

Faculty Senate Meeting
Minutes of
November 18, 2010

Dr. Ida Cook, Faculty Senate Chair, called the Faculty Senate to order at 4:05 p.m. The roll was circulated for signatures. Dr. Cook reminded the senators to sign the roll and check the Faculty Senate website to insure that their attendance record is correct.

A motion to approve the minutes September 23, 2010 was made and seconded. It was noted that on page seven of the minutes, the words "or tenure-earning" had been omitted from the motion to allowed tenure-earning faculty to serve on the Graduate Council. The minutes were approved as amended to correct the omission.

RECOGNITION OF GUESTS

Diane Chase, Executive Vice Provost for Academic Affairs

Lucretia Cooney, Faculty Affairs

Al Harms, Vice President for Strategy, Marketing, Communications, and Admissions

Nelsi Mora, Student Government Association

Elliot Vittes, Interim Vice Provost and Dean of Undergraduate Studies

PROVOST'S UPDATE

Provost Waldrop was unable to attend and Dr. D. Chase presented the report on his behalf. The provost was pleased with the agreement reached between UCF and the UFF. A senator noted that that polling to ratify the contract will take place from 10 a.m. to 4 p.m. on Monday, November 29th & Tuesday, November 30th in the Library. Additional polling places will be available at the Cocoa and Rosen Camps. The specifics will be emailed to the faculty by the UFF. The Board of Trustees (BOT) must also approve the contract, and department chairs must verify that faculty members have a satisfactory rating and are eligible to receive the raise. Dr. Chase estimated that the earliest the new salary rate will appear on paychecks would be December 31. Because of technical issues, the retroactive pay may not arrive until February. An announcement regarding raises for out-of-unit faculty is forthcoming, but it is estimated that the raise given will be equivalent to those of in-unit. Additionally, the other unions will be offered similar agreements.

ANNOUNCEMENTS

Non-Discrimination Policy

The BOT approved revisions to the university's anti-discrimination policy to include gender identity. The Personnel Committee had been working on a resolution to propose such a change, and will now instead be submitting a resolution to endorse it. The resolution will be going to Steering in January.

NEW BUSINESS

Study Union Program

Student Union director Suzi Halpin was unable to attend. She had been scheduled to discuss the Study Union Program, which provides study options and resources for students during finals

week. Student Government will be hosting activities during finals week to help them study and reduce stress.

Resolution 2010-2011-1 Promotion of Non Tenure-Earning Assistant and Associate Professors

Kevin Haran, chair of the Personnel Committee, read aloud the resolution from that committee. Since the motion came from the committee, no second was needed. Dr. Cook noted that the Senate would be voting on the resolution only, and not the suggested procedures that were distributed with it. She also noted that the specifics of implementation will need to go through the bargaining process.

Motion made to remove the phrase “that the Faculty Senate Personnel Committee recommends” from the "Be It Resolved" clause of the resolution. Discussion followed on whether the wording was redundant. Question called. Motion to call the question seconded and carried. Motion to remove the phrase “that the Faculty Senate Personnel Committee recommends” carried.

Motion to add the words “through a formal promotion process” after the word "advancement" at the end of the resolution. Motion seconded and carried.

A question was raised regarding whether this will lead to the reduction of tenure-track hires. Dr. D. Chase replied that Academic Affairs is in support of continued faculty tenure and does not see this as a change to policy of hiring tenured faculty.

Motion to approve the resolution as amended carried.

Motion made to bring the motion back for an additional change to the wording of the resolution. Motion seconded and carried.

Motion made to add the word "more" before the word "competitive" to the fourth "Whereas" clause. Motion seconded and carried.

Motion to approve the resolution as amended carried. The resolution as approved was:

Resolution 2010-2011-1 Promotion of Non Tenure-Earning Assistant and Associate Professors

Whereas, Non Tenure-Earning Assistant and Associate Professors are actively engaged as teaching or research or clinical faculty at UCF, and

Whereas, Non Tenure-Earning Assistant and Associate Professors are integral parts of many UCF departments, and

Whereas, Non Tenure-Earning Assistant and Associate Professors should have incentives to excel, and

Whereas, such promotions would make UCF more competitive for the highest quality professionals, and

Recognizing that for those faculty who are in the bargaining unit, this resolution will need to be bargained between the UFF and the UCF Board of Trustees,

Be It Resolved, ~~that the Faculty Senate Personnel Committee recommends~~ that the UCF administration develop policy and procedures giving all Non Tenure-Earning Assistant and Associate Professors an opportunity for advancement [through a formal promotion process](#).

University Strategic Plan

Al Harms, Vice President for Strategy, Marketing, Communications, and Admissions, was present to present the UCF strategic plan. Copies of the plan were distributed. VP Harms provided an overview of the development process to date and reviewed the differences between this and previous iterations of the strategic plan.

VP Harms cautioned that the measures included are a representative sample and that there are many more than those included on the handout. VP Harms emphasized that it is a strategic plan and not a compilation of tactical plans that have been initiated throughout the university.

VP Harms solicited the following feedback from faculty:

- Regarding the goal to be a community of distinction: If this is the case, then salaries should be commensurate with the universities that are our aspirational peers. This should be placed under measures.
- It was difficult to find where the education of K-12 student fall in the plan. VP Harms felt that this was located under community impact.
- Q: Does community impact includes the time faculty spend in the community teaching?
A: That is one of the measures. VP Harms emphasized the willingness to adopt additional measures and encouraged faculty to offer suggestions.
- Measures related to promoting international focus should have a more prominent placement.
- A question was raised about enrollment growth and whether continued growth is being seen as beneficial. VP Harms replied that President Hitt is concerned about access to education and equally concerned with the faculty/student ratio. VP Harms noted that enrollment growth has been one of the only sources of increased revenue for the last few years. The administration is looking at managing the growth.
- The plan's reference to expanding STEM teacher preparation should be extended to all faculty and not limited to STEM.
- Under the "Community Impact" heading, the item "Digital Media" should be changed to "Digital Performing Arts", which is the broader category.
- The plan should include a measure for ethics. VP Harms asked for suggestions on measures to capture ethics and integrity.
- If a goal is to attract world-class research faculty, the university needs to sustain the research facilities and infrastructure required.
- Goals 1 & 2 should include a phrase about enrichment of the visual and performing arts. VP Harms requested that suggested wording be sent to him via email.

- Given that one of the goals is to become a top-tier research university, the plan needs to have a measure for support and resources for research.
- Regarding the wording of goal number four, perhaps there should be a specific goal in relation to where we want to be in terms of becoming more inclusive and diverse.

Dr. Cook thanked the senators for taking the time to review this document. VP Harms announced that he will be meeting with the Board of Trustees on December 2, 2010, and will work to include the Senate's input. Senators can send feedback directly to VP Harms at aharms@mail.ucf.edu or to the Faculty Senate office, where it will be compiled and forwarded.

STANDING COMMITTEE REPORTS

Budget and Administrative Committee Update – *Carla Poindexter*

The committee met for the second time and has several ideas that they will present to the Faculty Senate in December.

Graduate Council – *Jim Moharam*

Graduate Council information and activities (membership, meeting schedule, agenda, minutes, actions, etc.) are available at <http://www.graduatecouncil.ucf.edu/>

Appeals and Awards Committee:

- Met four times on 10/07, 10/21, 11/04, and 11/18
- Reviewed student petitions – typically 10 petitions per meeting
- Next meeting scheduled for 12/16

Curriculum Committee:

- Met four times on 9/29, 10/13, 10/27, and 11/17
- Approved revisions to the Education Ph.D., Hospitality Education track
- Approved new courses in Education and Psychology
- Approved revisions to the Global and Comparative Education graduate certificate, CED
- Approved core Clerkship courses, COM
- Approved two BSBS split classes, COM
- Approved reactivation of the Exercise Physiology track, Education, Ph.D., CED
- Approved course revision to Interpersonal and Mass Communication tracks, Communication MA, COS
- Approved course revisions to Nursing DNP tracks, CON
- Approved three Certificate additions to Nursing DNP, CON
- Reviewed materials and supplies fees requests
- Reviewed courses and special topics action requests
- Next meeting to be scheduled in spring 2011

Policy Committee:

- Met three times on 10/13, 11/27, and 11/10
- Discussed limits on distance faculty participation in thesis and dissertation defenses
- Discussed the limit on the number of split level (4000/5000) courses in a program

- Next meeting on 11/24

Program Review Committee:

- Met four times on 10/01, 10/08, 10/22, and 11/05.
- Reviewed graduate faculty credentials for reappointment in: English, Psychology, History, and Hospitality Management
- Reviewed and made recommendations for graduate faculty reappointment in Sociology and Anthropology, Visual Arts & Design, and Criminal Justice
- Next meeting scheduled for 11/19

Personnel Committee – Kevin Haran

The committee devolved Resolution: 2010-2011-1 Promotion of Non Tenure-Earning Assistant and Associate Professors (above). In addition, they are reviewing the structure and process for evaluating department chairs and directors

Undergraduate Policy and Curriculum Committee – Jill Fjelstul

The October meeting was cancelled, the November meeting was routine, and the December meeting will be very large.

OTHER BUSINESS

Dr. Cook offered a reminder that the Faculty Assembly to vote on the Constitution will take place on December 1 at 3:00 in the Student Union Cape Florida, room 316.

ADJOURNMENT

The meeting adjourned at 5:02 p.m.

Faculty Senate Meeting – October-November -2010 Graduate Council Report

Council information and activities (membership, meeting schedule, agenda, minutes, actions, etc) are available at <http://www.graduatecouncil.ucf.edu/>

Appeals Committee: Dr. Coffey

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Curriculum Committee: Dr. Dupras

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Policy Committee: Dr. Moharam

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- Discussed limits on distance faculty participation in thesis and dissertation defenses
- Discussed the limit on the number of split level (4000/5000) courses in a program
- Next meeting on 11/24

Program Review and Awards Committee: Dr. Dombrowski

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Recognizing that for those faculty who are in the bargaining unit, this resolution will need to be bargained between the UFF and the UCF Board of Trustees,

Be It Resolved, that the UCF administration develop policy and procedures giving all Non Tenure-Earning Assistant and Associate Professors an opportunity for advancement through a formal promotion process.

Approved by the Faculty Senate on November 18, 2010.



VISION

--Become a Top-Tier Research University--

Discovering, Transmitting and Applying Knowledge through Partnerships, Interdisciplinarity and Engagement

GOALS & EMPHASIS

Goal 1: Offer the best undergraduate education available in Florida.

Goal 2: Achieve international prominence in key programs of graduate study and research.

Goal 3: Provide international focus to our curricula and research programs.

Goal 4: Become more inclusive and diverse.

Goal 5: Be America's leading partnership university.

Educated Citizenry



Community Impact

Sustainability

STRATEGIC INITIATIVES

University-Wide Initiatives

Recruit and graduate high-quality students
Expand student access and diversity
Optimize enrollment mix and student success outcomes
Expand internationalization of education and research
Improve access to courses and course delivery efficiencies

Strengthen the region's economic and social ecosystem
Align university outreach, cultural, and athletic programs to meet the needs of the central Florida city-state
Strengthen culture of philanthropy and significantly increase endowment to fund strategic growth

Hire additional research-focused faculty
Increase faculty resource generation capacity
Determine and build necessary campus infrastructure
Enhance undergraduate, graduate and professional program quality and desirability

Create 21st century library system (Increase digital resources and "Knowledge Commons" capacity)
Enhance comprehensive research compliance program
Establish preeminence in clinical practice and the health sciences

Undergraduate Excellence

Expand integration of core values into education and research
Establish experiential learning graduation requirement for all students
Expand STEM teacher preparation
Increase undergraduate research participation
Review and transform GEP for relevance to a 21st century global society
Establish specialized programs and learning communities for selected disciplines

Scholarly Community of Distinction

Attract and retain "world class" faculty leaders in scholarship and research
Enhance professional development of university faculty members
Establish formal campus program for visiting scholar presentations
Establish tradition of noteworthy public presentations by UCF faculty members

Graduate, Professional and Research Excellence

Establish graduate programs in selected disciplines
Increase graduate enrollment in selected disciplines
Increase research funding from external sources
Increase number of patentable finding disclosures
Enhance collaboration among relevant disciplines
Fully exploit proven fields of excellence and promising areas for growth

OUTCOMES

Measure

Total enrollment (undergraduate and graduate)
Undergraduate/graduate student mix
Instate/out-of-state/international mix
FTIC/transfer student enrollment mix
Average SAT score for fall FTIC students
Number of select scholars (NM; Provost; VLDC, etc.)
Number of doctoral students
Number of doctoral students in selected disciplines
Number of post-doctoral fellows

Student/Faculty ratio
Number of tenured/tenure track faculty
Percentage of faculty with terminal degree
Percentage of full-time faculty
Percentage of SCH's delivered by tenured/tenure track
SCH's delivered online or mixed-mode
SCH's with international content
Voluntary faculty and staff turn-over rates

EXAMPLES

Measure

Retention rates (FTIC , AA transfer, graduate students, athletes, race and ethnicity)
Graduation rates (FTIC , AA transfer, graduate students, athletes, race and ethnicity)
Percentage of baccalaureate degrees in STEM discipline
STEM discipline baccalaureate graduates eligible to teach
Job placement rates (undergraduate and graduate)
Diversity of faculty and staff members (ethnicity and gender)
Student, faculty and staff member satisfaction rates

Active international partnership agreements
Programs with study abroad option
Need-based study abroad scholarships
Faculty and students participating in study abroad

Faculty and student library usage
Cultural and athletic event attendance
Annual philanthropic giving

Number of "world class" faculty leaders (including National Academy of Sciences, Fellows of AAAS, NIH Senior Scientist Awards, NIH MERIT Awards, etc.)
Number of public presentations by distinguished visiting scholars
Number of public presentations featuring UCF faculty members

EXAMPLES

Measure

Annual research grant revenue
Interdisciplinary research funding received
Faculty participating in funded research
Faculty scholarship and creative activities
Undergraduate service learning or research participation
Value of facilities and assets dedicated to research
Percentage of research initiatives with no material compliance issues

Number of companies formed
Number of companies "incubated"
Number of patentable findings converted into products or processes
Licensing income per dollar value of research expenditure

Further definition required:
Student Support Services
Faculty Support Services
Staff Support Services
GEP Transformation (Undergraduate Common Program Oversight Committee)
Community Alignment (Community Relations Division)
Regional Knowledge Transfer (Office of Research and Commercialization)

EXAMPLES