



Faculty Senate

Faculty Senate

Minutes for meeting of Thursday, March 25, 2021, 4:00-6:00 pm

Meeting recording available at: <https://youtu.be/3clmnfldwjk>

1. Quorum reached and call to order at 4:00 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 25, 2021*
 - a) There were no corrections to the minutes, so they stand as circulated.
4. Recognition of Guests
 - a) Joe Adams, Senior Communications Director, Office of the Provost
 - b) Ali Amirhosravi, 2021-2022 Senator, College of Health Professions and Sciences
 - c) Sherry Andrews, Associate General Counsel, General Counsel's Office
 - d) Theodora Berry, Vice Provost and Dean, College of Undergraduate Studies
 - e) Scott Branting, 2021-2022 Senator, College of Sciences
 - f) S. Kent Butler, Interim Chief Equity, Inclusion and Diversity Officer, Diversity and Inclusion
 - g) Alexander Cartwright, President, Office of the President
 - h) Lucretia Cooney, Director, Faculty Excellence
 - i) Nadine Dexter, 2021-2022 Senator, College of Medicine
 - j) Rodney Graham, Director of Student Affairs, SGA
 - k) Sheila Amin Gutierrez de Pineres, Dean, Honors College
 - l) Elizabeth Hamilton, Assistant Vice President, Strategic Initiatives, Administration and Finance
 - m) Gerald Hector, Senior Vice President, Administration and Finance
 - n) Martha Hubertz, 2021-2022 Senator, College of Sciences
 - o) Allison Hurtado, Director of Communications, Faculty Excellence
 - p) Jana Jasinski, Vice Provost, Faculty Excellence
 - q) Michael Johnson, Interim Provost, Office of the Provost
 - r) Elizabeth Klonoff, Vice President of Research and Dean of Graduate Studies, Office of Research
 - s) Timothy Letzring, Senior Associate Provost, Academic Affairs
 - t) Sarah Lovell, Director of Compensation, Human Resources
 - u) Kristy McAllister, Communications Specialist, Office of the President
 - v) Sara Michael Luna, 2021-2022 Senator, College of Community Innovation and Education
 - w) Piotr Mikusinski, 2021-2022 Senator, College of Sciences
 - x) Janet Owen, Vice President, Government Relations
 - y) Andrew Randall, 2021-2022 Senator, College of Engineering and Computer Science
 - z) Sandra Sousa, 2021-2022 Senator, College of Arts and Humanities
5. Announcements and Report of the Senate Chair – *Joseph Harrington*
 - a) On April 1, 2021 at 4:00 pm the Senate leadership and several committee chairs will hold a forum for those interested in committee service, especially committee chairs, or leadership positions in the Faculty Senate. Discussion will center around the needs for strong leadership and time commitments. An all-faculty email was sent out with a link to the meeting. He reminded everyone to fill out the COACHE survey as the university uses it to prioritize improvements in the



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working environment at UCF. A link for more information was sent in yesterday's email. Advisory Council for Faculty Senates (ACFS) will be meeting with legislators tomorrow regarding upcoming legislation that is concerning to faculty.

6. Report of the President – *Alexander Cartwright*

- a) **Vaccine Opportunities:** The President mentioned that communications were sent out earlier this month regarding opportunities to receive the COVID-19 vaccine on campus. In addition to the 1,000 doses in January for faculty, staff, and students over 65, UCF received enough Pfizer vaccines for about 2,340 employees to receive both doses this month. **Turning Toward the Future:** He thanked faculty for their flexibility this year. Once it is understood how our finances will be impacted by legislative decisions, ways can be identified to invest in faculty. **Celebrating Faculty and Unleashing Potential:** It is recognized that faculty could have a greater impact if they had the resources needed to be successful. UCF faculty had the most NSF CAREER awards in Florida (and 6th nationally) last year, which illustrates the amazing talent of our young faculty members. Peter Delfyett was named UCF's first "homegrown" inductee to the National Academy of Engineering, which boosts our reputation and opens doors for others. Other faculty recently receiving big honors in their fields: Linda Walters (Professor of Biology, former member of Faculty Senate) named 2021 Medalist by the Florida Academy of Sciences; and Mindi Anderson (inaugural director of UCF's Healthcare Simulation graduate program in the College of Nursing) named 2020 Educator of the Year by the International Society for Simulation in Healthcare. It was just announced this week that UCF's graduate video game design program was ranked No. 1 in the world for the third time and the undergraduate program ranked 14th by the Princeton Review and PC Gamer magazine. This is thanks to our talented faculty and because we have the equipment, facilities and resources needed. **Commencement — Celebrating Student Achievement:** Students were able to choose from two opportunities to safely celebrate our spring graduates — a socially distanced traditional ceremony and a Grad Walk experience. More than 4,000 students have signed up for the Grad Walk option and over 2,900 for the more traditional commencement ceremony. He commended the Registrar and the University Events team for working so hard to make these two options happen. **Budget Update:** The Florida Legislature's House and Senate initial budgets have been released. There is a proposed 4.6 percent cut in the Senate budget bill and 11 percent cut in House budget bill across the system. **Vaccine Update:** People over the age of 40 will be eligible for the vaccine starting on Monday and then the next Monday people over the age of 18 will be eligible. He thanked everyone involved in distributing both vaccine doses to 2340 employees this month.

7. Report of the Provost – *Michael Johnson*

- a) Interim Provost Michael Johnson thanked this year's Senate for stepping up during the time of pandemic. He noted a new president was welcomed, as well as navigating a new interim provost, and the Senate helped UCF handle this tough time relatively well. This year's Senate committees were particularly important, especially the ad hoc committees. Their criticisms, concerns, and



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suggestions helped the administration think about things that may have been missed. This was critical for COVID planning. He also expressed his appreciation for increased interaction with a broader range of the administration and gave the example of inviting Rhonda Bishop, Vice President for Compliance and Risk, to talk Conflict of Interest questions through with the Research Council This improved the COI form all faculty and many employees fill out annually. Deliberation is inefficient and takes longer than small group decisions but leads to better outcomes. **Summer and fall course planning:** This summer all COVID precautions will be maintained, i.e. masks, physical distancing, etc. For Summer A, C and D, deans and chairs have been asked to schedule much like the spring: a reasonable number of courses on campus, but most sections remote. For Summer B, deans and chairs have been asked to add extra on-campus sections, particularly those that are important for the many first-year students who begin in Summer B. Because the larger classrooms are mostly full, the only way to do this, 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. As this month started, it was assumed that spring exemptions would carry into summer and a new form would be available; however, that no longer seems necessary. This month brought major breakthroughs in vaccine availability. Orange County added university faculty and staff to the list of those who are eligible, and several thousand people a day were vaccinated at the Orange County Convention Center. The FEMA center at Valencia West has also been vaccinating large numbers of our faculty and staff, although that center will be phasing out in early April for new shots. At the university, vaccines were received from Orange County to cover more than 2,000 faculty and staff recently on campus. Vaccine availability continues to expand rapidly. Today, Governor DeSantis announced that he is lowering the COVID vaccine age to 40 statewide on Monday and to 18 and up on April 5 – which will significantly benefit our student body; therefore, exemptions will not be provided from face-to-face teaching this summer, as virtually all faculty and staff willing to be vaccinated will be able to be vaccinated by then. Those who have a reason not to be vaccinated may be able to teach a remote class if it works out in their department. Some special cases may still require special treatment, perhaps using the Americans with Disabilities Act process. The plan for fall will 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. It seems very likely that everyone willing to get vaccinated will be able to well in advance of fall, students as well as faculty and staff. If this turns out to be wrong, if, for instance, some variant takes off, this should be clear by midsummer, and classes will be pivoted 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 is assessed and there is appropriate credentialing of courses and faculty. **Commencement update:** Spring Break runs from April 11-18, and after that all classes plus final exams will be offered remotely. For commencement ceremonies, spring baccalaureate and master's graduates have two options: a somewhat traditional but smaller ceremony in the Addition



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Financial Arena with physical distancing, or the Grad Walk in the Pegasus Ballroom. Nearly 7,000 students made their choice by last Friday's deadline. About 3,900 chose Grad Walk and 2,800 preferred an arena ceremony. We expect to host seven ceremonies in the arena from Wednesday, May 6, through Saturday, May 9. This will include a separate ceremony for doctoral students. The ceremony schedule will be announced soon, along with a Grad Walk sign-up link for students. Grad Walk will be April 30 to May 5. Unfortunately, faculty will not be able to participate in the non-doctoral commencements unless they are ticketed guests of a graduate. The physical distancing is simply too restrictive. However, for the much-smaller doctoral commencement, major advisors will be invited to join their graduating Ph.D. students, and there will be room for other faculty who wish to attend as spectators. More information will be available soon. 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 modified versions for spring. If this happens, plans will need approval and will need to comply with COVID policies. **COVID relief funding:** UCF is receiving more than \$85 million in second-round COVID relief funding and there will be a third round coming, too. Student aid has been distributed from the second batch. A form has been sent for units to request some of these funds, but it is still not known how much will be available. It is possible, for instance, that the state will cut the UCF budget an amount close to the total of the new relief funds and therefore require that the hole is filled with the relief funds. That would leave little for other purposes. Decisions will be made about the relief funds when the state budget firms up. **COACHE survey:** The deadline for faculty to complete the COACHE survey is April 11. The Provost asked the senators to encourage their colleagues to participate. The university has made changes in the past because of this survey, so it is important. **Founder's Day:** Founder's Day will be offered virtually on April 7. This event is a celebration of the very best among our 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 years of service and retirees. **Virtual Wellness Panel:** At noon on April 20, Faculty Excellence will host a virtual wellness panel exclusively for faculty titled "Putting You First." This is a great opportunity for gaining expert tips on mental and physical wellness, and other insights on navigating life.

b) **Legislative Update from Janet Owen, Vice President for Government Relations:** See attachment

c) **Questions from Senators:** Chair Harrington thanked Janet Owen for her hard work. Will the ADA process for special exemptions cover caregivers? Deans/chairs will be asked to be compassionate regarding these circumstances. The Provost said last fall that deans/chairs were responsible for assigning classes. He will leave individual decisions to chairs/deans and use the ADA process for special circumstances. Will it be left to the discretion of the departments to decide on modalities? The provost said that modality decisions are left up to the management in the colleges and departments. He stressed that it should be listed in the course registration system what modality that will be used. There may be a mix of modalities that will need to be discussed within the college/departments and it should be made clear in the course registration system, so the students know what they are signing up for. Please explain the



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\$18 million cut in faculty in non-high demand programs. Janet Owen explained that this is a new bill. Administrators cannot be paid more than \$200,000 from Education and General funds; the rest must come from raised funds. House leadership thought that should also be applicable to certain faculty. On campus childcare hours have been restricted, will these hours be extended at the Creative School? The provost has been encouraging the Creative School to use COVID relief funds to extend their hours starting in the summer. By fall, hours should be back to normal. Chair Harrington said that this question was brought up in UBC as well. Can the faculty still retain access to Zoom in the fall? The Provost said that there will still be access to Zoom. He said there may be competitors on the market for classes. Question in chat: Will students be required to have COVID vaccine like they are required to have MMR? The provost said he is not sure whether that will be the case. The Board of Governors would have to make that decision and noted that Dr. Deichen wrote a letter to the BOG requesting that it be made mandatory.

8. Committee Reports

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

i) The committee has not met since last Senate meeting. They will be meeting soon because the budget is being rolled out.

b) Ad Hoc Health and Safety Crisis Response – *Stephen King, Chair*

i) The committee met last week and discussed COVID caseloads and vaccination schedule. They discussed the fall teaching plan and 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.

9. Old Business

a) COVID-19 on Campus Update – no further discussion

10. New Business

a) Motion to swap agenda items c and b, second, vote taken electronically via Zoom, 48 yes/0 no, motion passes.

b) Resolution 2020-2021-8 Faculty Senate Bylaw Change Parking, Transportation and Safety Committee for Discussion – *William Self*

i) Motion to have additional 2020-2021 Senate meeting during first 30 minutes of April meeting to consider Bylaw resolutions, second, vote taken electronically via Zoom, 53 yes/0 no, motion passes.

i) The Ad hoc committee on Bylaws recommends the change of the Parking, Transportation, and Safety Committee from operational to joint committee status. The Bylaws Committee discussed the importance of faculty time for Senate committees and the fact that operations-level committees are expected to meet monthly or more often and are typically dealing with key



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issues. While parking, transportation, and campus safety are very important issues, the issues motivating the elevation of this committee to operational committee status have been resolved. The Bylaws Committee recommends that this committee be moved back to joint committee status, and that it not be altered in any way in terms of membership.

- c) Resolution 2020-2021-11 Faculty Senate Bylaws Change Information Technology Committee Membership – William Self
 - i) Faculty expertise on certain committees has been recommended in the past when bylaw changes have been made. A senator has raised the issue of the Information Technology (IT) Committee expertise and shared the resolution to be considered by the Steering committee and Senate to change the IT Committee's membership. The goal would be to change the existing operational committee membership (i.e. one faculty from each academic unit minimum) to a more expertise-based membership. The resolution is self-explanatory with this guidance.
- d) Resolution 2020-2021-10 Centralizing the Budget for Staff and Faculty Accessibility Services – *Steven Collins*
 - i) Senator Collins deferred any questions on this resolution to his colleague Pamela Baker, who did extensive research and helped draft the document. He briefly summarized the committee's rationale for the resolution: If a student requires accommodations, he or she contacts Student Accessibility Services. SAS determines what accommodations are appropriate, and if there is a cost associated with providing those accommodations, it has a budget to cover those. In other words, the university has centralized the process when it comes to providing and paying for reasonable accommodations for students. By contrast, if a faculty member or staff member requires accommodations, he or she works with the Office of Inclusion and Equity to determine what accommodations are appropriate. Once that decision has been made, OIE contacts the department chair and it is the department's responsibility to pay for the cost of any accommodation. The problems were raised: 1. UCF has a moral and legal obligation to provide reasonable accommodations for faculty and staff. When spread out over the university, the financial cost is a relative drop in the bucket, but when already cash-strapped departments are required to cover those costs, it places a burden on those departments. 2. Asking departments to absorb this cost might unintentionally discourage departments from doing everything they can to recruit and retain faculty and staff with disabilities. 3. This is something that has been centralized at several other universities and which has been centralized for students at UCF. The committee believes it's time to centralize this function for UCF faculty and staff. Vote taken electronically via Zoom, 52 yes/0 no, motion carries. Resolution approved.
- e) Resolution 2020-2021-12 Faculty Salary Analyses Using Consistent Datasets – *Stephen King*
 - i) Faculty salary studies were performed and were very helpful. This resolution requests the datasets be consistent when used for faculty salary studies. Vote taken electronically via Zoom, 52 yes/0 no, motion passes. Resolution approved.



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- f) Resolution 2020-2021-13 Support of the Free Exchange of Ideas on Campus – *William Self*
 - i) The Advisory Council of Faculty Senates (ACFS) met on March 8 to discuss pending legislation that would entitle students to record video of lectures in all classrooms in the State University System (SUS) and State College system. The group was unanimous in voting for a resolution to ask for this portion of the pending legislation be removed. Some amendments have resulted from feedback from the ACFS and other constituent groups to legislators. However, it is important for the Senate to consider this resolution in support of the statewide ACFS group as they have in the past on faculty related issues. For information only. Vote taken electronically via Zoom, 52 yes/0 no. Resolution approved.
- g) Motion to limit TIP eligibility discussion to 15 minutes with a 2-minute limit for each speaker, second, vote taken electronically via Zoom, 50 yes/0 no, motion passes.
- h) Discussion of TIP Eligibility Criteria – *Stephen King*
 - i) A senator noted that 35 percent of UCF faculty are not eligible to apply for the Teaching Incentive Program (TIP). He feels that opening the eligibility requirements would be fair to all faculty. Another senator said that the United Faculty of Florida (UFF) voted to increase the number of TIP awards. A senator mentioned that he led an ad hoc committee several years ago and they recommended that the TIP award be expanded to include all faculty. He felt that this would be appropriate to mature as an institution. Another senator said that the Personnel Committee did not believe that the previous resolution violated the CBA. A senator said that there is a system for excellence awards at the university and the current unique TIP productivity criteria helped reduce the DFW rates overall. It also helped our minority student population better than universities without TIP productivity criteria and noted that the TIP opportunities have gone down while RIA opportunities have gone up. He noted that the current TIP policies also help UCF fulfill key performance metrics. The student success rates are continuing to improve, and TIP also helps mitigate wage gaps between full professors and everyone else. TIP also helps associate and assistant professors and instructors more than full professors. Another senator asked whether the structure could be changed to include student credit hours (SCH) beyond three years or for smaller courses. A senator said that until student ratios are right across the university, he is against changing the TIP criteria. Another senator noted that some faculty have no control over how large or small their classes are. He also noted that the excellence awards give a one-time cash prize. The TIP awards are a raise that pays each year from then on. A senator said he feels it is strange to have such a valuable award be so restrictive. Chair Harrington said that much of the argument is related to compression. There has not been a reliable raise system for more than a decade. Time expired. Motion for a senator to speak for one minute, second, vote taken electronically, approved 43 yes/0 no. He said that this award encourages faculty to be more productive.

11. Committee Reports, continued

- a) Budget and Administrative Committee – *Steven Collins*



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- ii) The committee has had two meetings since the last Faculty Senate meeting. They had only planned to have one meeting a month this semester, but after the Senate voted to send the Libraries resolution back, they scheduled another meeting to see if a revised resolution could be crafted in time for this meeting. They ultimately chose to table the resolution. Although they continue to believe the Libraries needs to be better funded -- particularly in regard to the collections budget -- they also recognize this is a complex issue and even people who support the spirit of the resolution might take exception to particular wording. The committee didn't have confidence that in the limited time they had that they could craft new language that would enjoy the support Faculty Senate and the provost. In the most recent meeting, Assistant Vice President for Academic Budget Planning and Administration Rebeca Richards gave an overview of the new budget model. A summary of the information presented follows: UCF has been using historically based incremental budgeting, which rolls forward academic and administrative budgets each year. This means a unit's budget might be built on a base that has not been revisited in many years. What the administration is moving toward is an incentive-based model. Tuition dollars will now go to the colleges based on the share of student credit hours. If a student from a college is in a college's class, 100 percent of that tuition goes to the college. If a student from another college is in a college's class, 80 percent of that tuition goes to the college and 20 percent goes to the student's home college. A college's share of state appropriations will be based in varying degrees on three things: total student credit hours (SCHs), student completion rates and a three-year average of total grants and contract revenue. This model goes "live" in the coming fiscal year in what's being called the "hold harmless" year. This means a college will receive whatever amount it would have received under the old incremental model but will also know what the college would have received under the incentive-based model. In fiscal year 2023 the incentive-based model will be fully implemented. as it relates to how much money the university distributes to colleges. What it doesn't do is shed any light on how colleges determine how much money schools or departments will receive. That is by design because it is assumed that colleges should have the autonomy to make those decisions; therefore, it means that it will be up to faculty to insist that colleges be equitable and transparent when distributing funds.
 - b) Information Technology Committee – *James Gallo*
 - iii) The committee received an update on the ERP, which will go live on April 5. On April 12 the first groups will roll out; HR, Finance, etc. There is not a date for the student roll-out yet. They also received an update on digitizing the university. An email subscription dashboard is still being worked on. The committee continues to have extensive discussions about email access. They are also looking at the turnitin.com contract for next year.
12. Time expired. Motion to extend time to hear the rest of reports, second, vote taken electronically via Zoom, 34 yes/8 no, motion passes
- a) Parking, Transportation and Safety Committee – *Adam Wells*
 - i) The committee has not met since the last Senate meeting.
 - b) Personnel Committee – *Stephen King*



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- iv) 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 institutions, 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 data sets. The equity set used 2020 data and the CUPA comparison data used 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 percent pay increase, which distorts data. A wage gap was evident among associate professors. To set a proper precedent for the future, they are asking the 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 into the College of Community Innovation and Education and the College of Health Professions and Sciences. It was noted the report looks at individuals, not colleges, so the realignment would not have affected the study.
- c) Research Council – *Victoria Loerzel*
 - v) **Compliance Committee** – There is ongoing discussion about ownership of items such as Environmental Health and Safety, foreign influence, Conflict of Interest (COI), and research non-compliance under the Office of Research or Office of Compliance, Ethics, and Risk. There is need for a research misconduct policy on unethical behavior. The current research misconduct policy only covers issues such as plagiarism, fabrication, or falsification, but no other unethical behaviors in research. There is also no policy for academic misconduct. This discussion is ongoing. **Facilities and Labs Committee** - Ongoing discussion regards the lack of communication between PIs and Facilities, which have resulted in loss of research productivity and have had financial implications at the university. The committee is obtaining information and feedback from the Associate Deans for Research and there is no consistent manner of communication. Principal Investigators also have no idea whom to contact in case of problems or needs in their labs/studios. There are no university-wide systems and it is unclear if there should be due to the uniqueness of each college. Regardless, normal communication and emergency communication need improving. Normal communication: UCF Facilities personnel need to ensure that the proper channels are notified and a potential date and time of work to be done is approved before arriving



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unexpectedly. An annual or fall/spring meeting with PIs, Chairs/Directors, and/or ADRs with appropriate UCF Facilities representatives would strengthen communication by allowing discussion about specific topics. These meetings would also likely prevent problems by giving PIs a forum to discuss concerns or issues that UCF Facilities may not be aware of. A variety of approaches for managing communication may be effective, but it is important that everyone knows the proper communication channels, should minor problems arise. Emergencies— In the event of a non-medical emergency in a UCF lab or studio, there is no universal communication system in place to allow for a rapid response. As such, the committee suggests that a “UCF Research Amber Alert”-type of communication system be implemented to allow immediate contact between all of those who need to be notified, should an emergency arise in a specific lab or studio (UCF Facilities, the PI, Chairs/Director, and/or ADR). This discussion is ongoing.

Internal Research Support Committee - The committee reached out to the faculty union to discuss its suggestion to allow UCF to offer multiple Excellence in Research awards to enable people other than multimillion-dollar grant-generating scientists ever to get one. **Policy Committee** - Processes for reviewing policies are being developed. Currently faculty must subscribe to a listserv to provide comment on policies that are being developed, which is also used to inform faculty and staff about policies that have been approved. The committee is also investigating who comprises the UCF Policy committee. Additional topics for near future: Supporting big initiatives with respect to policy, etc., developing procedures for and evaluating research investment initiatives, indirect cost redistribution (some money to PI for full-indirect projects), and fixed-price contract policy. They are working on follow-up questions on COI. Question 10 may be problematic. Feedback on questions and their clarity is important. There is no formal feedback process in place. They will review the PI handbook that Associate Vice President for Research Debra Reinhart created and examine what additional policies are needed to support the PI handbook. Generally, they will examine what policies are needed, look at what the Office of Research can do without policies, vet policies, determine what can be passed through this committee versus requiring higher review, take action to ensure faculty input, etc. They will clarify what needs to be clarified as standard operating procedure versus requiring policy. They will look at effort reporting. For limited submissions, there are procedures in place, but no policy. Debra Reinhart has information from other institutions. They will look at seed funding (internal review, decision process). A senator said that the UFF will be including the excellence awards in research in Article 23, being considered.

d) Graduate Council – *Jim Moharam*

- vi) The Appeals Committee met on March 4 and 18 and their next meeting will be on April 1; the Curriculum Committee met on March 3 and 17 and there is no upcoming meeting scheduled; the Policy Committee met on March 17 and their next meeting will be on April 12. They approved a revised policy for students on academic probation; the Program Review and Award Committee met on February 26 and there is no upcoming meeting scheduled. There is nothing specific to report.



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- i)
- e) 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 chair of the UPCC committee, Kelly Allred, is working with the Student Government Association (SGA) on the issue of a syllabus database. The SGA has representatives at the UPCC that began a brief conversation on a syllabus database, and this will be continued at the April UPCC meeting. The issue known as ‘Ban the Box’ was discussed at the March 16 UPCC meeting. Materials were shared that details the proposal and a motion was made "to remove the criminal background question from applications for admission." This affirmative vote was then discussed with Timothy Letzring, Senior Associate Provost for Academic Affairs, to seek out how this might be accomplished and if it would be feasible at UCF. Similar measures are taking place on other SUS campuses as well. A senator asked for clarification about the removal of the background check. Senator Self explained in further detail.
 - f) Ad Hoc Bylaws Committee – *William Self*
 - i) The Bylaws Committee has not met since the last Senate meeting.
 - g) Ad Hoc Campus Equity, Inclusion and Diversity – *Kristine Shrauger*
 - i) The Ad Hoc Equity, Inclusion and Diversity committee meet last week. The committee will review the mission of the committee at their next meeting.

13. Campus Climate Report - None

14. Other Business

15. Adjourned at 6:10 pm

Faculty Senate Attendance

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First Name:	Last Name:	College/Unit:	Meeting Role: - Guest (provide title below): - Text
Pamela	Baker	CAH	Senator
Mason	Cash	CAH	Senator
Lynn	Casmier-Paz	CAH	Senator
Patricia	Farless	CAH	Senator
Elizabeth	Horn	CAH	Senator
Mary Darlin	Neal	CAH	Senator
Jane	Vaughan	CAH	Senator
Gergana	Vitanova	CAH	Senator
Keri	Watson	CAH	Senator
Margaret	Zaho	CAH	Senator
Sami	Alpanda	CBA	Senator
Yoon	Choi	CBA	Senator
Axel	Stock	CBA	Senator
Karen (Kara)	Consalo	CCIE	Senator
Andrea	Gelfuso	CCIE	Senator
Bobby	Hoffman	CCIE	Senator
Karo	Lucken	CCIE	Senator
Nancy	Marshall	CCIE	Senator
Brett	Meltzer	CCIE	Senator
David	Mitchell	CCIE	Senator
Ann	Shillingford	CCIE	Senator
Jeff	Kauffman	CECS	Senator
Kausik	Mukhopadhyay	CECS	Senator
Sumanta	Pattanaik	CECS	Senator
Shawn	Burke	CGS	Senator
Lori	Walters	CGS	Senator
Susanny	Beltran	CHPS	Senator
Martine	Vanryckeghem	CHPS	Senator
Nyla	Dil	COM	Senator
stephen	king	COM	Senator
Stephen	Lambert	COM	Senator
Daniel	Topping	COM	Senator
Dawn	Eckhoff	CON	Senator

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Frank	Guido Sanz	CON	Senator
Sarah	Barber	COS	Senator
Andres	Campiglia	COS	Senator
Steven	Collins	COS	Senator
CHRISTA	DIERCKSEN	COS	Senator
Mark	Ehrhart	COS	Senator
Andrew	Frazer	COS	Senator
Timothy	Hawthorne	COS	Senator
Daniel	Inghram	COS	Senator
Gary	LaPage	COS	Senator
Daniel	Marien	COS	Senator
Heath	Martin	COS	Senator
John	Murray	COS	Senator
Adam	Parrish	COS	Senator
Pamela	Thomas	COS	Senator
J. Marla	Toyne	COS	Senator
Shengli	Zou	COS	Senator
Patrick	LiKamWa	CREOL	Senator
Robin	Back	RCHM	Senator
			Steering Committee Member
Keith	Koons	CAH	
			Steering Committee Member
Blake	Scott	CAH	
			Steering Committee Member
Reid	Oetjen	CCIE	

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Nina	Orlovskaya	CECS	Steering Committee Member
Michael	Proctor	CECS	Steering Committee Member
Adam	Wells	CHPS	Steering Committee Member
Bill	Self	COM	Steering Committee Member
Vicki	Loerzel	CON	Steering Committee Member
Luca	Argenti	COS	Steering Committee Member
Joseph	Harrington	COS	Steering Committee Member
Jim	Moharam	CREOL	Steering Committee Member

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March 25, 2021

Kelly	Semrad	RCHM	Steering Committee Member	
Rebecca	Murphey	UL	Steering Committee Member	
Kristine	Shrauger	UL	Steering Committee Member	
Michael	Johnson	Academic Affairs	Guest (provide title below):	Interim Provost
Elizabeth	Hamilton	Administration and Finance	Guest (provide title below):	Assistant Vice President, Strategic Initiatives
Sheila	Amin Gutierrez de Pineres	Burnett Honors College	Guest (provide title below):	Dean
Sara	Michael Luna	CCIE	Guest (provide title below):	
Martha	Hubertz	COS	Guest (provide title below):	Future Senator

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Marino	Nader	COS	Guest (provide title below):	Associate Lecturer
Lucretia	Cooney	Faculty Excellence	Guest (provide title below):	
Jana	Jasinski	Faculty Excellence	Guest (provide title below):	Vice Provost
Allison	Hurtado	Faculty Excellence	Guest (provide title below):	Director of Communications
Sherry	Andrews	General counsel	Guest (provide title below):	Associate General Counsel
Janet	Owen	Government Relations	Guest (provide title below):	VP, Government Relations
S. Kent	Butler	ODI	Guest (provide title below):	Interim Chief Equity, Inclusion and Diversity Officer
Joe	Adams	Office of the Provost and Academic Affairs	Guest (provide title below):	Senior Communications Director

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Alexander	Cartwright	President's Office	Guest (provide title below):	President
Elizabeth	Klonoff	Research	Guest (provide title below):	VPR and Dean, Graduate Studies
rodney	Graham	SGA	Guest (provide title below):	
Theodorea Regina	Berry	SLAS/CUGS	Guest (provide title below):	Vice Provost and Dean
Gerald	Hector	SVP	Guest (provide title below):	SVP Administration and Finance

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

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 units can draw from to pay for staff and faculty
33 accommodations; and
34

35 **Whereas**, establishing a centralized budget from which all units can draw from the
36 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 unit 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 units can use
47 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

