

**Faculty Senate Meeting**  
Minutes of  
**March 28, 2013**

Ida Cook, Faculty Senate chair, called the meeting to order at 4:07 p.m. The roll was circulated for signatures. Cook noted that the first meeting of the new Senate is April 18<sup>th</sup>. She thanked the senators for their service this year.

Motion made to amend the agenda to hear committee reports before new business. Motion seconded and carried.

**MINUTES**

Motion to approve the minutes of February 21, 2013 was made and seconded. The minutes were approved as recorded.

**GUESTS**

Melody Bowden, Director, Faculty Center for Teaching and Learning

**ANNOUNCEMENTS**

Cook announced that the resolution adding Honors/Pass/Fail to the MD program grading scale was approved by the provost.

Cook announced that, given the length of the agenda today, it might be necessary to call for a recess and reconvene on April 11 to allow the Senate to complete its work.

**REPORT OF THE PROVOST**

Tony Waldrop, provost and executive vice president, reported that he had just returned from the Board of Governors (BOG) meeting in Tallahassee. He reported on the budget situation in the legislature. Both the House and Senate budgets include the \$300 million that was taken from the SUS last year; at this time, there are no strings attached to the funds in either budget. This is still subject to change. The BOG discussed performance measures for the SUS. Waldrop reported that there is an additional process in place involving a system-level committee that reviews new degree programs. Waldrop is on this committee. Waldrop provided updates on two searches. The search for the Vice Provost for Regional Campuses is complete, and an announcement will be coming out soon. Campus interviews were completed for the dean of the College of Engineering and Computer Science, and Waldrop will soon be meeting with the search committee.

**COMMITTEE REPORTS**

Budget and Administration – *Robert Dipboye*

No business beyond the resolutions that will come before the Senate today.

Personnel – *Kathryn Seidel*

No business beyond the resolutions that will come before the Senate today.

Parking Advisory – *Alex Tamasan*

The committee is conducting a university-wide survey for faculty, staff, and students on pricing for decals and hangtags. This information will be passed on to next year's committee. Tamasan asked the senators to encourage their students and colleagues to take the survey.

Undergraduate Council – *Kelly Allred*

The UPCC last met on March 12. The next meeting is on April 9 in the Teaching Academy at noon.

Graduate Council – *Jim Moharam*

Nothing to report.

**NEW BUSINESS**

Resolution 2012-2013-5 An Advisory Urging Caution in the Implementation of STEM Initiatives

Cook read the resolution and called for discussion. None followed. The Senate proceeded to vote. The motion to approve the resolution carried.

Resolution 2012-2013-6 Sustained Performance Evaluations for Tenured Faculty

Robert Dipboye, chair of the Budget and Administrative Committee, introduced the resolution and discussed the intent of the committee. Cook expressed concern that the first "Be It Resolved" clause may be too specific, and may go beyond policy into procedure. Discussion followed on the rationale for raising "Below Satisfactory" from 1.5 to anything under 2.0. The motion to approve the resolution carried.

Resolution 2012-2013-7 Exclusion of Administrators from TIP, RIA and SoTL Award Committees

Kathryn Seidel, chair of the Personnel Committee, introduced the resolution. Cook called for discussion. None followed. The Senate proceeded to vote. The motion to approve the resolution carried.

Resolution 2012-2013-8 Ineligibility of Administrators for TIP, RIA and SoTL Awards

Seidel introduced the resolution. Discussion followed on topics including whether chairs have greater opportunities for raises; whether chairs are evaluated on their teaching; and whether chairs' ability to set teaching assignments offer them an advantage for competing for awards. A question was raised about the eligibility of part time administrators. Seidel stated that the intent of the resolution is to make ineligible those administrators who are not in the collective bargaining unit. Motion made to amend the resolution to remove SoTL. Motion seconded. Discussion followed. Motion failed. The motion to approve the resolution carried.

Resolution 2012-2013-9 Expansion of the Number of TIPs and RIAs

Seidel introduced the resolution. She noted that SoTL was not included because the director of the FCTL feels the number of SOTL awards is sufficient at this time. Discussion followed. Concerns were raised about putting additional funds for merit raises into programs that some faculty, including librarians, are not eligible for. Motion made to amend the resolution to add "without reducing the funds available for other raise programs" to the end of the Be It Resolved clause. Motion seconded. Discussion followed. Motion to amend the resolution failed. Motion

made to amend the resolution to add "for first time recipients" to the end of the Be It Resolved clause. Motion seconded. Discussion followed. Motion to amend the resolution failed. The motion to approve the resolution carried.

Resolution 2012-2013-10 Compliance Check for Awards Programs

Seidel introduced the resolution. She noted that the specifics of implementation would be up to Academic Affairs, but that the compliance check might be handled at the college level because the colleges have different award criteria. Several senators spoke in favor of the resolution. The motion to approve the resolution carried.

Resolution 2012-2013-11 Teaching Incentive Program SCH Eligibility

Seidel introduced the resolution. Discussion followed. Questions were raised about whether this would prohibit colleges from using SCHs as part of their internal criteria. Seidel stated that the resolution was not intended to do so. A scrivener's correction was made to add the words "and employees" after "full time faculty" in the Be It Resolved clause. The motion to approve the resolution carried.

Resolution 2012-2013-12 SoTL Eligibility

Seidel introduced the resolution. Discussion followed. A scrivener's correction was made to add the words "and employees" after "equivalent full time faculty" in the Be It Resolved clause. A scrivener's correction was made to add "Instructors" to the list of titles in the Be It Resolved clause. The motion to approve the resolution carried.

Resolution 2012-2013-13 New Service Recognition Award Program

Seidel introduced the resolution. Discussion followed. A scrivener's correction was made to add the words "and employees" after "equivalent full time faculty" in the Be It Resolved clause. The motion to approve the resolution carried.

Resolution 2012-2013-14 Incentive for Students' Completion of the Student Perception of Instruction

Seidel introduced the resolution. Discussion followed. The motion to approve the resolution carried.

The resolutions as approved are attached.

**ADJOURNMENT**

The meeting adjourned at 6:00 p.m.

### **Resolution 2012-2013-5 An Advisory Urging Caution in the Implementation of STEM Initiatives**

**Whereas**, the idea of universities as unified entities encompassing and valuing all fields of higher learning is necessary to cultivate an intellectually sophisticated and civically engaged citizenry for the sake of the common good of society as a whole; and

**Whereas**, the science, technology, engineering, and mathematics (STEM) disciplines have always recognized and promoted incorporating a strong liberal arts foundation to STEM education in enhancing student preparation in terms of practice and accreditation; and

**Whereas**, the professional preparation of graduates in STEM fields has always been recognized as one important dimension of the purpose and mission of universities historically, but only as one of many similarly important dimensions; and

**Whereas**, some of the changes of a funding and curricular nature for the sake of increased STEM enrollments are acknowledged to be desirable for those interested in careers in those fields, to satisfy the growing need for graduates in STEM fields in our increasingly technological and scientific state; therefore

**Be It Resolved** that the Faculty Senate of the University of Central Florida urges the University of Central Florida administration that any plans and actions taken to emphasize placement of students in STEM fields be balanced to maintain the identity and mission of the university as an institution that embraces and fosters learning in all academic fields. And, furthermore, that any implementation of STEM changes be undertaken only with the active involvement of the Faculty Senate, in the spirit of genuine shared governance.

### **Resolution 2012-2013-6 Sustained Performance Evaluations for Tenured Faculty**

**Whereas**, the faculty at UCF has demonstrated high academic achievement and research productivity as confirmed by the University earning the Carnegie classification of “Research University with very high research activity” (RU/VH), and

**Whereas**, UCF tenured faculty needs to maintain a record of continuing scholarship and productivity commensurate with other research universities of the same Carnegie rank, and

**Whereas**, UCF recognizes that sustained performance evaluation is an important best-practices means of not only identifying areas for development of faculty after having earned tenure, but also recognizing and rewarding productivity of tenured faculty, and

**Whereas**, UCF recognizes that no procedure for evaluation of faculty should be used to weaken or undermine the principles of academic freedom and tenure but instead should be used to facilitate faculty development, and

**Whereas**, UCF wishes to address not only areas for improvement but also recognize and reward sustained productivity; therefore

**Be It Resolved** that the sustained performance evaluation policy is revised so that below satisfactory performance in areas of designated duties is defined as an average rating of below two (2) for Satisfactory in that area of assigned duties during the evaluation period of seven consecutive years. The average shall be determined as stated in the current policy by assigning a value to the annual faculty evaluation of 4 for Outstanding, 3 for Above Satisfactory, 2 for Satisfactory, 1 for Conditional, and 0 for Unsatisfactory.

**Be It Also Resolved** that tenured faculty who meets or exceeds an average rating of 3 for Above Satisfactory on the overall evaluation, during their seven year evaluation period shall be awarded a salary raise at completion of the review cycle.

#### **Resolution 2012-2013-7 Exclusion of Administrators from TIP, RIA and SoTL Award Committees**

**Whereas**, the current policy of allowing deans, subdeans, chairs, and others in twelve-month administrative positions to serve on the committees which make the TIP, RIA, and SoTL awards may lead to conflicts of interest; therefore

**Be It Resolved** that current deans, subdeans, chairs, and other twelve-month administrators are not eligible to serve on TIP, RIA, and SoTL committees.

#### **Resolution 2012-2013-8 Ineligibility of Administrators for TIP, RIA and SoTL Awards**

**Whereas**, the current policy of allowing deans, subdeans, chairs, and others in twelve-month administrative positions to compete for TIP, RIA, and SoTL awards may lead to conflicts of interest; and

**Whereas**, TIP, RIA and SoTL provide significant salary increases; and

**Whereas**, these employees have access to other salary increases by virtue of their administrative status; therefore

**Be It Resolved** that current deans, subdeans, chairs, and other twelve-month administrators are not eligible for TIP, RIA, and SoTL awards.

#### **Resolution 2012-2013-9 Expansion of the Number of TIPs and RIAs**

**Whereas**, the number of faculty eligible for TIP and RIA has significantly expanded since the inception of the programs; and

**Whereas**, the number of new awards made each year has not increased proportionally; therefore  
**Be It Resolved** that the number of new TIPs and RIAs should be increased.

#### **Resolution 2012-2013-10 Compliance Check for Awards Programs**

**Whereas**, the TIP, RIA, and SoTL programs are designed to identify excellence in teaching, research, and SoTL areas; and

**Whereas**, the TIP, RIA, and SoTL programs require that faculty submit a substantial folder regarding teaching, research and SoTL areas; and

**Whereas**, small errors in the submission of the folder (e.g. 501 words vs. 500, not obscuring information about Faculty Annual Review categories other than teaching for TIP) have caused faculty who are otherwise excellent candidates to be excluded from consideration; therefore

**Be It Resolved** that a compliance check system be created to give the candidate the opportunity to correct such minor errors, so as to avoid rejecting the candidate from eligibility.

#### **Resolution 2012-2013-11 Teaching Incentive Program SCH Eligibility**

**Whereas**, the Teaching Incentive Program (TIP) is an important recognition of an individual's substantial commitment to excellence in teaching, in classes of all sizes and taught by all modes; and

**Whereas**, the TIP program was originally implemented with student credit hour restrictions which have excluded faculty who have assignments with lower than the median student credit hours, yet who have a substantial commitment to excellence in teaching; therefore

**Be It Resolved** that the TIP eligibility criteria will simply require a "substantial commitment to excellence in teaching," by regular full time faculty [and employees](#) as determined by appropriate units, and will no longer restrict eligibility based on student credit hour production.

#### **Resolution 2012-2013-12 SoTL Eligibility**

**Whereas**, the SoTL program rewards scholarship of teaching and learning; scholarship that can benefit the university community in many ways; and

**Whereas**, many in-unit full time UCF employees, such as librarians, can make a substantial contribution to the scholarship of teaching and learning; therefore

**Be It Resolved** that the restriction of SoTL awards to faculty with the title of [Instructor](#), Lecturer, Assistant Professor, Associate Professor or Professor should be removed, so that all full

time UCF faculty and employees defined as in-unit by the UCF-UFF Collective Bargaining agreement, and equivalent full time faculty [and employees](#) in the College of Medicine, are eligible to apply for this award.

### **Resolution 2012-2013-13 New Service Recognition Award Program**

**Whereas**, UCF values excellence in teaching, research, and service, as indicated by the annual evaluation criteria; and

**Whereas**, UCF does not have an award which adds a raise to the base salary of the faculty for excellence in Service; therefore

**Be It Resolved** that a new award, the Service Recognition Award Program, be established with eligibility applying to all full time UCF faculty and employees defined as in-unit by the UCF-UFF Collective Bargaining unit, and equivalent full time faculty [and employees](#) in the College of Medicine.

### **Resolution 2012-2013-14 Incentive for Students' Completion of the Student Perception of Instruction**

**Whereas**, the response rate for the Student Perception of Instruction (SPoI) varies greatly; and

**Whereas**, the response rate of SPoI is critically low in some courses including low enrollment graduate level courses and other limited access courses; and

**Whereas**, the use of the SPoI is crucial to the overall evaluation of faculty; and

**Whereas**, the data for SPoI is necessary to assist instructors in improving the quality and delivery of instructions; and

**Whereas**, an incentive for students can improve SPoI response rates; therefore

**Be It Resolved** that an incentive be created for students who complete an SPoI.

## **Resolution 2012-2013-5 An Advisory Urging Caution in the Implementation of STEM Initiatives**

**Whereas**, the idea of universities as unified entities encompassing and valuing all fields of higher learning is necessary to cultivate an intellectually sophisticated and civically engaged citizenry for the sake of the common good of society as a whole; and

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*Approved by the Faculty Senate on March 28, 2013.*



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**Whereas**, the response rate of SPol is critically low in some courses including low enrollment graduate level courses and other limited access courses; and

**Whereas**, the use of the SPol is crucial to the overall evaluation of faculty; and

**Whereas**, the data for SPol is necessary to assist instructors in improving the quality and delivery of instructions; and

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