



Faculty Senate

Faculty Senate

Minutes for meeting of June 11, 2020, 12:00 – 2:00 pm

Zoom Meeting for Senators and guests

Meeting was recorded and can be accessed at: <https://youtu.be/hUxiEYzyAVs>

1. Call to Order at 12:03 pm
2. Roll Call via Qualtrics – a quorum was reached
3. Approval of Minutes of April 16 & May 18, 2020
 - a) Motion to approve minutes from April 16, second, minutes are approved
 - b) Motion to approve minutes from May 18, second, minutes are approved
4. Recognition of Guests
 - a) Alexander Cartwright, President
 - b) Michael Johnson, Interim Provost
 - c) Christine Dellert, Deputy Chief of Staff
 - d) Lucretia Cooney, Faculty Excellence
 - e) Elizabeth Klonoff, Vice President for Research and Dean of the College of Graduate Studies
 - f) Joel Hartman, VP & CIO for Information Technologies and Resources
 - g) Allison Hurtado, Director of Communications, Faculty Excellence
 - h) Jana Jasinski, Vice Provost for Faculty Excellence
 - i) Joe Adams, Senior Communications Director, Office of the Provost and Academic Affairs
 - j) Lyman Brodie, Associate Dean, College of Arts and Humanities
 - k) Rodney Graham, SGA Director of Student Affairs
 - l) S. Kent Butler, Interim Chief Equity, Inclusion and Diversity Officer
 - m) Elizabeth Hamilton, Assistant Vice President for Strategic Initiatives
 - n) Michael Deichen, Associate Vice President of UCF Student Health Services
 - o) Tom Cavanaugh, Vice Provost for Digital Learning
 - p) Theodora Berry, Vice Provost of Student Learning and Academic Success and Dean, College of Undergraduate Studies
 - q) Mike Kilbride, Assistant Vice President, UCF Downtown
 - r) UCF Libraries: Barbara Alderman, Frank Allen, Sai Deng, Min Tong, Judy Kuhns, Rich Gause
5. Announcements
 - a) Future summer senate meetings are July 9 and August 5
6. Report of the Senate Chair
 - a) Summer meeting schedule and what business to transact
 - i) Vote taken whether to handle resolutions this summer; motion passes 28-25

- b) Have appointed approximately 20 faculty members to committees per request of the administration over the summer

7. Report of the President

- a) The president states that he is here to listen. He thanks the Senate for their engagement and feedback for the return to campus plan. He also thanked Chair Harrington for facilitating the return to work forum.
- b) The input process has helped them refine their efforts. The plan will be presented to the BOT next week and the BOG on the 23rd. He stressed that we should focus on that we are all in this together and that we should try to be compassionate and flexible. People are under emotional and financial stress, as well as issues of racial and social injustice.
- c) It has been incredible to see the peaceful demonstrations and he is looking forward to this conversation today. He was grateful that Dr. Butler was invited. He wants everyone to be actively involved in change. He has met with student groups and talked about what action they would like to see. There are several topics that resonated with him, such as the need for required education and training, look at how search committees are educated, create an inclusive environment where everyone knows that this university is for everyone. There is an expectation that we should think about our reporting system and how to review and overhaul it. He wants everyone to know how to report and be comfortable reporting any abuses. He would like to increase representation in faculty and staff across the university. He would like to keep conversations going about race and unity. It's clear that we must do better at UCF and continuous improvement is needed.
- d) He recognizes that there is a difficult situation in our campus community regarding Professor Negy's social media and tweets. He states that they have condemned Dr. Negy's views and he personally finds these tweets hurtful and disturbing. He does state, however, that we must uphold the freedom of speech; however, any discriminatory actions will not be tolerated as they are not protected or considered free speech. The administration is looking at all complaints of discriminatory behavior in the classroom. He understands people are frustrated and he is committed in getting through this difficult time by promoting a culture of diversity and inclusion where we hold each other accountable when witnessing improper behavior. He would like to hear thoughts on communication – how do we get better at communicating what is going on? He is in favor of sustained commitment and positive effort to make change. He would like us to think very careful about how we go about any activity in this area. He and his administration are ready to listen and answer any questions. He thanks everyone for their hard work over the summer.
- e) Dr. Proctor stated, in terms of communications, whether in September, the president could set up a virtual forum on racism involving our own Dr. Butler on one side of the racism discussion and Larry Elder, if he would accept an invitation, on the other. I propose that since Student Government President Sabrina La Rosa did such an outstanding job hosting the Return to Campus

Virtual forum, that you ask her to host the Virtual Forum on Racism. The president agreed that this would be a good idea.

8. Report of the Provost

- a) Dr. Negy's comments are counter to the core values of UCF. He understands the calls and public outcry for swift action. They are investigating all claims. He asks that everyone bring their complaints forward. People have first amendment right to free speech. We are an agency of the government and must uphold the laws of the land; however, classroom discrimination is prohibited. People with less power can be harmed by free speech more than others. We must take responsibility when speaking. Strongly supports academic freedom. He discusses how academic freedom works in coursework and gives examples. He acknowledges that it is a "slippery slope" when people govern themselves.

9. Old Business – None

10. New Business

a) Campus response to racism

i) Presentation, S. Kent Butler, Interim Chief Equity, Inclusion, and Diversity Officer

- (1) There are places on campus that people can go to in order to talk out this issue. Dr. Butler shared a video showing scenes of racial discrimination and acts of violence.
- (2) The images happen to people that look like him and have been involved in situations that have ended with their humanity, even their lives, being taken from them. As a faculty member, he has talked about these truths that have been a part of his life. He would like to open people's minds to these truths. He acknowledges that it is a natural choice to not put yourself in this space because it hurts. Having the privilege to not imagine these things are going on is part of this process. It's time to move away from silence and inaction. Recognize that this is truth for too many individuals and needs to be rectified. He is not trying to be combative, but this is a plea for action. Marginalized people are at the mercy of people who have privilege. Sometimes a safe haven is not a safe haven because someone could come and try to hurt him or his family at his home just because of the color of his skin. He believes all individuals need to be in on the discussion in order to facilitate change. Many times, people who are marginalized have to fight to get people to understand about racism. The white community needs to deal with what racism is. He is asking that white individuals take responsibility for their privilege and shine a light on racism and be a catalyst for change. He stresses that these conversations do not end badly. It is an opportunity to make systemic changes to things we don't want to be a part of. He is here and ready to help. Recently a survey was put out and the results will be published soon. These are the voices of the community speaking out about how

they feel. He challenges us to be the model university. He asks that we fight with him.

- ii) Discussion: What can UCF do to change how we and our students conceptualize and respond to racism?
 - (1) Dr. Cash suggests that we work these types of conversations into curriculum
 - (2) Dr. Butler says it is about self-reflection and thinking about what could be harmful to others
 - (3) Dr. Casmier-Paz discusses how these types of incidents cause a great deal of activity and then things die down. There should be a calculated effort to create a campus climate that would quell the anxiety and fear surrounding racism, such as small groups that meet regularly to facilitate dialogue. She would also like to see efforts to work with the police on campus to address problems of systemic bias in policing.
 - (4) Dr. Butler states that he has had several conversations with Chief Metzger. Everyone needs to understand that the things that are caused by individuals cause issues for everyone else. The police know that there is an issue and we need to hold them accountable. We have to be patient because change is slow. Be assured that there are things happening behind the scenes. Please be open about speaking out about things that need to change. Don't turn a blind eye but speak out. He also notes that discussion groups are being set up.
 - (5) Dr. Proctor asks whether there are numbers regarding faculty and staff and police interactions. He is alarmed about the discussion of defunding the police.
 - (6) Dr. Butler states that we need to look at the individual's situations rather than numbers. He understands that these types of things happen but wants to get to the root of why it is happening.
 - (7) Dr. Argenti says that his college has been having these types of discussions. He feels that there should be guidelines in departments. There is an issue with segregation at the basis of racism. They suggest that we should reach out to the communities. Climate on campus – someone who is perceived as overtly racist, there should be some type of disciplinary action, but that it should be clearly documented. They are aware of the fact that there is violence against minorities and would like to have a discussion about what to expect of the police on campus.
 - (8) Dr. Butler understands and believes this must be part of the discussion so we can look at situations from all angles. A pathway to leadership needs to be made. Policymakers are opening the door to listen and make sure that policies and procedures are put in place to make systemic changes.
- iii) Statement on racial injustice - Blake Scott and Kristine Shrauger
 - (1) Statement is put forward regarding racial injustice and Dr. Scott gave an overview of how the statement was put together and what the statement includes. Tried to focus on intent, content and outcome.
 - (2) There is a motion to adopt the statement as a sense of the Senate, second, call for discussion.

- (3) Dr. Proctor discussed the statement with the members of his department. Faculty feel that since they are not on campus this summer, they feel it is not appropriate to move forward on this statement without considering the consequences.
- (4) Dr. Zaho states that she feels to remain silent is wrong and part of the problem. She understands Dr. Proctor's concern but is more concerned about humanity overall. She supports the statement and feels the senate needs to say something.
- (5) Dr. Lucken understands what Dr. Proctor's concern is. She feels the statement has a feeling that university and everyone in it is being condemned. There should be a way to make a statement without this happening.
- (6) Chair Harrington moves the discussion to 1:50 for further debate in order to move to the next agenda item.

11. Committee Reports – No updates

- a) Ad Hoc Internal Communications – Joseph Harrington
- b) Ad Hoc Budget and Labor Crisis Response – Reid Oetjen
- c) Ad Hoc Health and Safety Crisis Response – Stephen King

12. New Business, continued

- a) Faculty feedback on UCF's Fall reopening plan
 - i) Presentation – Interim Provost Michael Johnson
 - (1) This plan has a contingency that if the health of the university employees and students is in jeopardy, the plan may change
 - (2) Some classes will be on campus, students seated 6 feet apart and all will wear face coverings. Not enough room for all classes on campus. Determine which classes should be taught on campus. Identify courses which most need a F2F component. Identify courses can be fully online. Prioritize providing FTIC students with on campus classes.
 - (3) Should have the schedule of classes available on July 1st. Full PPE will be used for classes with physical contact. Flexible blended model for fully online available.
 - (4) Classrooms cleaned daily and students and employees will be asked to clean their own spaces. Students who fall ill will need flexible options to continue their classes online. They are installing equipment to make flexible teaching as easy as possible. CDI is providing training. Faculty at higher risk should teach remotely.
 - (5) A survey is coming out to faculty and staff to self-identifying as high risk or taking care of someone who is at high risk. Faculty who are not high risk may be required to teach on campus. After Thanksgiving break, classes and exams will be online. Many details are being worked out for compliance with face masks and physical distancing.
 - ii) Discussion of the plan – below is a list of comments and questions for the committee to consider when finalizing the Return to Campus plan:

- (1) State of COVID 19 discussion at med and main campus, can Rosen campus be included?
- (2) Looking at social distancing in the classroom, can mechanism be included if too many students are in the space?
- (3) Page 11 of return to campus policy, live online – where is the policy online? Once it's adopted, will it be online?
- (4) Concerned about no mention of added costs of faculty working from home; high speed internet, supplies, etc.
- (5) Can face shields be substituted for face masks for teaching; i.e. faculty member with asthma?
- (6) Grievances from students – sense that the university is being cheap on refunding parking from last year. UCF has received funding from CARES act this year. Are students going to get a refund?
- (7) What will be happening with dorms for students that need to be making reservations?
- (8) Joe requests that questions for changes to the plan only be discussed.
- (9) Amendment to plan for resources; how many students need to enroll before GTA help becomes available? There was a jump in enrollment over the summer due to the fact that classes were completely online. It is noted that the discipline/department normally determines these numbers.
- (10) It is noted that there is no training for students as well as temperature checks. There is required training for students in the works. There will be temperature checks in clinical spaces. They have questionable benefits for screening. They will connect with everyone through the use of technology.
- (11) Will faculty who are not on campus be required to do training over the summer? There is a stipend of \$500 available for faculty who complete the three-week training. Other courses are only one to two hours.

13. Resumption of Anti-Racism Statement Discussion

- a) Dr. Oetjen feels that it is important to take action on this motion. He feels it is a very well written and complete document.
- b) Amendment to remove “including UCF”, second, discussion: Dr. Cash feels statement should be left in. Dr. Parrish agrees that statement should stay. Vote taken: motion fails.
- c) Dr. Collins states he doesn't feel the need to poll his colleagues on an anti-racism statement. He feels it is important to take action. He will vote on an important statement. He calls the question. Seconded. Vote taken to approve statement as it stands: Motion carries.
- d) A question was asked as to whether this statement could be brought up and amended at a future meeting and Chair Harrington stated that the senators are able to do that.

14. Campus Climate Report - None

15. Other Business - None



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16. Adjournment – meeting is adjourned at 2:06 pm

Chat from Faculty Senate Meeting June 11, 2020

- 12:15:24 From FS Bobby Hoffman : why are meetings continue to be scheduled during the summer?
- 12:18:17 From FS Joe Harrington : We voted to do that to deal with COVID planning at the May 18 meeting.
- 12:19:54 From FS Joe Harrington : is he a senator or administrator?
- 12:20:15 From FS Joe Harrington : Sorry, that was intended for Laurie.
- 12:34:39 From FS Lynn Casmier-Paz : I arrived late, and for that I apologize. May I ask: how do we propose questions? Can we just post them here?
- 12:55:16 From FS Joe Harrington : deeperthanskin.com
- 12:58:42 From FS: Sumit Jha : Can we take some of our budget and create special summer classes that enable underprivileged students to make up for some of their high-school education and get ready to succeed in STEM classes like computer science? It is not going to be very expensive. For example, in CS, it only needs 2-3 faculty teaching 4-5 special classes over the summer.
- 13:04:48 From FS Adam Parrish : If we are concerned about systemic racism, how are our systems being interrogated? We know the diverse makeup of our student body, but what about our faculty? What does our departmental, college, and university leadership look like? What about the composition and leadership of our union and senate?
- 13:20:10 From G - Allison Hurtado, Faculty Excellence :
<http://www.facultysenate.ucf.edu/minutes/Senate/2020-2021/6-11-20/Faculty%20Senate%20Anti-Racism%20Statement.pdf>
- 13:20:20 From FS Blake Scott : Ty Allison
- 13:20:47 From FS Blake Scott : Not a resolution
- 13:25:42 From FS Kelly Semrad : I don't think it is a lack of support for a solidarity. I think we would like to amend some (minor) part of content.
- 13:25:51 From FS: Sumit Jha : I think we should vote.
- 13:25:56 From FS Dawn Eckhoff : Is there a way to abstain from voting
- 13:26:05 From FS Jane Moody : Yes, just leave it blank
- 13:26:06 From FS Margaret Zaho : VOTE
- 13:26:14 From FS Jane Moody : We should vote
- 13:26:30 From FS Keri Watson : we should vote
- 13:26:34 From FS Keri Watson : VOTE
- 13:26:36 From FS Patricia Farless : We should specifically note Negy in our letter, if we're following the recommendation of lbram X.

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- 13:26:40 From FS Adam Wells : Where on the senate website is this statement located?
- 13:26:44 From FS - David Mitchell : anyone has the power to the call the question to vote, just make a motion
- 13:26:52 From G - Allison Hurtado, Faculty Excellence : Here's the link:
<http://www.facultysenate.ucf.edu/minutes/Senate/2020-2021/6-11-20/Faculty%20Senate%20Anti-Racism%20Statement.pdf>
- 13:27:00 From FS Adam Wells : Thankyou
- 13:28:28 From FS Mason Cash : We have the power to do something. I have read it and agree that we can do better, even if (as Karol Lucken suggested) many of us don't feel complicit. This feeling is part of the point of the say systemic and implicit racism can work. We can do better, and this statement commits us to trying to understand and "
- 13:28:35 From FS Blake Scott : We did mention the racist tweets of a colleague in the first draft of the statement, but that was edited out by others
- 13:28:41 From FS Mason Cash : Redress" water racism exists inner community
- 13:28:51 From FS - David Mitchell : It would be helpful to efficient discussion if those who wish to offer amendments here so they are specific and all can read in advance of votes.
- 13:29:23 From FS Mason Cash : FYI here's the statement if you don't have it already
<http://facultysenate.ucf.edu/minutes/Senate/2020-2021/6-11-20/Faculty%20Senate%20Anti-Racism%20Statement.pdf>
- 13:29:51 From FS Mason Cash : (Apologies for typing quickly and autocorrects above)
- 13:30:13 From FS Patricia Farless : So admin can criticize Negy in public statements, but faculty senate choose not to do so? That is a problem.
- 13:31:06 From FS Patricia Farless : From the letter--As Ibram X. Kendi has argued, it is not enough to be non-racist; rather, we must be anti-racist, which involves identifying and calling out, changing, and redressing the effects of policies, practices, and narratives that are racist, that have racist outcomes.
- 13:32:31 From FS Kelly Semrad : Do faculty report back to campus after Thanksgiving? Or, are we recommended to work remote to avoid a potential increase in virus spread?
- 13:32:35 From FS Margaret Zaho : I agree Pat
- 13:32:35 From FS Karol Lucken : I have a problem with faculty reprimanding their colleague for statements made outside the context of this University. I know there are plenty of faculty on this campus that engage in unseemly behavior outside of campus and in fact their names appear on some buildings at this University. Should we include them in our statement.
- 13:33:09 From FS Lynn Casmier-Paz : To Provost Johnson: How is UCF responding to the studies on COVID and HVAC? That is, how will employees and students be assured that clean air is in the classrooms?

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- 13:33:49 From FS - David Mitchell : I will offer this amendment: Fifth paragraph--"Accordingly, we accept the responsibility to turn inward and denounce and redress racism in our midst, INCLUDING THAT FOUND IN THE PUBLIC COMMENTS OF OUR COLLEAGUE, CHARLES NEGY; a necessary step...
- 13:34:47 From FS Blake Scott : I like this amendment
- 13:35:45 From FS Patricia Farless : I like it too.
- 13:36:40 From FS Blake Scott : To Provost Johnson: Would the administration consider cohort testing of faculty and staff as well as students? How will the policy regarding teaching f2f account for privacy around disclosure and the differential mental health concerns of faculty related to the pandemic?
- 13:39:46 From FS Margaret Zaho : Is the Anti- Racism Faculty Senate statement on anti-racism
- 13:40:07 From FS Margaret Zaho : supported by the President and Provost?
- 13:40:12 From FS Blake Scott : The collective bargaining agreement, section 21.2, includes some requirements for "office space".
- 13:40:30 From FS Steven Collins : I will vote for the anti-racism statement because I think the need to say something outweighs the need to say the perfect thing. Having said that, I have major concerns with the following sentence. " The goal to promote scholarly dialogue must additionally be balanced with our responsibility to seek knowledge and truth and our goals to promote civility, access, diversity, equity, inclusivity, and care. "
- 13:41:43 From G Maribeth Ehasz SDES : I'm having a hard time unmuting
- 13:43:05 From FS Patricia Farless : Can we have 1 question per person, then go around again?
- 13:43:51 From FS - Robin Back : The questions are from the faculty that we represent, not necessarily our own personal questions.
- 13:44:23 From FS - Luca Argenti : I think the statement is at risk of inadvertently drawing a line between "us" and "them" (minorities), whereas it should better stress that racism is a major attack on UCF itself, not only because of generic humanistic values we uphold, but because it harms UCF members at all levels, and it undermines its goals. Similar statements of "support" from professional societies came across as counterproductive because they seemed to imply that minorities were not really a significant component of the professional community to start with.
- 13:49:22 From G Maribeth Ehasz SDES : Re: On-campus housing
- 13:49:32 From FS Blake Scott : Racism harms differentially
- 13:50:33 From G Maribeth Ehasz SDES : we are preparing communications that will provide on-campus housing students information now to students that will pr
- 13:50:57 From FS Daniel Marien : I do not feel that having two parallel discussions on two difficult topics is a useful way to proceed and make a sound decision.

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- 13:51:19 From FS - Luca Argenti : I suggest an amendment after the fifth paragraph: "Racism is a major threat to UCF itself, not only for the values we uphold, but because it harms UCF members at all levels, and it undermines its goals".
- 13:51:39 From G Maribeth Ehasz SDES : Information will be sent to on-campus housing students shortly. We are finalizing the communication and expectations for on-campus housing now.
- 13:53:58 From FS -Mel Stanfill : the statement says that UCF has both supported AND worked against these issues
- 13:54:04 From FS -Mel Stanfill : we can't get rid of one without another.
- 13:54:25 From FS Kelly Semrad : I would like to make a suggestion that we bring this statement back to steering to make the amendments.
- 13:54:54 From FS Margaret Zaho : 100 percent agree
- 13:55:02 From FS - Robin Back : Agreed
- 13:55:13 From FS Dawn Eckhoff : Can you please restate the motion
- 13:56:34 From FS Keri Watson : I believe that UCF should stay ice are complicit
- 13:57:37 From FS Keri Watson : Keep it
- 13:58:09 From FS Keri Watson : yes
- 13:58:37 From FS -Mel Stanfill : thank you, Mason
- 13:58:49 From FS Margaret Zaho : keep it
- 13:59:22 From FS Keri Watson : They do
- 13:59:43 From FS -Mel Stanfill : that's what "systemic" means
- 13:59:44 From FS - Luca Argenti : What about "including AT UCF" ?
- 13:59:52 From FS Keri Watson : NO
- 14:00:16 From FS Kelly Semrad : I think this is a good draft of a statement. If we send it to steering can they refine it?
- 14:00:30 From FS- Ann Shillingford : I think it is good as is
- 14:02:14 From FS Kelly Semrad : I totally agree.
- 14:02:28 From FS - Susanny Beltran : I have to move on to another meeting, unfortunately.
- 14:02:29 From FS: Sumit Jha : This is good as it is.
- 14:03:00 From FS- Ann Shillingford : Thank you Joe
- 14:04:00 From FS: Sumit Jha : Thank you!
- 14:04:20 From FS Yoon Choi : Good job!

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14:04:21 From FS Lynn Casmier-Paz : Nowhere has it been more clear to me why Martin Luther King titled his most important work, "Why We Can't Wait."

14:04:30 From FS Patricia Farless : I had my hand up at different times and was not called on.

14:05:03 From FS Jane Moody : Can we examine how technology impacts parliamentary procedure?

14:06:01 From FS Kelly Semrad : Jane, that is a very good point. The technology presents some issues for some (myself included).

14:06:15 From FS Keri Watson : Thank you Joe!

14:06:20 From FS -Mel Stanfill : can we resume the practice of emailing out documents that was always used before?

University of Central Florida Faculty Senate Statement Opposing Racial Injustice

The Faculty Senate of UCF acknowledges and condemns racial injustice and racist violence--including anti-Black police harassment, disparate enforcement, and brutality--as urgent but also longstanding crises in the United States.

We grieve for the victims of systemic racism--including George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade, Jonathan Ferrell, Eric Garner, Trayvon Martin, and so many others. We support and stand in solidarity with Black, Indigenous, People of Color (BIPOC) colleagues, students, and other members of the university community who are hurting, fearful, and angry. We support the rights of those in Central Florida and across the nation to peaceably assemble and carry petitions of grievance to the government, and we oppose any action that would undercut and subvert human and constitutional rights.

As educators and intellectual leaders, we recognize our responsibility to affirm and promote the fundamental rights and dignity of all persons, and to reject language and actions that deny or attack these rights and dignity.

As Ibram X. Kendi has argued, it is not enough to be non-racist; rather, we must be anti-racist, which involves identifying and calling out, changing, and redressing the effects of policies, practices, and narratives that are racist, that have racist outcomes. Enacting anti-racism will require us, individually and collectively, to further listen to and learn from those who have been oppressed, and to heed what they tell us about how best to support them without putting the burden of our collective work on them.

We acknowledge that work done at institutions of higher education, including UCF, has contributed both to the perpetuation of and attempts to counter inequities and systemic racism. Accordingly, we accept the responsibility to turn inward and denounce and redress racism in our midst, a necessary step to fulfilling our strategic plan's promise to "attract and cultivate exceptional and diverse faculty, students, and staff whose collective contributions strengthen us."

We reaffirm the UCF Creed's commitment to community, which is to "promote an open and supportive campus environment by respecting the rights and contributions of every individual." Accordingly, we encourage the rights and responsibilities of active citizenship by encouraging open scholarly dialogue and debate. Such dialogue should promote, rather than undermine, a campus environment free from any form of harassment or discrimination. The goal to promote scholarly dialogue must additionally be balanced with our responsibility to seek knowledge and truth and our goals to promote civility, access, diversity, equity, inclusivity, and care.

Finally, we accept our responsibility as stated in UCF's strategic plan, to "deploy our distinctive assets to solve society's greatest challenges," chief among which are racism and interlocking forms of oppression.