

**Faculty Senate Meeting**  
Minutes of  
**March 30, 2017**

Keith Koons, chair, called the meeting to order at 4:01 p.m. The roll was circulated for signatures.

**MINUTES**

Motion to approve the minutes of February 23, 2017 was made and seconded. The minutes were approved as recorded.

**RECOGNITION OF GUESTS**

Jana Jasinski, Associate Dean, College of Sciences  
Kristy McAllister, Coordinator, Academic Affairs Information and Publication Services  
Linda Sullivan, Assistant Vice President, Institutional Knowledge Management  
Alyssa Mullins, IR Data Analyst, Institutional Knowledge Management  
Andre Watts, Associate Director, Institutional Knowledge Management  
Zack Merritt, Graduate Assistant, Institutional Knowledge Management  
Teresa Rodriguez, Coordinator, Faculty Excellence and Global UCF  
Gabrielle Russon, Higher Education Reporter with the Orlando Sentinel

**ANNOUNCEMENTS**

The UCF Arboretum, College of Sciences, and the Center for Success of Women Faculty will be hosting a Community Garden Party for faculty and families on April 9, 2017 from 12:00 – 3:00 p.m. at the UCF Arboretum.

Dr. Koons thanked the senators for their work this year. The Senate passed several resolutions approved by the administration. Also thanked the senators with an expiring Senate term.

**OLD BUSINESS**

None.

**REPORT OF THE PROVOST**

The provost is at the Board of Governors meeting and unable to attend. Reporting for the provost is Cynthia Young.

Dr. Young thanked the senators for their service and provided treats to mark the last Senate meeting of the year. She reflected on her time as a member of the Steering Committee and voiced how her service in the Senate etched the value of shared governance.

Founder's Day

The Founder's Day celebration will be held April 5, 2017 from 3:00 – 5:00 p.m. Dr. Young congratulated those receiving the Faculty Senate Service Award at Founder's Day for serving 10 years as a faculty senator.

### Provost Forums

Provost forums on Research and Graduate Studies, Faculty Excellence and Prominence, and Student Success have been held. The last forum on Funding and Philanthropy will be held Thursday, April 13, 2017 at 9:00 a.m. in the Morgridge International Reading Center. The webcast is available online if you are unable to attend in person.

### Provost College Visits

The provost continues half day visits with the colleges. The visits conclude with the College of Medicine on April 3, followed by the College of Optics and Photonics on April 17, and the College of Nursing on April 20.

### Faculty Fellows Programs

Dr. Young reminded the senators that the deadline for the Faculty Excellence Fellow and Provost Fellow applications are due to the college deans by Friday, April 7. Applications are due to Faculty Excellence by April 12.

### Faculty Hires

In the Fall 2015, UCF had 911 tenured and tenure track faculty. As of today, UCF has 1,019 tenured and tenure track faculty; resulting in an increase of 108 faculty. Our challenge 20/20 goal is 1,200 tenured and tenure track faculty.

The first round of the Cluster Hire initiative resulted in six clusters and 33 faculty lines allocated. To date, six faculty have been hired, of which three start in the fall. Twelve positions are still in negotiations.

In 2015, we allocated seventeen positions for the Targeted Opportunity Program which were filled. In the next year another ten positions have been allocated (five inclusive excellence and five partner lines).

### TIP, RIA, SoTL

This year we had 172 applications for 79 TIP awards; 112 applicants for 33 RIA awards; and 41 applications for 12 SoTL awards. RIA awardees have been notified. TIP and SoTL awardees will be notified by the end of April.

Discussed the feedback regarding the TIP deadline being before Spring break this year and how much of a challenge it was for faculty to make the deadline. Next year, Faculty Excellence is proposing that the TIP applications be due December 15 – 18. This gives faculty time during exam week to prepare the applications. This gives the evaluation team more time to review the applications. Preliminary letters will be sent in September or October. Those eligible for TIP will be confirmed by November 1. RIA applications will be due early February with SoTL applications due after Spring break. Due to the Collective Bargaining agreement, Faculty Excellence can now alter the TIP dossier. We are trying to make the dossier less burdensome for faculty.

Resolution 2015-2016-3 Appointment and Evaluation of Department Chairs/Unit Heads - Update

The resolution applies to eight colleges and not the College of Optics and Photonics or the College of Nursing since they have no departments. Of the eight colleges, two have been finalized. The other six have been submitted and returned to the colleges for clarification. The remaining six should be finalized and posted on the Faculty Excellence website within the next couple of weeks.

Florida Board of Governors

Today, the Florida Board of Governors unanimously approved the new teaching hospital.

Question: The TIP applications will be due around December 18, next year. I'm not sure how many committee members will be reviewing TIP applications before the holiday break. Is there any way to extend the deadline to allow faculty to work on the applications over the winter break and have the deadline the first week in January?

Answer: The burden is on the review committee, not the applicant. This gives the review committee time to review applicants over the break.

**NEW BUSINESS**

Resolution 2016-2017-17 Faculty Senate Bylaw Change, Restore Section IV.I. Resolutions

Keith Koons introduced the resolution. Reminded the senators that the resolution is a Bylaw change and must appear on two Senate agendas. The resolution was presented for discussion only at February's meeting. Today the resolution is up for discussion, possible amendment, and vote. This resolution asks the provost to respond to resolutions within 60-days. If a resolution is denied, the Senate can appeal to the president. The resolution is open for discussion.

Comment made that the resolution has removed the appeal to the Board of Trustees. Dr. Koons reminded the senators that the previous resolution 2016-2017-10, presented earlier this year was approved by the provost with an addendum removing the Board of Trustees as the final appeal. This resolution presents a clean resolution without the appeal to the Board of Trustees, but does preserve the appeal to the president. No other discussion.

Since the resolution was brought forward from the Steering committee, no second is needed. Vote: 1 opposed; 0 abstained; the remainder in favor; motion passes.

Resolution 2016-2017-18 Abbreviated Cumulative Progress Evaluation (CPE) Requirement for Promotion to Full Professor

William Self introduced the resolution. The COACHE survey indicated that assistant professors were very satisfied with the clarity of the promotion and tenure process to associate professor. On the other hand, associate and full professors were very dissatisfied with the process for promotion to full professor. The reason the resolution is presented as a requirement is based on the same optional program offered in the College of Sciences for associate professors to voluntarily bring a curriculum vitae to their chair and dean prior to applying for promotion. Not many faculty took advantage of the review

since it wasn't required. Many associate professors apply for promotion based on their interpretation of the requirements or advice from individuals only to find out they are not qualified. This resolution specifies a one-time requirement for an abbreviated review that can bring a new perspective to promotion from associate to full professor across the campus. If you are a chair and do a good job preparing your associate professors and have clear guidelines, this probably will not impact you. However, if you are a faculty member that gets mixed messages from colleagues, or don't understand how the guidelines are applied to your experience, this is an opportunity for feedback. The resolution calls for an up to date curriculum vitae and a one-page statement of impact since being promoted to associate. The details of when this is best completed is left open in order to determine the best process. If you get negative feedback, the response is not required to be included in the promotion application. The resolution is open for discussion.

Comment: Although the process would open a dialogue between faculty member and chair, it still needs to be more specific as to when the document is submitted. Once is not enough. True and meaningful evaluation should be done regularly.

Question: If the feedback is not required in the portfolio, how does anyone know it was done?

Answer: We ask Faculty Excellence to keep track or some type of tracking.

Comment: The feedback is not required in the application to full. If the feedback is included, it shows good information; if not included, it will be an obvious statement that the feedback was not good. It should either be required or not included.

Response: This would allow a candidate to get past illogical feedback they don't want to include in the portfolio. Typically, the vote will be the same whether included or not.

Comment: Understand the concern, but this process is for faculty that want to be promoted and encourages faculty to get feedback early and often. This also has to be bargained, but I would think there would be a five year or six year grandfather process so it wouldn't look badly on someone applying next year.

Comment: In favor of the resolution. I personally completed the Cumulative Progress Evaluation (CPE) two years before applying for promotion to full professor. It lets colleagues know you want to apply for promotion and the feedback was extremely useful.

Comment: UCF puts a lot of pressure on assistant professors to meet requirements within a certain time frame. We need to get to a point where we have the same requirements for associate and full professors. It seems like once you get tenure and promotion nobody does anything if you don't perform outside of annual evaluations.

Question: We don't have cumulative progress evaluations (CPE) for associate professors, now we want to make it required?

Answer: It is in the collective bargaining agreement that any faculty member can go through the CPE process. This would make it required at least one time before

promotion. Because evaluation is bargained, this resolution is only advisory and must go through the bargaining process.

Comment: I feel like this is micro managing departments. Departments should be empowered to create internal policies. One size doesn't fit all departments and units.

No other discussion. Since the resolution was brought forward from the Steering committee, no second is needed.

Vote: 3 opposed; 0 abstained; the remainder in favor; motion passes. Motion and second for a hand count. William Self and Reid Oetjen verified hand counts. Vote: 10 opposed; 4 abstained; 35 in favor; motion passes.

#### Resolution 2016-2017-19 Opposition to Replacement of Foreign Language Classes by Computer Coding in Florida High Schools

Keith Koons introduced the resolution. This issue was communicated from a fellow Faculty Senate chair from the University of South Florida regarding a potential bill in the legislature to replace foreign language classes with computer coding classes. It's not our intention to address every legislative bill in the Florida legislature, but this does have an impact on the university. The bill, if passed, allows high school students to substitute computer coding classes for foreign language classes. This will impact student transcripts applying to UCF. The resolution is open for discussion.

Question: How much is two high school credits worth and does this mean there is no room for foreign language classes?

Answer: Two years. It allows computer coding to count for the two year foreign language requirement.

Question: How is the bill doing?

Answer: Dr. Holsenbeck indicated that it has a good chance of passing. The University of South Florida passed a similar resolution opposing the bill.

Question: Does this mean that high schools will not offer foreign language classes?

Answer: They will probably offer less foreign language classes.

Question: Do we know why the legislature picked foreign language as the replacement? Were there other options?

Answer: We don't know the rationale behind the bill.

Comment: Against the resolution. Only 50% of high school graduates go on to a university. Many high school graduates need the computer classes to get a job.

Comment: Sign language also counts as a foreign language.

Comment: It's beneficial for students that have a hard time understanding a foreign language and want to go on to a university.

Comment: All the feedback from the Physics department strongly supports the opposition even though physics students are behind in computer coding. Read a statement from the Physics department Teacher-in-Residence, Adam LaMee in opposition of substituting computer coding for foreign language credit.

Comment: Computer coding may be a language, but computer language is not a mother tongue of any human being. To be international, it is eminent that our students speak multiple languages. Human language is used at a peace table, not computer language.

Comment: This country needs more foreign language, not less.

Comment: Other countries speak multiple languages. In the United States, students speak one.

Question: If this bill passes, will the university see this as an option to also change the requirement?

Answer: No, but the legislature is attempting to micro-managing the high school curricula.

Comment: We think it won't affect the university, but the question is how many students will be admitted without a foreign language and how do we make up for the deficiency; remediation or reduce requirements?

Since the resolution was brought forward from the Steering committee, no second is needed. Vote: 3 opposed; 3 abstained; the remainder in favor; motion passes.

#### Faculty Gender Equity Study Presentation

Dr. Koons introduced Linda Sullivan. The full report was distributed with the agenda. The study was requested by members of the Faculty Senate Personnel Committee as an extension of the Faculty Salary Study presented last year. Discussed the other university studies researched. This equity study was modeled after the UC-Berkeley study. Generally, women faculty are paid 5% less and underrepresented minorities are paid 3.5% less. Dr. Sullivan discussed how this study provides the framework for a deeper study. In April, Institutional Knowledge Management (IKM) will solidify the framework. During May and June, IKM will conduct analyses similar to the Colorado State University model and in July and August, IKM will form a working group to review the analyses. The working group may be ready by September to present an update to the provost and Senate.

Question: TIP and RIA is an important component to the salary study and should be taken out of the equation. Can you get the TIP and RIA data prior to 2006?

Answer: Our intent on the next round is to look at the data with and without TIP, RIA, and SoTL awards. The data is there, it's just not in an easily accessible format.

Question: When will there be meetings to rectify the inequity?

Answer: Dr. Young indicated that they need every discipline, every CIT code analyses to determine the inequity for tenured, tenure-earning and non-tenure earning.

Question: Are there any differences in the 32 female faculty administrators out of the total of 87 administrators?

Answer: We didn't get to the statistical significance of that group within college or department level. We need the working group to determine what is meant by administrators (directors, chairs, assistant deans, associate deans).

Comment: Recommended that assistant and associate deans are included.

Comment: This is a big program around the country. It would be interesting to look at the roughly 193 new assistant professors hired in the last two years as compared to existing assistant professors.

### **LIAISON COMMITTEE REPORTS**

#### **Budget and Administrative Committee – Tina Buck for Pradeep Bhardwaj**

Revisited the tuition waiver program. Committee members heard complaints that the process was cumbersome. Verified that everything relating to benefits is set in the collective bargaining agreement. Liz Klonoff made a presentation to the committee and discussed the role of the Office of Research & Commercialization (ORC) in proposal support and submission. Dr. Klonoff described a project assessing ORC business processes and software tools needed. Dr. Klonoff prefers a system in which the primary investigator builds a relationship with one person in the ORC. Dr. Klonoff would also like to reduce the administrative burden due to compliance issues.

#### **Personnel Committee – Stephen King**

Discussed TIP, RIA, SoTL and the salary study and how it appears everything the committee works on must be bargained. Dr. Young indicated that even though the Personnel Committee issues must be bargained, it is still valuable to have Senate resolutions. The resolutions help administration know what is important to faculty.

#### **Parking Advisory Committee – Bari Hoffman-Ruddy for Ahmad Elshennawy**

There was a concern regarding pedestrian safety near Garage C due to construction. New pedestrian signs have been installed to alert drivers. The other issue of faculty not being allowed a second parking appeal was discussed but it was suggested that the issue be sent to the University Parking and Transportation Advisory committee.

Undergraduate Council – Kelly Allred

Committee work is slowing down after the catalog deadline passed. Committee did discuss adding information to student transcripts, however, the Registrar's office indicated it was not possible. Working on revising the committee policies and procedures.

Graduate Council – Jim Moharam

The Program Review and Awards committee reviewed nominations for the Outstanding Master's Thesis, Outstanding Dissertation, and University Excellence in Graduate Teaching Awards. The Policy committee approved in principle, a cumulative progress evaluation for doctoral students.

Dr. Koons thanked the committees, including the many joint committees and councils for the great work this year. Reminded committee chairs to send in topics (continuing issues, new issues, or un-resolved issues) to the Faculty Senate Office for next year.

**OTHER BUSINESS**

None.

**ADJOURNMENT**

Motion to adjourn made and seconded. The committee adjourned at 5:10 p.m.



# Faculty Salary Equity *Initial Study*

Institutional Knowledge Management, March 2017

Linda Sullivan, Ed.D



UCF

# Background and Where We Are

Jan 30<sup>th</sup> 2017:

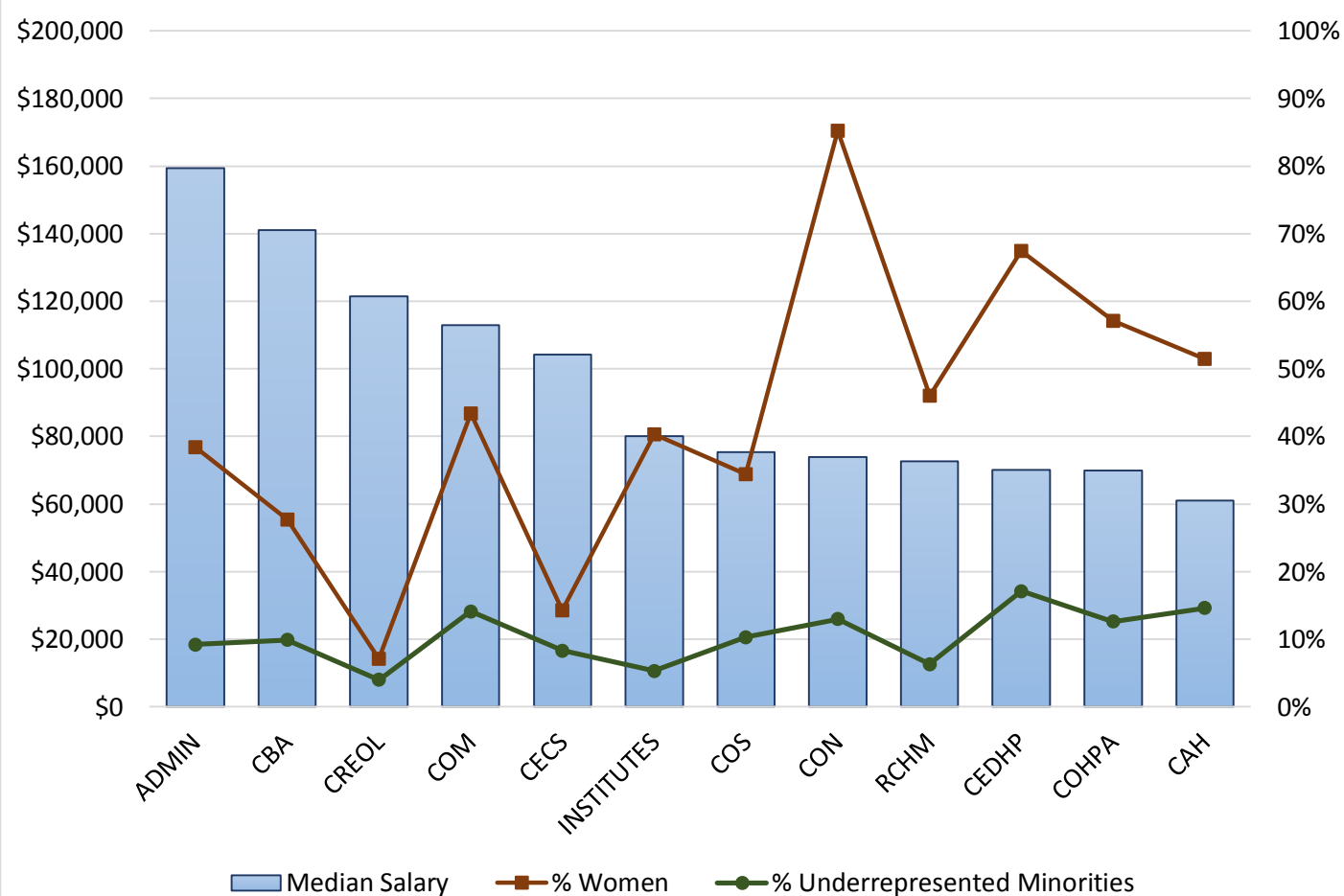
- Received request from faculty senate reps, Linda Walters and Valerie Storey

Feb - Mar 2017:

- IKM reviewed university models
- Performed initial analyses guided by UC-Berkeley study
- Initial outcomes shared with requestors

# Initial Exploration

Median 9-Month Salary and Percent Women and Underrepresented Minorities by College (2016)



Women: 5% ▼  
 Concentrated in lower earning disciplines

URM: 3.5% ▼  
 Varies by college

# University Equity Studies

## Colorado State University (2017)

- Study working group over one and a half years
- Two analysis groups (between group, individual)
- Single year and over-time analyses
- Findings identify salary differences among ranks

# University Equity Studies

## **UC Berkeley (2015)**

- <https://tinyurl.com/okrqpxs>

## **UC Riverside (2014)**

- <https://tinyurl.com/l7oh5t8>

## **Rochester Inst. of Technology (2016)**

- <https://tinyurl.com/lk9azje>

## **Claypool, et. al (2017)**

- <https://tinyurl.com/kypu3q6>



# Next Steps and Timeline

## **April:**

- IKM – Solidify framework for deeper exploration
- Faculty Senate – review studies and provide feedback on model recommendations

## **May-June:**

- IKM – conducts analyses similar to CSU model

## **July-August:**

- Working group – Review analyses
  - Personnel Committee (Chair ?)
  - Faculty Excellence
  - IKM

## **September:**

- Working group – disseminate findings (Provost, Senate)



## **Resolution 2016-2017-17 Faculty Senate Bylaw Change, Restore Section IV.I. Resolutions**

**Whereas**, when the *Faculty Constitution* was separated into two separate documents, *Faculty Constitution* and *Bylaws*, language regarding the process of adopting Senate resolutions was inadvertently left out of the *Bylaws*; and

**Whereas**, currently the language regarding the process of adopting Senate resolutions is contained in the Faculty Handbook; therefore

**BE IT RESOLVED** that the *Bylaws* of the *Faculty Senate Constitution* be amended as follows to restore the Resolution language by inserting a new I. Resolutions, under Section IV. Meetings of the Senate:

I. Resolutions

As the elected body of the general faculty, the Faculty Senate may formulate its opinion upon any subject of interest to the university and adopt appropriate resolutions. Resolutions addressing those areas of authority legally reserved to the president and Board of Trustees are advisory. Each resolution adopted by the Faculty Senate is forwarded to the provost and executive vice president who shall act upon the recommendation within 60 days. The provost and executive vice president shall have veto power over any resolution by the Senate. The veto with rationale shall be communicated in writing to the Faculty Senate and the chair of the Faculty Senate. The Senate, by a two-thirds majority vote, may appeal to the president any resolution vetoed. A decision by the president is final.

*Approved by the Faculty Senate on March 30, 2017.*



**Resolution 2016-2017-18 Abbreviated Cumulative Progress Evaluation (CPE)  
Requirement for Promotion to Full Professor**

**Whereas**, the Cumulative Progress Evaluation (CPE) process is mandatory for Assistant Professors and Associate Professors on the tenure-track who have not yet been granted tenure; and

**Whereas**, the COACHE survey of faculty (satisfaction) in 2015 demonstrated UCF's strength in clarity on the requirements for tenure and promotion to Associate Professor, which may have resulted from the CPE process; and

**Whereas**, the COACHE survey of faculty (satisfaction) in 2015 also indicated that faculty promotion to Full Professor was an area of concern for the University; and

**Whereas**, the current collective bargaining agreement allows any faculty at the Associate Professor level to be evaluated for progress towards promotion to full professor via a CPE process; and

**Whereas**, only those faculty who seek promotion to full Professor would be impacted by a one-time requirement for an abbreviated CPE prior to submission for promotion; and

**Whereas**, the abbreviated CPE for Associate Professors would consist of an up-to-date Curriculum vitae and a one page summary statement of impact, parallel to a pilot program developed in the College of Science; and

**Whereas**, the abbreviated CPE for Associate Professors would allow for valuable feedback on a candidates potential for promotion when stakes are low, and would be ideal to occur 2-3 years prior to application for Full professor; and

**Whereas**, the abbreviated CPE for Associate Professors could be done regularly (based on the faculty members prerogative), providing valuable guidance to the faculty member on his/her progress towards promotion; therefore

**Be it resolved** that faculty at the Associate Professor level will be required to be reviewed for their progress for promotion to Full Professor (abbreviated CPE for Associate Professors) at least one time *prior* to their application for promotion to Full Professor.

*Approved by the Faculty Senate on March 30, 2017.*

**Resolution 2016-2017-19 Opposition to Replacement of Foreign Language  
Classes by Computer Coding in Florida High Schools**

**Whereas**, the 2017 Florida Legislature may consider Senate Bill 104, the Computer Coding bill, which would in the academic year 2019-2020 allow high school students to substitute computer coding classes for foreign language classes (2 credits); and

**Whereas**, currently high school foreign language credits are considered part of the application for undergraduate admissions at UCF; and

**Whereas**, UCF supports international cooperation, understanding, and partnerships by virtue of President Hitt's third goal: "Provide international focus to our curricula and research programs;" and

**Whereas**, UCF seeks to increase international mobility and enhance the university's global competency by the recent opening of UCF Global; and

**Whereas**, foreign language study develops a person's appreciation and understanding of cultures and people across the world; therefore

**Be It Resolved** that the UCF Faculty Senate opposes the effort to replace foreign language classes with computer coding in Florida high schools.

*Approved by the Faculty Senate on March 30, 2017.*