

**UNIVERSITY OF CENTRAL FLORIDA
FACULTY SENATE STEERING COMMITTEE**

MEMORANDUM

TO: Faculty Senate Steering Committee
FROM: Faculty Senate Office
DATE: January 15, 1997
SUBJECT: Minutes of meeting held on January 9, 1997

=====

The Steering Committee was called to order by Dr. Richard D. Tucker, Chair, at 4:05 p.m. The roll was circulated. Minutes of November 7, 1996 were unanimously approved. Members present: Provost Gary Whitehouse, Vice Provost Frank Juge, Drs. Stephen Goodman, Naval Modani, Terri Fine, John Leeson, Robert Reedy, Phil Taylor, Taylor Ellis, Rosie Joels, Gregory Frazer, and Ms. Carole Hinshaw.

OLD BUSINESS

- 1) **Resolution 1995-96-1:** Dr. Tucker reported that Resolution 1995-96-1, Changing "I" Grades to "F," has been approved by Provost Whitehouse with the concurrence of the College Deans.
- 2) **Post Tenure Review:** Dr. Tucker also reported that the Post Tenure Review resolution was forwarded to the Board of Regents. He stated that he had received a copy of the tentative agreement proposal by the BOR and UFF. Discussion followed regarding the language surrounding Sustained Performance Evaluations in Article 10.1 (b) and Article 10.3 (b) of the Proposal. Dr. Whitehouse stated that Article 23.5 includes language concerning salary which will be awarded for sustained performance evaluations. Discussion continued regarding annual evaluations, inconsistencies across colleges, and how they are implemented. Dr. Juge suggested that the issue of evaluations be discussed at the Advisory Council of Faculty Senates meeting. He also stated that he was on the Collective Bargaining Committee and there was a debate regarding TIP and PEP. He stated that TIP did not appear to be popular with FSU and UF or with the UFF. However, the Legislature considered it to be very important. It will most likely be funded again, even though sustained performance evaluations and PEP had many supporters. Dr. Tucker reminded the Committee that this document is still only a tentative agreement proposal and is subject to the ratification process.

NEW BUSINESS

Cumulative GPA for Graduation: Dr. Terri Fine presented Resolution 1996-97-3, Cumulative GPA for Graduation. Dr. Fine explained the calculation of GPA for honors. The Committee did not fully understand the resolution as it was written. Some feared that UCF students would be penalized by the resolution. Grade inflation was mentioned. Dr. Juge suggested doing a survey to compare grades from community colleges to ascertain if grades are really inflated. Dr. Fine stated that a survey had been done to check policies from other Florida institutions. Sample suggestions: calculate honors just on the major, look at random sample of last graduation, get Dan Coleman to do

survey on transfer students' GPA, and clarify our own policy at UCF. It was unanimously decided to return the resolution to the UPCC for further study.

OTHER

1) Student Evaluations: Dr. Tucker stated that a question was asked when the student evaluations instituted in the spring of 1996 should be reviewed. Some feedback from the Committee on the new evaluation form was positive and some negative. UCF can only revise questions other than the BOR mandated list of questions. Dr. Juge will ask what the BOR is planning to do with the review of their questions. Some departments and some individual faculty have already added additional questions. Dr. Tucker's understanding was to wait a full year before making any changes to the new evaluation form. The Committee agreed to this understanding and reiterated that the review should be undertaken over the next term.. Dr. Tucker stated he will get a committee together to review the possible revisions. The earliest any revised forms would be ready is the Fall semester, 1997.

2) Human Resources: Dr. Tucker discussed issues relating to services delivered by the Department of Human Resources. Dr. Hernandez reported that UFF is concerned about neglect of services dealing with payroll and insurance claims. Dr. Tucker stated that it looked like a legitimate issue for the Personnel Committee to address, and has asked Dr. Cook to consider it.

3) PEP Committee: Dr. Tucker reported that the University PEP Committee had met earlier this week and he had e-mailed the Steering Committee regarding the possible change in the rating system. Dr. Tucker discussed the "quartile ranking" guidelines. There was strong sentiment against the quartile system and its forced categories. They have developed a verbal rating system with the flexibility not to utilize all categories. Dr. Joels reported that the PEP Committee is working on a time line and is on task. The original Library representative and the intended replacement could not serve. It was decided to proceed without a Library representative for this review. However, it was emphasized that this was an exception and not a change in the PEP guidelines.

4) Institutional Effectiveness: Dr. Tucker asked if President Hitt or Dr. Whitehouse could address the issue of institutional effectiveness at the next Faculty Senate meeting. Dr. Whitehouse responded that SACS had made several recommendations on areas of improvement at UCF. Most recommendations have been accomplished with the exception of two areas that are still deficient. Departments and units on campus must report on goals, evaluations, measurement, and changes. The studies must be completed by June. The faculty need to understand the importance of meeting these goals. All units have guidelines to follow. Dr. Denise Young, Academic Affairs, has the chart on the guidelines. President Hitt and Dr. Whitehouse will be out of town on January 23 - the date of the next Senate meeting, but it was suggested that President Hitt might wish to tape a message to the Faculty Senate.

5) Budget Planning Committee: Dr. Whitehouse reported that the Budget Planning Committee is looking at funding models. They will be viewed at the University level and at the College level with the next review incorporating recommendations related to strategic planning. The chair of the Faculty Senate's Budget & Administrative Procedures Committee and chair of the Faculty Senate are on the Budget Planning Committee.

The meeting adjourned at 5:25 p.m.