



# Faculty Senate

## Steering Committee

Agenda for meeting of Thursday, March 27, 2025, 3:00 pm

Location: In person in the Rosen College Campus, Room 221

9907 Universal Blvd. Orlando, FL 32819

*For those unable to make the in person meeting due to travel, distant locations, or health issues, there is a Zoom option:*

<https://ucf.zoom.us/j/93129204622?pwd=dXdIb3lmRVk5WlRkbnJ0SEdUenR0QT09>

Passcode: 088023

1. Call to Order
2. Roll Call via Qualtrics
3. Approval of Minutes of February 27, 2025
4. Recognition of Guests
5. Announcements
6. Report of the Senate Chair
7. Report of the Provost
8. Unfinished Business
9. New Business
  - a) Nominating Committee Update: Bill Self, Chair of Nominating committee
  - b) Faculty Retention: Mike Proctor
  - c) Senate and Steering Membership: Mike Proctor
10. Committee Reports
  - a) B&A Committee: Aimee DeNeyolles, Steering Liaison for B&A Committee
  - b) IT Committee: Jim Gallo, Steering Liaison for IT Committee
  - c) Personnel Committee: Michael Proctor, Steering Liaison for Personnel Committee
  - d) Research Council: Linda Walters, Chair of Research Council
  - e) Graduate Council: Reid Oetjen, Chair of Graduate Program Review and Awards Committee, Steering Liaison for Graduate Council
  - f) Undergraduate Council: Tina Chiarelli, Chair of UCRC, Steering Liaison for Undergraduate Council
11. Other Business
12. Adjournment



Table 1. Faculty Retention Overview by College.

Not retained includes faculty who were on visiting appointments that ended, faculty who were non-reappointed, and faculty who resigned.

College		2019-20		2020-21		2021-22		2022-23		2023-24	
		N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Burnett Honors College	Deceased	0	0%	0	0%	0	0%	0	0.0%	0	0%
	Not Retained	0	0%	0	0%	0	0%	0	0.0%	0	0%
	Retained	3	100%	3	100%	2	100%	2	100.0%	2	100%
	Retired	0	0%	0	0%	0	0%	0	0.0%	0	0%
	<b>Total</b>	<b>3</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>2</b>	<b>100%</b>	<b>2</b>	<b>100%</b>	<b>2</b>	<b>100%</b>
College of Arts and Humanities	Deceased	1	0.3%	1	0%	0	0%	0	0.0%	0	0.0%
	Not Retained	6	2.0%	11	4%	20	7%	21	7.0%	25	8.3%
	Retained	291	96.4%	280	95%	271	91%	276	92.0%	272	89.8%
	Retired	4	1.3%	4	1%	8	3%	3	1.0%	6	2.0%
	<b>Total</b>	<b>302</b>	<b>100%</b>	<b>296</b>	<b>100%</b>	<b>299</b>	<b>100%</b>	<b>300</b>	<b>100%</b>	<b>303</b>	<b>100%</b>
College of Business Administration	Deceased	0	0.0%	1	1%	1	1%	0	0.0%	1	0.8%
	Not Retained	6	4.4%	6	5%	3	2%	5	4.0%	4	3.2%
	Retained	127	93.4%	121	93%	116	94%	115	92.0%	115	92.0%
	Retired	3	2.2%	2	2%	4	3%	5	4.0%	5	4.0%
	<b>Total</b>	<b>136</b>	<b>100%</b>	<b>130</b>	<b>100%</b>	<b>124</b>	<b>100%</b>	<b>125</b>	<b>100%</b>	<b>125</b>	<b>100%</b>
College of Community Innovation and Education	Deceased	0	0.0%	0	0%	0	0%	0	0.0%	0	0.0%
	Not Retained	3	1.3%	9	4%	13	6%	15	7.0%	17	7.8%
	Retained	219	94.4%	207	93%	196	91%	197	92.1%	196	89.5%
	Retired	10	4.3%	6	3%	7	3%	2	0.9%	6	2.7%
	<b>Total</b>	<b>232</b>	<b>100%</b>	<b>222</b>	<b>100%</b>	<b>216</b>	<b>100%</b>	<b>214</b>	<b>100%</b>	<b>219</b>	<b>100%</b>
College of Engineering & Computer Science	Deceased	0	0.0%	0	0%	0	0%	0	0.0%	0	0.0%
	Not Retained	10	4.6%	8	4%	12	6%	12	5.8%	13	5.9%
	Retained	205	94.9%	202	94%	193	92%	193	93.7%	207	93.2%
	Retired	1	0.5%	4	2%	4	2%	1	0.5%	2	0.9%
	<b>Total</b>	<b>216</b>	<b>100%</b>	<b>214</b>	<b>100%</b>	<b>209</b>	<b>100%</b>	<b>206</b>	<b>100%</b>	<b>222</b>	<b>100%</b>
College of Graduate Studies	Deceased	0	0.0%	1	2%	0	0%	0	0.0%	0	0.0%
	Not Retained	11	19.0%	12	23%	3	7%	6	15.0%	5	13.9%
	Retained	47	81.0%	39	75%	40	93%	34	85.0%	29	80.6%
	Retired	0	0.0%	0	0%	0	0%	0	0.0%	2	5.6%
	<b>Total</b>	<b>58</b>	<b>100%</b>	<b>52</b>	<b>100%</b>	<b>43</b>	<b>100%</b>	<b>40</b>	<b>100%</b>	<b>36</b>	<b>100%</b>
College of Health Professions and Sciences	Deceased	0	0.0%	0	0%	0	0%	0	0.0%	0	0.0%
	Not Retained	7	6.6%	8	8%	2	2%	8	7.8%	4	3.7%
	Retained	92	86.8%	90	90%	90	94%	92	89.3%	101	94.4%
	Retired	7	6.6%	2	2%	4	4%	3	2.9%	2	1.9%
	<b>Total</b>	<b>106</b>	<b>100%</b>	<b>100</b>	<b>100%</b>	<b>96</b>	<b>100%</b>	<b>103</b>	<b>100%</b>	<b>107</b>	<b>100%</b>
College of Medicine	Deceased	0	0.0%	0	0%	0	0%	0	0.0%	0	0.0%
	Not Retained	14	9.3%	10	7%	4	3%	7	5.0%	6	4.1%
	Retained	134	89.3%	127	91%	128	95%	131	93.6%	140	94.6%
	Retired	2	1.3%	2	1%	3	2%	2	1.4%	2	1.4%
	<b>Total</b>	<b>150</b>	<b>100%</b>	<b>139</b>	<b>100%</b>	<b>135</b>	<b>100%</b>	<b>140</b>	<b>100%</b>	<b>148</b>	<b>100%</b>
College of Nursing	Deceased	0	0.0%	1	2%	0	0%	0	0.0%	0	0.0%
	Not Retained	2	3.3%	1	2%	3	5%	3	4.8%	5	6.8%
	Retained	56	93.3%	52	93%	53	93%	58	93.5%	63	86.3%
	Retired	2	3.3%	2	4%	1	2%	1	1.6%	5	6.8%
	<b>Total</b>	<b>60</b>	<b>100%</b>	<b>56</b>	<b>100%</b>	<b>57</b>	<b>100%</b>	<b>62</b>	<b>100%</b>	<b>73</b>	<b>100%</b>
College of Optics and Photonics	Deceased	1	3.0%	0	0%	0	0%	0	0.0%	0	0.0%
	Not Retained	3	9.1%	0	0%	1	3%	4	11.8%	1	3.0%
	Retained	29	87.9%	32	100%	33	94%	29	85.3%	30	90.9%
	Retired	0	0.0%	0	0%	1	3%	1	2.9%	2	6.1%
	<b>Total</b>	<b>33</b>	<b>100%</b>	<b>32</b>	<b>100%</b>	<b>35</b>	<b>100%</b>	<b>34</b>	<b>100%</b>	<b>33</b>	<b>100%</b>
College of Sciences	Deceased	1	0.2%	0	0%	1	0%	0	0.0%	0	0.0%
	Not Retained	10	2.3%	22	5%	24	6%	32	7.8%	25	6.3%
	Retained	410	96.0%	394	94%	382	92%	373	90.5%	359	90.9%
	Retired	6	1.4%	4	1%	8	2%	7	1.7%	11	2.8%
	<b>Total</b>	<b>427</b>	<b>100%</b>	<b>420</b>	<b>100%</b>	<b>415</b>	<b>100%</b>	<b>412</b>	<b>100%</b>	<b>395</b>	<b>100%</b>
College of Undergraduate Studies	Deceased	0	0.0%	0	0%	0	0%	0	0.0%	0	0.0%
	Not Retained	1	5.9%	0	0%	2	9%	0	0.0%	1	10.0%
	Retained	16	94.1%	19	100%	20	91%	8	100.0%	9	90.0%
	Retired	0	0.0%	0	0%	0	0%	0	0.0%	0	0.0%
	<b>Total</b>	<b>17</b>	<b>100%</b>	<b>19</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>10</b>	<b>100%</b>
Institutes and Centers	Deceased	0	0.0%	0	0%	0	0%	0	0.0%	0	0.0%
	Not Retained	3	5.1%	2	3%	2	3%	3	5.1%	3	4.3%
	Retained	55	93.2%	56	95%	56	97%	56	94.9%	65	94.2%
	Retired	1	1.7%	1	2%	0	0%	0	0.0%	1	1.4%
	<b>Total</b>	<b>59</b>	<b>100%</b>	<b>59</b>	<b>100%</b>	<b>58</b>	<b>100%</b>	<b>59</b>	<b>100%</b>	<b>69</b>	<b>100%</b>
Other UCF	Deceased	1	1.0%	0	0%	0	0%	0	0.0%	0	0.0%
	Not Retained	2	2.0%	5	5%	11	12%	9	8.3%	12	10.7%
	Retained	93	91.2%	87	90%	79	84%	97	89.8%	98	87.5%
	Retired	6	5.9%	5	5%	4	4%	2	1.9%	2	1.8%
	<b>Total</b>	<b>102</b>	<b>100%</b>	<b>97</b>	<b>100%</b>	<b>94</b>	<b>100%</b>	<b>108</b>	<b>100%</b>	<b>112</b>	<b>100%</b>
Rosen College of Hospitality Management	Deceased	0	0.0%	0	0%	2	3%	0	0%	0	0.0%
	Not Retained	1	1.4%	2	3%	2	3%	1	2%	3	4.3%
	Retained	67	97.1%	65	97%	59	91%	61	98%	64	92.8%
	Retired	1	1.4%	0	0%	2	3%	0	0%	2	2.9%
	<b>Total</b>	<b>69</b>	<b>100%</b>	<b>67</b>	<b>100%</b>	<b>65</b>	<b>100%</b>	<b>62</b>	<b>100%</b>	<b>69</b>	<b>100%</b>
UCF (all)	Deceased	4	0.2%	4	0.2%	4	0.2%	0	0.0%	1	0.1%
	Not Retained	79	4.0%	96	5.0%	102	5.5%	126	6.7%	124	6.4%
	Retained	1844	93.6%	1774	93.1%	1718	91.9%	1722	91.8%	1750	91.0%
	Retired	43	2.2%	32	1.7%	46	2.5%	27	1.4%	48	2.5%
	<b>Total</b>	<b>1970</b>	<b>100%</b>	<b>1906</b>	<b>100%</b>	<b>1870</b>	<b>100%</b>	<b>1875</b>	<b>100%</b>	<b>1923</b>	<b>100%</b>
		2019-20	2020-21	2021-22	2022-23	2023-24					
	<b>Total Departures</b>	126	132	152	153	173					
	<b>Total # Faculty</b>	1970	1906	1870	1875	1923					
	<b>Total % Departures</b>	6.40	6.93	8.13	8.16	9.00					

**5 yr Trend: Overall UCF faculty turbulence has increased since pre-pandemic with departures increasing over 37%, from 126 to 173, with "not retained" contributing to most of the increase, not retirements. Retention rates dropped consistently downward from 93.6% to 91%.**

**CGS remains the most turbulent with CAH recording the biggest five year increase in departures, followed closely by CCIE.**

**This year CAH, CCIE, CGS, and other UCF contributed to nearly 50% of the departures while making up about 38% of the faculty.**

**If retention indicates contentment, then COM, CHPS, and Institutions have the best retention this year, with institutions maintaining the most consistently high retention rates for four years**

**Table 2. Faculty *Not Retained* by College. *Not retained* includes faculty who were on visiting appointments that ended, faculty who were non-reappointed, and faculty who resigned.**

<b>College</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>Total</b>
Burnett Honors College	0	0	0	0	0	<b>0</b>
College of Arts and Humanities	6	11	20	21	25	<b>83</b>
College of Business Administration	6	6	3	5	4	<b>24</b>
College of Community Innovation and Education	3	9	13	15	17	<b>57</b>
College of Engineering & Computer Science	10	8	12	12	13	<b>55</b>
College of Graduate Studies	11	12	3	6	5	<b>37</b>
College of Health Professions and Sciences	7	8	2	8	4	<b>29</b>
College of Medicine	14	10	4	7	6	<b>41</b>
College of Nursing	2	1	3	3	5	<b>14</b>
College of Optics and Photonics	3	0	1	4	1	<b>9</b>
College of Sciences	10	22	24	32	25	<b>113</b>
College of Undergraduate Studies	1	0	2	0	1	<b>4</b>
Institutes and Centers	3	2	2	3	3	<b>13</b>
Other UCF	2	5	11	9	12	<b>39</b>
Rosen College of Hospitality Management	1	2	2	1	3	<b>9</b>
<b>Total</b>	<b>79</b>	<b>96</b>	<b>102</b>	<b>126</b>	<b>124</b>	<b>527</b>

**Table 3. Faculty *Not Retained* by College, Tenure Status, and Rank. *Not retained* includes faculty who were on visiting appointments that ended, faculty who were non-reappointed, and faculty who resigned.**

	2019-20	2020-21	2021-22	2022-23	2023-24	Total
<b>College of Arts and Humanities</b>	<b>11</b>	<b>16</b>	<b>28</b>	<b>24</b>	<b>31</b>	<b>110</b>
Non Tenure Earning	3	9	19	14	18	63
003 - Assistant Professor		1	2		1	4
004 - Instructor		4	8	8	8	28
005 - Lecturer	3	3	7	6	9	28
099 - No Rank Assigned		1	2			3
Tenure/Tenure Earning	8	7	9	10	13	47
001 - Professor	6	1	3		2	12
002 - Associate Professor	1	1	4	4	9	19
003 - Assistant Professor	1	5	2	6	2	16
<b>College of Business Administration</b>	<b>9</b>	<b>9</b>	<b>8</b>	<b>10</b>	<b>10</b>	<b>46</b>
Non Tenure Earning	7	6	3	4	5	25
002 - Associate Professor					1	1
003 - Assistant Professor				2		2
004 - Instructor	4	2		1	3	10
005 - Lecturer	3	2	3	1	1	10
099 - No Rank Assigned		2				2
Tenure/Tenure Earning	2	3	5	6	5	21
001 - Professor	1		1	2	3	7
002 - Associate Professor	1	2	2	4	1	10
003 - Assistant Professor		1	2		1	4
<b>College of Community Innovation and Education</b>	<b>13</b>	<b>15</b>	<b>20</b>	<b>17</b>	<b>23</b>	<b>88</b>
Non Tenure Earning	8	7	9	7	15	46
002 - Associate Professor	2					2
003 - Assistant Professor				1		1
004 - Instructor	3	2	1	3	2	11
005 - Lecturer	2	4	7	2	9	24
099 - No Rank Assigned	1	1	1	1	4	8
Tenure/Tenure Earning	5	8	11	10	8	42
001 - Professor	3	3	5	3	3	17
002 - Associate Professor	1	2	4	5	4	16
003 - Assistant Professor	1	3	2	2	1	9
<b>College of Engineering &amp; Computer Science</b>	<b>11</b>	<b>12</b>	<b>16</b>	<b>13</b>	<b>15</b>	<b>67</b>
Non Tenure Earning	3	3	5	6	7	24
002 - Associate Professor			1	1		2
003 - Assistant Professor	1	1	1	1	2	6
004 - Instructor				1	1	2
005 - Lecturer			1	3	4	8
099 - No Rank Assigned	2	2	2			6
Tenure/Tenure Earning	8	9	11	7	8	43
001 - Professor	2	3	3	2	1	11
002 - Associate Professor	2	3	4	2	4	15
003 - Assistant Professor	4	3	4	3	3	17
<b>College of Graduate Studies</b>	<b>11</b>	<b>13</b>	<b>3</b>	<b>6</b>	<b>7</b>	<b>40</b>
Non Tenure Earning	10	13	3	5	4	35
001 - Professor	1	1				2
002 - Associate Professor	2			1		4
003 - Assistant Professor	4		1			5
099 - No Rank Assigned	3	12	1	4	4	24
Tenure/Tenure Earning	1			1	3	5
001 - Professor	1				1	2
002 - Associate Professor					1	1
003 - Assistant Professor				1	1	2
<b>College of Health Professions and Sciences</b>	<b>14</b>	<b>10</b>	<b>6</b>	<b>11</b>	<b>6</b>	<b>47</b>
Non Tenure Earning	7	5	3	8	3	26
001 - Professor			2			2
002 - Associate Professor	1					1
003 - Assistant Professor	1	1				2
004 - Instructor	4	3		5	1	13
005 - Lecturer	1	1	1	3	2	8
Tenure/Tenure Earning	7	5	3	3	3	21
001 - Professor	3	2	2		2	9
002 - Associate Professor	2	2	1	1		6
003 - Assistant Professor	2	1		2	1	6
<b>College of Medicine</b>	<b>16</b>	<b>12</b>	<b>7</b>	<b>9</b>	<b>8</b>	<b>52</b>
Non Tenure Earning	12	10	6	7	6	41
001 - Professor	4	3	2	1	1	11
002 - Associate Professor	2	1	2	2	3	10

003 - Assistant Professor	4	4	2	3		13
004 - Instructor		1				1
008 - Assistant Professor Equivalent	2	1			1	4
015 - Associate University Librarian					1	1
099 - No Rank Assigned				1		1
Tenure/Tenure Earning	4	2	1	2	2	11
001 - Professor	2	2	1	2	1	8
002 - Associate Professor	2				1	3
<b>College of Nursing</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>10</b>	<b>26</b>
Non Tenure Earning		3	1	3	7	14
002 - Associate Professor		1			1	2
003 - Assistant Professor					1	1
004 - Instructor		1		2	3	6
005 - Lecturer		1	1	1	2	5
Tenure/Tenure Earning	4	1	3	1	3	12
001 - Professor	2	1	1	1	1	6
002 - Associate Professor	1				2	3
003 - Assistant Professor	1		2			3
<b>College of Optics and Photonics</b>	<b>4</b>		<b>2</b>	<b>5</b>	<b>3</b>	<b>14</b>
Non Tenure Earning	3		1	3	2	9
001 - Professor	1			1	1	3
008 - Assistant Professor Equivalent	1		1	2	1	5
099 - No Rank Assigned	1					1
Tenure/Tenure Earning	1		1	2	1	5
001 - Professor			1	2	1	4
003 - Assistant Professor	1					1
<b>College of Sciences</b>	<b>17</b>	<b>26</b>	<b>33</b>	<b>39</b>	<b>36</b>	<b>151</b>
Non Tenure Earning	7	19	17	24	17	84
001 - Professor		1				1
002 - Associate Professor		1	1			2
003 - Assistant Professor	1		1	2	1	5
004 - Instructor	1	6	4	7	4	22
005 - Lecturer	3	8	10	13	12	46
008 - Assistant Professor Equivalent				1		1
099 - No Rank Assigned	2	3	1	1		7
Tenure/Tenure Earning	10	7	16	15	19	67
001 - Professor	2		5	6	10	23
002 - Associate Professor	2	5	4	4	7	22
003 - Assistant Professor	6	2	7	5	2	22
<b>College of Undergraduate Studies</b>	<b>1</b>		<b>2</b>		<b>1</b>	<b>4</b>
Non Tenure Earning	1		2		1	4
004 - Instructor					1	1
099 - No Rank Assigned	1		2			3
<b>Institutes and Centers</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>16</b>
Non Tenure Earning	4	2	2	2	3	13
003 - Assistant Professor	2					2
008 - Assistant Professor Equivalent				1	1	2
099 - No Rank Assigned	2	2	2	1	2	9
Tenure/Tenure Earning		1		1	1	3
001 - Professor		1				1
002 - Associate Professor				1	1	2
<b>Other UCF</b>	<b>9</b>	<b>10</b>	<b>15</b>	<b>11</b>	<b>14</b>	<b>59</b>
Non Tenure Earning	9	10	15	11	12	57
004 - Instructor	1		1	1	1	4
005 - Lecturer		1				1
014 - University Librarian	1	1	1			3
015 - Associate University Librarian		1	3	1	2	7
016 - Assistant University Librarian	2		1	1	2	6
099 - No Rank Assigned	5	7	9	8	7	36
Tenure/Tenure Earning					2	2
001 - Professor					2	2
<b>Rosen College of Hospitality Management</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>16</b>
Non Tenure Earning			4			4
002 - Associate Professor			1			1
004 - Instructor			3			3
Tenure/Tenure Earning	2	2	2	1	5	12
001 - Professor	1				1	2
002 - Associate Professor		1	1		4	6
003 - Assistant Professor	1	1	1	1		4
<b>Total</b>	<b>126</b>	<b>132</b>	<b>152</b>	<b>153</b>	<b>173</b>	<b>736</b>

		Current Senator and Steering Allocation with Equity and Opportunity Impacts 2024-2025					Option Zero: Do nothing. Assuming CUGS goes away and faculty count stable: Senator and Steering Allocation. Representational and Opportunity Impacts 2026-2027.					Option 10/2: Traditional Restorative Senate Expansion using 1 to 5 rule. Adds 10 Senators and 2 Steering. Senator and Steering Allocation. Representational and Opportunity Impacts: 2026-2027					Option "Go Big 15/3" due to Instructor & lecturer growth, DDL and OR additions. Expand 15 Senators and 3 Steering to reflect the growth. Representational and opportunity impacts: 2026-2027					Bylaws Jumbo 25/5 Steering ByLaw Change. Assuming CUGS goes away and faculty count stable: Senator and Steering Allocation. Representational and Opportunity Impacts 2026-2027.				
UNIT	# Faculty	# Senators	# Steering	2025-26 Senator to faculty Ratio (75)	2025-26 Steering to faculty ratio (15)	# Senators	# Steering members	2026-27 Senator to faculty Ratio without CUGS	2026-27 Steering to faculty ratio without CUGS	# Senators	# Steering members	2026-27 Senator to faculty Ratio without CUGS	2026-27 Steering to faculty ratio without CUGS	# Senators	# Steering members	2026-27 Senator to faculty Ratio without CUGS	2026-27 Steering to faculty ratio without CUGS	# Senators	# Steering members	2026-27 Senator to faculty Ratio without CUGS	2026-27 Steering to faculty ratio without CUGS					
COS	373	15	2	24.86667	186.5	15	2	24.86666667	186.5	17	2	21.94117647	186.5	18	3	20.72222222	124.3333333	21	3	17.76190476	124.3333333					
CAH	291	12	1	24.25	291	12	2	24.25	145.5	13	2	22.38461538	145.5	15	2	19.4	145.5	16	3	18.1875	97					
CECS	253	11	1	23	253	10	1	25.3	253	12	2	21.08333333	126.5	13	2	19.46153846	126.5	14	2	18.07142857	126.5					
CCIE	192	9	1	21.33333	192	8	1	24	192	9	2	21.33333333	96	10	2	19.2	96	11	2	17.45454545	96					
COM	142	6	1	23.66667	142	6	1	23.66666667	142	7	1	20.28571429	142	7	1	20.28571429	142	8	2	17.75	71					
CBA	117	5	1	23.4	117	5	1	23.4	117	6	1	19.5	117	6	1	19.5	117	7	1	16.71428571	117					
CHPS	115	4	1	28.75	115	5	1	23	115	6	1	19.16666667	115	6	1	19.16666667	115	7	1	16.42857143	115					
CON	71	3	1	23.66667	71	3	1	23.66666667	71	4	1	17.75	71	4	1	17.75	71	4	1	17.75	71					
ROSEN	61	2	1	30.5	61	3	1	20.33333333	61	3	1	20.33333333	61	3	1	20.33333333	61	4	1	15.25	61					
LIB	34	2	1	17	34	2	1	17	34	2	1	17	34	2	1	17	34	2	1	17	34					
CREQL	28	2	1	14	28	2	1	14	28	2	1	14	28	2	1	14	28	2	1	14	28					
DDL	26	2	1	13	26	2	1	13	26	2	1	13	26	2	1	13	26	2	1	13	26					
OR	25	1	1	25	25	2	1	12.5	25	2	1	12.5	25	2	1	12.5	25	2	1	12.5	25					
CUGS	10	2	1	5	10																					
Total Faculty	1738	76	15			75	15			85	17			90	18			100	20							
5% of total faculty ByLaw	86.9	Av Fac/Sen	Av Fac/Str			Av Fac/Sen	Av Fac/Str			Av Fac/Sen	Av Fac/Str			Av Fac/Sen	Av Fac/Str			Av Fac/Sen	Av Fac/Str							
15% quorum	260.7	22.8684211	115.8666667			23.1733333	115.8666667			20.44705882	102.2352941			19.31111111	96.55555556			17.38	86.9							
		Minimum	5	10			12.5	25			12.5	25			12.5	25			12.5	25						
		Maximum	30.5	291			25.3	253			22.38461538	186.5			20.72222222	145.5			18.1875	126.5						
<b>Representational and Opportunity Inequity Indicators: Greater values, greater inequity.</b>		<b>Inequity Range:</b>	<b>Senate: Steering</b>	<b>25.5</b>	<b>281</b>	<b>Inequity Range: Senate:</b>	<b>Steering</b>	<b>12.8</b>	<b>228</b>	<b>Inequity Range: Senate:</b>	<b>Steering</b>	<b>9.884615385</b>	<b>161.5</b>	<b>Inequity Range:</b>	<b>Senate:Steering</b>	<b>8.222222222</b>	<b>120.5</b>	<b>Inequity Range:</b>	<b>Senate: Steering</b>	<b>5.6875</b>	<b>101.5</b>					
		<b>Inequity Multiplier:</b>	<b>Senate: Steering</b>	<b>6.1</b>	<b>29.1</b>	<b>Inequity Multiplier:</b>	<b>Senate: Steering</b>	<b>2.024</b>	<b>10.12</b>	<b>Inequity Multiplier: Senate:</b>	<b>Steering</b>	<b>1.790769231</b>	<b>7.46</b>	<b>Inequity Multiplier: Senate:</b>	<b>Steering</b>	<b>1.657777778</b>	<b>5.82</b>	<b>Inequity Multiplier:</b>	<b>Senate: Steering</b>	<b>1.455</b>	<b>5.06</b>					
		Most inequitable allocation of Senators and Steering members CAH, CECS, & CCIE grossly underrepresented at Steering Rosen and CHPS grossly underrepresented at Senate	Improved Senate representation for CHPS & Rosen Improved Steering representation for CAH CECS grossly & CCIE underrepresented at Steering CECS & CCIE lost representative at Steering COS CAH CECS CCIE COM CBA CHPS CON					Improved COS CAH CECS CCIE COM CBA CHPS CON Senate Representation CECS & CCIE regain equal Steering representation w COS CAH Four largest colleges similar 21-22 Senator representation ratios. Requires the traditional single Constitutional change from 75 to 85 total number of Senators					Improved COS CAH CECS CCIE COM CBA CHPS CON Senate Representation Improved COS CAH CECS CCIE representation at Steering Most Equitable Alternative Requires traditional Constitutional change from 75 to 90 total number of Senators					Improved Senate representation for all larger college & CON & Rosen Improved Steering representation for COS, CAH, CECS, CCIE, COM underrepresented at Senate Requires Bylaw Section VI A 1 change 1/5 (15) to 1/4 (18)								



March 10 2025: Working background on Senate and Steering Committee member numbers and allocations (excluding Chair, Vice Chair, and Secretary):

The current 75-member Senate and 15-member Steering have not changed since 2010. UCF faculty numbers have grown significantly since then and the number of small units has also increased. Without growth of the Senate or the Steering Committee, the Senate and Steering have become less representative, offered less fair opportunity, and therefore have become less legitimate in its representative role to Provost and the President.

Specifically, larger colleges lost senators from the Senate as well as lost members from Steering in order to provide representation for smaller units, such as DDL and OR. Since establishment of the UCF Faculty Senate through 2010, traditionally the Senate expanded to accommodate an expansion of the faculty. For example, in the 1982-1983-2 Faculty Senate Constitutional Revisions, when there were fewer colleges and far fewer faculty, each college had a minimum of four senators and the Library had one. But when Senate Chairs Manoj Chopra (2005-2009) and when Chair Reid served on ByLaws in 2010, the Senate/Steering numbers was up to 70/14 and from there went to 75/15. In March 2025, Senate is still at the 75/15 ratio that it had in 2010, but has added at least 469 instructors and lecturers (based on 2021 Faculty Salary Equity report) to the faculty count as well as added DDL and OR to the unit count.

A consequence of the lack of expansion of Senate and Steering membership while overall UCF faculty membership and units increased resulted in a “robbing Peter to pay Paul” inclusion policy that took Senate and Steering members away from the larger colleges and gave them to the smaller academic units.

The result is:

Even more disproportionate and unfair representation. As an abbreviated example, in terms of core Steering members, CECS and DDL each have one representative at Steering. The CECS Steering member represents 253 faculty across 7 departments/school. That is approximately ten times the faculty at DDL with 26 faculty in one unit. CCIL is similarly underrepresented with 192 faculty across multiple diverse departments, again with only one voice on Steering. How can one person with one voice fairly or even adequately represent CECS at Steering? Ditto CCIL.

Unequal opportunity: Serving on Senate or on Steering is an honor, a privilege, and an opportunity. Using Steering as an example, a CECS Senator has a one in ten opportunity to serve on Steering, whereas in DDL, OR, Library, and CREOL, the opportunity is a 50% chance.

Additional ill effects of disproportionate representation: Outcomes from committees with disproportionate representation are often bias. Traditionally Steering is the first committee to have proportional representation. The rationale is that Steering needs to “steer” issues to committees in a representative manner. Further, Steering establishes Ad Hoc committees, approves items on the Senate agenda, and among other things, is a check on the Senate Chair. Without a more representative Steering Committee, one can easily imagine bias in those duties, with greater deference to the Chair and his/her agenda than might be appropriate.

Finally, resolution wording would not experience broad representational scrutiny until it reached Senate. That puts a greater strain on Senators to be aware of and understand the subtle inferences contained in the wording of resolutions or abstain from voting. For example, in a recent vote on amending resolution 2024-2025-9, Vice Chair Kaufman introduced a massive amendment without having gone through committee or the Steering Committee. The vote was 24 to 24 but more importantly, with 27 senators not voting. More senators abstained than voted for or against. Clearly, abstaining from voting indicates uncertainty. Uncertainty comes from not having the time or understanding of the implications of the amendment wording. Had the Steering Committee involved more committees in the drafting of resolution 2024-2025-9, then the high number of senators not voting may have been significantly reduced.

Solution: Changing the size of the Senate requires a Constitutional amendment. The easiest change is to change the total number of Senators from 75 to 85, in accordance with existing Constitutional and ByLaw provisions. The increase in 10 Senators would improve inequities between colleges/units while also automatically increasing Steering by 2 members to address the prior taking away representation from CECS and CCIL to accommodate DDL and OR additions.

The question becomes, what committee or committees might this topic be assigned to?

If this topic is assigned to the ByLaws committee in the next Senate, then the ByLaws Committee with its current membership will likely continue past behavior into the future. In the past, the ByLaws committee produced the resolutions that added DDL and OR to Senate and Steering without increasing Senate or Steering Committee membership numbers. Further, the ByLaws committee has not expanded Senate despite the growth in overall UCF faculty membership. In addition, the ByLaws committee has indicated a bias toward doubly down on unfair representation and unfair opportunities at Steering stating, “The 4th area, then, was changing the number of Senators on the steering committee for each academic unit, and we had a start to a discussion on that. We've also tabled that for

the time being there are discussions both to increase the numbers for some units. There's also discussions that are ongoing about peeling that back and making it a non representative body. But just a committee, like many of our committees, are, and having a single representative for each academic unit on as well no definitive things.”

If the ByLaws committee goes forward with “peeling back” Steering so that it becomes “a non representative body,” then uncertainty about resolutions and amendments to resolutions will become more and more common at Senate. Beyond that, both COS and CAH would continue to lose their second member on Steering and only have one voice to represent their massive number of faculty.

In summary, enlarging Senate and Steering requires a constitutional amendment. Such an amendment should come from ByLaws or from the Personnel Committee or both working together.

Relying on the current ByLaws committee makeup of six ad hoc members with the Senate Chair and Senate Vice Chair being the most influential isn't likely to create this change. A change the membership makeup of the ByLaws committee is needed.

The Personnel Committee may take on the challenge of changing the Senate Constitution to enable expansion and promote fairer representation and opportunities while reducing the ill effects of current disproportionalities. The question is, does the Personnel Committee have members willing to see the process through?

Likely outcomes of various expansion options are shown in the Excel spreadsheet titled “ByLaw change vs Option Zero vs 10 2 Traditional vs Go Big 15 3 Senator and Steering allocation models”