

Faculty Senate
Special Called Meeting
June 4, 2009

Dr. Ida Cook, Faculty Senate Chair, called the meeting to order at 3:22 p.m. The roll was circulated for signatures.

Senate Officers Present: Cook, Chopra, and Kassab, Wink.

Senators Present: Cash, Dombrowski, Foster, Koons, Maunez-Cuadra, Niess, Pherigo, Scharron, Seidel, Goodman, Pennington, Bai, Edwards, Hartle, Kelley, Sivo, Coffey, Brown, Douglass, Gammonley, Oetjen, Boardman, Daniell, Gibson, Khaled, LiKamWa, Moharam, A. Chase, Lynxwiler, Rivera, Schulte.

Administrators Present: President Hitt, Provost Hickey, D. Chase, Huff-Corzine, Morrison-Shetlar.

Guests: David Kuhn, David Nickerson, William Leigh, Nancy Stanlick, John Walker, John Schultz, Joan Morris, Jana Jasinski, Jay Corzine, Dennis Dulniak, Bill Merck, Judy Monroe, Heidi Watt, Lucretia Cooney, John Schell.

Dr. Cook turned the meeting over to Dr. Hitt. Dr. Hitt provided an overview of the budget cuts that have occurred in the last two years, which total \$77 million, a 27% cut of the recurring revenue. For the coming two years, UCF has received a federal stimulus package of \$18 million per year. Those two years will serve as a glide path to allow expenditures to match the new revenue level. It will not be possible to continue to make across-the-board cuts, and it is now necessary to make targeted cuts. Five programs have been identified for the targeted cuts. They are:

- Cardiopulmonary Sciences (College of Health and Public Affairs)
- Engineering Technology (College of Engineering and Computer Science)
- Management Information Systems (College of Business Administration)
- Radiologic Sciences (College of Health and Public Affairs)
- Statistics and Actuarial Sciences (College of Sciences)

Eliminating these programs will affect 45 faculty members, six staff members, and the 1092 students who major in programs offered by those departments. The cuts will save \$6.1 million. Program closures will happen over the next two years, providing a two-year teach-out path for students in those programs. Undergraduate within 36 credit hours of completing their majors should be able to do so in the time allotted. Masters students should also be able to complete their degrees. All faculty and staff will have two semester termination notice, and some will remain employed for the full two years. (A summary spreadsheet was distributed.)

Dr. Hitt opened the floor to questions.

Question: Regarding retirees who are rehired with full salary and benefits after retirement, what is the rationale for rehiring them? Dr. Hitt responded that they bring expertise and experience to the position, and that there would not be any savings because someone else would have to be hired into that position. To the follow-up statement that the salary for rehires

total nearly \$2.5 million, the president offered to examine the issue and discuss it in a context outside the Senate meeting.

Question: If the economy rebounded, would these programs still be cut? The president responded that they most likely would be. Four of the programs have very low centrality, and it has been judged that it would make little sense to continue them. Follow-up question: Wouldn't two of the programs being cut, Radiologic Sciences and Cardiopulmonary Sciences, help with the medical school? The provost replied that these programs are available elsewhere, and it is possible that the community colleges will be offering them as Bachelor's degrees. The president added that there would be no direct tie between these programs and the medical school.

Question: Regarding the faculty and staff in terminated programs, will there be an effort made to reassign them to other programs within the university? President Hitt replied that people would be free to apply for any positions that become available, but he does not believe that central administration should dictate to a department that they must accept a faculty member from a different discipline. The provost added that making such reassignments would be counterproductive to the cost-saving effort.

In response to a request, the provost discussed the notice that will be provided to the faculty and staff in terminated programs. All affected individuals will be given at least a two-semester notice.

Question: Will there be a support system in place to assist terminated faculty with finding new positions? The president and provost both indicated a willingness to look into providing programs or system to assist, cost permitting. However, it is not clear what the administration can do to assist faculty in finding employment.

Question: How are centrality, demand, and comparative advantage being measured? Are those figures available? President Hitt provided an overview of the reasoning used to determine centrality (would UCF be what it is without this program?), demand (derived from enrollment data, application data, and the employability of graduates), and comparative advantages (does having this program make the university arguably better than its competitors?)

The provost noted that, barring any drops in enrollment or further budget cuts, the reserves should be sufficient to prevent further program cuts. Prior to now, UCF has been able to avoid program cuts due to faculty losses through attrition. In the past 24 months, UCF has lost over 200 faculty and staff. The recovery from the current budget situation is likely to be slow, and the current situation may result in a fundamental change in how universities are funded. The president added that things are not likely to return to where they were before the budget cuts began.

Question: Is there any way to inform departments that they are in a probationary status and might be at risk of being cut in the future? The president replied that these issues have been discussed between the provost and the deans, and the deans could opt to further discuss these issues with department chairs and faculty members. It is important to remember that the main drivers of these decisions are not primarily financial. Centrality and demand are a large factor.

The meeting adjourned at 4:09 p.m.