Faculty Senate

Minutes for meeting of Thursday, March 23, 2023, 3:00-5:00 pm

Meeting recording available at:
https://ucf.zoom.us/rec/share/dW9r8zcpI9pE9PR_hgkl3JiugboqW3tW8QcsuEBZ6kGT3Cn1seWSP6aQf2V9RvNQ.pTWAEMSd0QDLLz8m?startTime=1679596597000
Passcode: 0%.uZ4r+

1. Quorum reached and Call to Order at 3:01 p.m.

2. Roll Call via Qualtrics – Faculty Senate Chair Stephen King, Vice Chair Keri Watson, Secretary Kristine Shrauger and Past Chair Joseph Harrington were present. *(See meeting materials Attachment A for list of participants)*

3. Approval of Minutes of *February 16, 2023*
    a) Minutes approved as written.

4. Recognition of Guests
    a) Joe Adams, Senior Communications Director, Academic Affairs
    b) Sue Bauer, Instructional Designer, Center for Distributed Learning
    c) Alexander Cartwright, President, Office of the President
    d) Lucretia Cooney, Director, Faculty Excellence
    e) Aimee DeNoyelles, Senior Instructional Designer, Center for Distributed Learning
    f) Paul Dosal, Senior Vice President for Student Success, Office of the President
    g) Silvana Dushku, Program Director, UCF Global English Language Programs, UCF Global
    h) Delia Garcia, Interim Associate Dean, College of Arts and Humanities
    i) Matthew Hall, Vice President and Chief Information Officer, Information Technology
    j) Gerald Hector, Senior Vice President, Administration and Finance
    k) Jana Jasinski, Vice Provost, Faculty Excellence
    l) Michael D. Johnson, Provost, Office of the Provost
    m) Gary LaPage, Associate Instructor, College of Sciences
    n) Kristina LaRoue, Deputy ADA Coordinator, Digital Accessibility and Universal Design
    o) Joe Lloyd, Instructional Designer, Center for Distributed Learning
    p) Eric Main, Associate Director, Faculty Center for Teaching and Learning
    q) Amanda Major, Instructional Designer, Center for Distributed Learning
    r) Rebecca McNulty, Instructional Designer, Center for Distributed Learning
    s) Sheila Amin Gutierrez de Pineres, Dean, Honors College
    t) Amy Sugar, Instructional Designer, Center for Distributed Learning

5. [00:03] Announcements and Report of the Senate Chair – *Stephen King*

a) Chair King gave an update on Florida State legislation, work done by the Senate and Senate committees throughout the year, shared governance update, and upcoming senate elections. For full report, please see attachment B.

6. [00:21] Report of the President – *President Alexander Cartwright*

a) President Cartwright talked about recent university transitions, Board of Trustees update, appreciation for Past President John Hitt, upcoming university events, and appointment of Dr. Winston Schoenfeld as long-term interim Vice President for Research and Innovation. For the full report, please see attachment C.

7. [00:33] Report of the Provost – *Provost Michael D. Johnson*

a) Provost Johnson talked reported on remembrance of Past President John Hitt, Board of Governors legislative update, and upcoming university events. See attachment D for full report.
b) Question and answer: Topics discussed were legislative update. For full discussion, please see Zoom recording.

8. [00:58] Unfinished Business

9. [00:58] New Business
a) Discussion and Vote on Resolutions Brought Forward by the Ad Hoc Bylaws Committee and Approved by Steering Committee on February 2, 2023
   i) Resolution 2022-2023-8 Instructional Designers
      (1) Motion made to approve resolution, overview given, vote taken, motion passed.
   ii) Resolution 2022-2023-10 Parking, Transportation and Safety Committee
      (1) Motion made to approve resolution, overview given, vote taken, motion passed.
   iii) Resolution 2022-2023-11 Student Success Constitutional Amendment
      (1) Motion made to approve resolution, overview and discussion; motion made to amend name to Student Success Council, explanation given, vote taken on amendment, motion passed; discussion on original motion; motion to add on line 30 after the word policies ", to include admissions policies,", second, discussion, vote taken, motion passed; discussion on original motion; motion to call the question, second, vote taken, motion passed; vote taken on amended resolution, motion passed.
b) Discussion and Vote on Resolution Brought Forward by Ad Hoc Student Success Committee and Approved by Steering Committee on March 9, 2023
   i) Resolution 2022-2023-12 Bylaw Amendment to Create a Faculty Senate Student Success Council
      (1) Motion made to approve resolution, overview and discussion; motion made to add a Part C to end of resolution "c. Faculty participation shall be voluntary and not in conflict with professional or personal ethics and/or professional licensure.", second, discussion; motion to amend amendment to add after Faculty "in the initiatives arising out of the committee,", second, discussion, vote taken on amendment, motion passed; discussion

on amended amendment, vote taken on amended amendment, motion failed; amendment made to strike "one associate or senior instructional designer from the Center for Distributed Learning" on line 47, second, vote taken, motion passed; motion made to add ", to include admissions policies," after policies on line 21, second, vote taken on amendment, motion passed; motion made to strike the words "academic units and" from line 36, second, discussion, vote taken on amendment, motion passed; vote taken on original amended resolution, motion passed; after it was discovered that a senator intended to make an amendment, a motion was made to add after line 42 "viii. The Faculty Senate Student Success Council duties and responsibilities will align with the outlying duties and responsibilities of the Student Success and Wellbeing unit and will not overlap with existing senate committee's duties and responsibilities related to academic excellence", second, discussion; motion to call the question, second, vote taken, motion passed; vote taken on amendment, motion failed; vote taken again on original amended resolution, motion passed.

(2) Motion to extend meeting time by 15 minutes, second, vote taken, motion passed.

c) Discussion and Vote on Resolutions Approved by Steering Committee on March 9, 2023

    i) Resolution 2022-2023-13 UCF Faculty Senate Supports Accessibility and Inclusion for All

        (1) Motion made to approve resolution, overview; motion made to add the word "excellence" after expand on line 8, add the word "identity" after gender on line 9 and add "economic background" after veteran status on line 10, second, discussion, amendment to add "ethnicity" on line 9, second, vote taken, motion passed; vote taken on original amendments, amendment passed; vote taken on amended resolution, discussion,

        (2) Motion made to extend meeting time by 15 minutes, second, vote taken, motion passed.

        (3) Motion to call the question, second, vote taken, motion passed; vote taken on amended resolution, motion passed.

    ii) Resolution 2022-2023-14 Administrative Support for New Digital Accessibility Policy Requirements

        (1) Motion made to approve resolution; motion made to amend the resolution to state "focus and support efforts" on line 25, discussion, vote taken, motion passed; vote taken on amended resolution, motion made to change June 26, 2023 in line 14 to June 26, 2024 and to change December 31, 2024 to December 31, 2025, second, discussion, motion made to call the question on the amendment and the resolution, second, vote taken, motion passed; vote taken on amendment, motion failed; vote taken on amended resolution, motion passed.

    iii) Resolution 2022-2023-15 Faculty Involvement in the Hiring of T/TE/Research Faculty

        (1) Motion made to approve resolution; motion to amend the resolution with the following changes: define faculty titles in the title, remove the "etc" in the further Be It Resolved clause (line 89), and add "of applicant

screening, if one is needed" on line 70 of the resolution, second,
discussion,

    (2) Motion made to extend meeting time by 10 minutes, second, vote taken; motion made to call the question, second, vote taken, motion passed; vote taken on amendment, amendment passed; vote taken on amended resolution, motion passed.

    iv) Motion to forgo committee reports

    v) Motion to adjourn

10. [00:00] Committee Reports

    a) Budget and Administrative Committee – *Keri Watson*

    b) Information Technology Committee – *Glenn Martin*

    c) Personnel Committee – *Karol Lucken*

    d) Research Council – *Linda Walters*

    e) Graduate Council – *Reid Oetjen*

    f) Undergraduate Council – *Tina Chiarelli*

    g) Ad Hoc Student Success Committee – *Tina Chiarelli*

    h) Ad Hoc Civil Discourse Committee – *Stephen King*

    i) For full committee reports, see attachment H.

11. [00:00] Other Business

12. Adjourned at 5:29 p.m.

Reviewed and submitted by:

Kristine J. Shrauger   *3/27/2023*

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Kristine Shrauger   Date
Secretary, Faculty Senate

Faculty Senate Meeting Attendance
March 23, 2023

First Name:	Last Name:	College/Unit:	College/Unit: - Other	Meeting Role:
Jim	Brown	CAH		Senator
Lynn	Casmier-Paz	CAH		Senator
Brandy	Dieterle	CAH		Senator
Esmeralda	Duarte	CAH		Senator
Scot	French	CAH		Senator
Tremon	Kizer	CAH		Senator
Blake	Scott	CAH		Senator
Sandra	Sousa	CAH		Senator
Kristina	Tollefson	CAH		Senator
Peter	Weishar	CAH		Senator
Jim	Gallo	CBA		Senator
Vladimir	Gatchev	CBA		Senator
Eric	Schmidbauer	CBA		Senator
Axel	Stock	CBA		Senator
Marjorie	Ceballos	CCIE		Senator
BOBBY	HOFFMAN	CCIE		Senator
Gulnora	Hundley	CCIE		Senator
Karol	M Lucken	CCIE		Senator
Lisa	Martino	CCIE		Senator
Brett	Meltzer	CCIE		Senator
Sara	Michael Luna	CCIE		Senator
Danny	Seigler	CCIE		Senator
Larry	Walker	CCIE		Senator
Ladislau	Boloni	CECS		Senator
Kevin	Coffey	CECS		Senator
Dennis	Filler	CECS		Senator
Hansen	Mansy	CECS		Senator
Marino	Nader	CECS		Senator
Sumanta	Pattanaik	CECS		Senator
Andrew	Randall	CECS		Senator
Joseph	Kider	CGS		Senator
Glenn	Martin	CGS		Senator
Ali	Amirkhosravi	CHPS		Senator
Martine	Vanryckeghem	CHPS		Senator
Adam	Wells	CHPS		Senator
Asli	Yalim	CHPS		Senator
Tina	Chiarelli	COM		Senator
Nadine	Dexter	COM		Senator
Nyla	Dil	COM		Senator
Stephen	King	COM		Senator
Stephen	Lambert	COM		Senator
Bill	Self	COM		Senator
Leslee	D'Amato-Kubiet	CON		Senator
Scott	Branting	COS		Senator
Alison	Cares	COS		Senator
STEVEN	COLLINS	COS		Senator

michelle	dusseau	COS		Senator
Martha	Hubertz	COS		Senator
Brigitte	Kovacevich	COS		Senator
Tamra	Legron-Rodriguez	COS		Senator
Daniel	Marien	COS		Senator
Piotr	Mikusinski	COS		Senator
Nizam	Uddin	COS		Senator
Linda	Walters	COS		Senator
Widaad	Zaman	COS		Senator
Axel	Schulzgen	CREOL		Senator
Carissa	Baker	RCHM		Senator
Jonathan	Judy	RCHM		Senator
Kristine	Shrauger	UL		Senator
Michael	Proctor	CECS		Steering
Missy	Murphey	UL		Steering
Mason	Cash	CAH		Steering
Keri	Watson	CAH		Steering
Reid	Oetjen	CCIE		Steering
Jeff	Kauffman	CECS		Steering
Tian	Tian	CECS		Steering
Joseph	Harrington	COS		Steering
Kelly	Semrad	RCHM		Steering
Delia M.	Garcia	CAH		Guest
	Amin Gutierrez de			
Sheila	Pineres	Other	BHC	Guest
Alexander	Cartwright	Other	President's Office	Guest
Paul	Dosal	Other	Student Success	Guest
Silvana	Dushku	Other	UCF Global	Guest
Jana	Jasinski	Other	Faculty Excellence	Guest
Paul	Dosal			Guest
Gary	LaPage	COS		Guest
Lucretia	Cooney	Other	Faculty Excellence	Guest
Matthew	Hal	Other	Provost Office	Guest
Eric	Main	Other	FCTL	Guest

Report of the Chair
Faculty Senate Meeting
March 23, 2023

Today is the last full senate meeting of the 2022-2023 senate cycle. We have a busy day planned with 7 resolutions to consider, debate, and vote upon.

What I want to do with my Report of the Senate Chair is take a few minutes to reflect over the past senate year, to point out our challenges and our accomplishments.

So: the year in review: At our first senate meeting on September 8th, I spoke about surviving in a world where the environment around us is changing.   This year saw some significant changes in both the internal and external environment at UCF.

Externally, UCF is facing a wave of legislation and BOG regulations. First it was HB7, then it was the post-tenure faculty review BOG regulation, and currently we are facing a host of measures in HB999/SB266 as well as other legislation, that have the potential to alter how we teach, perform our research, and interact with the greater UCF community.

Internally, UCF has undergone a massive transformation with Workday and SET, at the same time a new budget model is being put into play.

And then there are the two hurricanes that came through in the fall and affected us both internally and externally:
on campus the hurricanes caused closures and confusion and affected how we taught, how we continued our research endeavors, and how we interacted with the UCF community.

and **off campus** the hurricanes caused flooding and other damage at our own homes and our own neighborhoods, as well as the homes and neighborhoods of our students and staff.

One of the key things I did over the course of the year was to make the effort to better understand the senate as a whole, our committees, and our individual senators.

I want to share information about several initiatives we have been working on in the senate office over the course of the year, and that I hope are continued into the future.

First, to better understand what all of our committees do, and to help fulfill a duty of the steering committee that requires us to periodically examine our committees, I attended meetings of **28** of our senate operational, curricular, joint and ad hoc committees.

I am extremely grateful to all the hard work done in our committees. I continue to **emphatically believe** that the most important work we do as a senate is not in this single meeting each month, but in the **sum total** of the meetings that **each of our committees** has over the course of the **entire academic year**.

All of you, as senators, are on one or more of those committees, and I thank you for the work done in each of your committees!

Second: We had in person group meetings with operational and curricular chairs. We had three meetings, one with our operational chairs (That's Research, IT, Personnel, and B&A), one with graduate council chairs, and the last with our undergrad council chairs.

These meetings let the chairs work with each other and the current senate leadership to share ideas with each other, examine common problems, and to explore ways to improve their committee operations. There was a general consensus that these meetings were extremely beneficial, and would be looked forward to in the future, specifically right after we do topic assignment in the fall.

Third, we have also initiated individual zoom meetings with the senators from each academic unit. These were also productive meetings, where a host of topics, concerns, and ideas were shared. Workday, new legislation, and communication with unit and college administrators were common topics across units.
I also want to say thanks to the many 1st and 2nd year senators, that took **this** opportunity in these smaller sized meetings to raise concerns and speak out, when they were NOT ready to speak at the full senate meetings.   I hope all of you will feel encouraged to continue to raise your voice, and to make sure we are hearing the voices of **ALL 75** of our senators at our meetings.

Next I want to give an update on the status of shared governance at UCF; I am a strong proponent of faculty working with the administration in the shared governance of our university to address the problems we are facing. I have three areas I want to bring to your attention about shared governance.

First, at the University level, we made a concerted effort to bring to senate those exact administrators with direct knowledge and understanding about topics of interest to us.

Over the course of this senate cycle we have brought **18 different administrators** to talk with the senate.   People ranging from General Counsel Youndy Cook talking about legal aspects of HB7, to Vice President Gerald Hector talking about deficiencies in Workday. I think this was incredibly valuable for us to have these direct interactions.

Also at the University level of shared governance, I want to share an update on new procedures for how new policies are developed and adopted at UCF. After multiple discussions I have had with President Cartwright and with Rhonda Bishop, I am pleased to say that future University policies under development will come to the Faculty Senate for review BEFORE they progress to the University Policy Committee.

This will give faculty a much earlier and therefore stronger voice in how we share the responsibility with the administration for developing campus wide policies.

The next level of shared governance I want to update you on is our collaborative faculty senate committees, where I want to talk about **three new committees** that will help amplify our faculty voice at UCF.

        First, at our steering meeting two weeks ago we created an ad hoc Government Relations committee which will work with Janet Owen, our VP of Government Relations to

help inform and educate our faculty about past, pending, and future legislation and BOG regulations that will affect faculty at UCF.

This committee will provide, for the first time ever at UCF, a faculty committee focused on understanding what legislation and BOG regulations are coming our way, and also to help us figure out how to educate our faculty and how to respond to past, pending, and future legislation and BOG regulations. I will say its about time we have this committee!

Second, in Resolution #10 which we will consider today, we have the ability to repurpose our Parking Transportation, and Safety committee into a Campus Safety and Security committee. Recent events such as the COVID pandemic and almost yearly hurricanes make it clear that this new committee dedicated to the safety and security of the campus is clearly needed.

Third, in Resolutions 11 and 12, which we will consider today, we are proposing to create a new Faculty Senate Student Success Council, which will work closely with Paul Dosal, our new VP of Student Success, to provide critical faculty input into what student success means at UCF, and to allow the development of our own faculty ideas on how to help our undergraduate and graduate students succeed in their classes while here at UCF and in their lives after they leave UCF.

The third aspect of shared governance I want to talk about is something that came through loud and clear in our recent meetings with senators from individual colleges. This is academic unit shared governance between our faculty and their chairs, directors and deans.

I want to thank Kevin Coffey, at the recent meeting I had with faculty from CECS, for asking me if I was aware that not a single department in the College of Engineering and Computer Science had approved unit bylaws. I was unaware of this, although I immediately understood the implications of the lack of unit bylaws.

Shared governance at its most basic level is faculty working with their chairs and directors to address their problems together. This requires ROBUST communication between both groups, and the ability to bring up any topic for meaningful discussion.

Several years ago, the senate approved resolution 2017-2018-5 entitled Governance in Academic Units, that outlined the requirement and essential features of academic unit Bylaws. This was approved by the provost at the time, and today Faculty Excellence helps track which units have completed the Bylaw approval process.

Unit Bylaws require multiple topics to be included, but today I want to focus in on the requirement that each unit has a dedicated number of faculty meetings where the chairs and faculty discuss all aspects of their unit.

Furthermore, the unit Bylaws **MUST provide** a mechanism for the faculty to request a **SPECIAL faculty meeting**, and to place **SPECIFIC and critical topics** on the agenda for discussion, whether it is the unit budget, faculty hiring, workday and SET issues, or anything else.

After the meeting with CECS senators I determined that 29 units at UCF have unit level Bylaws…and that 38 units **do NOT** have Bylaws approved and filed with faculty excellence. I

have already informed the provost and the president that the senate will be pushing to have all academic units complete the unit Bylaw approval process, and that we WILL need support from the Provost to make sure chairs and deans move forward with the Bylaws.

What's more: we may also need the Provost to make sure that the chairs and deans ABIDE by the Bylaws and work together with their faculty.   For units that have not completed their unit Bylaws: Expect more on this topic in the coming weeks.

As we near the end of the 2022-2023 senate year, I also want to thank the behind the scenes work of Laurie Carroll, as she has been making sure we apportion senators to the correct academic units, and that those units have the mandatory elections of senators to the senate for the upcoming 2023-2024 senate cycle. As you may imagine, some units are not as "quick" shall we say to complete these tasks, and it is Laurie's tenacity that makes sure we will actually have a new senate formed by our April meeting.

And as we have new senators coming in, we also have many colleagues that are leaving us and for which this is their last senate meeting. I want to give a **heartfelt thank you** to those 20 senators as they rotate off senate.   We thank you for your service, whether it's been for a year or two, or a decade or more. Each of you has made contributions to the senate and your units and we are incredibly grateful for your service to the senate.

Now, it takes some special personality characteristics to stay in senate for a long time. **I am happy today** to acknowledge two of our members for being active senators for ten years. These two have several things in common:
>   a passion for UCF and the Faculty Senate,
>   a willingness to speak their minds,
>   and both have been chairs of the Faculty Senate.

Our two members that have reached a decade of service within the senate are Joe Harrington and Bill Self.

Joe, you have been a vocal supporter for faculty rights, for all manner of IT needs, and most everything else that has come before the senate. You became chair just as we had a new president starting and just as a certain viral pandemic named COVID was taking over the country and the world.

Your attention to detail was critical as UCF adapted to the COVID pandemic and shifted from the old way, to the zoom way. You remain an **avid and dedicated** senator, and I have no doubt you will continue to be a strong proponent of the faculty at UCF.

Bill, your leadership during the Trevor Colbourn mess was also during one of the most difficult times UCF has experienced. Your ability to lead the senate and work with the Trustees was critical to helping UCF weather that storm, and set the initial groundwork for the path we are on now.

Not only did you excel as the UCF faculty Senate chair, but you also served as the sole faculty member on the Board of Governors for two years. I am sad to say that Bill is one the senators that is not continuing in the senate and that today is his last day as a senator. I will miss your experience, your candor and your amazingly calm way of dealing with absolutely chaotic events.

Joe and Bill: Thank you for your service. I would welcome a round of applause for Joe Harrington and Bill Self as they have reached this Senate milestone!

Because this is the last official meeting of the 2022-2023 senate cycle, that means our upcoming April meeting is the first meeting in the new 2023-2024 cycle.   That also means that it is coming up on senate officer election time.

The senate has elections for the Chair, the vice-chair, and the secretary each year at our April meeting. To ensure that we have at least one willing candidate for each position, the senate has a nominations committee tasked to identify a slate of candidates for each position.

This year the Nominations committee is chaired by Joe Harrington, and also includes Linda Walters and Reid Oetjen. If you are interested in running for office, or if you have suggestions for people that should be considered for the elected positions, please reach out to any of the three I mentioned and start a discussion with them.

And on that note of looking toward the future, I will conclude my report.

Report of Provost Michael D. Johnson to the UCF Faculty Senate
Thursday, March 23, 2023

- The provost thanked this year's Senate members for their engagement and service to the university.

About President _Emeritus_ John C. Hitt
- He shared observations about the 26-year tenure of UCF President _Emeritus_ John C. Hitt, who passed away on Feb. 20 at age 82. Johnson, who arrived at UCF in 1990 and two years before Hitt, cited landmark achievements of Hitt's presidency and underscored how he managed to grow UCF's enrollment and quality at the same time — something almost everyone in higher education believed to be impossible.
- Johnson praised Hitt's partnership approach and described him as a great man and a thoughtful, intellectual leader whose many accomplishments positioned UCF well for greater impact in the future.

Tallahassee and Higher Education
- Johnson said the state's proposed regulation on post-tenure review is up for approval of the Florida Board of Governor's the following Wednesday. The regulation results from a state law change last year. UCF's Board of Trustees will have to follow with a corresponding regulation and policy to come.
- The Legislature is under way with major legislation proposed regarding higher education, particularly HB 999 and its Senate companion SB 266. The proposals entail changes for Diversity, Equity and Inclusion funding, even more changes for oversight of tenure, modifications to general education course requirements, giving boards of trustees more authority in hiring decisions and more.
- Johnson said the bills have been substantially amended with other adjustments being considered. He said discussions are happening among leaders of the universities, the Board of Governors and the Legislature with more details to come. It is still too early to know what will happen, he said. The Legislature's annual session ends on May 5.
- He stressed the importance of faculty continuing to teach and conduct research well in the professional way they always have and for colleagues to support one another along with students and staff.

Other Notables
- The provost said the College of Medicine surpassed 1,000 matches of new doctors to residency programs during its recent Match Day ceremony. The first med school class graduated in 2013.
- He encouraged faculty to attend Founders' Day celebrations on April 5 and UCF Celebrates the Arts downtown during the first two weeks of April.
- He noted six commencement ceremonies will be held during May 5 and 6.

Resolution 2022-2023-8
Faculty Bylaw Change,
Instructional Designers and the Division of Digital Learning

Whereas, Instructional Designers are integral to each college and most departments and participate to some degree in teaching, research, and service; and

Whereas, Instructional Designers meet the faculty characteristics described in the Bylaws Section 1. B.; and

Whereas, the ranks of Assistant, Associate, and Senior Instructional Designer were created in 2016 in order to more properly align with existing faculty ranks and promotion pathways at the university;

Whereas, the Senate has previously amended the Bylaws to add Instructional Designers to the following Senate committees: Faculty Center for Teaching and Learning Advisory Committee, Library Advisory Committee, Strategic Planning Council, Bookstore Advisory Committee, and the Information Technology Committee, and

Whereas, Instructional Designers are in the Division of Digital Learning and a part of Academic Affairs, reporting to a vice provost who reports to the provost; and

Whereas, the UCF Faculty Constitution Article II. A. states that "In establishing representation, the Faculty Senate may determine that a unit be represented that is not a recognized college"; and

Whereas, the Faculty Senate would benefit from the addition of Instructional Designers within the Division of Digital Learning to the senate membership and to the Senate operational and joint committees; therefore

Be It Resolved that the Bylaws Section I.A be amended to add the academic titles of Senior Instructional Designer, Associate Instructional Designer, and Assistant Instructional Designer; and

Be It Further Resolved that the Bylaws Section I.A be amended by adding the following statement at the end of the section: The Division of Digital Learning shall be considered an academic unit for the purposes of representation within the senate.

Resolution 2022-2023-10
Faculty Senate Parking Transportation and Safety Committee

Whereas, the University Parking and Transportation Committee and the Faculty Senate Parking, Transportation, and Safety Committee have overlapping duties and responsibilities with respect to parking and transportation issues on campus, which could be overseen by a single committee instead of two committees; and

Whereas, events in recent years, such as the COVID pandemic and the multiple hurricanes that impacted UCF, have shown that safety and security concerns can be addressed more effectively when there is broad input from different faculty perspectives; and

Whereas, a single faculty-level committee focused upon the areas of safety and security would provide for enhanced two-way communication and response development between faculty and staff on critical safety and security concerns on UCF campuses; **therefore**

Be It Resolved that the title of the Faculty Senate Parking, Transportation, and Safety Committee be changed to the Faculty Senate Campus Safety and Security Committee to reflect a focus upon safety and security issues on UCF campuses.

Be It Further Resolved that the Bylaws of the Faculty Senate Parking Transportation and Safety Committee be amended as detailed below:

Duties and Responsibilities:

a. To evaluate and recommend policies concerning campus safety and security that will foster a mutually beneficial environment for faculty, staff, students, and visitors in the university community.
b. To provide feedback to appropriate campus safety and security officials with a focus on maintaining the missions of teaching and research.
c. To develop effective safety and security communications for the campus community.
d. To make recommendations to the Steering Committee of the Faculty Senate.

Membership

The voting members of the committee shall be at least one faculty member from each academic unit (selected by the Committee on Committees), one staff member (selected by the Staff Council), and one student (nominated by the Student Government Association). The ex officio members of the committee shall be the Director of Emergency Management (who provides administrative support for the committee), the UCF Chief of Police (or designee), the Director of Security (or designee), the Chief Information Security Officer (or designee), and the Police Department Public Information Officer. The Director of Emergency Management shall identify additional ex officio members as needed to ensure that areas relating to campus safety and security are represented. The chair and vice chair shall be

elected annually from the faculty membership. Terms of service shall be two years, staggered, except for the student member, who shall serve for one year.

Resolution 2022-2023-11
Constitutional Amendment to Create a
Faculty Senate Student Success Council

Whereas, a core mission of UCF is to teach students by providing high-quality education that prepares them for the real world experiences that will unfold over the rest of their lives; and

Whereas, UCF has recently enhanced its focus upon student success by hiring a senior vice president for Student Success and by reorganizing several departments and areas to coordinate efforts within the Division of Student Success and Well-Being; and

Whereas, student success encompasses a broad array of departments, programs, initiatives, and policies that require administration, faculty, and staff working together in a cohesive manner to help our students complete their studies; and

Whereas, the faculty at UCF have a critical role in guiding and ensuring the success of our students as they take classes and progress through degree programs; and

Whereas, there currently is no faculty level committee on campus that concentrates upon student success, or that works with the administration to develop, evaluate and utilize policies and procedures that enhance student success across the entire UCF curriculum; therefore

Be It Resolved that the UCF Faculty Constitution be amended to create a Faculty Senate Student Success Council as a joint committee with the following description:

"The Faculty Senate Student Success Council makes recommendations to the senior vice president for Student Success and other relevant committees, units and individuals on programs, initiatives, and policies, including admission policies, relating to the success and well-being of our students."

Resolution 2022-2023-12
Bylaw Amendment to Create a Faculty Senate Student Success Council

Whereas, a core mission of UCF is to teach students by providing high-quality education that prepares them for the real-world experiences that will unfold over the rest of their lives; and

Whereas, UCF has recently enhanced its focus upon student success by hiring a senior vice president for Student Success and by reorganizing several departments and areas to coordinate efforts within the Division of Student Success and Well-Being; and

Whereas, student success encompasses a broad array of departments, programs, initiatives, and policies that require administration, faculty, and staff working together in a cohesive manner to help our students complete their studies; and

Whereas, the faculty at UCF have a critical role in guiding and enhancing the success of our students as they take classes and progress through degree programs; and

Whereas, there currently is no faculty level committee on campus that focusses upon student success, or that works with the administration to develop, evaluate and utilize policies and procedures that enhance student success across UCF; therefore

Be It Resolved that the Faculty Bylaws be amended to create a Faculty Senate Student Success Council with the membership and the duties and responsibilities described below:

a. Duties and Responsibilities

   i.   To promote the development and implementation of programs, policies, including admission policies, and practices that help students succeed in their academic pursuits and personal wellbeing.
   ii. To advise and assist the University Student Success Steering Committee, the senior vice president for Student Success, the vice provost and dean of the College of Undergraduate Studies, the dean of the College of Graduate Studies, and other relevant committees, units, and individuals in developing student success initiatives and recommending actions to meet student success goals.
   iii. To review and monitor the performance and progress of state performance- based funding, preeminence, and other strategic student success metrics that are important for UCF and its students.
   iv. To support and collaborate with the Faculty Center for Teaching and Learning and the Center for Distributed Learning to create professional development for faculty to facilitate student success.
   v.   To serve as an advisory and recommending body for the Faculty Senate on strategies and procedures that relate to student success.

  vi. To support and collaborate with professional advising offices across UCF to help facilitate student success.

  vii. The chair of the Faculty Senate Student Success Council will serve as a member on the University Student Success Steering Committee.

b. Membership

The Faculty Senate Student Success Council shall consist of at least one faculty member from each academic unit (selected by the Committee on Committees), at least two of whom are current members of the Faculty Senate, the senior vice president for Student Success (ex officio), one representative from the Faculty Center for Teaching and Learning, four students, with at least one undergraduate student, one graduate student, and one international student (nominated by the president of the Student Government Association), one representative of the Student Success & Well-Being Leadership Council Team (selected by the senior vice president for student success), one representative from UCF Global (appointed by the Vice Provost for Academic Affairs), one representative from the College of Graduate Studies (appointed by the Dean of the College of Graduate Studies), and one representative from the College of Undergraduate Studies (selected by the vice provost and dean of the College of Undergraduate Studies). A representative from the professional advising office for each college or unit may serve as a non-voting committee member. The senior vice president for Student Success (or designee) shall identify additional ex officio members, making every effort to ensure that areas relating to student success are represented. The chair and vice chair shall be elected annually from its faculty membership. Terms of service shall be two years, staggered, except for the student member, who shall serve for one year.

Resolution 2022-2023-13
UCF Faculty Senate Supports Accessibility and Inclusion for All

Whereas, the University of Central Florida has made a commitment to both excellence and access, where our faculty and staff educate a diverse student body and prepare our students for the challenges of today and tomorrow; therefore

Be It Resolved that the University of Central Florida Faculty Senate supports UCF's widespread initiatives to expand excellence, accessibility and inclusiveness for all persons, regardless of race, ethnicity, color, religion, sex, gender identity, sexual orientation, national origin, age, disability, marital status, veteran status, economic background, and political opinion or affiliation.

Resolution 2022-2023- 14
Administrative Support for New Digital Accessibility Policy Requirements

Whereas, the president of the University of Central Florida approved a Digital Accessibility policy, policy 2-006, effective 6/20/2022; and

Whereas, policy 2-006 requires responsible parties at the University of Central Florida to adopt the Web Content Accessibility Guidelines version 2.0 AA as the guiding accessibility standard for all information and communication technology; and

Whereas, responsible parties shall strive to ensure that all electronic technology and resources used for communication, instruction, and the distribution of information is created and/or maintained in a digitally accessible manner including, but not limited to instructional systems, online instructional lessons, web-based services, software applications, electronic documents, computers, hardware systems, telecommunication products, video and multimedia products, mobile devices, and online events; and

Whereas, as of June 26, 2023, faculty and other parties responsible for creating and/or maintaining Learning Management System and university content that is created, redeveloped or undergoes substantial revisions as well as multimedia resources posted to university web pages and applications and/or used in university programs, courses, and activities shall strive to conform to WCAG 2.0AA; and

Whereas, by December 31, 2024, faculty and other responsible parties must review web pages and/or web content that has been created and published in the last seven years and ensure that it is digitally accessible in accordance with WCAG 2.0 AA; therefore

Be It Resolved that faculty and staff need financial support and resources from the university administration to ensure that all digital content meets the new policy requirements that web pages, web content in courses, videos with subtitles, and images are digitally accessible; and

Be It Further Resolved that the UCF administration creates a Center or Office for Digital Accessibility to focus and support efforts across campus to comply with the Web Content Accessibility Guidelines version 2.0.

Resolution 2022-2023-15
Faculty Involvement in the Hiring of Tenured/Tenure-Earning/Research (T/TE/R) Faculty

Whereas, shared governance has been recognized as a central feature of higher education since the 1966 *Statement on Government in Colleges and Universities* (SGCU) from the American Association of University Professors, the American Council on Education, *and* the Association of Governing Boards of Universities and Colleges. The SGCU stipulates the responsibilities and authority that should be conferred upon faculty and legitimates their involvement in institutional governance (Birnbaum, 2004 as cited in Jones, 2011). This includes the proviso that "*faculty status and related matters are primarily a faculty responsibility; this includes appointments, reappointments, decisions not to reappoint, promotions, granting of tenure, and dismissal*;" and

Whereas, this responsibility and authority stems from the recognized expertise of faculty that is cultivated through the publication and peer review of scientific manuscripts, preparation and acquisition of research grants, and national/international conference research presentations; and

Whereas, this responsibility and authority is consistent with and upholds the tenure system found in the vast majority of U.S. universities; and

Whereas, studies have consistently and overwhelmingly found that faculty across the U.S. believe in shared governance as an integral part of their institution's values, identity, and culture (Tierney & Minor, 2003; see also Williams et al., 1987; Gore et al., 1987, Miller 2002); and

Whereas, campus values, identity, and culture shape and are shaped by faculty morale, and faculty morale and engagement is tied to shared governance and participation in the recruitment and retention of the best research talent; and

Whereas, Discovery & Exploration has been identified as a key element of UCF's 5 Year Strategic Plan, which includes increasing the "focus on research by supporting basic, applied, clinical, and translational research activities and recruit and retain highly qualified faculty," including the hiring of 300 faculty by 2027; and

Whereas, the Office of Institutional Equity (OIE) and Human Resources (HR) search, screening, and hiring guidelines do not specify certain important aspects of faculty involvement in faculty searches and hiring; and

Whereas, a substantial majority of unit bylaws defer to the OIE and HR search, screening, and hiring guidelines and/or do not specify certain important aspects of faculty involvement in faculty searches and hiring; and

Whereas, the current search and hiring process does not require transparency with faculty, making the process vulnerable to misinformation and/or arbitrary decision making (e.g., not collecting or sharing input from faculty, search committees refusing to provide

search updates to relevant unit faculty, staff voting on faculty research cluster appointments), therefore

Be it Resolved that the University of Central Florida OIE and HR delineate and expand its' search, screening, and hiring guidelines for new or appointed T/TE/Research (T/TE/R) faculty who will be required to conduct research and prepare and/or publish research-related [or discipline specific] deliverables, such as academic publications, as part of their annual assignment of duties in the following ways:

- The hiring official shall notify all full-time faculty in the unit before commencing a search or an appointment for T/TE/R faculty.

- The hiring official shall appoint members of the search committee who are T/TE/R faculty and/or faculty who will be responsible for the decision making on the tenure and/or promotion of that faculty member, unless unit bylaws expressly state that other faculty may serve on search committees for T/TE/R faculty positions.

- Once qualifying applicants have been identified from the candidate pool during the round one credentials review (see OIE Search & Screening Guidelines, p.8), the search committee shall make available to unit T/TE/R faculty and/or faculty who will be responsible for the decision making on the tenure and/or promotion of that faculty member, meeting minutes and profiles of remaining applicants; this is consistent with the principles and laws informing the hiring guidelines developed by HR (*revised version September 2022*) that require the public be notified of and allowed to attend search committee meetings.

- Faculty, as defined in the above paragraph, who have read candidate materials, shall be given a reasonable opportunity to provide voluntary feedback [that is aligned with search criteria] to the search committee in the second and potentially third round of the screening process (see OIE Search & Screening Guidelines, p.8), the results of which shall be made available to these faculty before proceeding to the next round of applicant screening, if one is needed.

- Following the candidates' on-campus (or virtual) visits, all full-time unit faculty, support staff, students, or community members who have met with the candidate or attended their presentations may provide input on the pros and cons of each candidate to the search committee.

- Following the candidates' on-campus (or virtual) visits, the search committee shall convene a joint meeting inviting unit T/TE/R faculty and/or faculty who will be responsible for deciding on the tenure and/or promotion of that faculty member, to participate in the drafting of a final report, with pros and cons of each visiting candidate, for the hiring official.

- If a consensus view is expressed in the final report of the faculty, and the hiring official departs from that view, then the hiring official should provide the faculty with a written explanation for the departure.

Be it Further Resolved that a unit vote shall be taken for other forms of faculty hiring with the potential for tenure (e.g., academic partner hires, dual unit appointments, research cluster or administrator appointments), and that unit voting privileges on any matter concerning the potential hiring shall only extend to T/TE/R faculty and/or faculty who are responsible for deciding on the tenure and/or promotion of faculty.

Faculty Senate

Faculty Senate
Committee Reports
March 23, 2023

Budget and Administrative Committee
Chair – Tina Buck; Vice Chair **–** Keri Watson
No update

Information Technology Committee
Chair – Glenn Martin; Vice Chair – Joseph Harrington
March 21, 2023
Committee met for about an hour. Got an update on policy feedback system, and Linux support. New business discussion focused on EndNote and that the UCF license expired. Additional discussion on software catalog. Discussion on potentially shifting meeting days to ensure Matt Hall can attend.

Personnel Committee
Chair **–** Karol Lucken; Vice Chair – Gulnora Hundley
March 22, 2023
The primary topic of discussion was faculty input into the materials that will be submitted in the dossier that is part of the post-tenure review process. After much discussion, it was decided that a survey would be distributed by Faculty Senate to all tenured/tenure-earning faculty for comments on what should be [ex] included in the dossier materials. The results will be analyzed by the Personnel Committee on April 12, 2023 in a special meeting of the committee. Recommendations will be drafted on the regularly scheduled meeting of April 19 and ultimately forwarded to Faculty Excellence. A suggestion was also made that a survey be developed to capture the impact of recent legislation on faculty, since the COACHE survey does not address these kind of issues. COACHE survey results were on the agenda but there were no comments offered as of yet as to areas of concern.

Research Council
Chair **–** Linda Walters; Vice Chair – David Luna
No update

Graduate Council
Chair **–** Stacy Barber; Vice Chair – Valeriya Shapoval
March 2023
Graduate Policy Committee - • Dissertation COI: Public input was provided on the dissertation conflict of interest and was considered in revising the policy. The current policy (open for public input) allows romantically linked faculty members to serve on the thesis/dissertation committee. However, one can vote, and an additional voting member must be assigned to the committee in consultation with the chair, student, and program director, • Traveling scholars: The traveling scholar GPA policy didn't receive any public input and is now in effect.

• Students IP: The intellectual property policy (for students using UCF resources) has been approved unanimously and will shortly be released for public input. • Graduate certificate: The graduate certificate policy has been approved by the committee unanimously (modulo some changes to be done and communicated to the committee via email). Once done, the policy will be put for public input.

Undergraduate Council

Chair **–** Jeffrey Kauffman; Vice Chair – Tina Chiarelli
No update

Ad Hoc Committee on Civil Discourse

Chair **–** Stephen King
No update

Ad Hoc Student Success Committee

Chair **–** Tina Chiarelli
No update