

MEMORANDUM

Date: March 2, 2017
TO: Members of the Steering Committee
FROM: Keith Koons
Chair, Faculty Senate
SUBJECT: **STEERING COMMITTEE MEETING on March 9, 2017**

Meeting Date: Thursday, March 9, 2017
Meeting Time: 4:00 – 6:00 p.m.
Meeting Location: Student Union Pensacola Board room 222

A G E N D A

1. **Call to Order**
2. **Roll Call**
3. **Approval of Minutes of *February 9, 2017***
4. **Announcements and Recognition of Guests**
5. **Report of the Provost**
6. **Old Business**
 - None
7. **New Business**
 - Resolution 2016-2017-18 Cumulative Progress Evaluation (CPE) Requirement for Promotion to Full Professor
 - Resolution 2016-2017-19 Opposition to Replacement of Foreign Language Classes by Computer Coding in Florida High Schools
 - Appointment of Nominating Committee
 - College Election for Faculty Senate Seats
8. **Liaison Committee Reports**
 - Budget and Administrative Committee – *Nina Orlovskaya*
 - Parking Advisory Committee – *Bari Hoffman-Ruddy*
 - Personnel Committee – *Linda Walters*
 - Graduate Council – *Jim Moharam*
 - Undergraduate Council – *Kelly Allred*
9. **Other Business**
 - None
10. **Adjournment**

**Faculty Senate
Steering Committee Meeting
Minutes of February 9, 2017**

Keith Koons, chair, called the meeting to order at 4:04 p.m. The roll was circulated for signatures.

MINUTES

Motion to approve the minutes of January 12, 2017 was made and seconded. The minutes were approved as recorded.

RECOGNITION OF GUESTS

Kristy McAllister, Coordinator, Academic Affairs Information and Publication Services

ANNOUNCEMENTS

The UCF Faculty Senate was represented at a recent Advisory Council of Faculty Senates (ACFS) meeting held in Tallahassee. William Self, Reid Oetjen, and Keith Koons attended the meeting.

OLD BUSINESS

None.

REPORT OF THE PROVOST

Provost Forum

The next Provost Forum, focused on student success, is scheduled for Monday, February 13, 2017 at 9:00 a.m. in the Morgridge International Reading Center. The three measures focused on will be first year retention rate, six year graduation rate, and the difference between transfer graduation and first time in college (FTIC) graduation rate. Four panelist will discuss new initiatives to support students. The Chairman of the UCF Foundation's Board of Directors, Nelson Marchioli, will also announce the winner of the first Marchioli Collective Impact Innovation Award.

Student Open Forum

The student forum will be held Monday, February 13, 2017 in the Student Union Key West, Room 218AB at 11:30 a.m. Dr. Hitt, the Provost, and Vice Presidents Ehasz, Heston, Holsenbeck, and Merck will be available to discuss the students' concerns, ideas, and experiences. We are anticipating questions and comments on social justice issues. Comments were made on how students have free speech rights (debate or protest) anywhere on campus. Free speech rights are limited in the classrooms since the faculty member is facilitating the learning environment. Visitors to the campus don't have the same free speech rights. They must register to speak, protest, or demonstrate in a free speech zone. A non-student organization has registered for a free speech zone to hold a "whack-a-trump" event. We also had two recent marches on campus. Regarding the immigration ban, UCF had one Ph.D. student in electrical engineering that was in Iran when the ban was instituted. The student was able to return to the United States this past Saturday. UCF currently has 240 enrolled students from the seven countries banned.

Only about 20 of the students are permanent residents. For the summer term, we have 273 applications, primarily graduate students from those countries. We will be holding two meetings for UCF immigration attorneys to meet with any students. The first meeting will be held Friday, February 10, 2017 from 10:00 – 11:30 a.m. in the College of Business, Building II, Room 106. The second meeting will be held in the College of Health and Public Affairs, Building I, Room 119 from 12:00 – 1:30 p.m.

Burnett Honors College Dean Search

Two candidates have been invited to campus for interviews and to make a presentation. The candidates are:

Dr. Malin Pereira
Executive Director of The Honors College
University of North Carolina Charlotte
Monday, February 13, 2017
2:00 - 3:30 p.m.
The Burnett Honors College, Room 130

Dr. Graeme Harper
Dean of The Honors College
Oakland University
Wednesday, February 15, 2017
1:00 - 2:30 p.m.
The Burnett Honors College, Room 130

Legislative Update

The Board of Governors requested the University of Central Florida to represent Florida's large research universities by responding to the higher education appropriations subcommittee to address the impact of a 10% reduction in State funding. This would translate to about a \$26 million dollar reduction for UCF. House Speaker Richard Corcoran is looking for a \$220 million dollar reduction across the board. Senator Joe Negrón supported two bills to increase resources to the State University System. A bill put forward by Senator Bill Galvano requires every university develop and offer a block tuition policy. What has been communicated to the press is pay for 12 credits and get 15 credits, which would cost about \$20 million. UCF is suggesting pay for 30 credits and take as many as you want in a year. The hope is that the legislation will leave it up to the institutions to create the policy. The Governor introduced his budget and suggested we reduce performance funding.

Campus Carry Concealed Weapon Bill

The bill has been broken into six different bills aimed at different venues. There is still resistance from the university presidents, faculty senates, student government, and chiefs of police.

Questions

Question: Does the pay for 30 include summer?

Answer: Yes.

Question: Is there a limit on how many credits you can take?

Answer: A student must have advisor approval for credits in excess of 17 credits.

Comment: There was an event at the University of California, Berkeley that resulted in extreme protests against the campus speaker that ended in violence. It's hard to imagine on our campus.

Response: The University protected the students who sponsored the speaker and the student's right to invite him. There were about 150 peaceful protestors, and about 250 that were not peaceful. All of those arrested were not students and are of the same group responsible for the Oakland violence. This is a mobile group that can show up anywhere. The Foundation for Individual Rights in Education (FIRE) organization complimented Berkeley in their handling of the situation.

Question: How do visitors register?

Answer: They register through Student Development and Enrollment Services (SDES) and then they are assigned a free speech zone (by Math and Physics, outside of the John Washington walkway, and in front of the Student Union).

Question: Is there a mechanism to communicate what is happening around campus?

Answer: Not sure. It is good to know where the free speech zones are located.

Question: Can you update us on the salary compression?

Answer: The study was completed about two years ago. The Personnel Committee has asked for an external gender study. Last year, retention was taken out of administrative discretionary increases (ADI) through bargaining. This allows ADI to more effectively address other issues. This year, the union brought forward a salary compression proposal to bargaining, and we agreed and fully funded the proposal. The proposal brought everyone under a minimum amount to the minimum amount.

NEW BUSINESS

Resolution 2016-2017-15 Dr. John C. Hitt's 25th Presidential Anniversary

Keith Koons introduced the resolution. A celebration will be held on March 1, 2017 at 2:00 p.m. in the Pegasus Ballroom.

Motion and second made; resolution is open for discussion. Motion and second to amend line 8 by inserting "and thank".

Be it Resolved that the University of Central Florida Faculty Senate is proud to congratulate **and thank** Dr. and Mrs. Hitt on 25 years of service to the University of Central Florida.

Vote: All in favor; amendment passes.

Motion and second to place the resolution on the Senate agenda for February 23, 2017.
Vote: All in favor; motion passes.

Resolution 2016-2017-16 Declaration of Support for the Advisory Council of Faculty Senates Resolution in Opposition to Carrying Concealed Weapons or Firearms on State University Systems Campuses or Facilities

Keith Koons introduced the resolution. The Advisory Council of Faculty Senates (ACFS) passed the same resolution in a previous year. This resolution was updated and passed by the ACFS on January 27, 2017.

Motion and second made; resolution is open for discussion. Motion and second to amend line 20 by inserting “the UCF Faculty Senate joins with”, and “and”.

BE IT RESOLVED that the UCF Faculty Senate joins with the ACFS and strongly opposes any legislation that enables individuals other than sworn law enforcement officers to carry weapons or firearms on any State University System campuses and/or facilities.

Vote: All in favor; amendment passes.

Discussion commenced questioning if the resolution prevents participants in clubs, research, or other valid purposes from carrying a weapon. Determined that the resolution is only supporting the ACFS opposition; the resolution is not UCF Policy. There is already a Florida Statute that prevents carrying concealed weapons at specific locations; the bill the ACFS is opposing is the repealing of the section in the Florida Statute to allow carrying concealed weapons on campus. The bill does not address the other areas.

Motion and second to place the resolution on the Senate agenda for February 23, 2017.
Vote: 2 abstained; remaining in favor; motion passes.

Discuss Provost’s response to Resolution 2016-2017-9 Faculty Senate Bylaw Change, Governance in Academic Units.

The Provost denied the resolution and provided the rationale for the denial. The Steering Committee needs to determine the next action. Comments made regarding the concerns expressed and that those concerns can be accommodated. Question as to how to proceed. The resolution was brought forward to Steering from the Ad Hoc Constitution and Bylaw Revision Committee. That committee was dissolved last year. The resolution can be edited and presented to Steering and the Senate with a new number. The Provost clarified that he did not intend for Faculty Excellence to “approve” bylaws, but to conduct a review to ensure the bylaws don’t conflict with bargaining, policy, or laws and maintain the documents on the Faculty Excellence website. Question raised concerning the department chair’s role. If put through the chair, then the chair is excluded in the formation of the bylaws. Prefer to leave the chair in the formation process. Suggestion made to have the bylaws sent to the Dean by the chair to include the chair. The Provost suggested sending the draft resolution to Cynthia Young for review.

Kevin Coffey offered to revise the resolution with input from other Steering members to submit to Steering.

Discuss Provost's response to Resolution 2016-2017-10 Faculty Senate Bylaw Change, Restore Section IV.I. Resolutions

The resolution was approved with the addendum that the Board of Trustees be removed as the final appeal.

Comment: Prefer to leave the approved resolution with addendum as it stands and do nothing else with it to show the Senate doesn't accepting the removal of the Board of Trustees.

Dr. Koons mentioned that this process was discussed at the Advisory Council of Faculty Senates meeting. Other universities have no process. A resolution is sent to administration and it either is implemented into policy or dropped.

Comment: Amended version has no value.

Comment: Even though the appeal to the Board of Trustees is removed, there is still an expectation of a response within a certain timeframe. There is also an appeal to the president which is good. At least we have the means to go to the Board of Trustees on an issue.

Motion and second made to approve Resolution 2016-2017-17 Faculty Senate Bylaw Change, Restore Section IV.I. Resolutions as amended in 2016-2017-10 to the Faculty Senate on January 26, 2017.

Vote: All in favor; motion passes.

50th Anniversary of the UCF Faculty Senate

The newly seated Senate will meet on April 20, 2017, which is the 50th anniversary. We were hoping to hold a celebration that day. Unfortunately, Dr. Hitt is unavailable on that date and we are unable to find a venue large enough to accommodate the guests. Dr. Koons proposed delaying the celebration until August 24, 2017 and combining it with the President's reception. Steering members agreed to delay the celebration until August 24.

Definitions and Policies for Centers and Institutes

During the discussions regarding Academic Structure Guidelines, questions routinely surfaced regarding how Centers and Institutes fit. We didn't address Centers and Institutes since a new Vice President for Research was about to start. Dr. Klonoff has requested the Faculty Senate bring people together to provide feedback on the issues (how they report, who do they report to, different levels of Centers and Institutes, tenure, etc.). We have State Regulations the university must follow, but beyond that we don't have any guidelines.

Motion and second made to form a Steering Ad Hoc Committee on Definitions and Policies for Centers and Institutes. Vote: All in favor; motion passes. William Self will chair the committee. Kevin Coffey and Damla Turgut volunteered. Plan on an update at the April meeting.

Standard Meeting Day and Time Update

Last year the Senate set standard meeting days and times for each of the operational committees. In 2015-2016 we had six faculty members that had to switch committees due to course conflicts; in 2016-2017 we only had two. The 2016-2017 Bylaw change formed the Information Technology Committee which has no set meeting day or time. We will wait to set the day and time after the committee is staffed for the first time.

LIAISON COMMITTEE REPORTS

Budget and Administrative – Nina Orlovskaya

The committee discussed the Tuition Waiver Program. When the waiver is passed to a child, the child is at a disadvantage since many courses are already full which can delay graduation. Comments made that this benefit is basically a late registration. Sounds like the issue is more of a procedural problem since the form only has one spot for an alternative course, the form has to be resubmitted multiple times to Student Accounts Services. The benefit and timing are bargained. If the committee feels strongly, they can submit a resolution regarding the form and process for getting registered.

Parking Advisory Committee – Bari Hoffman-Ruddy

The committee met November 23. Bari distributed new parking guides. Kris Singh, Parking Services indicated that the construction for the New Trevor Colbourn Hall will include portions of parking lot H1. This will result in the loss of 115 student and 10 disabled parking spots. The disabled parking spots are being relocated to parking lot H4. Also discussed potentially earmarking faculty parking spots in garage C and D since the new buildings reduced the number of faculty parking spots. Montel Watson will attend the next meeting to discuss the safety issues surrounding a pedestrian path in the D lot and Garage C.

Personnel Committee – Richard Harrison for Linda Walters

Committee discussed some old business items. Met with Paige Borden and employees with Institutional Knowledge Management regarding an external gender study. Institutional Knowledge Management indicated they can have a report ready by March 15. Still discussing the evaluation of Endowed Chairs. Also reviewed the Ad Hoc Committees recommendations regarding TIP, RIA, and SoTL.

Graduate Council – Jim Moharam

All committees continue to meet and complete normal business.

Undergraduate Council – Kelly Allred

Committees continue to meet and complete normal business. A committee member wants to discuss including the class average on the transcript so it can be interpreted in a more meaningful way. If everyone gets an A, is the A so prestigious? If most people got a B- or a C, then an A is much more valued.

OTHER BUSINESS

There was concern at the College of Sciences workshop for TIP, especially those that were notified for the first time that they were eligible for a TIP award that the application deadline was so early. The preparation time for the application can take in excess of 50 hours. Wondering why the deadline is so early and indicated that faculty would like the deadline after spring break in order to use that time preparing. Comments made that with this being the first year of the applications going online, that it is taking even more time. Dr. Koons will communicate the request on behalf of the Steering Committee to Faculty Excellence.

ADJOURNMENT

Motion to adjourn made and seconded. The committee adjourned at 5:50 p.m.

1 **DRAFT Resolution 2016-2017-19 Opposition to Replacement of Foreign**
2 **Language Classes by Computer Coding in Florida High Schools**
3

4 **Whereas**, the 2017 Florida Legislature may consider Senate Bill 104, the Computer
5 Coding bill, which would in the academic year 2019-2020 allow high school
6 students to substitute computer coding classes for foreign language classes (2
7 credits); and
8

9 **Whereas**, currently high school foreign language credits are considered part of the
10 application for undergraduate admissions at UCF; and
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12 **Whereas**, UCF supports international cooperation, understanding, and partnerships
13 by virtue of President Hitt’s third goal: “Provide international focus to our curricula
14 and research programs;” and
15

16 **Whereas**, UCF seeks to increase international mobility and enhance the university’s
17 global competency by the recent opening of UCF Global; and
18

19 **Whereas**, foreign language study develops a person’s appreciation and
20 understanding of cultures and people across the world; therefore
21

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

From: "Teng, Michael N." <mteng@health.usf.edu>

Date: Monday, February 27, 2017 at 5:21 PM

To: "sfiorito@fsu.edu" <sfiorito@fsu.edu>, "nstedman@ufl.edu" <nstedman@ufl.edu>, "cbeetle@fau.edu" <cbeetle@fau.edu>, "kwilson@fiu.edu" <kwilson@fiu.edu>, Keith Koons <Keith.Koons@ucf.edu>, "Betty.Grable@famuedu.edu" <Betty.Grable@famuedu.edu>, "sfelton@fgcu.edu" <sfelton@fgcu.edu>, "tfox@uwf.edu" <tfox@uwf.edu>, "Radha.Pyati@unf.edu" <Radha.Pyati@unf.edu>, "fitzgerald@ncf.edu" <fitzgerald@ncf.edu>, "Michael, Deanna" <dmichael@usfsp.edu>, "Ngo, Fawn T." <fawnngo@sar.usf.edu>

Cc: "Thompson, Amy" <athompson@usf.edu>

Subject: Florida Senate Bill 104 (Computer Coding)

Dear Colleagues,

I am e-mailing you, the Faculty Senate Presidents/Chairs of the SUS for AY16/17, about an issue that has recently arisen at one of our Faculty Senate meetings. Senate Bill 104 would allow high school students to substitute 2 credits of computer coding for foreign language class requirements beginning AY19/20. While this proposed legislation is targeted to K-12 education, it will also have effects on Florida colleges and universities. Amy Thompson from our Department of World Languages has put together a brief summary of the bill and its potential impacts (attached).

I would like to ask you all if there has been a similar discussion at your Faculty Senate meetings. We are considering putting forth a Senate resolution opposing this bill and thought it would have more impact if we had a joint resolution with our sister SUS institutions. Alternatively, putting forward similar resolutions from the different Faculty Senates at the same time, during the legislative session, would likely achieve the same result.

If any of your Faculty Senates would like to co-sponsor a joint resolution, I propose that we have a committee with a representative from each institution to draft the resolution, which can then be put forward.

Please let me know if this is of interest (or not) to your Senators. I apologize if I have sent this message to a past President and would appreciate it if you could forward the e-mail to the correct party.

Best regards,
MT

Michael Teng, Ph.D.
Associate Professor
President, USF Faculty Senate
Division of Allergy & Immunology, Department of Internal Medicine
University of South Florida Morsani College of Medicine

Information on the Computer Coding bill: SB 104

Bill summary: Started in the 2019-2020 AY, high school students would be able to substitute computer coding classes for foreign language classes (2 credits).

Negative impacts for Florida State Institutions:

1. College system institutions and state universities would be required to accept these credits as foreign language credits (even though parents and students would have to sign a statement saying that they are aware that these coding credits may not meet out-of-state foreign language requirements).

2. Students could take these courses at the Florida Virtual School if their high schools don't offer courses, and state universities would likewise be required to accept these credits.

3. The Florida department of education would be responsible for the oversight of the courses that would count for credit. It's not clear from the way the bill is written if universities would have any input in these decisions.

3. According to the 2011 census data Florida is the state with the 4th largest population of individuals who speak a language other than English at home (roughly 5 million people). Taking away the foreign language requirement could result in less understanding of people with different cultural backgrounds. Some succinct, easily accessible information is found in articles in "The Conversation" by USF faculty members regarding the benefits of foreign language study <https://theconversation.com/how-learning-a-new-language-improves-tolerance-68472>, as well as why automatic translations are likely not viable in the foreseeable future: <https://theconversation.com/could-the-language-barrier-actually-fall-within-the-next-10-years-54805>

4. Each university likely has more specific policies and initiatives that would be negatively impacted by the reduction of foreign language study. USF, for example, has initiated a "Global Citizen's Project," part of which includes language study and study abroad. Similarly, USF is in the process of applying for membership into Phi Beta Kappa, which requires no less than an intermediate level of a foreign language for all potential inductees. In both cases, USF students would be behind the curve if no foreign language study was required at the high school level.

In sum: Although computer coding and technological literacy is of utmost importance, these courses should not substitute for foreign language study. Both skills are crucial in our increasingly globalized society, and students should not be required to choose one at the expense of the other.

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

3
4 **Whereas**, the Cumulative Progress Evaluation (CPE) process is mandatory for Assistant
5 Professors and Associate Professors on the tenure-track who have not yet been granted
6 tenure; and

7
8 **Whereas**, the COACHE survey of faculty (satisfaction) in 2015 demonstrated UCF's
9 strength in clarity on the requirements for tenure and promotion to Associate Professor,
10 which may have resulted from the CPE process; and

11
12 **Whereas**, the COACHE survey of faculty (satisfaction) in 2015 also indicated that
13 faculty promotion to Full Professor was an area of concern for the University; and

14
15 **Whereas**, the current collective bargaining agreement allows any faculty at the Associate
16 Professor level to be evaluated for progress towards promotion to full professor via a
17 CPE process; and

18
19 **Whereas**, only those faculty who seek promotion to full Professor would be impacted by
20 a one-time requirement for an abbreviated CPE prior to submission for promotion; and

21
22 **Whereas**, the abbreviated CPE for Associate Professors would consist of an up-to-date
23 Curriculum vitae and a one page summary statement of impact, parallel to a pilot
24 program developed in the College of Science; and

25
26 **Whereas**, the abbreviated CPE for Associate Professors would allow for valuable
27 feedback on a candidates potential for promotion when stakes are low, and would be
28 ideal to occur 2-3 years prior to application for Full professor; and

29
30 **Whereas**, the abbreviated CPE for Associate Professors could be done regularly (based
31 on the faculty members prerogative), providing valuable guidance to the faculty member
32 on his/her progress towards promotion; therefore

33
34 **Be it resolved** that faculty at the Associate Professor level will be required to be
35 reviewed for their progress for promotion to Full Professor (abbreviated CPE for
36 Associate Professors) at least one time *prior* to their application for promotion to Full
37 Professor.