURNED

Motion to adjourn made and seconded and approved. Meet adjourned at 5:37 PM.