

UNIVERSITY OF CENTRAL FLORIDA

MEMORANDUM

**TO:** All Faculty  
**FROM:** Nancy Klintworth - Faculty Senate Secretary  
**DATE:** March 14, 1990  
**SUBJECT:** Minutes of Faculty Senate Meeting - March 1, 1990  
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The meeting was called to order by Chair Dr. Rosie Webb Joels at 4:05 p.m. The roll was passed for signature by attendees of the Faculty Senate. Minutes of February 15, 1990 were approved, as distributed.

**RECOGNITION OF GUESTS:** Among guests present - Lance Oliver of the Orlando Sentinel; Joe Householder of WDBO Radio; Eddie Clegg and Lisa Myers of WESH-TV; Beth Colbei of WCPX TV-6; Ruth Eliason of UCF Report; Dean McFall of Public Affairs, President Altman, Drs. Juge, Holsenbeck and Bass,

**UNFINISHED BUSINESS:** No unfinished business.

COMMITTEE REPORTS

**ADMISSIONS & STANDARDS:** Dr. Karri Williams, Chair, announced that the Senate would vote today on two resolutions #11 and #12 from this committee.

**BUDGET:** Dr. Schell reported that his committee held its final meeting for the 1989-1990 Senate. He announced that the committee met with Finance and Accounting to discuss the reporting methods and there will be two resolutions forthcoming when the new 1990-1991 senate takes office.

**CURRICULUM:** Dr. Barbara Judkins announced that this committee held its final meeting of this Senate. No resolutions have come forth; however, a report of committee activities will be submitted.

**INSTRUCTION:** Dr. Hosni was out of town but reported to Dr. Joels that this committee is working with the Library with regard to implementation of **Resolution 1989-1990-6.**

**PERSONNEL:** Dr. Davis stated that this committee forwarded a **Resolution 1989-1990-10** concerning Form AA-18 modifications and that this will be discussed today.

**NEW BUSINESS:**

RESOLUTION 1989-1990-10

Faculty Senate recommends that the University of Central Florida Personnel Committees adopt the simplified format for the AA-18 form.

Dr. Davis informed the Senate that they were attempting to simplify AA-18 form and invited Dr. Pauley to discuss the changes in the format. Dr. Pauley explained the changes and the rationale behind the resolution:

- 1) In the current AA-18 form it is difficult to sift through the information; sometimes information is repeated several times.
- 2) No requirements have been added or deleted, the new format is merely a simplification and consolidation of the current form.
- 3) The new format will be as follows:
  - a) candidate's credentials
  - b) chair's evaluation
  - c) evaluation committee's input
  - d) appendices only necessary for teaching evaluations
- 4) An additional bonus is that the new format can be put on a computer, thereby removing space limitations.

The vote was called. **RESOLUTION 1989-1990-10** passed unanimously.

### RESOLUTION 1989-1990-11

The Faculty Senate commends that, in cases of academic dishonesty, if the accused student selects a hearing before a review board, that review board must include faculty representation. The faculty member will be drawn from a pool of faculty members designated by the Faculty Senate Steering Committee.

This resolution was proposed by Admissions & Standards Committee and Dr. Karri Williams addressed the Senate explaining:

- 1) This resolution addresses situations of academic honesty outside of class, where a professor has no recourse against the student such as assigning a failing grade.
- 2) When the student appears before the student review board no faculty member is required to be present. This has resulted in a lack of probing questions being asked at the hearing.

The vote was called; **RESOLUTION 1989-1990-11** passed unanimously.

### RESOLUTION 1989-1990-12

The Faculty Senate recommends that a course instructor must assign a letter grade other than N or W to every student listed on a grade roster. The N designator for No Grade is to be used only in situations when an entire grade roster is late or otherwise missing.

Since this resolution was proposed by Admissions & Standards, Dr. Karri Williams informed the senators that there was concern over faculty members using these grades or leaving blank spaces for grades. Any grades omitted should be caught by the Dean's office and the roster returned to the faculty member for completion.

The vote was called; **RESOLUTION 1989-1990-12** passed unanimously.

### RESOLUTION 1989-1990-13

It is inappropriate for the University to encourage or support faculty involvement or the involvement of other members of the university community with clubs or other institutions which knowingly engage in discriminatory practices on the basis of race, gender, ethnic or religious preferences.

It is not appropriate for the university to engage in any activity which may lend support or give credence to any club or private institutions which knowingly engage in discriminatory practices on the basis of race, gender, ethnic or religious preferences.

Dr. Taylor suggested that the following editorial changes be made in order to tie the two sections of the resolution together:

- Line 1, after "It is" insert -- neither --;
- Line 7, delete "It is not" and insert -- nor is it --
- 7, capitalize "university"

Dr. Pauley raised several questions concerning the resolutions:

- 1) How do we determine if discrimination actually exists? Rumors? Admission by a member? Investigation by a UCF committee?
- 2) Should statements by an organization (i.e., that they are not discriminatory) be taken at face value?
- 3) Should we distinguish between an official policy and a defacto policy? What if minorities haven't applied for membership?
- 4) Should an organization be required to have Hispanics, Asian-Americans, and Indians?

5) Should we be satisfied with token minority membership or insist on certain quotas?

6) Should we accept money from womens' organizations that don't accept men, e.g., Eastern Star, PEO, Girl Scouts, etc.?

7) Should we accept money from businesses that pollute the environment or cause health problems, e.g. tobacco companies, fast-food chains, oil companies, billboard companies, developers, or soft drink companies? If all these groups are eliminated, then from whom can we take money?

Dr. Stern, drafter of the resolution, responded that these were good questions. He stated that discrimination should be taken at face value. Dr. Stern said he was concerned about the University Club. In this organization there were no women, no Blacks, and to the best of his knowledge no Asians, no Hispanics, and only two token Jews. He said that he is concerned with lending UCF's name to such institutions. The Chair of the President's Minority Advisory Council Sandra San Miguel was very upset that the University took the money. They are offended that we should be associated with such an organization.

Dr. Joels asked for questions or discussions from the floor. Dr. Fine reported that there is a Wednesday night lingerie party which takes place weekly at the Holiday Inn across Alafaya Trail from UCF. Many persons associate this Holiday Inn with UCF, especially since the University's name appears directly under the Holiday Inn sign. Faculty candidates and other University invitees are booked into this Holiday Inn, further reinforcing the semblance of connection. The Wednesday night activities denigrate women.

Dr. Pauley moved to introduce substitute resolution:

Members of the faculty are advised that some local private organizations may discriminate against women and minorities.

If there are grounds for suspecting such discrimination faculty may wish to inquire about the organization's membership and hiring practices before accepting speaking engagements or research contracts.

Dr. Pauley stated that his resolution avoids the university having to decide who discriminates. Dr. Pauley's motion to substitute his resolution was seconded.

Dr. Stern stated that we must rely on the University's being reasonable in determining what is discrimination. No witch hunt is intended here. Dr. Stern said this was not accepted as part of his Resolution #13.

Dr. C. Christodoulou stated that faculty members should be mature enough to decide for themselves the organizations with which they will interact. The resolution is offensive in that it implies faculty do not have sufficient maturity to make these decisions for themselves.

Dr. K. Barsch responded that the resolution has no impact on individual decisions; the resolution instead addresses the issue of University encouragement and support for these activities. Individuals are still free to choose with whom they will interact. That is a basic First Amendment right.

Dr. K. Biraimah stated that Dr. Pauley's substitute resolution is not sufficiently far-reaching because it only addresses individual decisions. The issue currently before the senate goes beyond alerting individual faculty and staff members, the University of Central Florida, as an institution, should take a stand. We need to get beyond the individual level.

The vote was called on substituting Dr. Pauley's proposed resolution for the one originally introduced by Dr. Stern. The motion failed by a vote of twenty-seven to ten.

Dr. Ida Cook questioned the necessity of making an additional statement. She pointed out that the University's letterhead already states that UCF doesn't discriminate. Members of the Senate already agree that discrimination is inappropriate. She fears that by passing this resolution we may be creating a tempest in a teapot. She asked at what point we are going to begin labeling certain organizations and thereby point the finger at faculty or others who choose to interact with these organizations. She pointed out that it is possible that someone would want to speak to one of these organizations for the purpose of lecturing them about their position.

Dr. Stern responded that it is the UCF Public Relations/Affairs Office that books speakers for off-campus organizations. The University should not be involved in establishing interaction between discriminatory organizations and UCF personnel.

Dr. Schell stated that he finds it offensive that someone else (i.e., UCF) encourages this interaction. He stated that our revulsion by discriminatory behavior is no longer an internal matter due to the University's ties to downtown Orlando. As an institution we need to re-affirm our stance. Dr. Flick advised Senate members that a distinction should be made between the Winter Park University Club, which does not discriminate, and the University Club of Orlando, which does.

It was moved and seconded that the two paragraphs of the resolution be separated into two separate resolutions. The resolution to separate the two paragraphs passed. **RESOLUTION 1989-1990-13** now consists of the original first paragraph only. The vote was called. **RESOLUTION 1989-1990-13**, as amended, passed by a vote of twenty-four to nine.

It was suggested and agreed that the original wording of the two original paragraphs be retained. (Dr. Taylor's editorial change removed.)

The second paragraph of what was originally **RESOLUTION 1989-1990-13** now becomes **RESOLUTION 1989-1990-14**. The question was called. **RESOLUTION 1989-1990-14** passed with a vote of thirty-two to two.

Dr. Joels announced that this concluded the official business of the 1989-1990 Faculty Senate.

Dr. Taylor offered a resolution to thank to Dr. Joels for her outstanding leadership as Chair of the Faculty Senate for the last three years.

Dr. Joels, as outgoing Chair, thanked the senators for their support and stated that her respect for the university's faculty has continued to grow since she became a student in March 1969 and especially since she has worked with individuals through the senate. During the past three years, she stated, she has felt that three earlier goals of the university have been slipping away as growth has been emphasized; these goals are concern for students, value for teaching as a worthwhile activity, and commitment to quality academic programs. She encouraged the senators to continue their service activities and "push for what you believe in" in contributing to the university's future.

Meeting adjourned at 4:50 p.m.

Respectfully submitted,

Nancy Klintworth, Secretary  
Faculty Senate