



# Faculty Senate

## Steering Committee

Minutes for meeting of Thursday, March 11, 2021, 4:00 pm

YouTube Link to access recording: <https://youtu.be/hqE-mz8p4uk>

- 1) Quorum reached and call to order at 4:01 p.m.
- 2) Roll Call via Qualtrics – Faculty Senate Chair Joseph Harrington, Vice Chair Blake Scott, Secretary Kristine Shrauger and Past Chair William Self were present. (see *meeting materials for list of participants*)
- 3) Approval of Minutes of *February 11, 2021*
  - a) Chair Harrington asked whether there were any corrections to the minutes from February 11, 2021. There were no corrections, so minutes are approved as distributed.
- 4) Announcements – *Joseph Harrington*
  - a) Chair Harrington began his announcements by apologizing to the senators for cutting off discussion before it was complete on Resolution 2020-2021-9 Eligibility Requirements for the Teaching Incentive Program in the last senate meeting. He explained that he was concerned about the length of the meeting and had no other intentions. At the time the error was made, no one called point of order. Several senators expressed their concern over the discussion being cut off and felt it was not fair to those who wanted to express an opinion. A senator then called for point of order because the issue is being brought up inappropriately. Chair Harrington then called a halt to discussion and continued his announcements. He noted that at the last senate meeting, the live stream was put on the wrong link. He was encouraged because there were 60 people that were trying to view the meeting. As a result, earlier today a message was sent to all the senators with a link to view the Steering Committee meeting.
- 5) Recognition of Guests
  - a) Joe Adams, Senior Communications Director, Academic Affairs
  - b) S. Kent Butler, Interim Chief Equity, Inclusion and Diversity Officer, Office of Diversity and Inclusion
  - c) Lucretia Cooney, Director, Faculty Excellence
  - d) Allison Hurtado, Director of Communications, Faculty Excellence
  - e) Jana Jasinski, Vice Provost, Faculty Excellence
  - f) Michael Johnson, Interim Provost, Academic Affairs
  - g) Janet Owen, Vice President, Government Relations
- 6) Report of the Provost
  - a) Legislative Update – *Janet Owen, Vice President for Government Relations*
    - i) Vice President Janet Owen told the senators the legislature is coming to the end of the second week of their nine-week session. In this session, their only duty is to pass a balanced budget for 2021-2022. There is a \$2.7 billion

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shortfall. The general revenue appropriations by program area are: Education: 51.4%; Human Services: 30.4%; Criminal Justice and Corrections: 12%; General Government: 3.3%; Judicial Branch: 1.4% and Natural Resources/Environment/Growth Management/Transportation: 1.4%. She noted that education and human services take up most of the budget. The State Budget is as follows: FY 20-21 State Budget Reserves: \$4 billion; CARES Act: \$5.86 billion + \$17 billion (HEERF II); 6% holdback: \$781.6 million (\$22 million for UCF); FY 19-20 ended: (-\$1.9 billion). The FY 20-21 monthly revenue collections were as follows: July 2020: +\$2.5 million (-\$165.2 million); August 2020: +\$177.3 million (-\$83.1 million); September 2020: +\$230.2 million (-\$145.8 million); October 2020: +\$313.5 million (+\$35.4 million); November 2020: +\$277.3 million (+\$35.4 million); December 2020: +\$336.7 million (+\$154.4 million); January 2021: +\$246.7 million. The 2021 Higher Education Policy includes language regarding the following topics: Intellectual Freedoms & Viewpoint Diversity, which discusses recording in classrooms; Presidential Searches, which addresses that the pool is open to public record; Academic Library Network; Civic Education, requiring students to show proficiency in civics; Bright Futures; Communist Regimes/Foreign Influence; Epi Pens, which discusses epi pens being available in cafeterias or other places that serve food and drink; Tuition/Fee Waivers which includes grandparents, free seat, and BOGO, which would have fiscal impact to universities. She noted that the legislature will start rolling out a draft budget next week. **Questions from senators:** Where will the shortfall come from that will cause the budget cuts? Vice President Owen said it is too early to tell until the legislature decides about higher education budgets. The legislature is considering an internet sales tax to produce \$1.3 billion/year estimated, but that would be used for unemployment and tax cuts for businesses. She is not aware at this time of how the \$17 billion will come down or when it will come down or what restrictions will be placed on it. The 6% mentioned is a hold back from the current year's budget. UCF is getting 23.5% of what they would normally get in distributions from the state. What is the bill for the academic libraries network? One of the vetoes last year was to Complete Florida Plus initiative. The State of Florida College System and the State University System have worked together to rework infrastructure that is needed to deal with the tools in the libraries; for example, the search tools, interlibrary loans, transcript processing, online catalogues and distance learning fees.. A package is being put forward with new language that describes these tools differently and there is money tied to that to fund it. The bills have been successful in the house and the senate. Costs will be shared between the universities and the state colleges. Public records exemption protections for assessments will be extended to universities. Chair Harrington thanked university leaders that are crafting legislation.

- b) **Course Scheduling:** The provost said this summer UCF will maintain all COVID precautions, i.e. masks, physical distancing, etc. For Summer A, C and D, deans and chairs have been asked to schedule much like the spring with a reasonable number of courses on campus, but the majority remote. For Summer B, deans and chairs have been asked to schedule extra classes on campus, particularly



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those that can be important for the many freshmen who begin in Summer B. With larger classrooms mostly fully used, the only way to add face-to-face classes, given COVID capacity, is to split some classes into smaller sections and put them into smaller classrooms. That means hiring more instructors, which means more money, which will come from the second batch of COVID relief money.

**Exemptions for those at higher risk from COVID complications:** A week ago, the plan was to allow spring exemptions to carry into summer and have a new form available. It now appears that this will no longer be necessary. Orange County has its own modified criteria for vaccinations. They have explicitly added faculty and staff who work at universities to the list of those who are eligible. Several thousand people a day can be vaccinated at the Orange County Convention Center; this even includes OPS employees with a pay stub. UCF is vaccinating over 2,000 faculty and staff using these criteria here at UCF over the next few days; and the FEMA center at Valencia West has also been vaccinating large numbers of faculty and staff. Therefore, exemptions from face-to-face teaching this summer will not be provided as virtually all faculty and staff willing to be vaccinated will be able to do so by then. Those who have a reason not to be vaccinated may be able to teach a remote class if it is approved by the department head. Some special cases may still require special treatment, perhaps using the ADA process. **Fall Teaching Plan:** The plan for fall is for there to be an ordinary class schedule – like Fall 2019, not Fall 2020. This means no longer enforcing physical distancing, although the CDC may still recommend some measures by then, such as face coverings and cleaning, because it seems very likely that everyone willing to get vaccinated will be able to do so well in advance of fall, students as well as faculty and staff. If this turns out to be wrong, (i.e. some variant takes off) this should be clear by midsummer, and we will pivot once again to more remote teaching. There may be some exploration of new distance learning modes, such as synchronous Zoom, but that can be no more than a very small number of sections as quality and appropriate credentialing of courses and faculty are assessed. A message will be coming out soon updating all faculty about summer and fall. **Commencement update:** This spring, baccalaureate and master's students will have the choice of a somewhat traditional ceremony or the Grad Walk in the Pegasus Ballroom. The more traditional ceremonies will be in the arena, but much smaller than usual, and with physical distancing. There will be a lot of ceremonies, with the number depending on how many students choose this option. Unfortunately, faculty cannot be invited to participate, unless they are ticketed guests of a graduate. The physical distancing is simply too restrictive. There will also be a separate single ceremony for doctoral students. Major advisors will be invited to join their graduating Ph.D. students, and for this event, there will be room for other faculty who wish to attend as spectators. More information will be available soon. Students have until March 19 to notify UCF of their intent to participate in commencement activities, and afterward plans will solidify. The College of Medicine ceremony is tentatively May 21, with details to come. Some colleges or programs that typically hold their own graduation events are exploring a modified version for spring. These will need to be approved and comply with all our COVID policies. **COVID relief funding:** UCF is receiving more than \$85 million in second-round COVID relief

funding. A form has been sent for units to request some of these funds; however, it is not known how much will be available. It is possible, for instance, that the state will cut UCF an amount close to the total of our new relief funds and require us to use the relief funds to fill the gap. That would leave little for other purposes. This may or may not happen. Decisions about the relief funds will have to be delayed until the state budget firms up. **COACHE Survey:** The COACHE survey is at the mid-way point. The current completion rate is 35%. The hope is that the completion rate could reach around 47% as it did in 2017 or even 60 +/- percent as it did in 2015. The deadline for completion is April 12. The university has made changes in the past because of what was learned from previous versions of this survey. **Founder's Day:** Founder's Day will be held virtually on April 7 this year. This event is a celebration of the very best among UCF faculty for outstanding teaching, advising, mentoring, and service. The newest Pegasus Professors and Reach for the Stars honorees will be announced as well as honoring employees for years of service and retirees. Caring, kindness and support for one another have done much to help our students and colleagues get through this very difficult time. **Questions from Steering Committee:** Chair Harrington asked whether there would be anything done for the Founder's Day recognitions from last year. The Provost said he appreciated the question and would consider it. Comment from chat: The 2020 honorees will be presented virtually at the end of the 2021 program. There will be an in-person ceremony for the 2020 honorees when it is feasible. Would the hiring of more instructors be just for summer? The Provost said it would just be for Summer B because the relief money used must be a direct result of COVID. It is being left up to deans and chairs how to use the money for hiring more teachers, whether they are regular faculty or adjuncts.

## 7) Committee Reports

### a) Ad Hoc Budget and Labor Crisis Response – *Reid Oetjen*

- i) The committee met last on February 24 and have not had another meeting. They are waiting for the state budget to be completed to meet again. Chair Harrington expressed his gratitude for the work the committee has done and that he is pleased they have not had any crises to handle.

### b) Ad Hoc Health and Safety Crisis Response – *Steve King*

- i) The committee met last week and discussed COVID caseloads and vaccination schedule. They discussed the fall teaching plan. They considered what could happen that would change the plan, i.e. vaccination rates. They discussed contact tracing in the fall and are concerned with how that would be done. They considered what would happen with students who choose not to attend in person in the fall. They wondered whether dorms will be at full capacity. They are concerned about cohorts with students getting behind because of having to be quarantined.

## 8) Old Business

### a) COVID Discussion

- i) Chair Harrington stated the rate at which vaccines are being delivered to the state is high enough that they may be opening general vaccine distribution



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within a few weeks. He encouraged all faculty to get the vaccine prior to this happening to avoid the rush.

## 9) New Business

- a) Appointment of Nominating Committee (Three Steering Members Plus Past Chair of Faculty Senate)
  - i) Three Steering members volunteered to be on this committee: Blake Scott, Nina Orlovskaya, and Kelly Semrad.
- b) Resolution 2020-2021-7 Library Funding – *Nina Orlovskaya – tabled in committee – item withdrawn*
- c) Resolution 2020-2021-8 Faculty Senate Bylaw Change Parking, Transportation and Safety Committee– *William Self*
  - i) During the Ad Hoc Bylaws Committee meeting in December, the committee discussed several potential bylaw changes that include 1) potential to add our Equity, Inclusion and Diversity Ad Hoc committee to our senate structure, 2) potentially changing the membership of some committees (such as IT) to reflect more expertise rather than membership guided by academic unit representation, and whether to make the Bylaws Committee a permanent committee. They discussed the importance of faculty time for committees, and the fact that operations-level committees are expected to meet monthly or more often and are typically dealing with key issues that are important to faculty. While parking, transportation and campus safety are very important issues, they felt that they should recommend that this committee be moved back into joint committee status, and that it not be altered in any way in terms of membership.
- d) Resolution 2020-2021-10 Centralizing the Budget for Staff and Faculty Accessibility Services – *Nina Orlovskaya*
  - i) The committee discussed that departments are required to pay for accommodations and they often do not have money in the budget. This resolution requests that these costs be applied to the university budget for departments to use. A senator said this is about the way accessibility costs are spread out over the university. Departments should not be penalized for having faculty who need accommodations. Motion is made to put the motion on the agenda for senate, second. A senator made a motion to replace the word “department” with the word “unit” on lines 32, 35, 43, and 46, second. Vote taken electronically via Zoom, 15 yes/0 no, motion passes. Vote taken electronically via Zoom on original motion, 16 yes/0 no, motion carries.
- e) Resolution 2020-2021-11 Faculty Senate Bylaw Change Composition of Information Technology Committee – *William Self*
  - i) This item was presented at the last Faculty Senate meeting and noted that it is less than 30 days until the next senate meeting. Bylaw change resolutions are required to have a 30-day notice per the constitution. He said the options are to take a special vote after senate, have a special senate session to vote, or have Steering vote in April meeting on behalf of the senate. A senator asked whether the senate could vote to suspend the rule. Chair Harrington said that it would be suspending the constitution. Senator Self said he would be in favor of having a special meeting. Another option presented would be to



take a vote at senate and have Steering certify the vote at the next Steering meeting. A senator suggested having a special meeting of the Senate one week after the Senate meeting on the same day of the week and normal time of Senate (Thursday at 4:00) Chair Harrington asked for a poll to see who would be in favor. Eleven Steering Committee members would like a special meeting. Three were opposed. Senator Self noted that Bylaw changes are immediate once passed. Discussion of how to proceed with moving the resolution forward. Resolutions 2020-2021-8 and Resolutions 2020-2021-11 are already on the agenda for senate because they were noticed at the last meeting, so the senate will decide at their meeting how to proceed.

- f) Discussion – Towards Faculty-Driven Institutional Goals – *Joseph Harrington*
  - i) Chair Harrington put this item on the agenda in his capacity as a trustee because he has input into setting the president’s goals. A copy of the goals was distributed with the agenda. There is a short set of goals and then a longer set of objectives that build off the goals. This is a live document worked on by the Board of Trustees and he wanted to get input from the faculty to formulate his suggestions. He invited anyone who has suggestions to reach out to him.

## 10) Committee Reports, Continued

- a) Budget and Administrative Committee – *Nina Orlovskaya*
  - i) The committee had a meeting yesterday and had extensive discussion regarding the Libraries budget. They were informed by library representatives that it is the subscriptions to journals budget that needs to be discussed in the resolution. The committee was concerned if resolution is rushed, they would not be able to have an appropriate document that would have the support of majority of the faculty senators and the Provost would not feel comfortable signing it. They felt it best to table for now and work to develop something more properly worded that would be supported. The university is working to recruit a Dean of Libraries and the committee felt it would not look good if the resolution failed.
- b) Information Technology Committee – *James Gallo*
  - i) The committee met this past week. He said he is pleased the Vice President for Information Technology and CIO Matthew Hall has been attending their meetings. This provides insight which is very helpful for the committee. They were told the ERP savings is going to be more than expected. The tracking aspect is going well. They also discussed ways to reduce clutter in emails received, such as opt out, etc.
- c) Parking, Transportation and Safety Committee – *Adam Wells*
  - i) Committee member Michael Valenti raised discussion on Opioid overdose medication (Narcan®, Naloxone) availability/utilization at UCF. He noted that he had previously presented to the Dean of College of Nursing on distributing Narcan to students and that he had received a grant that would fund distribution of Narcan to UCF students free of charge. There was discussion as to whether this would increase drug use, but Dr. Valenti referenced research indicating this is not the case. Chief Metzger noted UCF is the first Central Florida Agency to carry Narcan. Prescriptions are needed for Narcan



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and Dr. Deichen signed off on Narcan going to UCF Police. There was additional discussion from Daniel Topping on the prevalence of opioid overdose incidents in Seminole county. Steven Freund from the UCF Department of Security provided an update on access control and cameras. The committee was briefed on efforts to replace more than 100 older failing cameras in 2020, as well as the addition of cameras in parking garages B, H, Libra, the downtown parking garage, Business, Engineering, Classroom I, Nicholson School, Millican Hall and around Memory Mall. The committee was also briefed on access control upgrades including perimeter door access, timely locking/unlocking, day/time-restricted access, automatic deprovisioning, lockdown capabilities, and the decommissioning of disparate systems. There was discussion regarding reports of inadequate safety camera coverage in UCF parking garages. The committee would like to stress the importance of these measures and the urgency they feel in remedying the issue. Older parking decks/lots present a considerable funding challenge that the committee is sensitive towards; however, the committee strongly encourages prioritizing the modernization and expansion of camera coverage across all parking facilities on campus to ensure the students and community are well protected. There was a discussion regarding UCF Police Staffing. Chief Metzger noted that the UCF Police force is down nine sworn officers compared to this time one year ago. Chief Metzger noted that the current number of officers is acceptable for COVID conditions. However, to maintain normal campus operations, this number cannot drop any lower. Chief Metzger also noted that they are currently down one officer, and another will retire in June. Chief Metzger noted that the UCF PD need four more officers than what they have now just to tread water in preparation for the fall semester but will in fact still be down 8-9 officers from a year ago. In preparation for the fall semester UCF PD is expediting administrative processes to have new officers hired and trained by fall, but training duration will be maintained (takes 9-12 months to hire and train an officer). UCF PD hiring of new officers is an approved exception to hiring the freeze. He is hoping training will be complete before fall.

d) Personnel Committee – *Stephen King*

- i) The committee discussed the TIP resolution and the process at the previous senate meeting. The committee members felt the resolution was voted on before there was a chance for proper discussion. They considered inserting a clause to make it clearer that this is not in conflict with the CBA. They also looked at the salary equity and compression studies. Using 2020 data, there did not appear to be any significant salary equity issues related to gender, race or ethnicity at the university level. Using 2019 data, there did not appear to be any salary compression or inversion issues at the university level. There was evidence of compression for faculty in two units: Visual and Performing Arts and Public Administration. Two red flags were found. When comparing salaries to CUPA comparisons, full professors are outpacing the CUPA comparisons and assistant and associate professors are lagging. There were also potential equity concerns of male faculty at assistant and associate levels in the College of Arts and Humanities. A significant point

raised in the committee was the use of different datasets. The equity set used 2015-2020 data and the CUPA comparison data used 2014-2019 data because the data needed did not become available until last month. A resolution was developed and approved asking for the current committee to re-do the compression study with data now available so that the same data can be used for both equity and compression. Another senator noted that in 2014, there was a 3% pay increase which distorts data. Wage gap was evident among associate professors. To set a proper precedent for future, they are asking administration to complete the report in early fall. A senator asked how the original study considered the realignment of the College of Education and the College of Health and Public Affairs to the College of Community Innovation and Education and the College of Health Professions and Sciences. It was noted that the report looks at individuals, not colleges so the realignment would not have affected the study.

- e) Research Council – *Victoria Loerzel*
  - i) The subcommittees are meeting and are supposed to report back to the Research Council chair by March 22.
- f) Graduate Council – *Jim Moharam*
  - i) Appeals Committee met on March 4 - next meetings are on March 18 and April 1. Curriculum Committee met on March 3 – next meeting is on March 17. Policy Committee - next meetings are on March 17 and April 1. Program Review and Award Committee met on February 26 – no future meeting is scheduled.
- g) Undergraduate Council – *William Self*
  - i) The Undergraduate Policy and Curriculum Committee (UPCC) and the Undergraduate Course Review Committee (UCRC) have been meeting regularly and moving normal curriculum business forward. The UPCC Chair Kelly Allred is working with the Student Government Association (SGA) on the issue of a syllabus database. Senator Self, Chair Allred and two SGA representatives had a meeting to discuss this issue and they are going to present their proposal on a syllabus database at the upcoming UPCC meeting (Tuesday March 16). The issue known as ‘Ban the Box’ will also be discussed at the March 16 UPCC meeting. The core issue is whether a question about an applicant’s criminal record should be asked on the UCF admission form.
- h) Ad Hoc Equity, Inclusion and Diversity Committee – *Kristine Shrauger*
  - i) The committee has lost some members and Faculty Senate leadership is working to find new members. They have begun discussion on the topic, 2020-2021-5 Prohibited Conduct Policy. Matt Ricke, Assistant Director, Title IX Coordinator, will be their guest speaker at the next meeting.

## 11) Other Business

- a) Resolution regarding ACFS action – *William Self*
  - i) The Advisory Council of Faculty Senates (ACFS) met on Monday because of the progress of two bills in the legislature. Normally the ACFS does not act on legislation, however the issue at hand is related to faculty. The bills give





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students the right to record lectures without permission and to use them for their own personal use. The ACFS put forth a resolution and unanimously passed it. This was forwarded to the Steering Committee. Senator Self drafted a resolution for the Faculty Senate regarding this issue and this was also forwarded to the Steering Committee earlier. He made a motion to put the resolution in senate agenda for next meeting, second. There was some discussion that anyone can secretly record classes, especially Zoom recordings.

- b) Motion by Senator Shrauger to extend time by 15 minutes, second, vote taken electronically via Zoom, 14 yes, 2 no, motion passes.
- c) Resolution Regarding ACFS Action, continued
  - i) A senator asked whether there is currently anything that would penalize students for recording and disseminating that recording. Chair Harrington said that Florida is a two-party state, which means that there must be consent of both parties to record a conversation. He pointed out the bill being considered by the legislature would make it legal to make a recording without consent. Vote taken electronically via Zoom to put on senate agenda, 13 yes, 0 no, motion passes.
- d) Resolution 2020-2021-12 Faculty Salary Analyses Using Consistent Datasets – Stephen King
  - i) Senator King introduced a resolution from the Personnel Committee regarding the faculty salary and compression studies. Motion to put this resolution on the senate agenda, second, vote taken electronically via Zoom, 17 yes/0 no, motion passes.
- e) Senator King came forward as a member of the Steering Committee, not the Personnel Committee, to discuss the inequity of TIP eligibility. He proposed putting a resolution on senate agenda, second. He would like to resubmit Resolution 2020-2021-9 with changes. Several senators added their support of sending it to the senate floor. Michael Proctor called point of order stating this is a renewal and citing Chapter 10, section 38.5 of Robert's Rules. Proper procedure should be that it should be sent back to committee to be reviewed in the fall and the people in opposition had to agree to bring it forward. He said this caused two violations of order to bring the resolution forward now. Chair Harrington said that calling of point of order outranks everything else. This is a reconsideration because it has not been changed and is not being brought by those that voted against it and it is not changing the act. He said he feels the discussion is more impactful than the resolution itself, in that they are asking the union for a change. Senator King asked whether a discussion item could be added to the senate agenda regarding TIP inequity, instead of having a resolution. Chair Harrington agreed this could be done during New Business. Motion to have an agenda item to discuss TIP eligibility criteria during New Business on next Senate agenda, second.
- f) Motion to extend meeting for 15 minutes, second, vote taken electronically 10 yes 3 no, motion passes.
- g) A senator raised a concern that there was a vote regarding the resolution and majority voted no, so the resolution cannot come back. She wanted to know why



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there should be a discussion point brought to Senate. Another senator feels there is more discussion to be had over this issue. Vote taken electronically via Zoom on the original motion to put discussion of TIP eligibility criteria on the Senate agenda, 8 yes/4 no, motion passes. A senator asked what would have to happen to make this resolution back on the agenda. Chair Harrington said that the Be It Resolved clause would have to be significantly different from previous version.

12) Meeting adjourned at 6:25 p.m.

## Steering Committee Attendance

March 11, 2021

First Name:	Last Name:	College/Unit:	Meeting Role: - Selected Choice	Meeting Role: - Guest (provide title below): - Text
Keith	Koons	CAH	Steering Committee Member	
Blake	Scott	CAH	Steering Committee Member	
Margaret	Zaho	CAH	Steering Committee Member	
James	Gallo	CBA	Steering Committee Member	
Reid	Oetjen	CCIE	Steering Committee Member	
Nina	Orlovskaya	CECS	Steering Committee Member	
Michael	Proctor	CECS	Steering Committee Member	
Shawn	Burke	CGS	Steering Committee Member	
Adam	Wells	CHPS	Steering Committee Member	
Stephen	King	COM	Steering Committee Member	
Bill	Self	COM	Steering Committee Member	
Vicki	Loerzel	CON	Steering Committee Member	
Luca	Argenti	COS	Steering Committee Member	
CHRISTA	DIERCKSEN	COS	Steering Committee Member	
Joseph	Harrington	COS	Steering Committee Member	
Jim	Moharam	CREOL	Steering Committee Member	
Kelly	Semrad	RCHM	Steering Committee Member	
Missy	Murphey	UL	Steering Committee Member	
Kristine	Shrauger	UL	Steering Committee Member	
Allison	Hurtado	Faculty Excellence	Guest (provide title below):	Director of Communications
Jana	Jasinski	Faculty Excellence	Guest (provide title below):	Vice Provost
Lucretia	Cooney	Faculty Excellence	Guest (provide title below):	Director
Janet	Owen	Government Relations	Guest (provide title below):	VP, Government & Community Relations
S.	Butler	ODI	Guest (provide title below):	Interim Chief Equity, Inclusion and Diversity Officer
Joe	Adams	Office of the Provost	Guest (provide title below):	Senior Communications Director
Michael	Johnson	Office of the Provost	Guest (provide title below):	Interim Provost

1  
2 **Resolution 2020-2021-10**  
3 **Centralizing the Budget for Staff and Faculty Accessibility Services**  
4

5 **Whereas**, the University of Central Florida (UCF) strives to provide a fully accessible  
6 and inclusive UCF campus for people with disabilities; and  
7

8 **Whereas**, UCF has a requirement to ensure equitable access for staff and faculty with  
9 disabilities so that they have the ability to complete their assigned duties and may  
10 participate fully in the activities of their department(s), unit(s), college(s), and the  
11 University; and  
12

13 **Whereas**, UCF's Office of Institutional Equity (OIE) has the primary responsibility of  
14 supporting equitable access through reasonable accommodations or otherwise for staff  
15 and faculty through an interactive process, but the burden of any funding required for  
16 access and accommodations is the responsibility of the department; and  
17

18 **Whereas** the current budget model unnecessarily creates a high cost to departments  
19 for having a diverse and inclusive staff and faculty; and  
20

21 **Whereas**, the University's [2016 Strategic Plan](#) promises to "attract and cultivate  
22 exceptional and diverse faculty, students, and staff whose collective contributions  
23 strengthen us"; and

24 **Whereas**, UCF is an equal-opportunity institution that does not discriminate based on  
25 the basis of physical or mental disability as set forth in the [Prohibition of Discrimination,](#)  
26 [Harassment and Related Interpersonal Violence Policy](#) (No. 2-004.1) (Nondiscrimination  
27 Policy),; and

28 **Whereas**, UCF is committed to providing an educational and working environment free  
29 from discrimination and harassment; and  
30

31 **Whereas**, other universities have promoted accessibility and equity by establishing a  
32 centralized budget from which all departments can draw from to pay for staff and faculty  
33 accommodations; and  
34

35 **Whereas**, establishing a centralized budget from which all departments can draw from  
36 the same, centralized budget to pay for staff and faculty accommodations would further  
37 UCF's mission of attracting and cultivating a diverse staff and faculty; and  
38

39 **Whereas**, OIE has the infrastructure for a centralized determination of accommodations  
40 without the centralized budget to financially support those accommodations; therefore  
41

42 **Be it Resolved** that University departments should not be required to pay for  
43 reasonable accommodations for staff and faculty from their department budgets; and  
44

45 **Be it Further Resolved** that the University establish a centralized university budget  
46 operated by OIE, or some other central administrative unit, from which departments can  
47 use funding to pay for staff and faculty accommodations; and  
48

49 **Be it Further Resolved** that the University promote centralized university budgetary  
50 resources in all job advertisements to strengthen hiring practices and incentivize hiring  
51 people with disabilities in order more fully to achieve the university's goals of diversity  
52 and inclusion.  
53  
54





