

**Faculty Senate Meeting**  
Minutes of  
**March 22, 2018**

William Self, chair, called the meeting to order at 4:05 p.m. The roll was circulated for signatures.

**MINUTES**

A motion to approve the minutes of February 22, 2018 was made and seconded. The minutes were approved as recorded.

**RECOGNITION OF GUESTS**

Jana Jasinski, Interim Vice Provost for Faculty Excellence

Kristy McAllister, Coordinator, Academic Affairs Information and Publication Services

**ANNOUNCEMENTS**

Dr. Self congratulated the provost on being selected president-elect and thanked Anastasia Salter, Rebecca Bennett, Thomas Cox, Damla Turgut, Bari Hoffman-Ruddy, Mindi Anderson, Patrick LiKamWa, Dmitry Kolpashchikov, Kevin Murphy, Kristine Shrauger, and Stephanie Krick for adjusting their schedules to attend faculty sessions with the presidential finalists moderated by Jana Jasinski.

Approved Resolutions

The provost approved Resolution 2017-2018-5 Faculty Senate Bylaw Change – Governance in Academic Units and Resolution 2017-2018-7 Faculty Senate Bylaw Change – University Promotion and Tenure Committee and Procedures. The Bylaws have been updated and the approved resolutions have been forwarded to Jana Jasinski for implementation.

Faculty Salary Equity Study

IKM researched and determined that they can't re-run the data without awards since the awards are added to the base salary, and any subsequent increases or changes are calculated on the total salary.

Senate Meeting Protocol

Dr. Self reminded the senators that when you are recognized to speak, to please direct your comments for or against the motion to the chair and not to other senators. In addition each senator is asked to speak only once to an item and allow everyone to speak prior to being offered the floor for a second time.

Freedom of Speech

Dr. Self received many comments and concerns from senators and faculty concerning freedom of speech. At the March Steering meeting, the committee voted to form an inclusive Ad Hoc Committee on Freedom of Speech. So far, Kent Butler, Margaret Zaho, Anastasia Salter, and Ann Miller have volunteered. The committee will be addressing

issues of freedom of expression and speech at UCF including the resolution previously passed this year and the new legislation that removes free speech zones.

## **OLD BUSINESS**

None.

## **REPORT OF THE PROVOST**

The provost remarked that UCF has free assembly zones by outside organizations and the legislation removes the limit from outside organizations. UCF always allowed the right of faculty, staff, or students to assemble and allowed free speech anywhere on campus. We are working with the General Counsel to determine the best way to implement the new law.

The provost reflected on the accomplishments over the past few years including faculty and staff hires, tenured and tenure-earning underrepresented increases in faculty, national academy member increases, faculty to student ratio, peer reviewed publications, conference proceedings, annual research awards, initiatives implemented based on the COACHE survey results, and student success.

### COACHE Survey

The COACHE follow-up survey is open for two months. Please encourage your colleagues to complete the survey to determine if the initiatives taken show any improvement. The survey will be re-taken every three years.

### Faculty Salary Gender Study

The provost is committed to resolving the inequities. The department heads are reviewing the list of faculty that fall outside of the bounds. We will use administrative discretionary increases to adjust the faculty salary. We will conduct the same study every three to five years to continuously monitor any inequities going forward.

### Collective Impact Strategic Plan

The strategic plan has now gone from implementation to realization as unit plans are adjusted to align with the university plan. We are starting to make progress toward each of the colleges' 20/20 goals.

### Construction

*UCF Downtown* – The student residential tower is in progress, as is the Dr. Phillips academic commons.

*UCF Teaching Hospital* – The foundation will be poured by January 2019 with completion of the hospital by 2020.

*Trevor Colbourn Hall* – This building will replace the current Colbourn Hall and is scheduled to be completed in August 2018.

*Research 1 Building* – Faculty started moving in the building on January 1, including four faculty clusters.

Dr. Self suggested more communication be distributed to faculty regarding the new online faculty activity reporting system.

## **OLD BUSINESS**

None.

## **NEW BUSINESS**

### Resolution 2017-2018-13 Emeritus Policy Revisions

Resolution is brought forward by the Personnel Committee.

Motion and second made to approve Resolution 2017-2018-13 Emeritus Policy Revisions. Open for discussion.

Senator Walters explained the handout showing aspirational, peer and other State University System institutions that grant emeritus based on service to the university or academic honor. No other discussion.

Vote: Two opposed, remainder in favor; motion passes.

### Resolution 2017-2018-15 In Honor of John C. Hitt, President of the University of Central Florida

This resolution is brought forward by the Steering Committee to honor Dr. Hitt's service to the University.

Motion and second to approve Resolution 2017-2018-15 In Honor of John C. Hitt, President of the University of Central Florida. No discussion.

Vote: all in favor; motion passes.

### Resolution 2017-2018-16 In Honor of Martha Hitt, First Lady of the University of Central Florida

This resolution is brought forward by the Steering Committee to honor Mrs. Hitt's service to the University.

Motion and second to approve Resolution 2017-2018-16 In Honor of Martha Hitt, First Lady of the University of Central Florida. No discussion.

Vote: all in favor; motion passes.

### Collective Impact Strategic Plan Update – Lisa Guion Jones

Dr. Self introduced Dr. Lisa Guion Jones, associate provost for Strategy and special assistant to the president. Dr. Jones discussed the strategies implanted to institutionalize and execute the strategic plan, the progress toward preeminence, faculty involvement, and the Marchioli awards to recognize faculty and staff.



## **COMMITTEE REPORTS**

### Budget and Administrative Committee – *Kimi Sugaya*

The committee discussed the long waiting list at the Creative School and the possibility of creating a school near the UCF Downtown campus.

### Information Technology Committee –*Reid Oetjen*

The committee agreed to work with UCF IT to pursue a better system for the Student Perception of Instruction (SPoI) to provide students multiple opportunities to complete the survey and possibly use Canvas as the repository for better data analysis.

### Parking, Transportation and Safety Committee – *Ahmad Elshennawy*

The committee discussed golf cart safety. Facilities indicated policies outlining safety requirements and credentials for golf carts has been completed and is being submitted for review and will be released online. Also discussed safety in the parking garages and buildings especially lighting and location of vending machines. In addition discussed big trucks and oversized vehicles causing damage to other vehicles in parking spaces.

### Personnel Committee – *Stephen King*

The committee was unable to gain a consensus on non-tenure track faculty on the University Promotion and Tenure Committee. The committee will continue the issue in the Fall.

### Graduate Council – *Jim Moharam*

The Program Review and Awards Committee considered three proposals for a masters in Cognitive Sciences, a masters in Emergency and Crisis Management, and a PhD in Aerospace and Engineering.

### Undergraduate Council – *Nina Orlovskaya*

The committees are conducting normal business.

## **OTHER BUSINESS**

None.

## **ADJOURNMENT**

The meeting adjourned at 4:52 p.m.

**Comparison of Emeritus Criteria for Aspirational, Peer and SUS Institutions**  
**Faculty Senate Personal Committee**  
**3/15/18**

**Institutions where “Service to the University” is the Priority for granting emeritus status:**

Auburn (aspirational)

NC State – Raleigh (aspirational)

Oregon State (aspirational)

University of Nebraska – Lincoln (aspirational)

Florida International (SUS, peer)

Georgia State (peer)

Kent State (peer)

San Diego State (peer)

University of Akron (peer)

University of New Mexico (peer)

University of Texas – Arlington (peer)

University of North Carolina – Charlotte (peer)

University of South Florida (SUS, peer)

Virginia Commonwealth (peer)

Florida Gulf Coast (SUS)

Florida State University (SUS)

University of Florida (SUS)

University of North Florida (SUS)

University of West Florida (SUS)

**Institutions where “Academic Honor” is the priority for granting emeritus status:**

University of Cincinnati (aspirational)

University of Colorado – Boulder (aspirational)

Florida Atlantic (SUS, peer)

# UCF Collective Impact Update presented to the Faculty Senate

Dr. Lisa Guion Jones

Associate Provost for Strategy and Special Assistant to the President

Professor of Higher Education

March 22, 2018

# UCF Collective Impact Strategic Plan- Vision for UCF 3.0

## Our Impact

We use the power of scale and the pursuit of excellence to solve tomorrow's greatest challenges and to make a better future for our students and society. Through learning, discovery, and partnerships, we transform lives and livelihoods.

**Scale x Excellence = Impact**

## Our Promise

**Harness the power of scale** to transform lives and livelihoods

**Attract and cultivate exceptional and diverse faculty, students, and staff** whose collective contributions strengthen us

**Deploy our distinctive assets** to solve society's greatest challenges

**Create partnerships at every level** that amplify our academic, economic, social, and cultural impact and reputation

**Innovate academic, operational, and financial models** to transform higher education





**UCF**

# Institutionalizing and Executing Our Strategic Plan!

- Focused Actions Toward Achieving the Metrics Led President/Provost Direct Reports
  - Increasing Student Access Success and Prominence (M. Ehasz, E. Dooley, J. Jones)
  - Strengthening Our Faculty and Staff (J. Jasinski)
  - Growing Our Research and Graduate Programs (E. Klonoff)
  - Creating Community Impacts through Partnerships (T. Seymour, J. Moore, J. Fernandez, L. Jones)
  - Leading Innovation in Higher Education (M. Morsberger, J. Hartman, W. Merck)
- College Challenge 2020 drawing upon distinctive strengths of each college to help us reach the metrics
- Department Level Planning and Alignment
- University Budget Model Alignment through new Incentive and Strategic Investments
- Facilities Project Request and Matching Grant Program Alignment
- New: Students Success Investment Model

# Path to Preeminence

	2016	2017	2018*	BENCHMARK
Average GPA and SAT Score	✓ 4.0/1261	✓ 4.02/1262	✓ 4.1/1316	4.0/1200
Freshman Retention Rate	89%	89%	<i>unconfirmed</i>	90%
6-year Graduation Rate	✓ 70%	69%	<i>unconfirmed</i>	70%
Doctoral Degrees Awarded Annually	✓ 423	✓ 440	✓ 429	400
Public University National Ranking (in top 50)	1	✓ 2	1	2
Number of Post-doctoral Appointees	55	52	47	200
National Academy Memberships	1	✓ 6	✓ 6	6
Science & Engineering Research Expenditures	\$170M	\$188M	\$186M	\$200M
Non-medical Science & Engineering Research Expenditures	✓ \$168M	✓ \$180	✓ \$178M	\$150M
National Ranking in STEM Research Expenditures	✓ 7	✓ 7	✓ 7	5 of 8
Patents Awarded (over three year period)	✓ 177	✓ 184	✓ 162	100
Endowment Size	\$151M	\$146M	\$157M	\$500M
	6	7	6*	

\*Projection as of February 2018

# Faculty critical to student retention, graduation and success in life!

- ❑ Participate in university-wide efforts (e.g. early alert)
- ❑ Open even more doorways for: internships, research opportunities, and other high impact practices
- ❑ Embed high impact practices into curriculum (e.g. CAH)

Gallup-Purdue National Index, 2016

- ❑ Quality interaction vs quantity interaction with students
- ❑ Create a supportive and motivating environment for students.
- ❑ Mentoring and guiding students are significant student experiences

# Continuing to Engage Faculty

- Faculty co-leading and serving on the three strategic planning commissions
- Listening sessions with faculty during strategic plan developments
- Over 100 faculty engaged in developing the institutionalization plan
- Presentations to Faculty Senate
- Ongoing meetings with Faculty Senate Strategic Planning Council
- Session at every FCTL Faculty Development Winter and Summer Conference since strategic plan approval
- Presentations at All Faculty Meetings and Dept. Faculty Retreats (upon invitation)
- Guest Lecturer for UCF strategic planning and organizational development courses (upon invitation)

# Continuing to Recognize Faculty and Staff

## ❑ Marchioli Collective Impact Ideation Competition (one-time)

Awarded first (\$2,500), second (\$1,000) and third place (\$500)

## ❑ Marchioli Collective Impact Innovation Award (Ongoing through 2019)

Awards: \$5000 to individual or team each academic semester

Spring 2018 winner will be announced at the April 3<sup>rd</sup> Provost Forum

Next Call for Nominations is September 21, 2018

## ❑ Marchioli Innovation Award Seminar (Ongoing through 2019)

## ❑ NEW THIS SEMESTER! Collective Impact Community Challenge (one-time)

# Stay Informed and Stay Engaged

## Provost College Visits

- Half-day visits to each college to connect with faculty, staff and students
- Discuss each college's contributions to Collective Impact

## Provost Forums

- Updates the university community on progress toward strategic plan metrics and highlight specific initiatives that can be scaled for greater impact
- Held 3 or 4 times a semester to focus on student success, research, faculty excellence, fundraising/philanthropy

### Next Provost Forum

Focus: Funding and Philanthropy

Date & Time: Tuesday, April 3, 2018 from 3:00 to 4:30 p.m.

Location: Morgridge International Reading Center

**Marchioli Collective Impact innovation Award Presented**



# UCF STRATEGIC PLAN

Creating our Collective Impact

[Home](#)[Promises](#)[Implementation](#)[Progress](#)[Champions](#)[Community Challenge](#)

## Creating Our Collective Impact

UCF is a model for higher education in the 21st century, poised to make a better future for our students and society. Focused on the next 20 years, we're setting the course for our university and our community with a bold, new strategic plan that will transform the way we teach, learn and engage. Based on the idea that bigger is better, we are challenging long-held assumptions about the role and scope of higher education. We are multiplying the power of our scale by our constant pursuit of excellence to change the world. This means setting big goals — and working together — to achieve our collective impact.

Want to know more about  
Collective Impact?

View a summary of our promises and  
strategies.

[DOWNLOAD PDF](#)



# UCF has “raised the bar on strategic plan execution!” Mr. Mike Moss, president of SCUP

- UCF framework, tools, and templates are being shared nationally and abroad
- Invited Presentations at SCUP International Conferences
  - July 11, 2017
    - Title: From Strategy to Execution: Institutionalizing a Strategic Plan to Achieve Greater Impact
    - Presenters: Dale Whittaker and Lisa Guion Jones
  - July 17, 2018
    - Title: Strategies for Authentic Faculty Engagement In Strategic Planning and Execution
    - Presenters: Lynn Hepner, Melody Bowdon and Lisa Guion Jones

# Question and Answer





## **Resolution 2017-2018-13 Emeritus Policy Revisions**

**Whereas**, the November 28, 2016 policy changed the application for Emeritus status to occur within five years after retiring; and

**Whereas**, these and other policy changes resulted in unintentional consequences for faculty continuing their involvement with the University after retirement but before official retirement status, such as serving on graduate committees; and

**Whereas**, the ability for our distinguished emeritus faculty to maintain their ongoing research, academic, and service endeavors for the improved image of the University after retirement requires the continued use of the email address they have used throughout their careers; and

**Whereas**, the unit voting for Emeritus was not clear; therefore

**BE IT RESOLVED** that UCF Policy 4-502.2, Emeritus Status be revised as attached.

*Returned to the Personnel Committee on February 8, 2018.*

*Approved by the Faculty Senate Steering Committee on March 8, 2018.*

*Approved by the Faculty Senate on March 22, 2018.*



<b>SUBJECT:</b> Faculty Emeritus Status	<b>Effective Date:</b>	<b>Policy Number:</b> <a href="#">4-502.3</a>
	<b>Supersedes:</b> 4-502.2+	<b>Page Of</b> 1
	<b>Responsible Authority:</b> Provost and Executive Vice President	

## APPLICABILITY/ACCOUNTABILITY

This policy applies to all UCF faculty members and vice presidents who wish to be considered for an emeritus status appropriate to their rank or position.

## POLICY STATEMENT

*The title emeritus is provided to ~~individuals-retired faculty, or in anticipation of the retirement of a faculty member, effective upon full retirement from the university who have achieved a eminence~~distinguished record of research, teaching and/or service during their academic careers, and it. The title serves as an honor to the individual and to the university.*

This policy applies to all UCF faculty members as defined in the Faculty Senate Bylaws, as well as ~~administrators,~~ instructional specialists and instructional designers, who wish to be considered for an emeritus status appropriate to their rank or position, and who:

Faculty members and vice presidents who wish to be considered for emeritus status must:

- apply within two years before fully retiring from UCF, or up to five years after fully retiring from UCF (where fully retiring means not within

DROP or phased retirement);

- ~~be fully retired and not within DROP or phased retirement; —~~
- ~~have been a permanent employee at UCF for a minimum of five years; —~~
- ~~have held the rank of professor, associate professor, university librarian, or — associate university librarian for five years or have held the equivalent rank of professor or associate professor a minimum of five years if non-tenured immediately prior to retirement; —~~
- have an established record of distinguished performance in teaching, research, scholarship, or other professional achievement including contributions and service to UCF and the UCF community.

The president may grant (or deny) emeritus status on an exception basis and may rescind emeritus status at any time. <sup>[L]</sup><sub>[SEP]</sub>

## PROCEDURES

Nominations or applications are made during the Fall semester to the head of the unit with which the candidate is affiliated. The candidate will provide to the unit head an application that contains the specific title sought by the applicant, a one page summary of accomplishments, current curriculum vitae, and other evidence to support the major distinguished professional contributions and university activities while at UCF.

The unit head will present the candidate's application to the ~~tenured and tenure-earning~~ unit members, and a secret vote by all voting members of the unit (as defined by the unit's bylaws) will be taken. The results of the vote and the candidate's application will be forwarded to the dean or equivalent administrator. The dean or equivalent administrator will provide a detailed letter including the support or lack of support for the candidate's application, the results of the vote, and supporting information regarding the appropriateness of the award to Faculty Excellence by February 1.

An advocate who is educated on the merits of the candidate will present the candidate's application to the committee. The Commencements, Convocations, and Recognitions Committee will consider the merits of each application as

documented by the nominee, member vote, and responsible administrator. Only faculty members on the committee may vote on applications for emeritus status.

The chair of the Commencements, Convocations, and Recognitions Committee will transmit the committee's recommendation to the provost or appropriate vice president, who, in turn, will make recommendations to the president. The president will determine the awarding of emeritus status, considering all the evidence assembled.

The chair of the Commencements, Convocations, and Recognitions Committee will inform the chair of the Faculty Senate or appropriate vice president of the president's recommendation. No award will be considered final and official until it is formally announced by the president. Candidates will be notified in writing of the decision to award or not award emeritus status by the chair of the Commencements, Convocations, and Recognitions Committee.

~~If awarded, the title of emeritus status shall be placed after the functional title of the awardee.~~

## PRIVILEGES

Individuals awarded emeritus status will be afforded the following privileges, in addition to the privileges afforded to all retired faculty, as specified in the UCF Collective Bargaining Agreement (section 24.4):

- use of university affiliation in all publications and other works~~use of the John C. Hitt Library, <sup>[1]</sup> SEP;~~
- retention of their current UCF email address (subject to UCF Email Provisioning, De-provisioning, and Use Policy, 4-106);
- emeritus university ID card;
- ~~computer account for email, —~~
- departmental office or laboratory space where possible and requested;<sup>5</sup>
- conducting university or departmental seminars by mutual agreement,
- status as a non-voting ex-officio member of ~~her or his~~the department from which they retired;
- invitations to academic and university functions in their areas of interest;

**Commented [PESC1]:** Note: these privileges are subject to bargaining. They currently include:

23.4

(a) Employees who are retired from the University shall be eligible, upon request, and on the same basis as employees, subject to University policies, to receive the following benefits at the University.

- (1) Retiree identification card;
- (2) Use of the University library (i.e., public rooms, lending and research service);
- (3) Listing in the University directory;
- (4) Placement on designated University mailing lists;
- (5) A free University parking decal for use by the retiree;
- (6) Use of University recreational facilities (retirees may be charged fees different from those charged to other employees for the use of such facilities);
- (7) The ability to enroll in courses at the University without payment of fees, on a space available basis, subject to the provisions of Florida Statutes;
- (8) A mailbox in the department/unit from which they retired, subject to availability; and
- (9) University sponsored e-mail address. The University shall forward e-mails from the employee e-mail account (name@ucf.edu) to the retiree's e-mail account for 12 months.

(b) In accordance with University policy, and on a space available basis, the University is encouraged to grant a retiree's request for office or laboratory space.

(c) With the exception of retirees who participated in the Optional Retirement Program and for whom provisions have been made, as stipulated in Section 24.5(a)(5) of this Agreement, retirees of any State-administered retirement system are entitled to health insurance subsidy payments in accordance with Section 112.363, Florida Statutes.

- may march in academic processions with other faculty, such as commencement ceremonies;
- faculty privileges in discounts (such as for tickets, bookstore purchases, and athletic events), and  
exemption from parking fees.

If awarded, the title that the emeritus faculty members may hold are of the form “last title held, Emeritus”, for example Professor Emeritus, Associate Research Professor Emeritus, Instructor Emeritus, or Associate University Librarian Emeritus, etc. Those who retire from named chair positions may retain the chair title, suffixed by “Emeritus”, for example “Chatlos Foundation Endowed Chair, Emeritus”. The title emeritus confers a lifetime academic appointment. However, any retired faculty member awarded emeritus status in a named professorship or chair will not receive a stipend for the endowment for the professorship or chair after retiring.

## **RELATED DOCUMENTS**

UCF Faculty Senate Resolution 1994-1995-9:

[http://facultysenate.ucf.edu/resolutions/1994\\_1995/index.asp](http://facultysenate.ucf.edu/resolutions/1994_1995/index.asp)

UCF Faculty Senate Resolution 2011-2012-6:

[http://facultysenate.ucf.edu/resolutions/2011\\_2012/index.asp](http://facultysenate.ucf.edu/resolutions/2011_2012/index.asp)

## **INITIATING AUTHORITY**

President



## **Resolution 2017-2018-15 In Honor of John C. Hitt, president of the University of Central Florida**

**Whereas**, John C. Hitt became the fourth president of the University of Central Florida on March 1, 1992, and has led UCF to become a major metropolitan research university of global impact and a great success story in higher education; and

**Whereas**, the enrollment of UCF during President Hitt's tenure has increased significantly to more than 66,000 students while the quality of academic programs, faculty, and students has increased dramatically; and

**Whereas**, President Hitt's drive to establish UCF as America's Leading Partnership University resulted in many collaborations to advance progress and prosperity in Central Florida, including the UCF College of Medicine and the Medical City at Lake Nona, Direct Connect to UCF, the Florida High Tech Corridor, the Central Florida Research Park, and UCF Downtown; and

**Whereas**, President Hitt has propelled UCF to become the nation's leader in the overall conferring of degrees and he has awarded more degrees within the State University System of Florida than any other president in state history; and

**Whereas**, President Hitt's years at UCF coincide with the completion of a 45,000-seat football stadium and a 10,000-seat arena, the graduation of UCF sports to NCAA Division I, and a leading academic success rate of student-athletes among national public universities; and

**Whereas**, President Hitt has helped UCF gain recognition as a 21<sup>st</sup>-century model for providing a high-value education that is accessible, affordable, and life changing; and

**Whereas**, President Hitt has championed diversity and inclusion while helping to transform countless lives and livelihoods through the power of higher education; and

**Whereas**, President Hitt over these past 26 years has inspired faculty, staff, students, and the community to dream big and to reach for the stars; therefore

**BE IT RESOLVED** that the Faculty Senate expresses its deepest appreciation to President Hitt for an extraordinary tenure and for his vision, innovation, inspiration, and leadership that will positively influence the future of UCF and Central Florida for generations to come.

*Approved by the Faculty Senate Steering Committee on February 8, 2018.*

*Approved by the Faculty Senate on March 22, 2018.*

**Resolution 2017-2018-16 In Honor of Martha Hitt,  
First Lady of the University of Central Florida**

**Whereas**, Martha Hitt has graciously, eloquently, and honorably represented the University of Central Florida since March 1, 1992, as the First Lady; and

**Whereas**, Martha Hitt has been a tireless advocate and mentor for women faculty, staff, students, and members of the community; and

**Whereas**, Mrs. Hitt has been actively involved in the UCF Town and Gown to strengthen relationships between the University of Central Florida and the community; and

**Whereas**, as an unwavering supporter, Mrs. Hitt has brought recognition and respect to UCF women's athletics; and

**Whereas**, as the First Lady, Mrs. Hitt has hosted numerous university functions and events over the past 26 years at the Burnett House; and

**Whereas**, the First Lady has served on numerous committees involving the university, including the selection committee for students who serve on the President's Leadership Council; and

**Whereas**, Mrs. Hitt has been a long-time ex-officio member of the board of directors of the Learning Institute for Elders (LIFE) at UCF and one of the non-profit organization's greatest cheerleaders; and

**Whereas**, Mrs. Hitt is an honorary chairwoman of the University Women's Club; therefore,

**BE IT RESOLVED** that the Faculty Senate expresses its deepest appreciation to Martha Hitt for 26 years of honorably representing the University of Central Florida and as a generous benefactor to the University.

*Approved by the Faculty Senate Steering Committee on March 8, 2018.*

*Approved by the Faculty Senate on March 22, 2018.*