



Faculty Senate

Steering Committee

Agenda for meeting of Thursday, March 9, 2023, 3:00 p.m.

Location: Charge on Chamber, Student Union Room 340

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

<https://ucf.zoom.us/j/99343722180?pwd=WIJEMUNxaGc1UVRJbCtuaVpGQ2IDUT09>

1. Call to Order
2. Roll Call via Qualtrics: https://ucf.qualtrics.com/jfe/form/SV_41vukQF4BQFcdNQ
3. Approval of Minutes of *February 2, 2023*
4. Recognition of Guests
5. Announcements and Report of the Chair
6. Report of the Provost
7. Unfinished Business
8. New Business
 - a) Appointment of Nominating Committee (Past Senate Chair plus two Steering members)
 - b) Topic Assignment: Diversity Representation within Code of Conduct Training
 - c) Discussion: Recording of Steering Committee and Faculty Senate Meetings
 - d) Resolution 2022-2023-13 UCF Faculty Senate Supports Accessibility and Inclusion for All
 - e) Resolution 2022-2023-14 Administrative Support for New Digital Accessibility Policy Requirements
 - f) Resolution 2022-2023-15 Faculty Involvement in the Hiring of T/TE/Research Faculty
 - g) Motion to consider Resolution 2022-2023-12 as an emergency as described in the Faculty Bylaws Section X.A.4
 - i) Resolution 2022-2023-12 Bylaw Amendment to Create a Faculty Senate Student Success Council
 - h) Senate Agenda for March 23, 2023
 - i) Resolution 2022-2023-8 Instructional Designers
 - ii) Resolution 2022-2023-10 Parking, Transportation and Safety Committee
 - iii) Resolution 2022-2023-11 Student Success Constitutional Amendment
 - iv) Other Resolutions Approved by Steering Committee
9. Committee Reports
10. Other Business
11. Adjournment



Faculty Senate

Steering Committee

Minutes for meeting of Thursday, February 2, 2023, 3:15 pm

Zoom Link to access recording:

- 1) Quorum reached and meeting called to order at 3:23 p.m.
- 2) Roll Call via Qualtrics – Faculty Senate Chair Stephen King, Vice Chair Keri Watson, Secretary Kristine Shrauger, and Past Chair Joseph Harrington were present. (*See meeting materials Attachment A for list of participants*)
- 3) Approval of Minutes of *January 5, 2023*
 - a) Minutes approved as submitted.
- 4) Recognition of Guests
 - a) Joe Adams, Senior Communications Director, Academic Affairs
 - b) Lucretia Cooney, Director, Faculty Excellence
 - c) Aimee deNoyelles, Senior Instructional Designer, Center for Distributed Learning
 - d) Paul Dosal, Senior Vice President for Student Success, Office of the President
 - e) Gary LaPage, Associate Instructor, College of Sciences
 - f) Jana Jasinski, Vice Provost, Faculty Excellence
 - g) Michael D. Johnson, Provost, Office of the Provost
 - h) Amanda Major, Associate Instructional Designer, Center for Distributed Learning
 - i) Amy Sugar, Associate Instructional Designer, Center for Distributed Learning
- 5) [00:02] Announcements and Report of the Chair – *Stephen King*
 - a) Chair King talked about resolution deadlines, resolutions on today's agenda, and state legislation proposals. See Attachment B for full report.
- 6) [00:12] Report of the Provost – *Provost Michael D. Johnson*
 - a) Provost Johnson spoke about state legislation proposals, Vice President for Research search, and Board of Trustees replacement. Please see Attachment C for full report and Zoom recording for questions from senators.
- 7) Unfinished Business - none
- 8) [00:42] New Business
 - a) Resolution 2022-2023-8 Instructional Designers
 - i) Motion made to consider moving resolution to the senate agenda, discussion, vote taken, motion passed.
 - b) Resolution 2022-2023-9 University Master Planning Committee
 - i) Motion made consider moving the resolution to the senate agenda, discussion, vote taken, motion failed. Resolution goes back to University Master Planning Committee.
 - c) Resolution 2022-2023-10 Parking, Transportation and Safety Committee



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- i) Motion made to consider moving resolution to the senate agenda, discussion, vote taken, motion passed.
- d) Student Success at UCF Presentation – *Paul Dosal, Senior Vice President for Student Success*
 - i) Overview of student success program at UCF by Vice President Dosal, see Zoom recording for question-and-answer session.
 - ii) Resolution 2022-2023-11 Student Success Constitutional Amendment
 - (1) Motion to consider moving resolution to senate agenda, second, discussion,
 - (2) Motion made to amend add “and other relevant committees, units and individuals” after Vice President for Student Success in line 29, second, discussion, vote taken, motion passed.
 - (3) Discussion on original motion, vote taken, motion passed.
 - iii) Resolution 2022-2023-12 Student Success Bylaw Amendment
 - (1) Motion to consider moving resolution to senate agenda, second, discussion, vote taken, motion failed. Resolution goes back to Ad Hoc Student Success Committee.
- 9) [00:00] Committee Reports – agenda item not completed based on the late time..
 - a) Budget and Administrative Committee – *Keri Watson*
 - b) Information Technology Committee – *Glenn Martin*
 - c) Personnel Committee – *Michael Proctor*
 - d) Research Council – *Stephen King for Linda Walters*
 - e) Graduate Council – *Reid Oetjen*
 - f) Undergraduate Council – *Tina Chiarelli*
 - g) Ad Hoc Student Success Committee – *Tina Chiarelli*
 - h) Ad Hoc Civil Discourse Committee – *Stephen King*
 - i) For the full reports, see attachment D.

10)[00:00] Other Business - none

11)Meeting adjourned at 5:11 p.m.

Reviewed and submitted for approval by

Kristine J. Shrauger

02/03/2023

Kristine Shrauger

Date

Faculty Senate Secretary

Faculty Senate Steering Committee Attendance
February 2, 2023

First Name:	Last Name:	College/Unit:	College/Unit: - Other	Meeting Role:	Meeting Role: - Guest:
Mason	Cash	CAH		Steering	
Kristina	Tollefson	CAH		Steering	
Keri	Watson	CAH		Steering	
Reid	Oetjen	CCIE		Steering	
Michael	Proctor	CECS		Steering	
Asli	Yalim	CHPS		Steering	
Stephen	King	COM		Steering	
Leslee	D'Amato-Kubiet	CON		Steering	
Michelle	Dusseau	COS		Steering	
Joseph	Harrington	COS		Steering	
Linda	Walters	COS		Steering	
Kelly	Semrad	RCHM		Steering	
Missy	Murphey	UL		Steering	
Kristine	Shrauger	UL		Steering	
Jim	Gallo	CBA		Steering	
Jeff	Kauffman	CECS		Steering	
Glenn	Martin	CGS		Steering	
Keri	Watson	CAH		Steering	
Tina	Chiarelli	COM		Steering	
Gary	LaPage	COS	NSCM	Guest	Associate Instructor
Michael	Johnson	Other	Office of the Provost	Guest	Provost
Lucretia	Cooney	Other	Faculty Excellence	Guest	Director
Jana	Jasinski	Other	Faculty Excellence	Guest	Vice Provost

Faculty Senate Steering Committee
Senate Chair Report
February 2, 2023

Welcome everyone to our steering committee meeting at the downtown campus. I want to thank Associate Provost Ross Wolf and his team for hosting the steering meeting today. I'm delighted that so many were able to join us in person. I also want to thank Reid Oetjen for the original idea of having one of our faculty senate meetings here at the downtown campus.

I will start my remarks as the Faculty Senate Chair with resolution reminders.

The deadline for non-bylaw resolutions is the March 9th steering meeting, which means the Resolutions could then be voted upon at the March 23rd meeting. The March 23rd meeting is the last full meeting of the 2022-2023 senate.

Today is the last day for us to consider new Bylaw or Constitutional Resolutions. In terms of business today we have five Bylaw or Constitutional resolutions to consider.

We will start with resolutions about

- 1) adding Instructional Designers as faculty for Faculty Senate purposes,
- 2) about minor changes to the University Master Planning Committee, and
- 3) about converting the Faculty Senate Parking Transportation and Safety Committee into a dedicated Campus Safety and Security Committee.

After those three resolutions we will have a short presentation from Paul Dosal, the senior vice president for Student Success. You may remember that last month we had an initial discussion of potential Bylaws for a Faculty Senate Student Success Committee, and that several questions were raised that we were unable to fully address. Dr. Dosal is here today to share his vision of how a Faculty Senate Student Success committee would fit in with other groups and committees to help UCF enhance our student success efforts across campus.

After that presentation we will consider two resolutions that will together create a Faculty Senate Student Success committee by amending the Constitution and also by amending the Bylaws.

For the rest of my report, I want to turn to recent events concerning higher education in Florida.

At the full senate meeting 2 weeks ago, the provost and I briefly discussed the request from the Governor's office about DEI and CRT initiatives across the SUS. It's time for an update on those and additional information.

First, Several UCF faculty have now received requests to provide a wide range of documentation relating to DEI programs at UCF. The Governor has also indicated that

he is proposing that state-funded Universities will no longer be able to support DEI positions or programs. This is extremely troubling for a myriad of reasons, as many of the programs we have at UCF make strong use of DEI initiatives in order to enhance our ability to help students complete their degrees.

I confess that I cannot speak to all the DEI initiatives on campus, there are a wide range and I simply don't know them all.

I do want to share information about one DEI initiative that I do know a decent amount about, and that is related to the LCME accreditation of MD students in the College of Medicine. The LCME is the Liaison Committee on Medical Education, LCME accreditation is required for licensing MD graduates and receiving federal financial aid for MD students. Furthermore, only graduates from LCME-accredited schools are eligible for many of the best residency programs. Now LCME Accreditation Standard 3.3 requires that

“A medical college has effective policies and practices in place, and engages in ongoing, systematic, and focused recruitment and retention activities, to achieve mission-appropriate diversity outcomes among its students, faculty, senior administrative staff, and other relevant members of its academic community. These activities include the use of programs and/or partnerships aimed at achieving diversity among qualified applicants for medical college admission and the evaluation of program and partnership outcomes.”

In other words the MD program here at UCF and everywhere else across the state is required to have a diverse student population, faculty, and staff and to track and in most cases increase diversity in order to stay accredited.

I don't know what would happen to our MD program, or that of other SUS partners, if all medical schools across the state were required to disband DEI programs, but the repercussions to removing DEI initiatives could be quite severe.

That's just one example of programs and initiatives UCF has in the DEI realm. and I am learning about more every day.

Outside of DEI initiatives I also want to share two additional updates.

You may be aware of recent events at New College of Florida. 6 brand new Governor appointed trustees were added to the New College Board of Trustees. The Trustees voted to remove the College President and the College general counsel, then they installed a political appointee as interim President, and the Board is currently dismantling various DEI initiatives across the college. This is a fluid situation that I and many others are watching closely to see what happens next.

My final update is about this document here:

HOLD UP THE PAGE

This is an outline of legislative plans from Governor DeSantis regarding Higher Education Reform. There are a host of statements and changes outlined here, most of which are worrisome. I am not going to read the bullet points, but I will share this document with steering members in case you do not already have this. At this point we do not know which of the proposed topics here will be picked up by the legislature, and how various bills may be adapted before final approval.

I want to be clear:

The range of things I've brought up, DEI initiatives, the forced presidential change at New College, and proposed legislative actions affect all the state Universities in the SUS system.

The ACFS, which includes current and past chairs from the SUS faculty senates, is meeting tomorrow to discuss and plan a range of actions to take together and individually. Joe Harrington, Bill Self, and I are part of those discussions. I will update the senate on plans from the ACFS, and on where things stand on these issues at the February 16th senate meeting.

I will end by reiterating that I will remain vigilant about these and any additional actions that are likely to impact all of us at UCF.

Provost Michael D. Johnson University Update

Faculty Senate Steering Committee

Thursday, February 2, 2023

The provost highlighted the following in his report:

- The governor's expressed priorities for this legislative session include barring the use of any funds for DEI activities, requiring general education courses to be historically accurate and not distort historical events, giving boards of trustees and presidents authority over hiring and retention decisions, and more.
 - He said more will be known as proposals take shape for the state legislative session that begins March 7. Legislation first has to be proposed, debated, passed and signed; none of that has happened.
 - In terms of teaching, Johnson said he believes what is being sought is what UCF does: teach undistorted history and educate rather than indoctrinate.
 - Johnson said he strongly agrees that education should both help graduates with their careers and also prepare them to be citizens in a democracy. He said UCF is focused on providing resources to every student seeking to earn a degree and achieve success.
- The search for UCF's vice president for Research and Innovation is in the final stages. Johnson said he was grateful for the faculty feedback received on the four finalists who visited campus.
- Rick Cardenas, president and CEO of Darden Restaurants, has joined UCF's Board of Trustees as appointed by the Florida Board of Governors. He replaces Beverly Seay, who Johnson said has served brilliantly.
 - A UCF alumnus, Cardenas graduated *summa cum laude* with a B.A. in Finance and Accounting. He joins the BOT's key committee for academics, Academic Excellence and Student Success, now chaired by Trustee Tiffany Altizer.



Faculty Senate

Faculty Senate Steering Committee
Committee Reports
February 2, 2023

Budget and Administrative Committee

Chair – Tina Buck; Vice Chair – Keri Watson
No update

Information Technology Committee

Chair – Glenn Martin; Vice Chair – Joseph Harrington
January 10, 2023

Committee met for just over an hour. Discussion reviewed status of Punch-Out use during semester break, Workday HR help aids, and the Policy Feedback System. Matt Hall presented a major review of UCF IT initiatives, both on-going and upcoming.

Personnel Committee

Chair – Karol Lucken; Vice Chair – Gulnora Hundley
January 18, 2023

Gerald Hector gave a report on the Budget and the committee discussed a draft of a resolution on Faculty Involvement in the Hiring of T/TE/Research Faculty.

Research Council

Chair – Linda Walters; Vice Chair – David Luna
January 2023

Many members attended the Faculty Senate Research Council sessions with 4 job candidates and have shared their views with administration (emails, forms, etc.).

We have scheduled a full Research Council meeting on February 27 with the Jon Bates (UCF) and a consulting company who are in the process of running a "space utilization survey" for research across campus. The company is reporting all space utilization; we are only interested in research aspect.

Dr. Schoenfeld is recruiting faculty to participate in the 5-day rule workgroup that OR is ramping up soon.

Gerald Hector has been good to his word on many of our Workday research issues that have been discussed at our previous sessions. We would like to have at least one session with him and Research Council members this semester.

Internal Research/Facilities Subcommittee will soon be evaluating Excellence in Research candidates (college winners) to select the university-wide winner.

Compliance Subcommittee is collecting ideas on what faculty need to most effectively "return to research" after campus closures.

Graduate Council

Chair – David Mohaisen; Vice Chair – Valeriya Shapoval



Faculty Senate

January 2023

Curriculum Committee: The committee met regularly every two weeks, and some of the significant changes were proposed by the following colleges:

- Hospitality Management did an overhaul of the Ph.D. courses, Arts and Humanities requested adjustment of fees (some increased and some decreased) for materials and supplies,
- The College of Community Innovation and education did an extensive course revision,
- The College of Sciences added Stats Methodology Data Science
- The College of Engineering and Computer Science made several courses revisions and adjustments,
- The College of Business added several analytical courses.

Program Review and Awards Committee: The committee has not met but is currently reviewing Founder's Day Awards, including the following:

- Award for Excellence in Graduate Teaching (faculty)
- Award for Excellence in Mentoring Doctoral Students (faculty)
- Award for Excellence in Mentoring Postdoctoral Scholars (faculty)
- Outstanding Master's Thesis award (student)
- Outstanding Doctoral Dissertation award (student)

Graduate Policy Committee: The committee has met regularly every two weeks so far, and some of the significant policies discussed in the recent meeting include:

- Feedback on UCF-2.030 confidentiality of examination and assessment instruments (no issues were raised)
- Feedback on 4-409 Awarding academic credit (no issues were raised)
- Feedback on 5.008/9 Academic misconduct (issues were raised concerning the intentionality of academic misconduct and enforcement of the policy in its current language).
- A new policy on thesis/dissertation conflict of interest was introduced, and a discussion session was held. An updated policy draft is expected to undergo a vote during the next few weeks.
- A new policy on Student Intellectual Property (IP) was introduced, and a draft is expected to emerge in the subsequent meetings.

Undergraduate Council

Chair – Jeffrey Kauffman; Vice Chair – Tina Chiarelli

January 10, 2023

The Undergraduate Course Review Committee held its monthly meeting. During that time, 16 Consent Agenda items and 28 Action Agenda items were approved. Two action agenda items were tabled to allow further discussion within the respective colleges regarding concerns of course material overlap.

January 31, 2023, the Undergraduate Policy and Curriculum Committee held its monthly meeting. During that time the committee approved 39 program/minor/certificate revisions and



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1 certificate addition. They also reviewed the Final Exam Policy, which prompted some discussion of the Syllabus Policy — to be reviewed in a later meeting. Finally, they continued the discussion on student cheating with representatives from the Registrar's Office and Student Conduct and Academic Integrity.

Ad Hoc Committee on Civil Discourse

Chair – Stephen King

No update

Ad Hoc Committee on Student Success

Chair – Tina Chiarelli

January 2023

For the Ad hoc Committee on Student Success, we will continue discussion of the Committee's final draft of the bylaws and membership criteria during the Steering meeting.

1 Resolution 2022-2023-8
2 Faculty Bylaw Change,
3 Instructional Designers and the Division of Digital Learning
4

5 **Whereas**, Instructional Designers are integral to each college and most departments
6 and participate to some degree in teaching, research, and service; and

7 **Whereas**, Instructional Designers meet the faculty characteristics described in the
8 Bylaws Section 1. B.; and

9 **Whereas**, the ranks of Assistant, Associate, and Senior Instructional Designer were
10 created in 2016 in order to more properly align with existing faculty ranks and promotion
11 pathways at the university;

12 **Whereas**, the Senate has previously amended the Bylaws to add Instructional
13 Designers to the following Senate committees: Faculty Center for Teaching and
14 Learning Advisory Committee, Library Advisory Committee, Strategic Planning Council,
15 Bookstore Advisory Committee, and the Information Technology Committee, and

16 **Whereas**, Instructional Designers are in the Division of Digital Learning and a part of
17 Academic Affairs, reporting to a vice provost who reports to the provost; and

18 **Whereas**, the UCF Faculty Constitution Article II. A. states that “In establishing
19 representation, the Faculty Senate may determine that a unit be represented that is not
20 a recognized college; and

21
22 **Whereas**, the Faculty Senate would benefit from the addition of Instructional Designers
23 within the Division of Digital Learning to the senate membership and to the Senate
24 operational and joint committees; therefore

25
26 **Be It Resolved** that the Bylaws Section I.A be amended to add the academic titles of
27 Senior Instructional Designer, Associate Instructional Designer, and Assistant
28 Instructional Designer; and

29 **Be It Further Resolved** that the Bylaws Section I.A be amended by adding the
30 following statement at the end of the section: The Division of Digital Learning shall be
31 considered an academic unit for the purposes of representation within the senate.

1 **Resolution 2022-2023-9**

2 Faculty Senate Bylaw Change, University Master Planning Committee

3
4 **Whereas**, the duties and responsibilities of the University Master Planning Committee
5 include short-range and long-range land use, facilities planning, future development,
6 and protection and preservation of natural resources on campus; and
7

8 **Whereas**, The University of Central Florida recently created the position of Vice
9 President for Facilities and Business Operations, which oversees all aspects of facilities,
10 including planning, construction, grounds and landscaping, and parking and
11 transportation, as well as the infrastructure and utilities to support them; and
12

13 **Whereas**, the long-range duties and responsibilities of the University Master Planning
14 Committee would benefit from a cooperative arrangement between the chair and vice
15 chair positions such that the chair of the committee shall be a faculty member elected
16 by the committee membership, and the vice chair shall be appointed by the Vice
17 President for Facilities and Business Operations; therefore
18

19 **Be it resolved** that the Bylaws to the Constitution of the Faculty of the University of
20 Central Florida be amended in Section VIII.M to state:

21 ***M. University Master Planning Committee***

22 **1. Duties and Responsibilities.**

23 a. To review short-range as well as long-range issues related to land use,
24 facilities planning, sustainability initiatives, and future development of the campus,
25 including protection and preservation of natural resources on the campus.

26 b. To make recommendations to the vice president of Facilities and Business
27 Operations regarding matters of aesthetics and suitability for minor projects and
28 modifications of the campus landscape and building exteriors.

29 c. To review signage, site furniture, public art, banners, and other exterior
30 elements that have an aesthetic impact to the campus.

31 **2. Membership.**

32 The committee shall consist of one faculty member from each academic unit, two
33 of whom shall be members of the Faculty Senate (selected by the Committee on
34 Committees in consultation with the provost and vice president for Academic Affairs);
35 two additional faculty members from Biology and Environmental Engineering (selected
36 by the vice president for Administration and Finance or designee); one administrator
37 from Academic Affairs (appointed by the provost and vice president for Academic
38 Affairs); and two students (appointed by the president of the Student Government
39 Association). The vice president for Facilities and Business Operations or designee (ex
40 officio) shall identify other voting and ex officio members, making every effort to ensure
41 that areas relating to University Master Planning are represented. The chair of the
42 committee shall be a faculty member elected annually by the membership. The vice
43 chair of the committee shall be appointed by the vice president for Facilities and
44 Business Operations from the membership of the committee. Terms of service shall be
45 three years, staggered, with the exception of the student members, who shall serve for
46 one year.

1 **Resolution 2022-2023-10**
2 **Faculty Senate Parking Transportation and Safety Committee**
3

4 **Whereas**, the University Parking and Transportation Committee and the Faculty Senate
5 Parking, Transportation, and Safety Committee have overlapping duties and
6 responsibilities with respect to parking and transportation issues on campus, which could
7 be overseen by a single committee instead of two committees; and
8

9 **Whereas**, events in recent years, such as the COVID pandemic and the multiple
10 hurricanes that impacted UCF, have shown that safety and security concerns can be
11 addressed more effectively when there is broad input from different faculty perspectives;
12 and
13

14 **Whereas**, a single faculty-level committee focused upon the areas of safety and security
15 would provide for enhanced two-way communication and response development between
16 faculty and staff on critical safety and security concerns on UCF campuses; **therefore**
17

18 **Be It Resolved** that the title of the Faculty Senate Parking, Transportation, and Safety
19 Committee be changed to the Faculty Senate Campus Safety and Security Committee to
20 reflect a focus upon safety and security issues on UCF campuses.
21

22 **Be It Further Resolved** that the Bylaws of the Faculty Senate Parking Transportation and
23 Safety Committee be amended as detailed below:
24

25 **Duties and Responsibilities:**
26

- 27 a. To evaluate and recommend policies concerning campus safety and security
28 that will foster a mutually beneficial environment for faculty, staff, students, and
29 visitors in the university community.
- 30 b. To provide feedback to appropriate campus safety and security officials with a
31 focus on maintaining the missions of teaching and research.
- 32 c. To develop effective safety and security communications for the campus
33 community.
- 34 d. To make recommendations to the Steering Committee of the Faculty Senate.
35

36 **Membership**
37

38 The voting members of the committee shall be at least one faculty member from
39 each academic unit (selected by the Committee on Committees), one staff member
40 (selected by the Staff Council), and one student (nominated by the Student
41 Government Association). The ex officio members of the committee shall be the
42 Director of Emergency Management (who provides administrative support for the
43 committee), the UCF Chief of Police (or designee), the Director of Security (or
44 designee), the Chief Information Security Officer (or designee), and the Police
45 Department Public Information Officer. The Director of Emergency Management
46 shall identify additional ex officio members as needed to ensure that areas relating
to campus safety and security are represented. The chair and vice chair shall be

47 elected annually from the faculty membership. Terms of service shall be two years,
48 staggered, except for the student member, who shall serve for one year.

1 **Resolution 2022-2023-12**

2 **Bylaw Amendment to Create a Faculty Senate Student Success Committee**

3
4 **Whereas**, a core mission of UCF is to teach students by providing high-quality
5 education that prepares them for the real world experiences that will unfold over the rest
6 of their lives; and

7
8 **Whereas**, UCF has recently enhanced its focus upon student success by hiring a senior
9 vice president for Student Success and by reorganizing several departments and areas
10 to coordinate efforts within the Division of Student Success and Well-Being; and

11
12 **Whereas**, student success encompasses a broad array of departments, programs,
13 initiatives, and policies that require administration, faculty, and staff working together in
14 a cohesive manner to help our students complete their studies; and

15
16 **Whereas**, the faculty at UCF have a critical role in guiding and ensuring the success of
17 our students as they take classes and progress through degree programs; and

18
19 **Whereas**, there currently is no faculty level committee on campus that focusses upon
20 student success, or that works with the administration to develop, evaluate and utilize
21 policies and procedures that enhance student success across the entire UCF
22 curriculum; therefore

23
24 **Be It Resolved** that the Faculty Bylaws be amended to create a Faculty Senate Student
25 Success Committee with the membership and the duties and responsibilities described
26 below:

27 **a. Duties and Responsibilities**

- 28 i. To promote the development and implementation of programs, policies, and
29 practices that help students succeed in their academic pursuits and personal
30 wellbeing.
- 31 ii. To advise and assist the University Student Success Steering Committee and the
32 Senior Vice President for Student Success and Wellbeing and the Vice Provost
33 and Dean of the College of Undergraduate Studies in developing student
34 success initiatives and recommending actions to meet student success goals.
- 35 iii. To review and monitor the performance and progress of state performance-
36 based funding, preeminence, and other strategic student success metrics that
37 are important for UCF and its students.
- 38 iv. To support and collaborate with the Faculty Center for Teaching and Learning
39 and the Center for Distributed Learning to create professional development for
40 faculty to facilitate student success.
- 41 v. To serve as an advisory and recommending body for academic units and the
42 Faculty Senate on strategies and procedures that relate to student success.
- 43 vi. To support and collaborate with professional advising offices across UCF to help
44 facilitate student success
- 45 vii. The chair of the Faculty Senate Student Success Committee will serve as a
46 member on the University Student Success Steering Committee.

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b. Membership

The voting members of the Faculty Senate Student Success Committee shall consist of at least one faculty member from each academic unit (selected by the Committee on Committees), one associate or senior instructional designer from the Center for Distributed Learning, one representative from the Faculty Center for Teaching and Learning, one student (nominated by the president of the Student Government Association), one representative of the Student Success & Well-Being Leadership Council Team (selected by the Senior Vice President for Student Success), and one representative from the College of Undergraduate Studies (selected by the Vice Provost and Dean of the College of Undergraduate Studies). A representative from the professional advising office for each college or unit may serve as a non-voting committee member. The Senior Vice President for Student Success (or designee) shall identify additional ex officio members, making every effort to ensure that areas relating to student success are represented. The chair and vice chair shall be elected annually from its faculty membership. Terms of service shall be two years, staggered, except for the student member, who shall serve for one year.

Resolution 2022-2023-13

UCF Faculty Senate Supports Accessibility and Inclusion for All

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Whereas, the University of Central Florida has made a commitment to both excellence and access, where our faculty and staff educate a diverse student body and prepare our students for the challenges of today and tomorrow; therefore

Be It Resolved that the University of Central Florida Faculty Senate supports UCF’s widespread initiatives to expand accessibility and inclusiveness for all persons, regardless of race, color, religion, sex, gender, sexual orientation, national origin, age, disability, marital status, veteran status, and political opinion or affiliation.

1 Resolution 2022-2023- 14

2 Administrative Support for New Digital Accessibility Policy Requirements

3 **Whereas**, the president of the University of Central Florida approved a Digital Accessibility policy, policy
4 2-006, effective 6/20/2022; and

5 **Whereas**, policy 2-006 requires responsible parties at the University of Central Florida to adopt the Web
6 Content Accessibility Guidelines version 2.0 AA as the guiding accessibility standard for all information
7 and communication technology; and

8 **Whereas**, responsible parties shall strive to ensure that all electronic technology and resources used for
9 communication, instruction, and the distribution of information is created and/or maintained in a
10 digitally accessible manner including, but not limited to instructional systems, online instructional
11 lessons, web-based services, software applications, electronic documents, computers, hardware
12 systems, telecommunication products, video and multimedia products, mobile devices, and online
13 events; and

14 **Whereas**, as of June 26, 2023, faculty and other parties responsible for creating and/or maintaining
15 Learning Management System and university content that is created, redeveloped or undergoes
16 substantial revisions as well as multimedia resources posted to university web pages and applications
17 and/or used in university programs, courses, and activities shall strive to conform to WCAG 2.0AA; and

18 **Whereas**, by December 31, 2024, faculty and other responsible parties must review web pages and/or
19 web content that has been created and published in the last seven years and ensure that it is digitally
20 accessible in accordance with WCAG 2.0 AA; therefore

21 **Be It Resolved** that faculty and staff need financial support and resources from the university
22 administration to ensure that all digital content meets the new policy requirements that web pages,
23 web content in courses, videos with subtitles, and images are digitally accessible; and

24 **Be It Further Resolved** that the UCF administration creates a Center or Office for Digital Accessibility to
25 focus efforts across campus to comply with the Web Content Accessibility Guidelines version 2.0.

Resolution 2022-2023-15
Faculty Involvement in the Hiring of T/TE/Research Faculty

Whereas, shared governance has been recognized as a central feature of higher education since the 1966 *Statement on Government in Colleges and Universities* (SGCU) from the American Association of University Professors, the American Council on Education, and the Association of Governing Boards of Universities and Colleges. The SGCU stipulates the responsibilities and authority that should be conferred upon faculty and legitimates their involvement in institutional governance (Birnbaum, 2004 as cited in Jones, 2011). This includes the proviso that “*faculty status and related matters are primarily a faculty responsibility; this includes appointments, reappointments, decisions not to reappoint, promotions, granting of tenure, and dismissal;*” and

Whereas, this responsibility and authority stems from the recognized expertise of faculty that is cultivated through the publication and peer review of scientific manuscripts, preparation and acquisition of research grants, and national/international conference research presentations; and

Whereas, this responsibility and authority is consistent with and upholds the tenure system found in the vast majority of U.S. universities; and

Whereas, studies have consistently and overwhelmingly found that faculty across the U.S. believe in shared governance as an integral part of their institution’s values, identity, and culture (Tierney & Minor, 2003; see also Williams et al., 1987; Gore et al., 1987, Miller 2002); and

Whereas, campus values, identity, and culture shape and are shaped by faculty morale, and faculty morale and engagement is tied to shared governance and participation in the recruitment and retention of the best research talent; and

Whereas, Discovery & Exploration has been identified as a key element of UCF’s 5 Year Strategic Plan, which includes increasing the “focus on research by supporting basic, applied, clinical, and translational research activities and recruit and retain highly qualified faculty,” including the hiring of 300 faculty by 2027; and

Whereas, the Office of Institutional Equity (OIE) and Human Resources (HR) search, screening, and hiring guidelines do not specify certain important aspects of faculty involvement in faculty searches and hiring; and

Whereas, a substantial majority of unit bylaws defer to the OIE and HR search, screening, and hiring guidelines and/or do not specify certain important aspects of faculty involvement in faculty searches and hiring; and

Whereas, the current search and hiring process does not require transparency with faculty, making the process vulnerable to misinformation and/or arbitrary decision making (e.g., not collecting or sharing input from faculty, search committees refusing to provide search updates to relevant unit faculty, staff voting on faculty research cluster appointments), therefore

44 **Be it Resolved** that the University of Central Florida OIE and HR delineate and expand its' search,
45 screening, and hiring guidelines for new or appointed T/TE/Research (T/TE/R) faculty who will
46 be required to conduct research and prepare and/or publish research-related [or discipline specific]
47 deliverables, such as academic publications, as part of their annual assignment of duties in the
48 following ways:
49

- 50 • The hiring official shall notify all full-time faculty in the unit before commencing a search or
51 an appointment for T/TE/R faculty.
52
- 53 • The hiring official shall appoint members of the search committee who are T/TE/R faculty
54 and/or faculty who will be responsible for the decision making on the tenure and/or
55 promotion of that faculty member, unless unit bylaws expressly state that other faculty may
56 serve on search committees for T/TE/R faculty positions.
57
- 58 • Once qualifying applicants have been identified from the candidate pool during the round
59 one credentials review (see OIE Search & Screening Guidelines, p.8), the search committee
60 shall make available to unit T/TE/R faculty and/or faculty who will be responsible for the
61 decision making on the tenure and/or promotion of that faculty member, meeting minutes and
62 profiles of remaining applicants; this is consistent with the principles and laws informing the
63 hiring guidelines developed by HR (*revised version September 2022*) that require the public
64 be notified of and allowed to attend search committee meetings.
65
- 66 • Faculty, as defined in the above paragraph, who have read candidate materials, shall be given
67 a reasonable opportunity to provide voluntary feedback [that is aligned with search criteria]
68 to the search committee in the second and potentially third round of the screening process
69 (see OIE Search & Screening Guidelines, p.8), the results of which shall be made available to
70 these faculty before proceeding to the next round.
71
- 72 • Following the candidates' on-campus (or virtual) visits, all full-time unit faculty, support
73 staff, students, or community members who have met with the candidate or attended their
74 presentations may provide input on the pros and cons of each candidate to the search
75 committee.
76
- 77 • Following the candidates' on-campus (or virtual) visits, the search committee shall convene a
78 joint meeting inviting unit T/TE/R faculty and/or faculty who will be responsible for
79 deciding on the tenure and/or promotion of that faculty member, to participate in the drafting
80 of a final report, with pros and cons of each visiting candidate, for the hiring official.
81
- 82 • If a consensus view is expressed in the final report of the faculty, and the hiring official
83 departs from that view, then the hiring official should provide the faculty with a written
84 explanation for the departure.
85

86
87 **Be it Further Resolved** that a unit vote shall be taken for other forms of faculty hiring with the
88 potential for tenure (e.g., academic partner hires, dual unit appointments, research cluster or
89 administrator appointments etc.), and that unit voting privileges on any matter concerning the
90 potential hiring shall only extend to T/TE/R faculty and/or faculty who are responsible for
91 deciding on the tenure and/or promotion of faculty.

1 Resolution 2022-2023-12

2 Bylaw Amendment to Create a Faculty Senate Student Success Council

3 **Whereas**, a core mission of UCF is to teach students by providing high-quality
4 education that prepares them for the real-world experiences that will unfold over the rest
5 of their lives; and

6 **Whereas**, UCF has recently enhanced its focus upon student success by hiring a senior
7 vice president for Student Success and by reorganizing several departments and areas
8 to coordinate efforts within the Division of Student Success and Well-Being; and

9 **Whereas**, student success encompasses a broad array of departments, programs,
10 initiatives, and policies that require administration, faculty, and staff working together in
11 a cohesive manner to help our students complete their studies; and

12 **Whereas**, the faculty at UCF have a critical role in guiding and enhancing the success
13 of our students as they take classes and progress through degree programs; and

14 **Whereas**, there currently is no faculty level committee on campus that focusses upon
15 student success, or that works with the administration to develop, evaluate and utilize
16 policies and procedures that enhance student success across UCF; therefore

17 **Be It Resolved** that the Faculty Bylaws be amended to create a Faculty Senate Student
18 Success Council with the membership and the duties and responsibilities described
19 below:

20 a. Duties and Responsibilities

- 21 i. To promote the development and implementation of programs, policies,
22 and practices that help students succeed in their academic pursuits and
23 personal wellbeing.
- 24 ii. To advise and assist the University Student Success Steering Committee
25 and the senior vice president for Student Success and the vice provost
26 and dean of the College of Undergraduate Studies in developing student
27 success initiatives and recommending actions to meet student success
28 goals.
- 29 iii. To review and monitor the performance and progress of state
30 performance- based funding, preeminence, and other strategic student
31 success metrics that are important for UCF and its students.
- 32 iv. To support and collaborate with the Faculty Center for Teaching and
33 Learning and the Center for Distributed Learning to create professional
34 development for faculty to facilitate student success.
- 35 v. To serve as an advisory and recommending body for academic units and
36 the Faculty Senate on strategies and procedures that relate to student
37 success.

- 38 vi. To support and collaborate with professional advising offices across UCF
39 to help facilitate student success.
40 vii. The chair of the Faculty Senate Student Success Council will serve as a
41 member on the University Student Success Steering Committee.

42 b. Membership

43 The Faculty Senate Student Success Council shall consist of at least one faculty
44 member from each academic unit (selected by the Committee on Committees),
45 at least two of whom are current members of the Faculty Senate, the senior vice
46 president for Student Success (ex officio), one associate or senior instructional
47 designer from the Center for Distributed Learning, one representative from the
48 Faculty Center for Teaching and Learning, one student (nominated by the
49 president of the Student Government Association), one representative of the
50 Student Success & Well-Being Leadership Council Team (selected by the senior
51 vice president for student success), and one representative from the College of
52 Undergraduate Studies (selected by the vice provost and dean of the College of
53 Undergraduate Studies). A representative from the professional advising office
54 for each college or unit may serve as a non-voting committee member. The
55 senior vice president for Student Success (or designee) shall identify additional
56 ex officio members, making every effort to ensure that areas relating to student
57 success are represented. The chair and vice chair shall be elected annually from
58 its faculty membership. Terms of service shall be two years, staggered, except
59 for the student member, who shall serve for one year.

1 Resolution 2022-2023-8
2 Faculty Bylaw Change,
3 Instructional Designers and the Division of Digital Learning
4

5 **Whereas**, Instructional Designers are integral to each college and most departments
6 and participate to some degree in teaching, research, and service; and

7 **Whereas**, Instructional Designers meet the faculty characteristics described in the
8 Bylaws Section 1. B.; and

9 **Whereas**, the ranks of Assistant, Associate, and Senior Instructional Designer were
10 created in 2016 in order to more properly align with existing faculty ranks and promotion
11 pathways at the university;

12 **Whereas**, the Senate has previously amended the Bylaws to add Instructional
13 Designers to the following Senate committees: Faculty Center for Teaching and
14 Learning Advisory Committee, Library Advisory Committee, Strategic Planning Council,
15 Bookstore Advisory Committee, and the Information Technology Committee, and

16 **Whereas**, Instructional Designers are in the Division of Digital Learning and a part of
17 Academic Affairs, reporting to a vice provost who reports to the provost; and

18 **Whereas**, the UCF Faculty Constitution Article II. A. states that “In establishing
19 representation, the Faculty Senate may determine that a unit be represented that is not
20 a recognized college; and

21
22 **Whereas**, the Faculty Senate would benefit from the addition of Instructional Designers
23 within the Division of Digital Learning to the senate membership and to the Senate
24 operational and joint committees; therefore

25
26 **Be It Resolved** that the Bylaws Section I.A be amended to add the academic titles of
27 Senior Instructional Designer, Associate Instructional Designer, and Assistant
28 Instructional Designer; and

29 **Be It Further Resolved** that the Bylaws Section I.A be amended by adding the
30 following statement at the end of the section: The Division of Digital Learning shall be
31 considered an academic unit for the purposes of representation within the senate.

1 **Resolution 2022-2023-10**
2 **Faculty Senate Parking Transportation and Safety Committee**
3

4 **Whereas**, the University Parking and Transportation Committee and the Faculty Senate
5 Parking, Transportation, and Safety Committee have overlapping duties and
6 responsibilities with respect to parking and transportation issues on campus, which could
7 be overseen by a single committee instead of two committees; and
8

9 **Whereas**, events in recent years, such as the COVID pandemic and the multiple
10 hurricanes that impacted UCF, have shown that safety and security concerns can be
11 addressed more effectively when there is broad input from different faculty perspectives;
12 and
13

14 **Whereas**, a single faculty-level committee focused upon the areas of safety and security
15 would provide for enhanced two-way communication and response development between
16 faculty and staff on critical safety and security concerns on UCF campuses; **therefore**
17

18 **Be It Resolved** that the title of the Faculty Senate Parking, Transportation, and Safety
19 Committee be changed to the Faculty Senate Campus Safety and Security Committee to
20 reflect a focus upon safety and security issues on UCF campuses.
21

22 **Be It Further Resolved** that the Bylaws of the Faculty Senate Parking Transportation and
23 Safety Committee be amended as detailed below:
24

25 **Duties and Responsibilities:**
26

- 27 a. To evaluate and recommend policies concerning campus safety and security
28 that will foster a mutually beneficial environment for faculty, staff, students, and
29 visitors in the university community.
- 30 b. To provide feedback to appropriate campus safety and security officials with a
31 focus on maintaining the missions of teaching and research.
- 32 c. To develop effective safety and security communications for the campus
33 community.
- 34 d. To make recommendations to the Steering Committee of the Faculty Senate.
35

36 **Membership**
37

38 The voting members of the committee shall be at least one faculty member from
39 each academic unit (selected by the Committee on Committees), one staff member
40 (selected by the Staff Council), and one student (nominated by the Student
41 Government Association). The ex officio members of the committee shall be the
42 Director of Emergency Management (who provides administrative support for the
43 committee), the UCF Chief of Police (or designee), the Director of Security (or
44 designee), the Chief Information Security Officer (or designee), and the Police
45 Department Public Information Officer. The Director of Emergency Management
46 shall identify additional ex officio members as needed to ensure that areas relating
to campus safety and security are represented. The chair and vice chair shall be

47 elected annually from the faculty membership. Terms of service shall be two years,
48 staggered, except for the student member, who shall serve for one year.

