

M E M O R A N D U M

TO: Faculty Senate Steering Committee
FROM: Faculty Senate Office
DATE: August 9, 1993
SUBJECT: Minutes of Faculty Senate Steering Meeting - July 22, 1993

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The meeting was called to order by Dr. Naval Modani, Chair, at 4:00 p.m. The role was passed. The minutes of June 14, 1993 Steering Committee Meeting were approved as distributed. Members present were Drs. Armstrong, Cook, Cunningham, Hosni, Koons, Leckie, Petrasko, Rungeling, Sheridan and Wood. Dr. Gary Whitehouse and Dr. Frank Juge were also in attendance.

OLD BUSINESS:

Dr. Whitehouse distributed an updated draft dated 7/22/93 of the UCF Undergraduate Teaching Incentive Program proposal and asked for comments and suggestions from the members of the Steering Committee. He said that the administration wants the faculty to be comfortable with this plan and the desire is to identify any potential problems. Dr. Whitehouse and Dr. Juge outlined the eligibility and productivity criteria and commented that the criteria for UCF were revised, as were the BOR's criteria. One major change was that rather than those in the top quartile, faculty members above the median undergraduate student credit hours (UGSCH) would be considered for the award. Also, instructors and those faculty who have not been at UCF for three years would not be eligible for the award.

Responding to a question by Dr. Koons, Dr. Juge clarified the productivity criterion to be "either college or department median". Dr. Whitehouse stated that UGSCH considered would be for the highest five out of six semesters. The data for determining UGSCH will come from the end of semester reports. Dr. Whitehouse reiterated that the selection of award winners would be done at the college level. College faculty would be involved in the establishment of selection criteria and selection procedure. Each college's plan is subject to approval by the Provost and the President will give the final approval for awards to the faculty.

The question of apportioning the awards between colleges was raised. Dr. Whitehouse stated that this would be done in proportion to the number of faculty candidates as generated by the productivity criterion. Dr. Modani said that there are differences in an allocation based on the number of faculty and one based on UGSCH. Dr. Juge stated that basing the allocation on number of faculty will even the odds for individual faculty across various colleges. Dr. Modani asserted that since the allocation of awards to UCF was based on UGSCH, the allocation within UCF should somehow take this into account. Interest was expressed to see the college allocations when they were determined.

Dr. Cunningham and other members expressed frustration with the plan, and said that there are many quality teachers who would not qualify, this year or in later years, for these awards because of the productivity criterion. Further, in subsequent years, faculty receiving the award may be less qualified than those excluded because of the productivity criterion. Suggestions were made to allow for other factors such as: whether courses are required or elective, the proper "mode" of instruction, Gordon Rule requirements, and classes involving labs. Dr. Whitehouse responded that the intent of the legislature is to reward high productivity. About half of the faculty who have been at UCF for three or more years should be eligible for the awards. After the productivity criterion is met, the colleges and departments are better suited to consider quality of instruction based on the other factors. In other words, eligibility is to

be based on productivity and selection of winners to be based on quality as determined by various colleges. Dr. Whitehouse also said that if this program continues beyond the current year, less productive teachers would become eligible and less productive but quality teachers would have improved chances of receiving the award. Dr. Cunningham suggested that ways be found to reward quality teachers who would not qualify for these awards because of the productivity criterion.

Dr. Juge remarked that Dr. Dan Coleman is developing data on UGSCH for various faculty. This would be based on end of semester assignment reports. Dr. Cook suggested that this should be cross-checked by sending it to the departments or even the individual faculty.

Dr. Sheridan commented that due to the dollar amount involved, many faculty are concerned about implementation of this plan. She suggested that to help make the process equitable an oversight faculty committee should be established. Dr. Juge thought that this was an excellent idea. Dr. Cunningham moved to establish an ad hoc oversight committee, seconded by Dr. Sheridan. This committee would be advisory to Dr. Whitehouse, can hear faculty appeals on data used to determine eligibility or productivity, and would review allocation of awards to colleges. Should there be a significant imbalance in the allocations to colleges, this would be brought to the Steering Committee which may recommend an adjustment to the Provost. Under no circumstances would this committee consider appeals of college selection committees' recommendations. Dr. Modani said that this committee could have two members from the College of Arts and Sciences and one member from each of the other colleges. Dr. Cook suggested having one member from the Senate Personnel Committee. Another suggestion was to pick Steering Committee members to serve on this committee. After some more discussion, the motion to establish the oversight committee and to include it in the draft proposal carried unanimously. Dr. Modani was asked to set up this committee.

Dr. Petrasko made some suggestions to clarify the wording of the Teaching Incentive draft proposal. Dr. Cook moved to approve the draft proposal, seconded by Dr. Sheridan. Motion carried unanimously.

Dr. Modani asked for an update on the consultations regarding BE 2000. Dr. Juge responded that he and Dr. Whitehouse met with Dean Sheridan and Dean Huseman. Consultations between the College of Business Administration and the departments of Mathematics, Statistics, and English have taken place and will continue in the Fall 1993 semester. Departments of Mathematics and Statistics would not participate in teaching the Quantitative Tools course for now but would continue discussions. Department of English may provide graduate students to assist in the BE 2000 process. College of Business Administration has held teaching workshops with participation from faculty of other colleges. More workshops are scheduled for the future. There needs to be more cooperation and more communication.

Dr. Whitehouse said he would welcome the Steering Committee to be more active as an advisory group to the Provost. We should create an environment to get the faculty to become more involved in the Senate. Dr. Modani thanked Dr. Whitehouse for his remarks. Dr. Sheridan suggested that the Steering Committee might consider meeting more often and consider issues in a proactive manner rather than in a reactive manner. Dr. Modani said that the Senate now handles many more issues than before and perhaps the Senate may be more effective if it operated on a calendar year basis. More discussion on this would come later in the year.

NEW BUSINESS:

There was no new business.

ANNOUNCEMENTS:

Dr. Modani announced some changes in the meeting dates for the Senate and the Steering Committee. Committee members agreed. Dr. Modani said that organizational meetings of the Standing Committees and their Subcommittees would be held at the start of the Fall semester. Work on the Reporting Committees is yet to be finished. Faculty would be asked to send their suggestions for issues for the various committees. Dr. Cunningham would represent the Senate on a university committee to develop plans for future use of the Naval Training Center. Dr. Modani also mentioned the status of various searches proceeding on campus such as Vice President for Research, Associate Provost/Enrollment Manager, Dean of College of Education, and Associate Vice President for University Relations.

There being no other business, meeting adjourned at 5:50 p. m.