Faculty Senate

Minutes for meeting of Thursday, November 19, 2020, 4:00-6:00 pm

Meeting recording available at: https://youtu.be/QRlmBSxEjpw

1. Call to Order at 4:00 p.m.

2. Roll Call via Qualtrics

3. Approval of Minutes of *October 29, 2020*
   a) Motion to approve minutes by Senator Collins, second by Senator Farless, vote taken, motion passed with 47 yes/0 no

4. Recognition of Guests
   a) Joe Adams, Academic Affairs
   b) Frank Allen, University Libraries
   c) Penny Beile, University Libraries
   d) Theodora Berry, Undergraduate Studies
   e) S. Kent Butler, Diversity and Inclusion
   f) Alexander Cartwright, Office of the President
   g) Lucretia Cooney, Faculty Excellence
   h) Ayan Desai, Student Government Association
   i) Maribeth Ehasz, Student Development and Enrollment Services
   j) Elizabeth Hamilton, Administrative Affairs
   k) Allison Hurtado, Faculty Excellence
   l) Jana Jasinski, Faculty Excellence
   m) Michael Johnson, Office of the Provost
   n) Elizabeth Klonoff
   o) Kristy McAllister, Office of the President
   p) Carly McCarthy, Communications and Marketing
   q) Michael Sink, Information Technology
   r) Ying Zhang, University Libraries

5. Announcements – *Joseph Harrington*
   a) No announcements

6. Report of the Senate Chair – *Joseph Harrington*
   a) The National Science Foundation has announced that the Arecibo radio telescope will be decommissioned because a second cable broke this fall. In inspecting the damage, it was discovered that two other cables were also failing, therefore, the telescope will be decommissioned safely so as not to damage any other buildings.
   b) Cognito Training – The Board of Governors has made this training mandatory. Chair Harrington asked everyone to do the training and to go back to their

departments and notify the rest of the employees that it is mandatory. He stated that he took the training and thought it was excellent and very well done.

c) Revised Conflict of Interest – The Research Council is currently working with the Compliance Office on the revision of the Conflict of Interest policy. He said that an email that came out asking whether public commenters would like their emails redacted in the comments caused concern about the possibility of their comments being made public. He reminded everyone that because we are a public university, the comments are public and subject to records requests. He apologized to those who were surprised by the request and stated that, in response to the concerns, no comments would be posted publicly by the Senate, nor have any been.

7. Report of the President – *Alexander Cartwright*

a) The President announced that a new Senior Vice President for Administration and Finance has been selected. Gerald Hector is expected to start after the first of the year. He also said that several searches are coming up for Student Development and Enrollment Services, as well as Diversity, Equity and Inclusion. He mentioned that General Counsel Scott Cole is leaving and thanked him for everything he has done for the university. A national search for a new General Counsel will be held and Associate Vice President and Senior Deputy Counsel Youndy Cook will serve as Interim General Counsel.

b) The President has been holding meeting with units around the university to discuss their vision for the future and to get their input. He will be holding a virtual end-of-semester open forum on December 4th to give additional updates on critical topics, as well as to describe what was learned in the listening sessions.

c) Looking forward to the spring semester, the President thanked the faculty for continuing to engage with him and the Provost on how to do the best we can during this difficult time. He appreciated having such questions and input. Everyone has been trying to do their best for the university and he hoped that the upcoming breaks will give everyone time to rest and recharge. He is hopeful that the vaccine is effective and looks forward to face-to-face Faculty Senate meetings in the future.

d) A senator wanted to know what the university and individual professors can do with learning and helping with the level of dissatisfaction with the current remote teaching situation. The president said that faculty can ask the students how they felt about their class. Students are asking for flexibility and making sure we use the best online tools. He asked for help in coming up with best practices. The Provost said that Jana Jasinski, Vice Provost for Faculty Excellence, has been working on this through the Keep Teaching website. He recommends sending ideas to her, as well as any issues that come up. The President would like to see this information collated and shared on the website.

e) Another senator wanted to know if the search for the Dean of University Libraries is going forward. The Provost said yes, and they are in the process of picking a search firm.

f) A senator asked about the push back at the beginning of fall about Zoom. She stated that later in the semester the students expressed that they were very pleased with Zoom. The President said that he agrees and would need to find

ways to assess the outcomes. He would like to use the best we've learned from the pandemic going forward. The Provost stated that there are many students who are not happy with this type of curriculum delivery. He noted that Zoom can be more social than other types of online media.

g) Another senator said that he felt that faculty should be giving students a more realistic perspective that this is a difficult time and that things may not get back to the way they were. The President said that the survey of the students showed that students are generally understanding of this.

h) A senator talked about the push in the past for more online classes and is now concerned because there is a mixed message from administration after years of push for more online classes and how students loved it but are now pushed not to teach online saying students do not like it. The Provost clarified that in the past it was a process in which faculty put a lot of work into creating these classes. He stated that the students were talking about classes that were suddenly moved to remote, synchronous Zoom classes. She suggested that there be a discussion about how many classes should be online. The President confirmed that a conversation needs to occur about which classes should be online and which ones should be in person. He noted that there are many students who are satisfied with online classes. Some senators raised the point that the student survey data did not reveal that students were dissatisfied with online instruction.

i) Another senator mentioned that there is a fine line between compassion for students and students taking advantage of a situation.

j) A senator asked about the capabilities of Web Courses. He noted that faculty in his college are having problems with assessments in Web Courses. The Provost said he understood this problem and agreed that there need to be better tools for assessments in Web Courses.

k) Chair Harrington asked for a summary of the financial condition of the university. The President said he is still waiting to hear from the state and that it may be spring before we find out, but in the meantime, the university has acted on what is known. He feels that a vaccine will help with concerns around athletics. It is not known what cuts will be coming in the spring, but he expects the strategic investment fund will help. The increase in enrollment will also help. The Provost said that it is a challenge to be in the middle of the fiscal year and be unclear about the financial future. He said the President was forward thinking in taking precautions.

8. Report of the Provost – *Michael Johnson*

a) During this time of giving thanks, the Provost said he is thankful for the hard work of the faculty for continuing to teach well in very hard times.

b) On the whole, teaching has been effective this fall, and faculty have been very flexible. He acknowledged that surveys of students showed unhappiness with their learning this fall. The campus experience is important for student success and it is our obligation to do the best we can to provide this experience. He had asked the deans to provide more face-to-face classes. Many will continue to be remote due to COVID capacity limitations.

c) The exemption form has been updated to include pregnancy, as well as being 70 or older. The deadline has been extended to tomorrow (November 20). Of the

248 requests received, 207 have been granted, 35 have been denied and 6 are pending review.

d) The Faculty Senate survey showed the majority of faculty concerned about or opposed to returning to face-to-face. He noted that there was much caution taken when returning in fall and cases were spiking. Overall, the campus community has done well complying with COVID precautions. There has been no transmission in classrooms. Given the constraints of teaching exemptions and classroom capacity, there will be 3100 sections this spring that have an on-campus component. This is above 2100 in fall, but below 5600 last spring. Cases are up slightly, but mostly stable. Classes will go remote after Thanksgiving, but all services on campus will be open.

e) It is now probable that a vaccine will become available in the coming months. UCF is one of the locations that will distribute the vaccine.

f) Fall enrollment numbers – Just under 72,000 head count, that's an increase of 3.5%. Our minority enrollment has reached a new high of 48.5% and he feels we will be majority minority in a couple of years. He addressed the issue of why enrollment grew when it was not supposed to and said that it had to do with the decision to admit more first time in college (FTIC) students because it looked like enrollment numbers nationally were going to be down. Next fall is still unpredictable, since FTIC applications are down by about ¼ of where they were last year. Transfer applications are down 18% and the number of test scores that have been received are down by about 1/3. Florida is one of two states that is requiring these tests in the COVID 19 environment. Dr. Berry and her group have worked out a way for students who plan to attend UCF to take the ACT at the testing center at UCF.

g) International Education Week (IEW) is going on this week. It is important for the campus to have a good population of international students. The numbers are down at UCF and everywhere. This is an area that needs to be focused on in the coming years. There is a committee formed to study this.

h) A senator wanted to know if there will be a period where faculty can apply for exemptions at the beginning of each semester, as situations may change for those individuals. The Provost said there was a deadline for spring so that students can know what they are registering for. He does not know whether there will be a future request for exemptions, depending on what happens with the vaccine. He said that if we are in a similar situation, they will extend the exemption form again.

i) Another senator wanted to know if there are plans for closing the university, as we did last spring. The Provost said that there are plans for going to remote teaching if the situation worsens.

j) A senator asked about teachers wearing masks in the classroom. He wanted to know if masks would be required once the vaccine is released. The Provost said that he has not spoken with Dr. Deichen about that yet but will need to discuss it.

k) Chair Harrington noted that one of the senate meetings is during spring break. The senate leadership will reschedule the Spring meetings to prevent this.

9. Committee Reports
   a) Ad Hoc Budget and Labor Crisis Response – *Kelly Semrad, Vice Chair*

i) The committee did not meet since last meeting but will meet after Thanksgiving.

b) Ad Hoc Health and Safety Crisis Response – *Stephen King, Chair*

i) The committee has met multiple times since last meeting. Senator King reviewed the qualitative data from the faculty survey (see meeting materials) and noted that these were open ended questions. Of the 1000 people who answered the survey, 300-400 people answered the open-ended questions. The vast majority expressed concerns about teaching in the spring. They also expressed concerns about technology issues and said they felt they were not receiving the help they needed. The committee reviewed and discussed the answers.

ii) The committee also discussed students returning in spring and how they will be tested. There were 160 cases identified at the beginning of the fall semester and now there are 120-130 cases a week. They would like to see students being tested as they come back in the spring like they were in the fall.

iii) Surveillance testing on campus was done at Greek housing and other groups and some non-Greek dorms. The committee would like to hear more about these results.

iv) If the university must pivot, the committee feels the faculty would like more warning than they had last spring.

v) The Provost said there are plans underway for using rapid testing for returning students. Maribeth Ehasz, Vice President of Student Development and Enrollment Services, said that there is a meeting scheduled on Monday to finalize the plans. They are looking at different companies to operate the testing, like they did in the fall term. The President said there would be an update provided on testing.

vi) A senator pointed out the issue about preparing for brief periods of online teaching if a faculty member or students test positive for COVID-19.

vii) Another senator mentioned that even though classes are going online, campus services are staying open and wanted to know if there were any trigger numbers that would close campus. The Provost said that it depends more on what is happening with the hospitals and medical services availability and consultation with local public health officials.

viii) Chair Harrington stated that his concern with the spring is students who have risk conditions and cannot take face-to-face classes and must take the class online and wanted to know if there will be services available to help the faculty.

10. Old Business

a) COVID-19 on Campus

i) Ayan Desai from the Student Government Association presented the follow-up student survey data. (See meeting materials)

ii) A senator pointed out that this survey doesn't support that students are unhappy with their learning experience. The Provost stated that the students are less pleased with their learning experience this fall than he had hoped for.

iii) Mr. Desai stated that the survey shows that the synchronous online classes are the ones that the students are not enjoying.

b) Discussion of Time Change to Start at 3:00 for Senate and Steering Committee Meetings beginning in 2021-2022 Senate Year

i) Poll taken, 35 yes/16 no, leadership will take this into consideration and determine whether to make the time change starting in the fall of 2021.

11. New Business

a) Resolution 2020-2021-6 Five-Year Review of Faculty-Facing Vice Presidents and Vice Provosts

b) Senator King gave an overview of the resolution. It is noted that these positions do affect the staff, faculty and students and faculty would like to participate in reviews of these positions. The Personnel Committee would like to see something similar to a dean review for vice presidents and vice provosts.

c) Motion to approve the resolution, second

d) A senator thanked the committee and supports the resolution. He noted that the president considers similar reviews for vice presidents and vice provosts that are not faculty-facing as well.

e) Vote taken; motion passed with 46 yes/0 no

12. Committee Reports, continued

a) Budget and Administrative Committee – *Steven Collins (see meeting materials)*

b) Information Technology Committee – *James Gallo -* no update

c) Parking, Transportation and Safety Committee – *Adam Wells (see meeting materials)*

d) Personnel Committee – *Stephen King (see meeting materials)*

e) Research Council – *Victoria Loerzel* – no update

f) Graduate Council – *Jim Moharam*

i) Policy committee approved the recommendation to request that the standardized tests required for the Ph.D. program, such as GRE and GMAT, which is currently part of a university regulation be removed from being a university regulation to being part of the regular graduate policy and this will require a recommendation from Provost and President.

g) Undergraduate Council – *William Self*

i) There are two items for UPCC to vote on next month. The first one is "ban the box", where they will ask administration to remove some of the questions that are asked of students applying to UCF about past felony convictions. The second one is the late withdrawal grading policy brought by Tim Letzring, Senior Associate Provost for Academic Affairs. This would be a change in the way the Registrar's office deals with late withdrawals.

h) Ad Hoc Campus Equity, Inclusion and Diversity – *Joseph Harrington*

i) The leadership is still forming this committee.

i) Ad Hoc Internal Communications – *Joseph Harrington*

i) The committee has not met.

13. Motion to move Campus Climate Report to current point in meeting, second, vote taken, passed 48 yes/1 no

14. Campus Climate Reports
    a) University Libraries (attachment) – *Frank Allen, Interim Director; Penny Beile, Associate Director, Research, Education and Engagement and Ying Zhang, Interim Associate Director, Collection Services & Resource Management*
        i) Photos shown of the new addition to the library. Opened last August and features 482 seats. Furniture has been moved for social distancing. Entire 4th floor is quiet study zone. Most seating has USB and power outlets. This is the first leg of the reconstruction. The older section will then be remodeled.
        ii) Ying Zhang – Library materials budget – She noted that much of the funds are going to online journals supporting the programs and curriculum. She reviewed the current subscriptions. She noted that some packages will be going away if they receive a budget cut.
        iii) Penny Beile – Transition to remote services – Students and faculty were able to access all services online when campus was shut down. Return to campus – at the beginning of the fall semester, they reopened within pandemic occupancy guidelines. She would like to see course materials adopted that are free to students. Using online textbooks instead of hard copy textbooks.

15. Motion to extend time of meeting by 15 minutes, second, vote taken, motion passed 27 yes/13 no
        i) A senator wanted to know if this information included the bookstore eBooks. Ms. Beile said that these eBooks do not go through the bookstore. Ms. Zhang said that these books are unlimited downloads.
        ii) Another senator asked about the library budget and noted that there was a Resolution by the Faculty Senate in 1992-1993 regarding the library budget and it being a priority as far as being immune from budget cuts (http://facultysenate.ucf.edu/resolutions/1992_1993/index.asp#res5). She posted the resolution in the chat for everyone to review. She is advocating for the library and stated that an amendment to the resolution will be coming forward. Ms. Zhang said it is not a library problem, but a university problem, when faculty cannot get the resources that they need because the library cannot afford to purchase them.
        iii) Chair Harrington noted that the Provost protected the library from the first 3% cut levied by the President this year.
        iv) A senator stated that the resources that are cheaper for students are important. He would like the library to help faculty to find these resources, as well as companion testing products. Ms. Beile said that they are open to speaking with faculty about these items.
        v) Chair Harrington encouraged everyone to write open access textbooks. Interim Director Allen said the budget numbers reflected the full, planned 8% cut, which was a worst-case scenario. He appreciated the protection from the 3% actual cut.
    b) Motion made to extend meeting by 10 minutes to hear report, second, vote taken, motion passed 25 yes/11 no
    c) UFF Update – *Nina Orlovskaya*

    i)   Article 23 for Salaries – review of collective bargaining session presentation (attached).

16. Other Business
    a) There will be a schedule change for spring Steering Committee and Faculty Senate meetings due to Spring Break being moved. March and April meetings would be moved earlier by one week.

17. Adjourned at 6:25 p.m.

Q3. What would you like to see from UCF to address your needs related to teaching in the spring?

200+	Choice of modality/when to return
42	Support and Recognition/Acknowledgement
42	Concerns about UCF admin and the plans
44	Promote safety measures
25	Policy-specific requests/ideas/suggestions
11	Support of Fall 2020 Policy
8	Return to campus
6	Smaller classes, if in person
6	Exemption Form Complaints
3	Against Blend-Flex

Question 4: **What would you like to see from UCF to address your needs related to doing research/scholarship in the spring?**

Health and Safety Related to getting research done:
1) Please stop constantly changing plans and asking faculty to switch/ use multiple teaching modalities at once. Allow us to stay online. The prep/ re-rep/ extensive prep is not allowing us to get any research done.(Majority response 66/279)
2) More sanitization
3) Develop protocols that allow more individuals to get into labs together
4) Allow equipment to be brought home for use.
5) Fund home equipment

Evaluation Issues
1) Allow AESP/ tenure criteria to be lowered: (Majority Response) "My field of research is frozen our right now"; I cannot travel to do research; I cannot travel to conferences that are cancelled.
2) Extend tenure clock (10 responses) "Many faculty do not want to delay going up for tenure as it delays life and salary progression")

Funding (Approximately even answer distribution)
1) More internal funding from the University
2) Return overhead funds to researchers
3) Reimburse for Fed. grants put on hold
4) Fund home equipment
5) Increase number of assistantships

Processes (Even distribution)
1) Streamline IRB process
2) More/ improved ORC support
3) More grant specialist support
4) Reduce travel restrictions
   Address supply chain issues
5) Less Red Tape
6) Provide "mini sabbaticals" and allow faculty in departments to rotate equally through using them to boost research productivity when Covid situation improves
7) Support remote research

Communication
1) Provide better communication about University plans to assist research during Covid

Q15 : Is there anything you would like to tell us related to your returning to campus in the spring semester?

49	Afraid/uncertain/uncomfortable with the situation
39	Technology issues with working or teaching remotely/online
31	Health and Safety/Need vaccine/ exposure
29	UCF admin handling poorly
23	Concerns about political motivation
17	Not returning/quitting
15	Need to return/things are ok
14	Medical Issue self/family
13	CDC guidelines/data
11	Teaching modality Issues
10	Bad communication
9	Choice for return or modality
9	Classrooms/Spacing/Facilities
9	students concerns (exposure/follow directions)
8	Reporting/Testing/Contact Tracing
5	Family/Caregiver issues
5	Workload increases due to COVID/unfair
4	UCF admin handling well
4	State regulations
4	Pandemic is not over
3	Mental Health/stressful

Q 24: What would you like to see from Faculty Senate to support you in your role?

167	Concerns over modality and teaching in the spring
64	Concerns over safety issues with being on campus in the spring
37	Be a faculty voice/advocate for faculty
30	Help increase communication admin/faculty/students/college
14	help push for better salary and/or benefits
4	Issues for tenure process due to COVID
3	Help get everyone back to campus and teaching F2F
2	Issues for adjunct faculty
34	other categories
19	no clear answer (examples "yes" or "no" etc.)

Q7: Are there any other concerns you would like Faculty Senate to consider related to the plan and being on campus in the spring?	
Themes	Examples
Health and safety concerns	• Against coming back to campus due to increasing COVID rates and lack of vaccine • Faculty staff not following social distancing or wearing masks. Rules need to be enforced • Too soon to decide on spring due to increasing numbers • Extreme worry about potential for COVID infection and risk of death to self, students and others • Not feeling safe • UCF needs to allow flexibility and take faculty preferences into consideration. Faculty need to be respected • We should not be on campus in Spring

Free Response Initial Analysis

	• Don't rush back • Students on campus need more regular testing
Teaching mode	• Advocates for more F2F • More time for online classes that F2F (more work now) • Keep us remote • Allow remote for vulnerable faculty • Stay online
Return is politically motivated	• UCF putting politics before safety • Follow science not politicians
Need to follow CDC and scientific guidelines	• Advocate for science • Follow CDC guidelines • Put health first, not politics
Faculty want a choice about being on campus	• Many mixed messages about who has to be on campus in spring • Faculty being dictated to, not given choice
Better communication needed	• Mixed messages • Plan for spring still unclear • Admin needs to listen to Faculty senate proposals and concerns • Communication is key
Compensation for work overloads	• Waive parking fees • Stipends for supplies needed • Compensation for spending more time in online classes than ever did in F2F classes • Faculty are overworked
Bad morale/incivility towards faculty from administration	• Admin not doing anything for us • Faculty being dictated to • Punitive atmosphere • Adversarial approach of UCF towards faculty • Faculty senate is disrespected by admin
Senate needs to push back for safety	• FS needs to be our advocate • Talk common sense into admin
Lack of confidence in UCF/Not handling this well	• Decisions need to be made sooner • Hold admin accountable, returning to campus like nothing happened is not acceptable • Make a decision and stick with it • University is putting me at risk
Concerns over mental health	• Many students struggling • Faculty hardships need to be addressed Mental health needs to be a priority
Others	• reopen searches/staffing • not understanding the plan for spring • neg impact on research/tenure etc • COI • neg impact on faculty retention • need more home support • UCF/department is doing a good job • UCF needs to return back to normal

SURVEY INFORMATION

- This survey was initially created to see what and how students are being affected by COVID-19 and what they wanted SG to do. We had started to spread information about the student survey and caught the attention of faculty senate. Faculty senate then recommended we take the information gained and present it to the UCF presidents office and the multiple task force set on a return to campus.

SURVEY INFORMATION

- Advertised
  - UCF Instagram, UCF Twitter, UCF Mobile, UCF SG Instagram, UCF SG Facebook
  - Mass emails sent from both Campus News, and Dr. Ehasz
- Survey Completion
  - The survey had a completion rate of 85%
- Data Collection
  - 4.1 thousand responses
- Data Collection for the Survey was Ran Between
  - October 15th- October 21st (6 Days)

TABLE OF CONTENTS

- This data report is spilt into the following

  1. Student Demographics

  2. Data For UCF – This Data was Specifically Collected for UCF's Return to Campus

  3. Data For UCF SG – This Data was Specifically Collected to aid UCF SG in plans

  4. COVID Testing Data – This was used to see how many students were tested

  5. Cross Data Analysis – Very Important analysis between data points to guide UCF's Return to campus

  6. Recommendations – These are recommendations to be suggested by the data from the interpretation of the SBA Chair

  7. Credit

STUDENT DEMOGRAPHICS

What is your Class Standing?
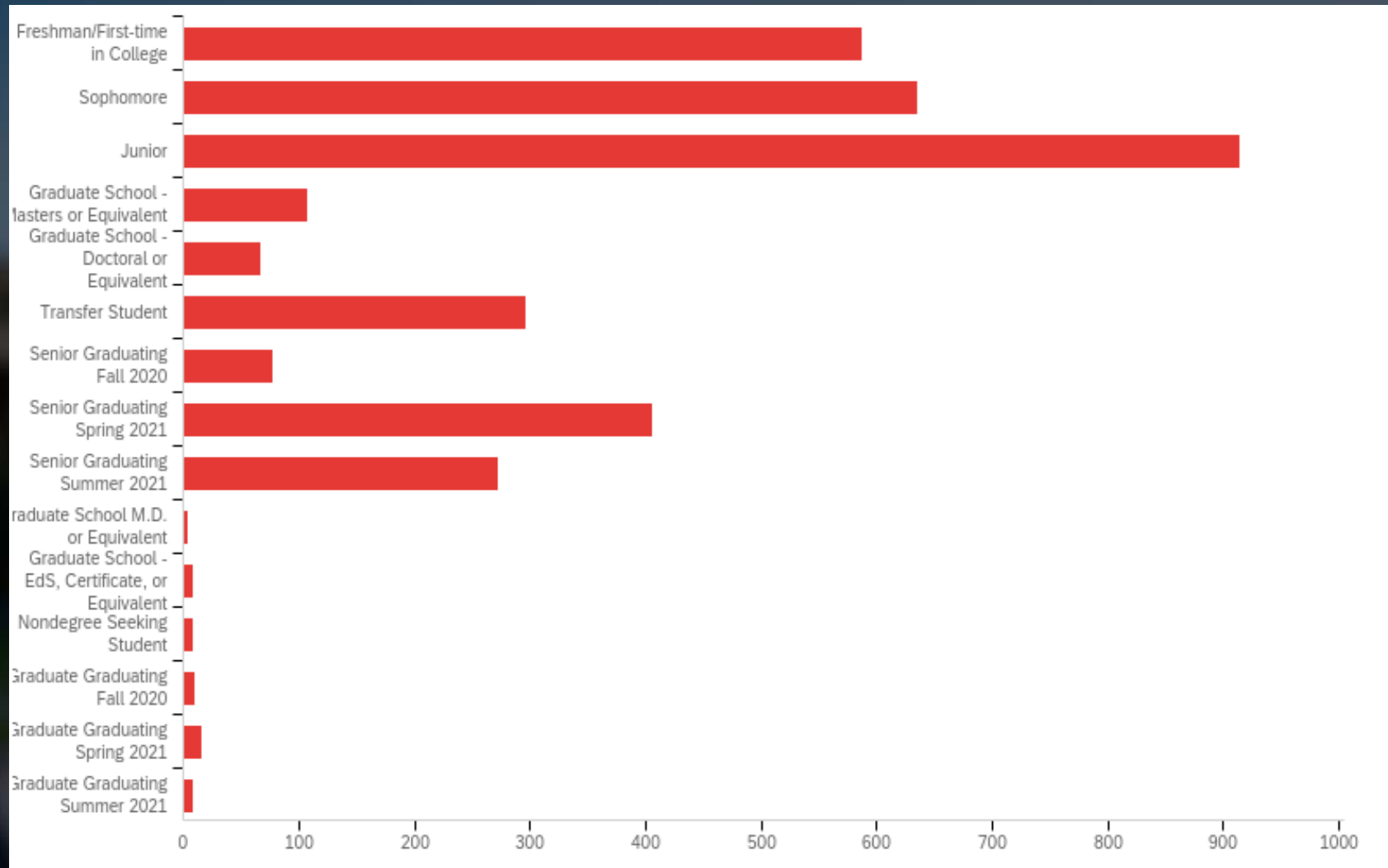
What is your Class Standing?

Year	Percent
Freshman/First-time in College	17.18%
Sophomore	18.61%
Junior	26.75%
Graduate School - Masters or Equivalent	3.16%
Graduate School - Doctoral or Equivalent	1.96%
Transfer Student	8.66%
Senior Graduating Fall 2020	2.28%
Senior Graduating Spring 2021	11.88%
Senior Graduating Summer 2021	7.96%
Graduate School M.D. or Equivalent	0.12%
Graduate School - EdS, Certificate, or Equivalent	0.23%
Nondegree Seeking Student	0.23%
Graduate Graduating Fall 2020	0.29%
Graduate Graduating Spring 2021	0.44%
Graduate Graduating Summer 2021	0.23%

UCF
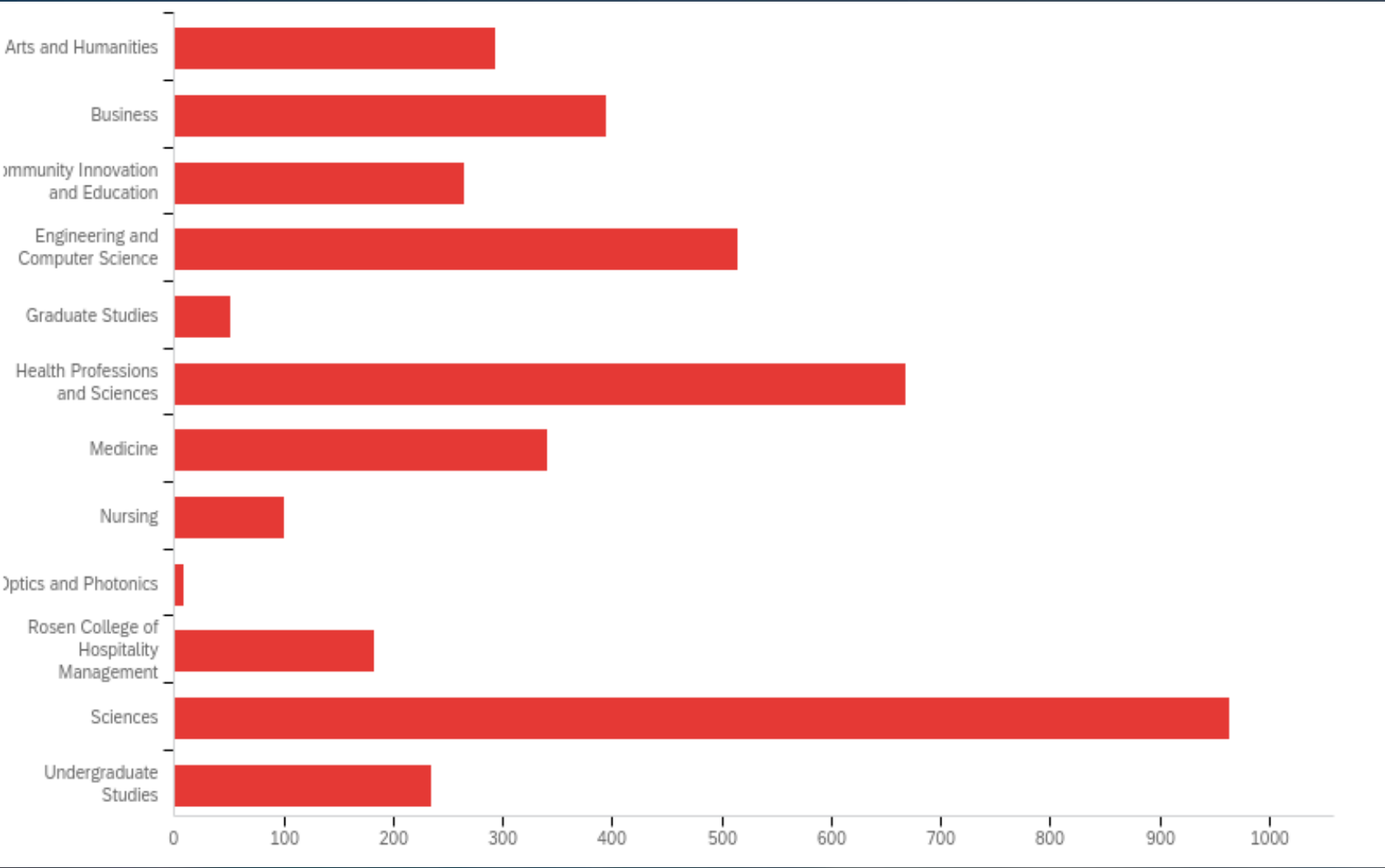
Your College

Your College

College	Percentage
Arts and Humanities	7.32%
Business	9.81%
Community Innovation and Education	6.60%
Engineering and Computer Science	12.82%
Graduate Studies	1.27%
Health Professions and Sciences	16.63%
Medicine	8.49%
Nursing	2.51%
Optics and Photonics	0.20%
Rosen College of Hospitality Management	4.53%
Sciences	23.98%
Undergraduate Studies	5.83%
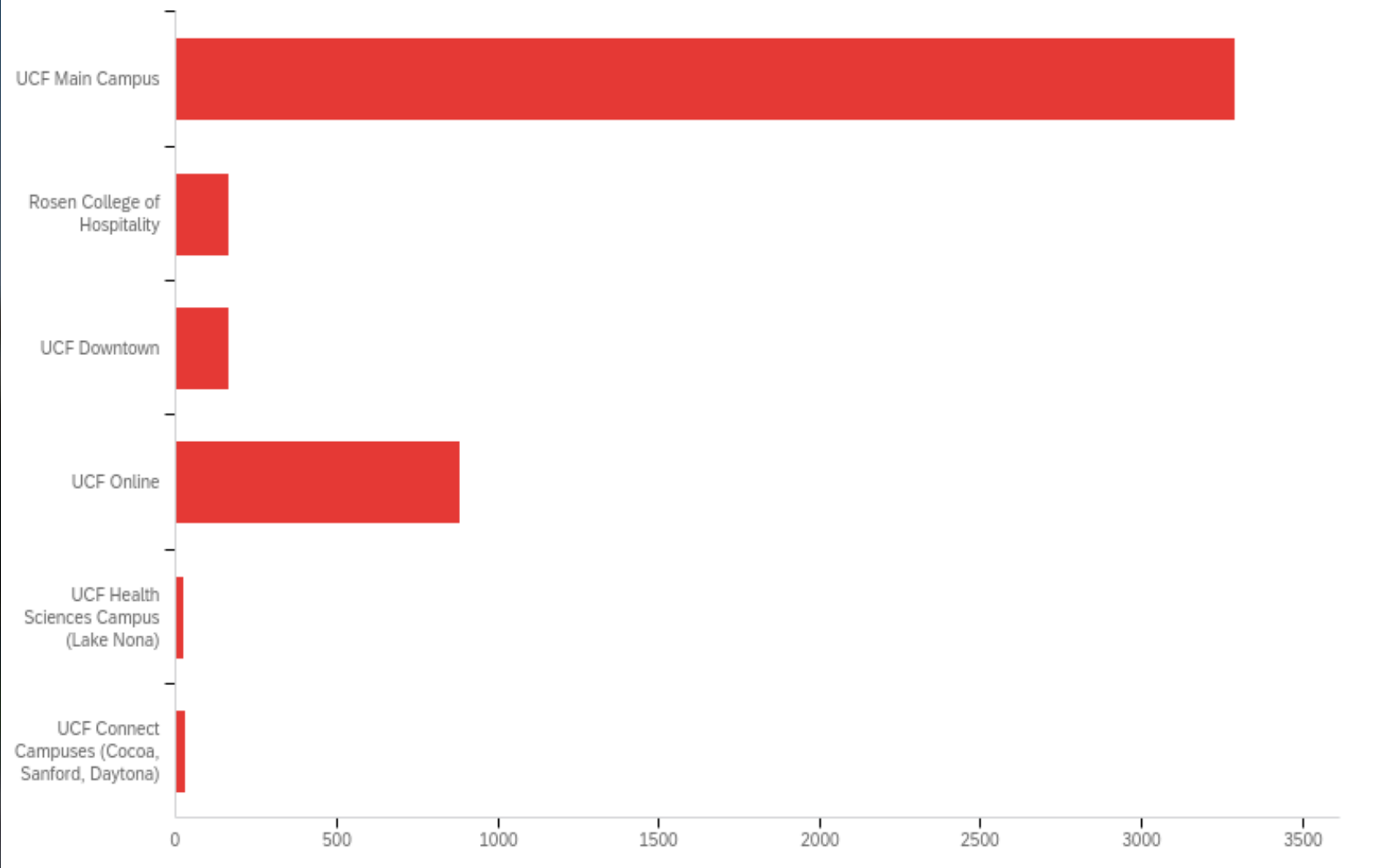
UCF

Which UCF Campus(es) do you attend and take classes? (select all that apply)

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#	Which UCF Campus(es) do you attend and take classes? (select all that apply)	Percentage
1	UCF Main Campus	72.19%
2	Rosen College of Hospitality	3.64%
3	UCF Downtown	3.64%
4	UCF Online	19.42%
5	UCF Health Sciences Campus (Lake Nona)	0.50%
6	UCF Connect Campuses (Cocoa, Sanford, Daytona)	0.59%
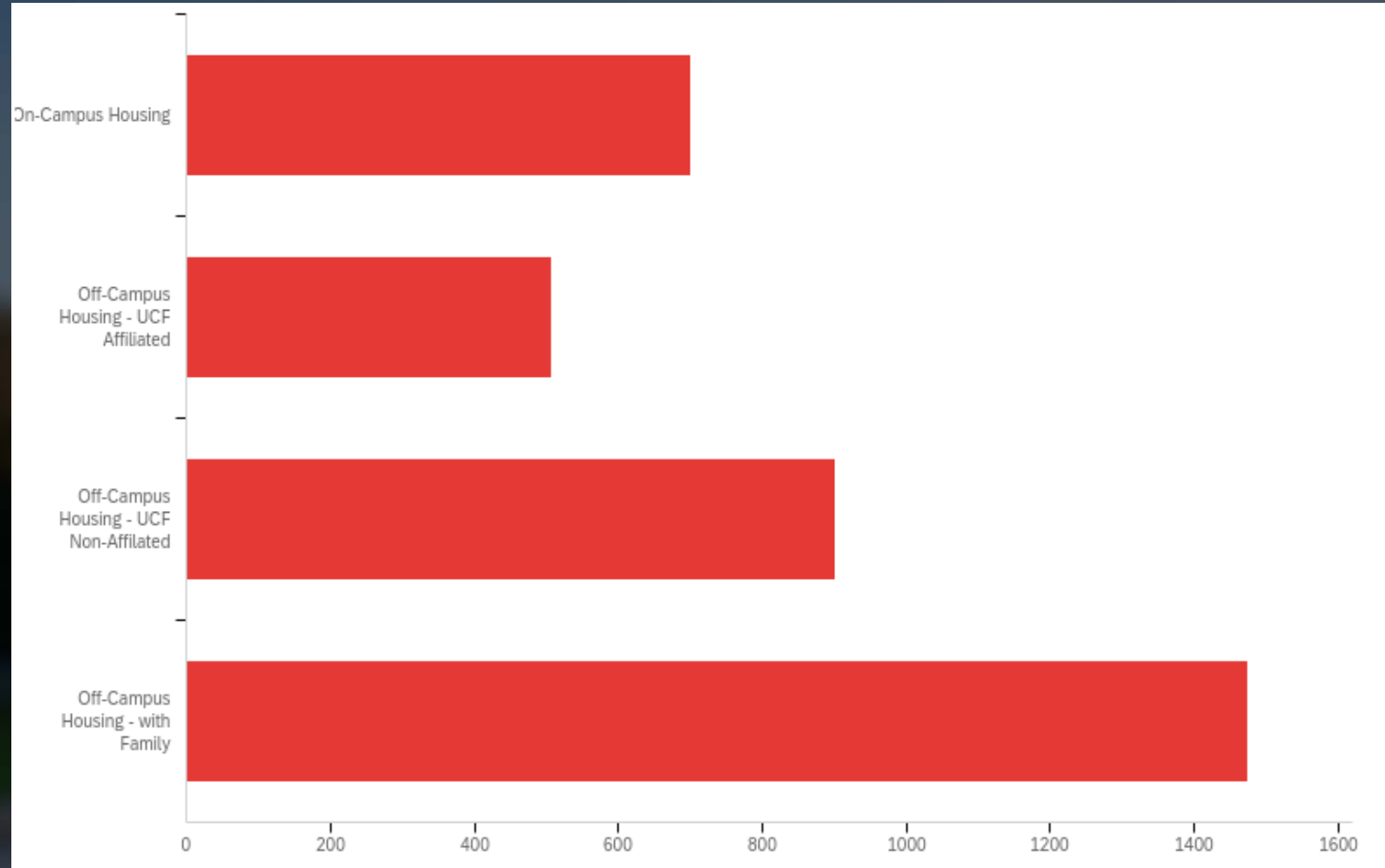
UCF

What was your living situation before the start of the COVID-19 pandemic?

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#	What was your living situation before the start of the COVID-19 pandemic?	Percentage
1	On-Campus Housing	19.54%
2	Off-Campus Housing - UCF Affiliated	14.15%
3	Off-Campus Housing - UCF Non-Affilated	25.15%
4	Off-Campus Housing - with Family	41.15%

UCF

What is your current living situation?
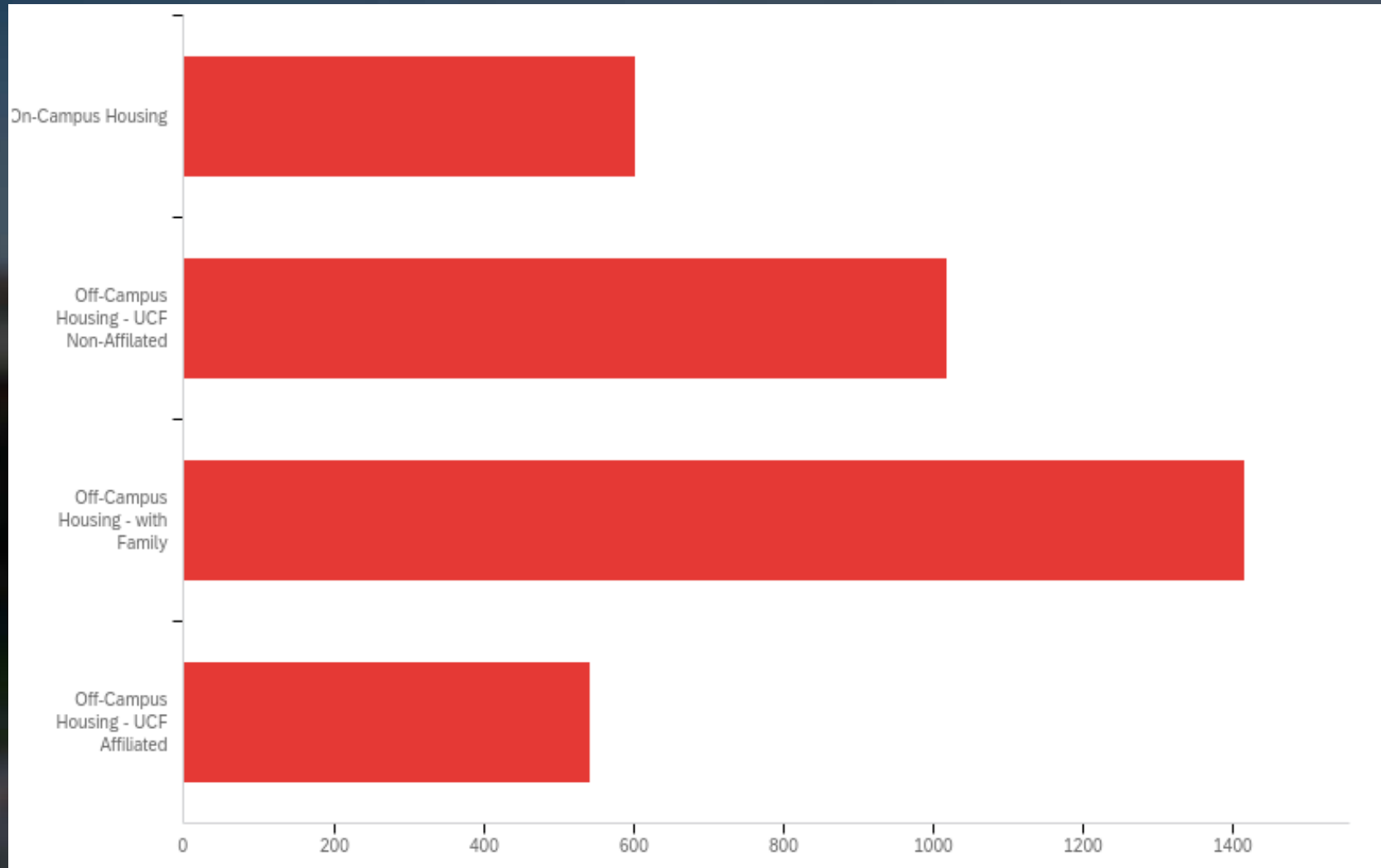
#	Answer	%
1	On-Campus Housing	16.83%
2	Off-Campus Housing - UCF Non-Affilated	28.45%
3	Off-Campus Housing - with Family	39.55%
4	Off-Campus Housing - UCF Affiliated	15.18%

Are you an international student? (meaning you are a student studying on a visa)
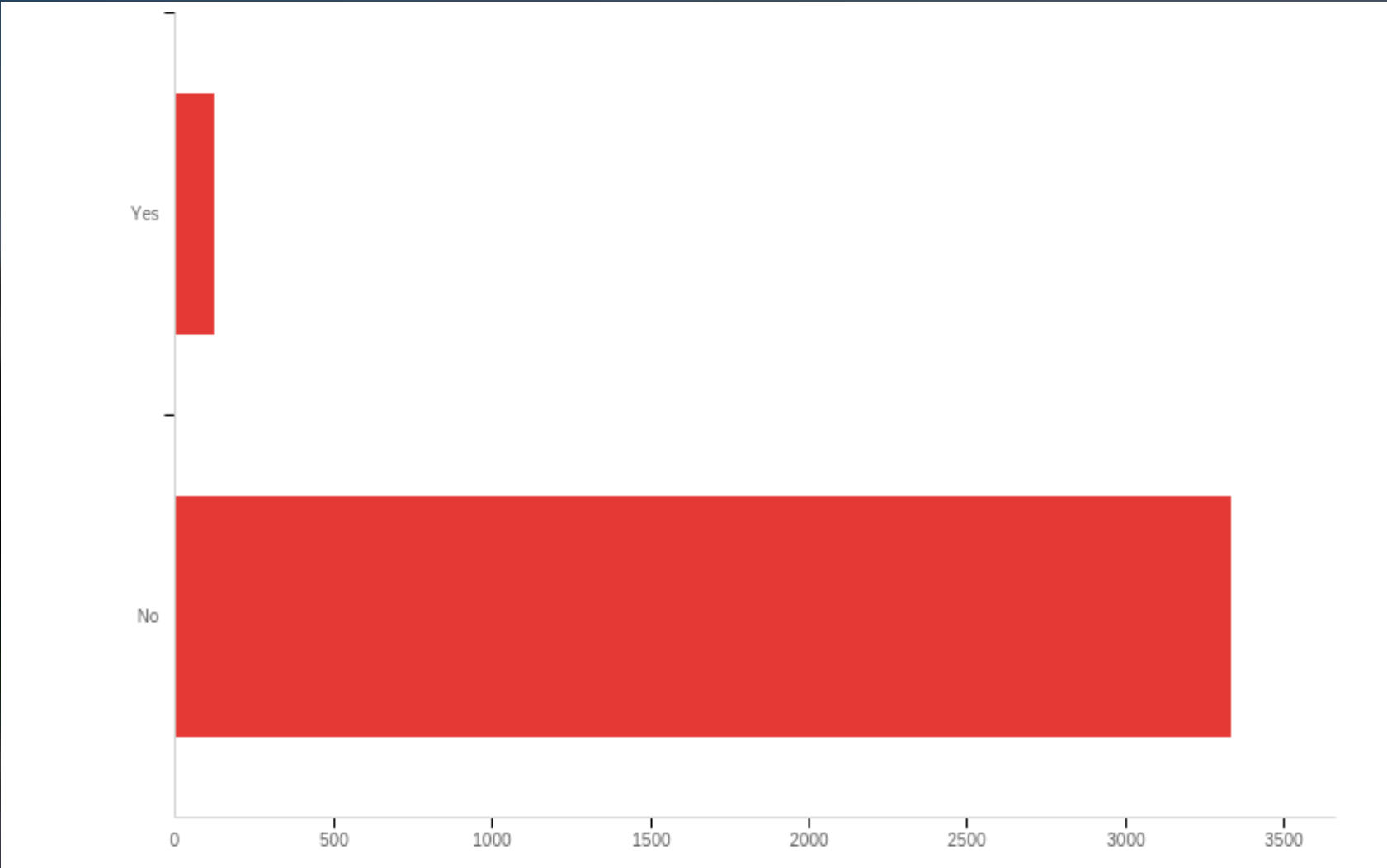
Are you an international student? (meaning you are a student studying on a visa)

#	Are you an international student? (meaning you are a student studying on a visa)	Percentage
1	Yes	3.50%
2	No	96.50%

UCF

Compared to before COVID-19, have you experienced emotional and mental hardships in the following:
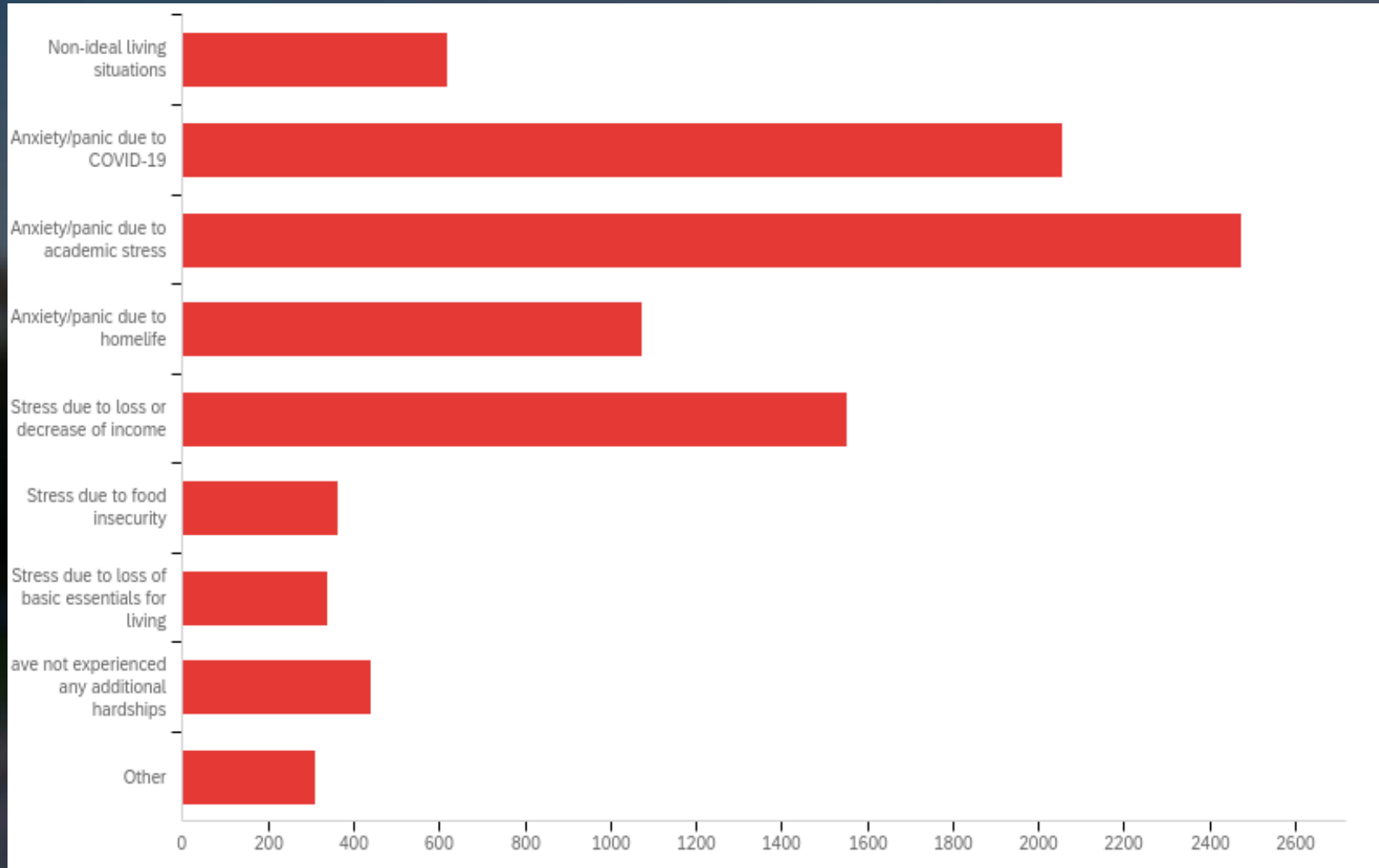
Compared to before COVID-19, have you experienced emotional and mental hardships in the following:

#	Compared to before COVID-19, have you experienced emotional and mental hardships in the following:	Percentage
6	Non-ideal living situations	6.72%
7	Anxiety/panic due to COVID-19	22.28%
8	Anxiety/panic due to academic stress	26.80%
5	Anxiety/panic due to homelife	11.63%
10	Stress due to loss or decrease of income	16.82%
11	Stress due to food insecurity	3.92%
12	Stress due to loss of basic essentials for living	3.68%
13	I have not experienced any additional hardships	4.77%
14	Other	3.38%
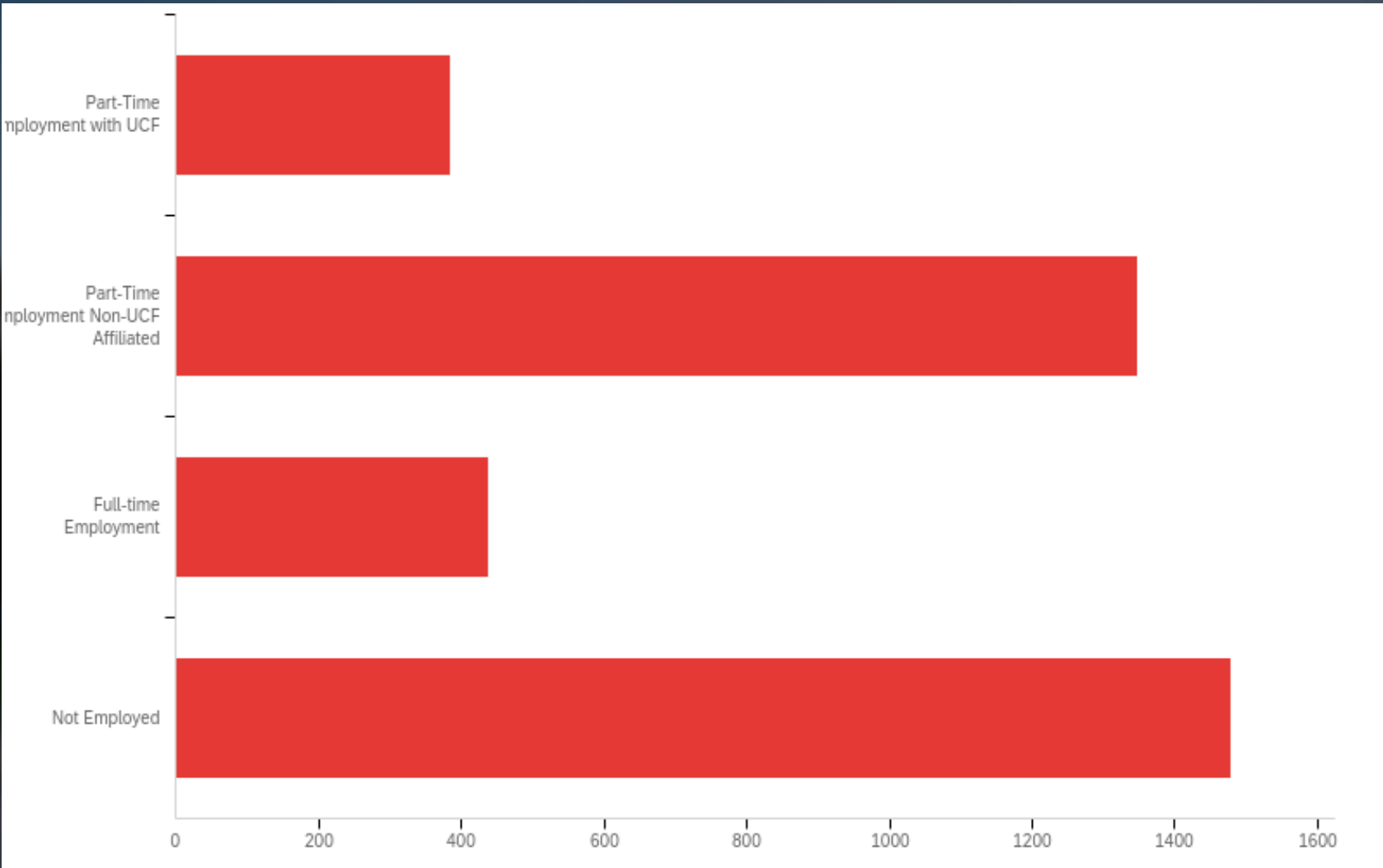
UCF

What was your employment status before COVID-19? (Select all that apply)

# What was your employment status before COVID-19? (Select all that apply)

#	What was your employment status before COVID-19? (Select all that apply)	Percentage
1	Part-Time Employment with UCF	10.53%
2	Part-Time Employment Non-UCF Affiliated	36.96%
3	Full-time Employment	11.98%
4	Not Employed	40.53%

UCF

What is your current employment status?
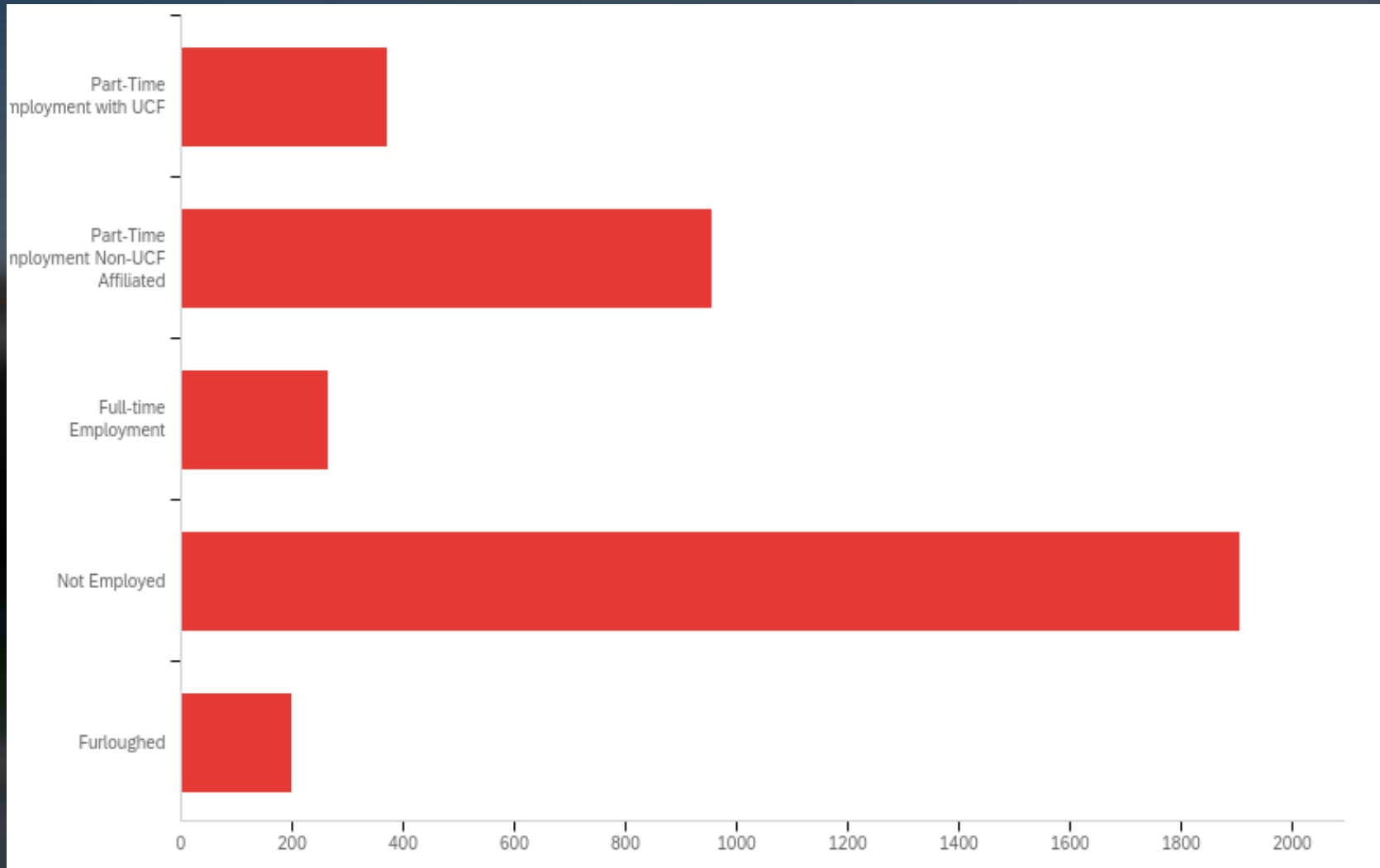
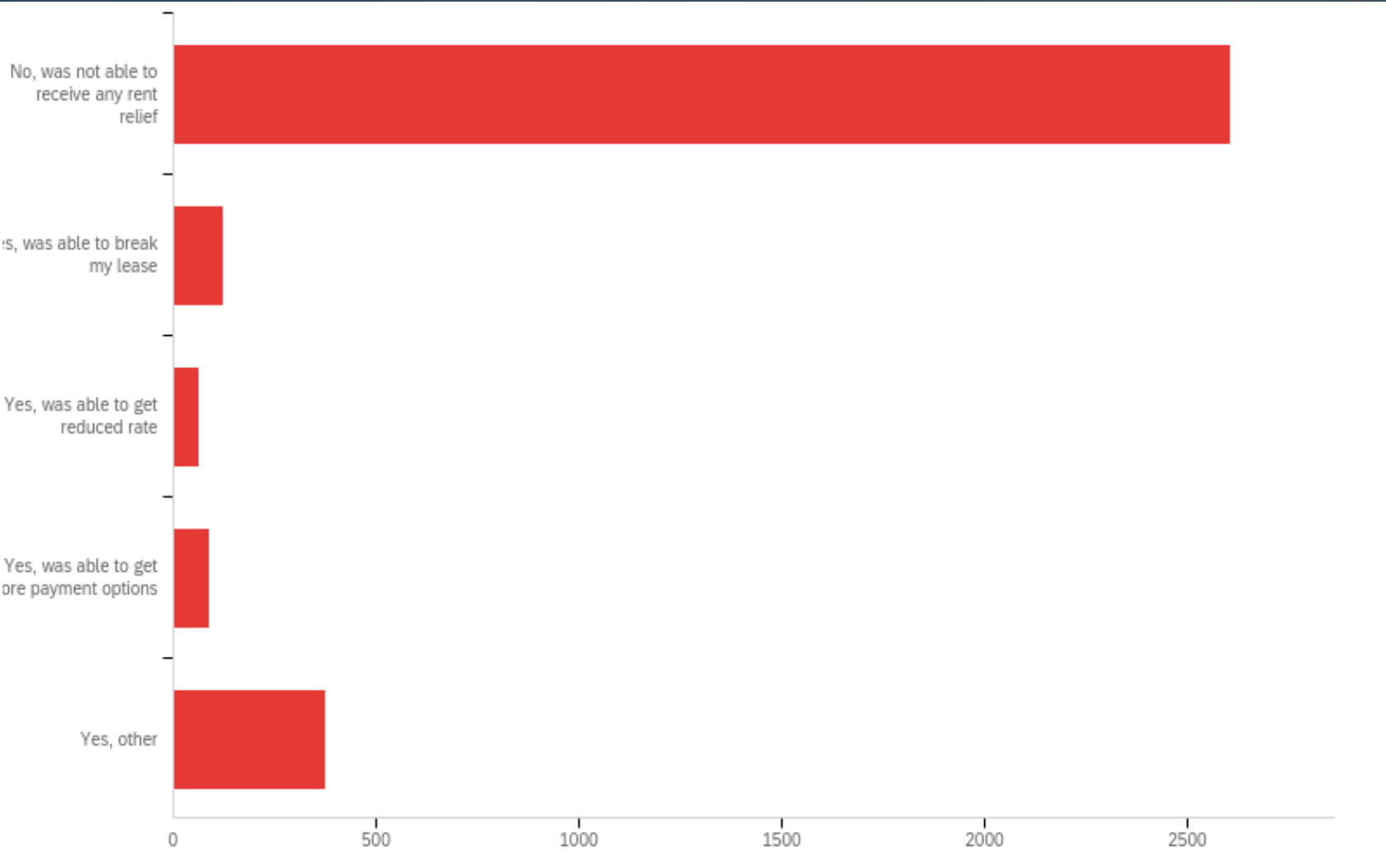| #	Answer	%
1	Part-Time Employment with UCF	10.03%
2	Part-Time Employment Non-UCF Affiliated	25.91%
3	Full-time Employment	7.13%
4	Not Employed	51.60%
6	Furloughed	5.34%

Compared to before COVID-19, have you experienced financial hardships in:
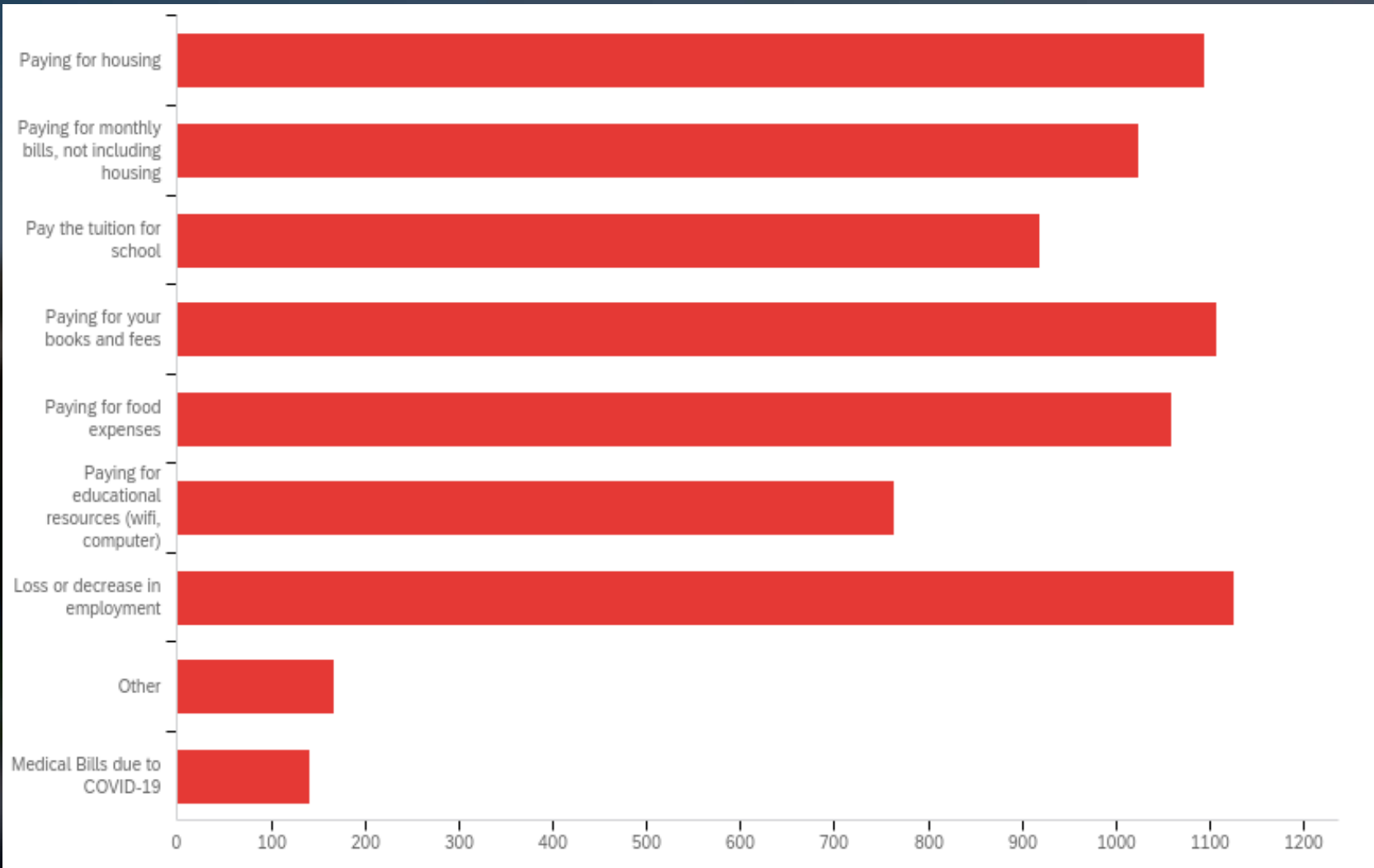
Compared to before COVID-19, have you experienced financial hardships in:

#	Compared to before COVID-19, have you experienced financial hardships in:	Percentage
1	Paying for housing	14.79%
2	Paying for monthly bills, not including housing	13.83%
3	Pay the tuition for school	12.41%
4	Paying for your books and fees	14.97%
5	Paying for food expenses	14.31%
6	Paying for educational resources (wifi, computer)	10.32%
7	Loss or decrease in employment	15.20%
8	Other	2.27%
9	Medical Bills due to COVID-19	1.90%

UCF

Were you able to get any sort of rent relief (if needed) from on campus or off campus housing?

| #	Answer	%
1	No, was not able to receive any rent relief	80.22%
4	Yes, was able to break my lease	3.76%
5	Yes, was able to get reduced rate	1.88%
6	Yes, was able to get more payment options	2.65%
7	Yes, other	11.49%

UCF

Has your academic performance been better or worse compared to before COVID-19?
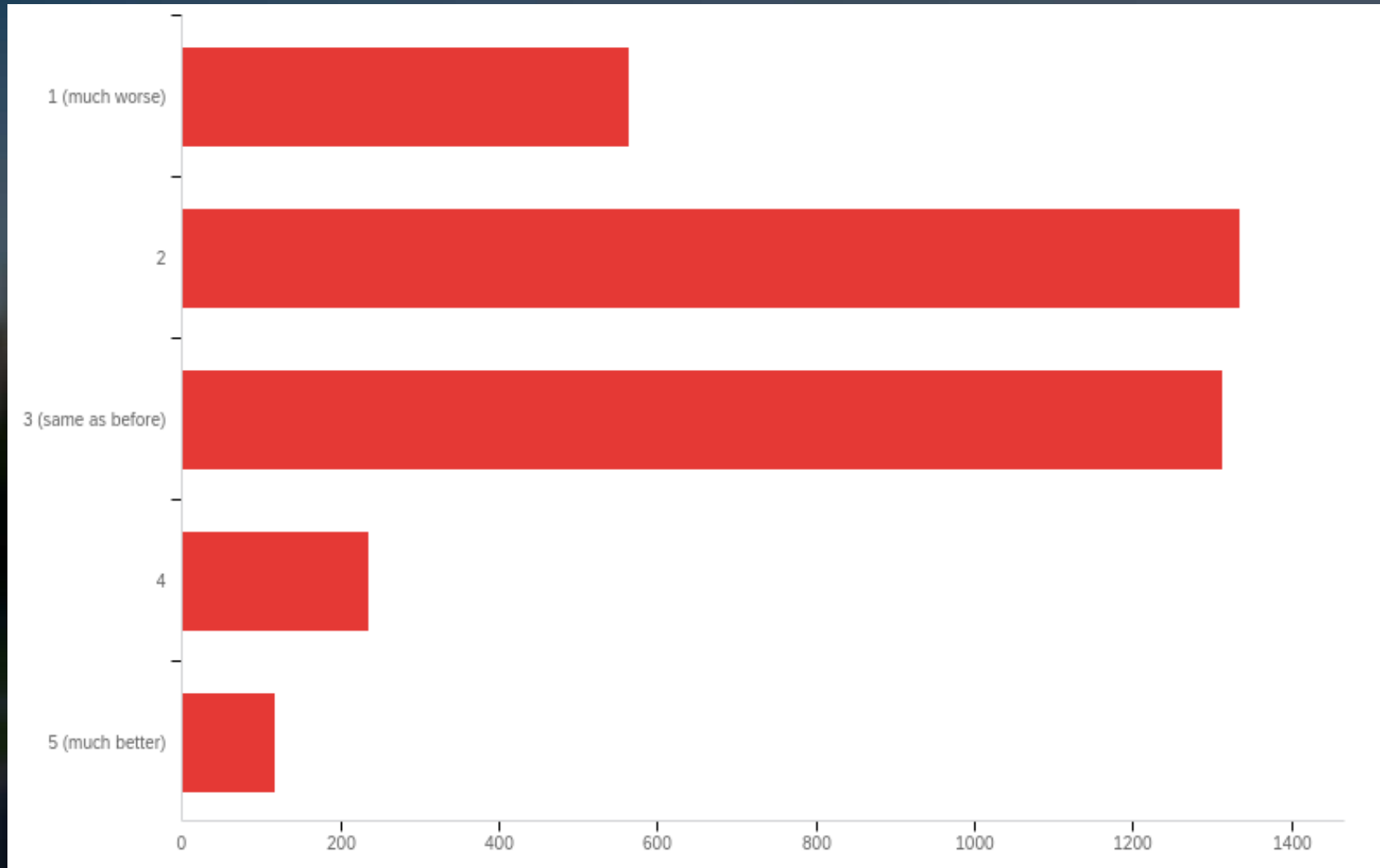
Has your academic performance been better or worse compared to before COVID-19?

| #	Has your academic performance been better or worse compared to before COVID-19?	Percentage
1	1 (much worse)	15.82%
2	2	37.43%
3	3 (same as before)	36.81%
4	4	6.62%
5	5 (much better)	3.31%

UCF

If UCF continues with a spring semester similar to Fall 2020, what are your plans?
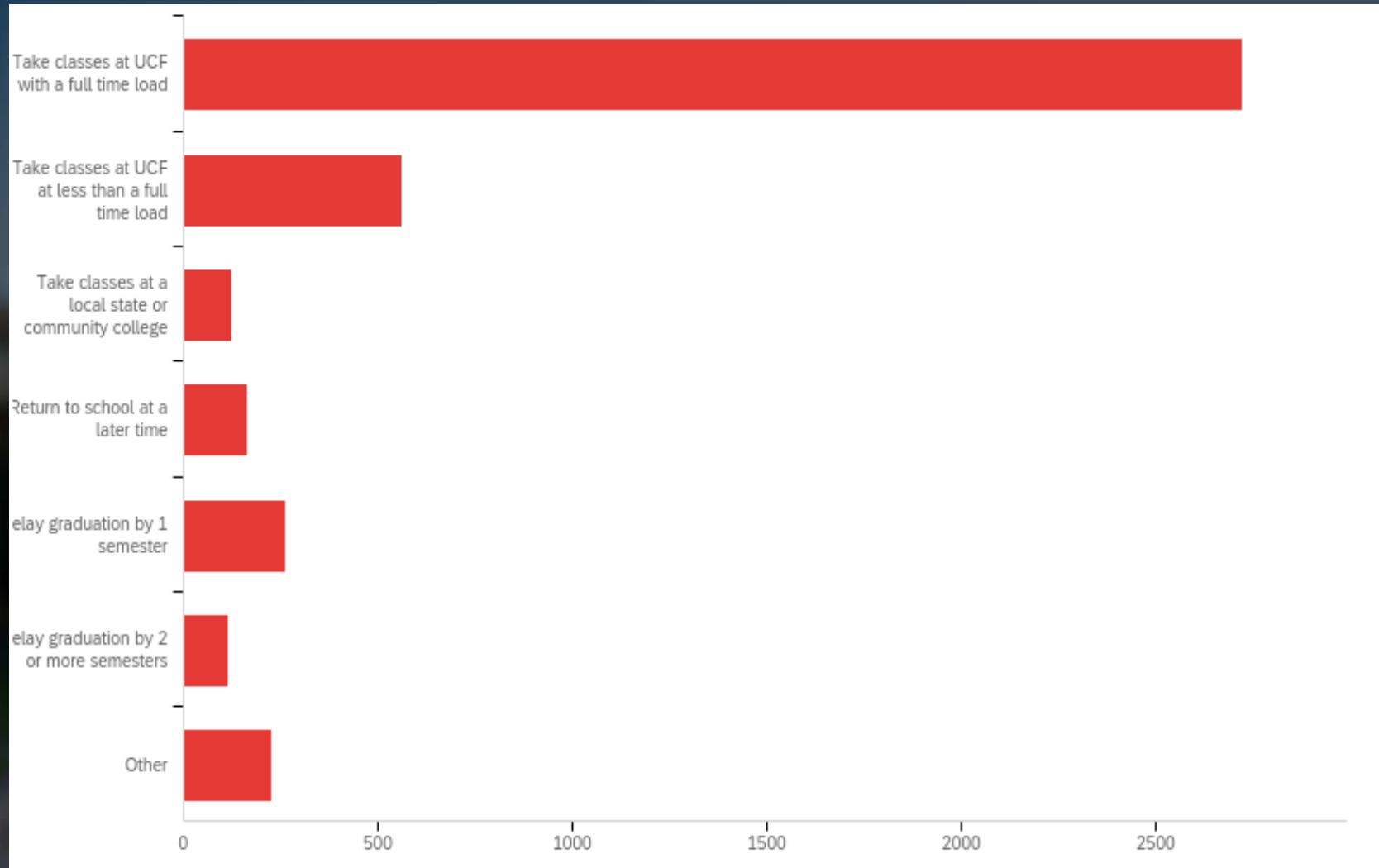
# If UCF continues with a online fall semester, what are your plans?

#	If UCF continues with a online fall semester, what are your plans? - Selected Choice	Percentage
1	Take classes at UCF with a full time load	65.17%
2	Take classes at UCF at less than a full time load	13.48%
3	Take classes at a local state or community college	2.90%
4	Return to school at a later time	3.95%
5	Delay graduation by 1 semester	6.30%
6	Delay graduation by 2 or more semesters	2.78%
7	Other	5.43%

UCF

What type of classes are you currently taking?
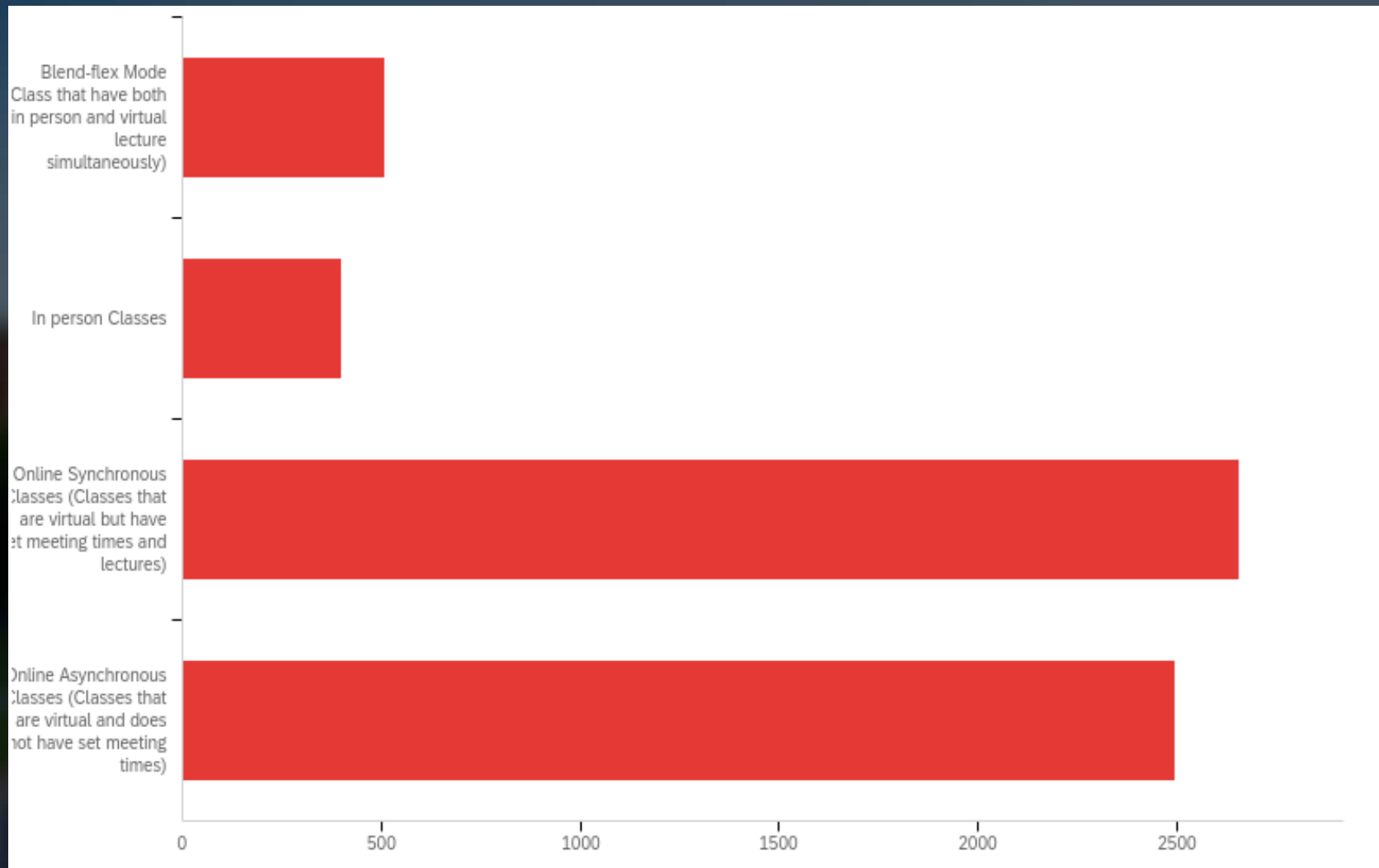
#	Answer	%
1	Blend-flex Mode (Class that have both in person and virtual lecture simultaneously)	8.37%
2	In person Classes	6.60%
3	Online Synchronous Classes (Classes that are virtual but have set meeting times and lectures)	43.84%
4	Online Asynchronous Classes (Classes that are virtual and does not have set meeting times)	41.19%

UCF

# Did you take the initial COVID-19 Survey back in June of 2020
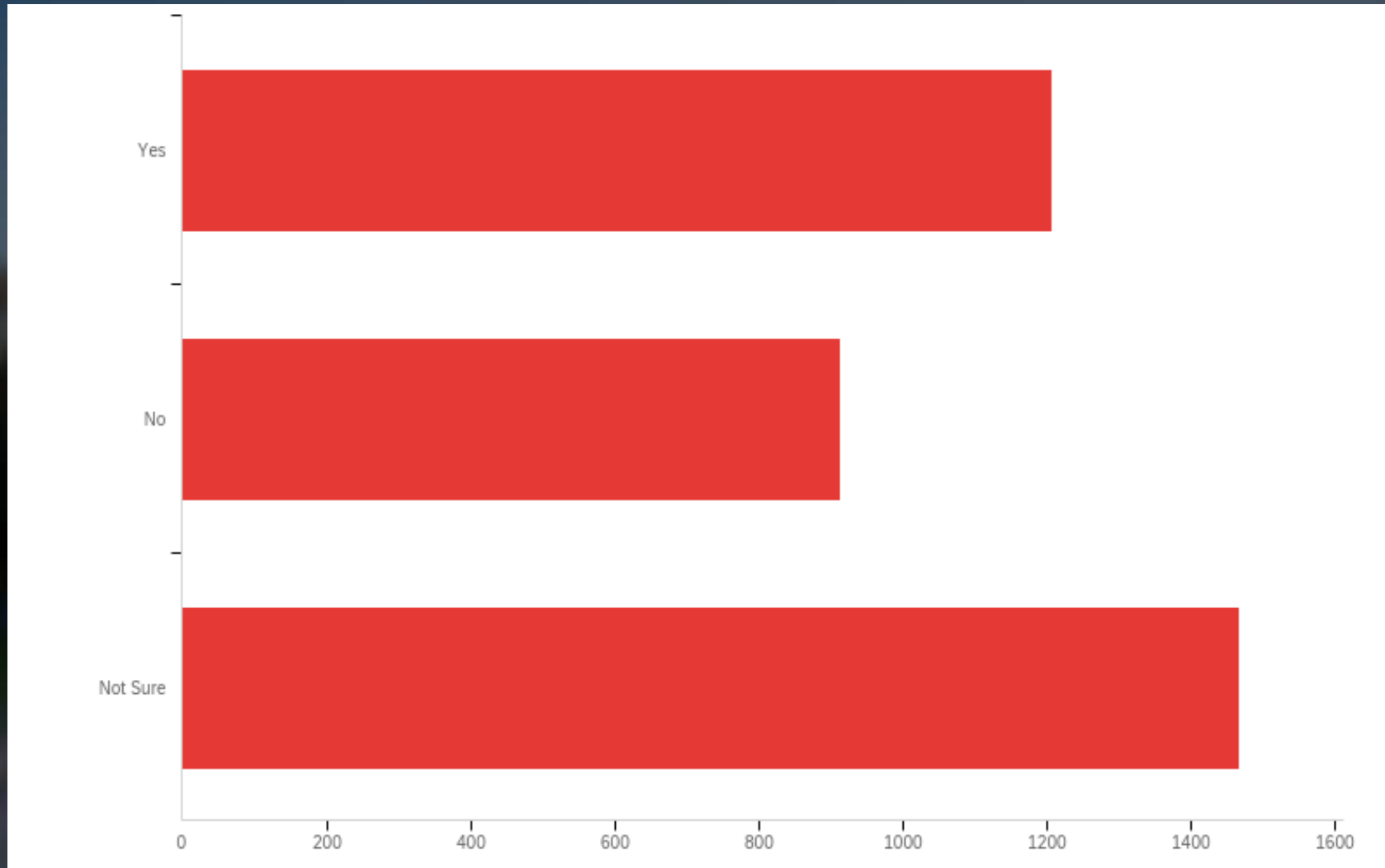
#	Answer	%
1	Yes	33.65%
2	No	25.45%
3	Not Sure	40.90%

WHAT THIS SHOWS

- This data as reached a large group of students

- Though not completely representative of UCF, it provided valuable data

- Many students faced hardships between financials and mental health

  - Due to stress getting COVID-19

  - Loosing their Jobs (which paid for college, and rent)

- If UCF were to continue fully online, majority of the students would continue with a fulltime load

- Academic Performance has seemed to weaken across the student body, as many students are reporting to do a little worse than normal academically

UCF

DATA FOR UCF

# How well in the following areas has UCF done during these unprecedented times?
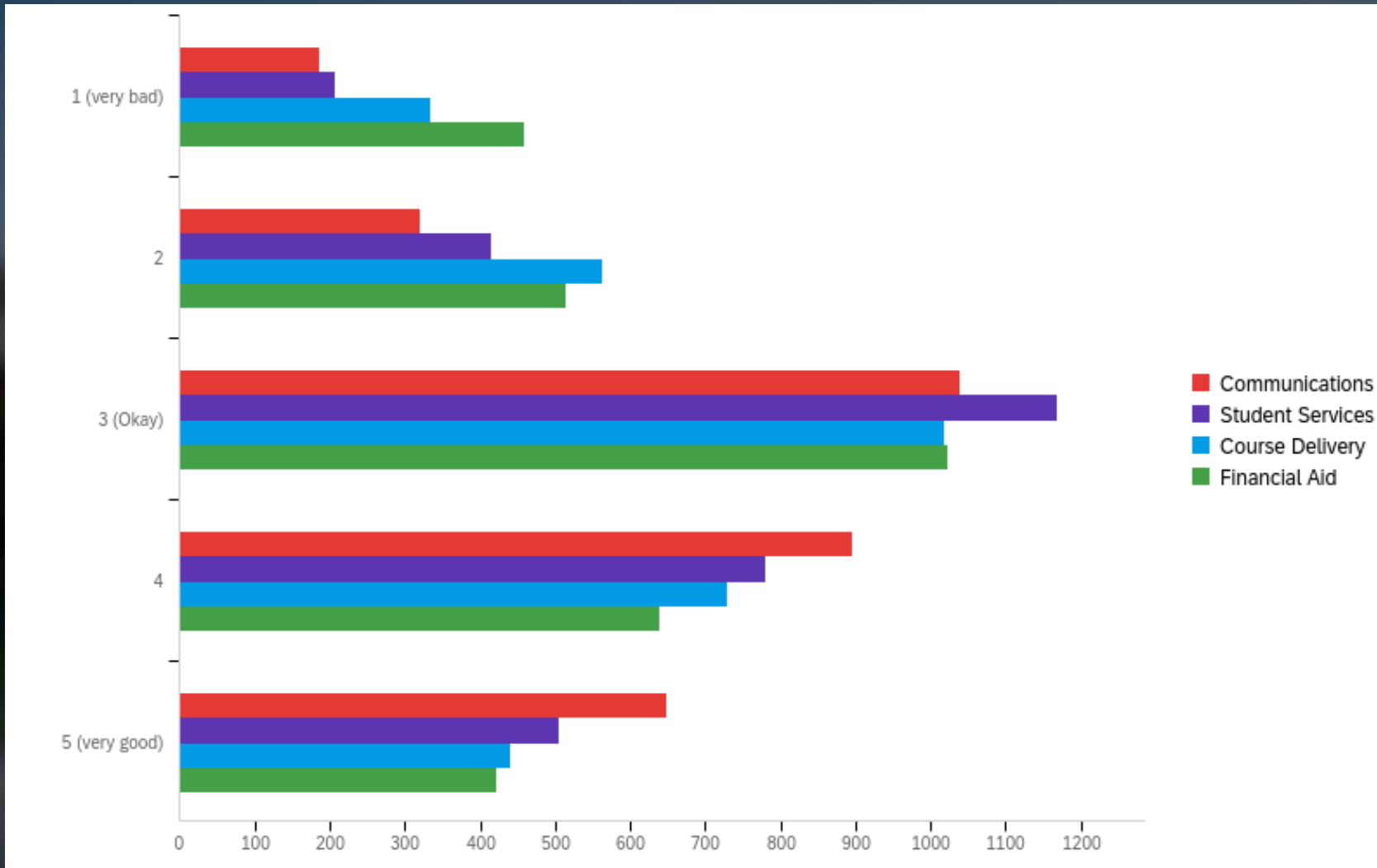
How well in the following areas has UCF done during these unprecedented times?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Communications	1.00	5.00	3.49	1.11	1.24	3089
2	Student Services	1.00	5.00	3.31	1.10	1.22	3075
3	Course Delivery	1.00	5.00	3.12	1.19	1.41	3085
4	Financial Aid	1.00	5.00	3.02	1.24	1.53	3058

| #	Question	1 (very bad)	2	3 (Okay)	4	5 (very good)	Total
1	Communications	5.99%	10.36%	33.64%	29.01%	21.01%	3089
2	Student Services	6.70%	13.46%	38.02%	25.40%	16.42%	3075
3	Course Delivery	10.86%	18.22%	33.00%	23.63%	14.29%	3085
4	Financial Aid	15.04%	16.81%	33.49%	20.90%	13.77%	3058
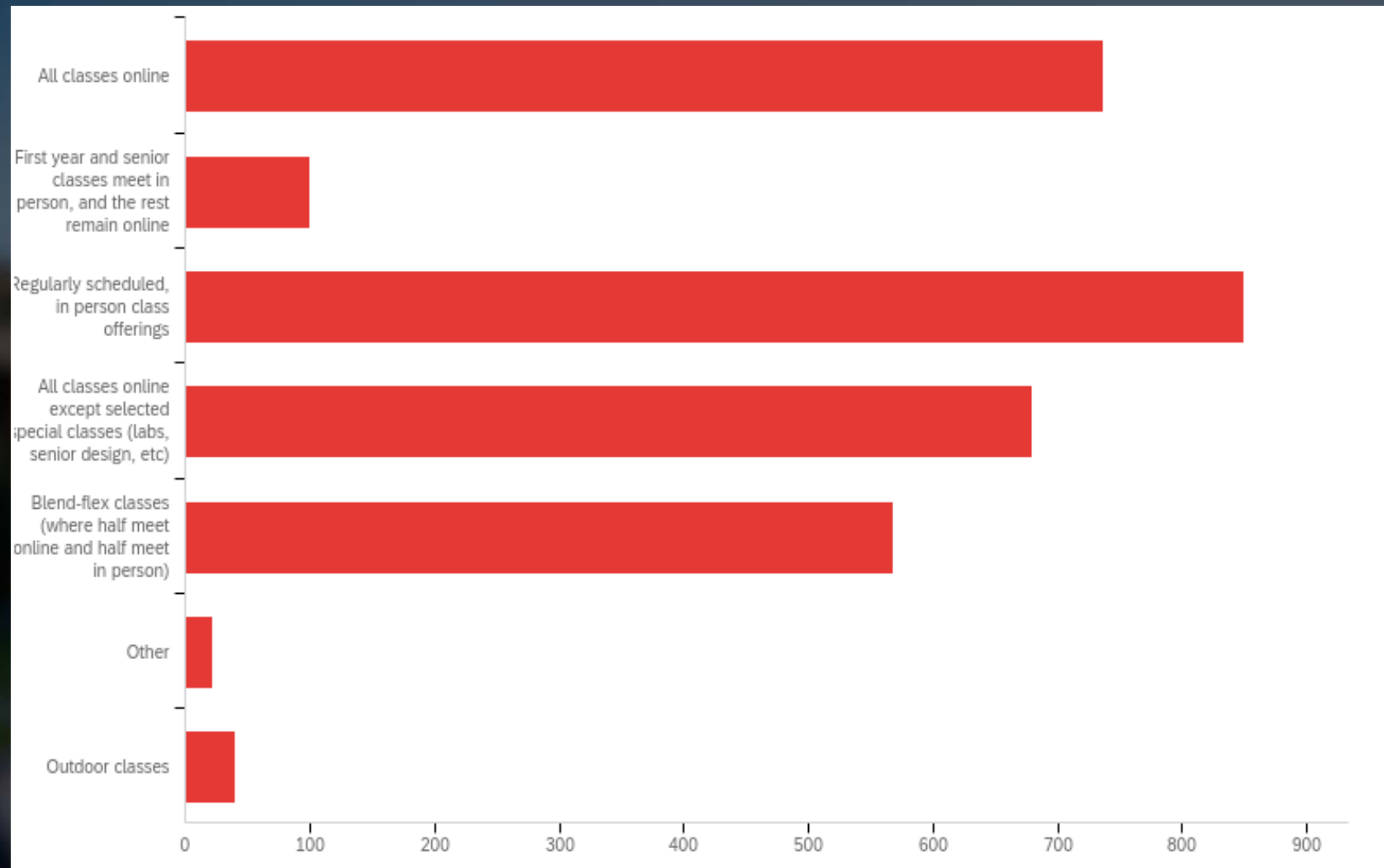
UCF

What type of instruction would you prefer and be most comfortable with?

What type of instruction would you prefer and be most comfortable with?

| #	What type of instruction would you prefer and be most comfortable with?	Percentage
1	All classes online	24.60%
2	First year and senior classes meet in person, and the rest remain online	3.31%
3	Regularly scheduled, in person class offerings	28.38%
4	All classes online except selected special classes (labs, senior design, etc)	22.69%
5	Blend-flex classes (where half meet online and half meet in person)	18.98%
6	Other	0.70%
7	Outdoor classes	1.34%

UCF

How satisfied are you with the way Blend Flex Classes were introduced and prepared?
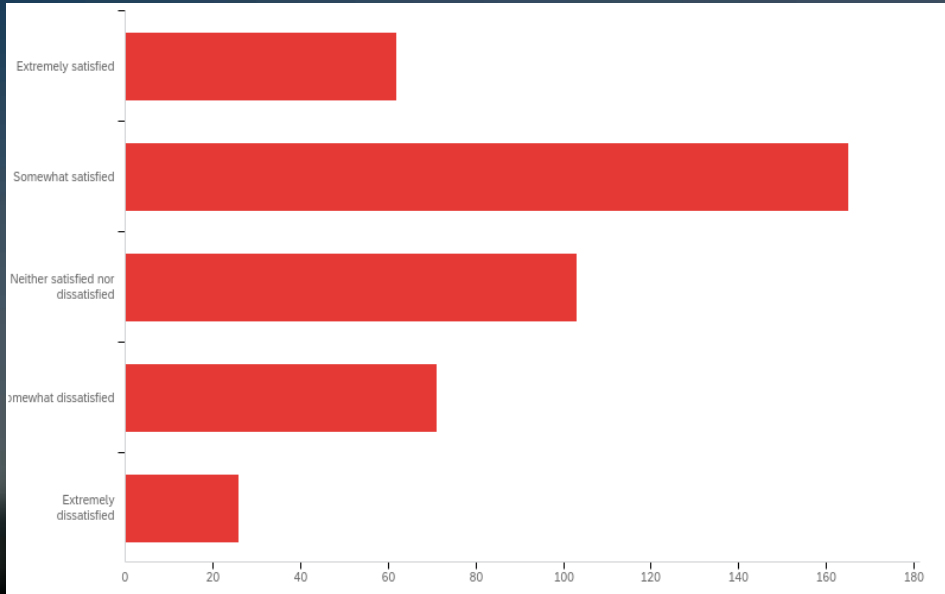
#	Answer	%
1	Extremely satisfied	14.52%
2	Somewhat satisfied	38.64%
3	Neither satisfied nor dissatisfied	24.12%
4	Somewhat dissatisfied	16.63%
5	Extremely dissatisfied	6.09%

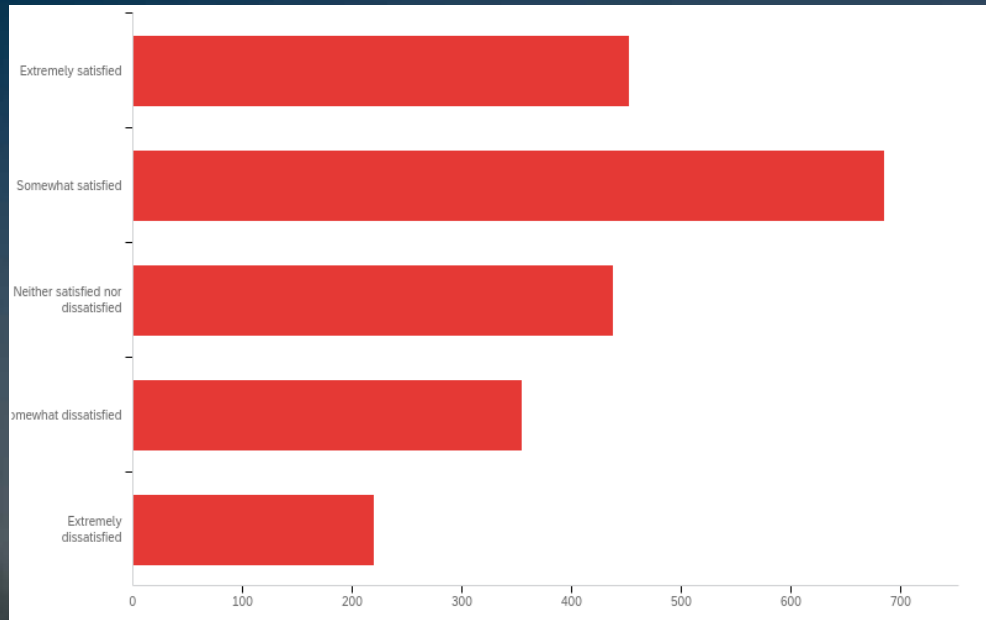# How satisfied are you with the way In-Person Classes were introduced and prepared?
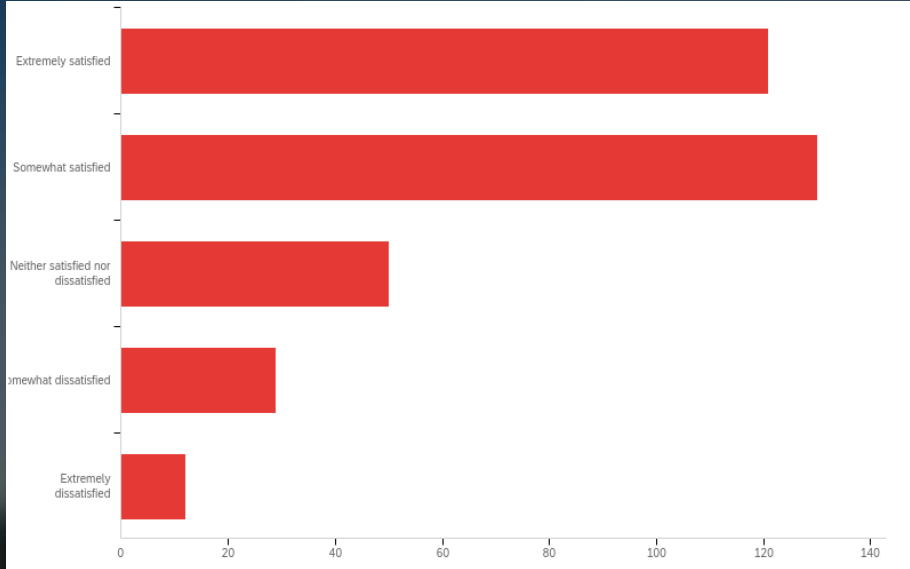
#	Answer	%
18	Extremely satisfied	35.38%
19	Somewhat satisfied	38.01%
20	Neither satisfied nor dissatisfied	14.62%
21	Somewhat dissatisfied	8.48%
22	Extremely dissatisfied	3.51%

UCF

# How satisfied are you with the way Online Synchronous Classes were introduced and prepared?
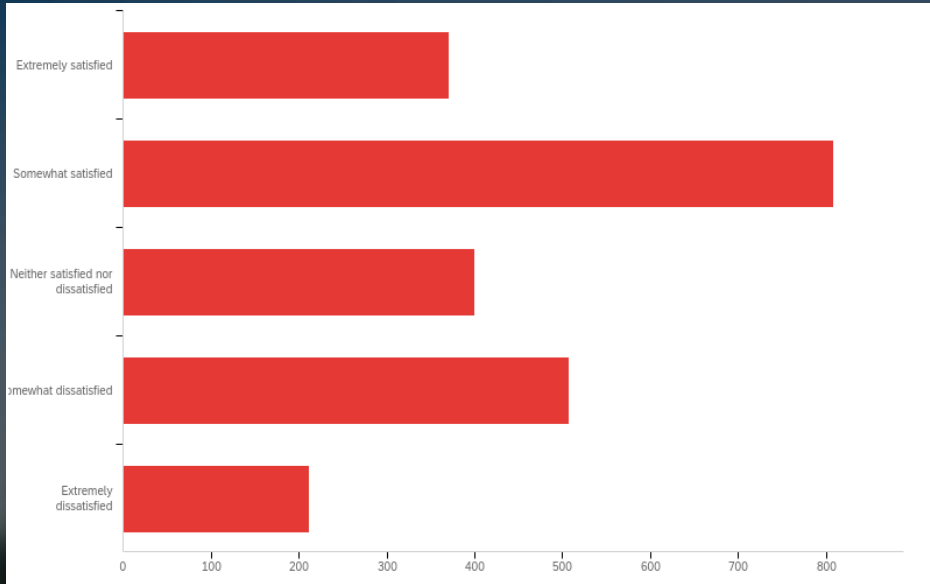
#	Answer	%
1	Extremely satisfied	16.14%
2	Somewhat satisfied	35.16%
3	Neither satisfied nor dissatisfied	17.41%
4	Somewhat dissatisfied	22.11%
5	Extremely dissatisfied	9.18%

UCF

# How satisfied are you with the way Online Asynchronous Classes were introduced and prepared?

#	Answer	%
1	Extremely satisfied	21.06%
2	Somewhat satisfied	31.85%
3	Neither satisfied nor dissatisfied	20.36%
4	Somewhat dissatisfied	16.50%
5	Extremely dissatisfied	10.23%

UCF

# How satisfied are you with the size for in-person and blend flex classes?
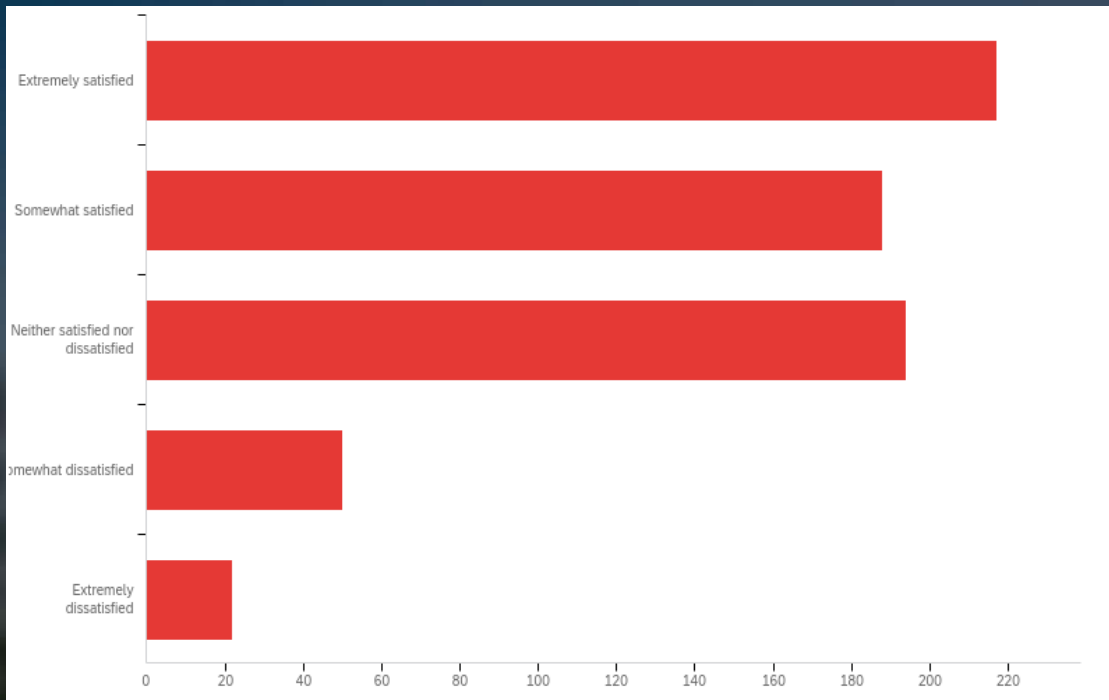
#	Answer	%
1	Extremely satisfied	32.34%
2	Somewhat satisfied	28.02%
3	Neither satisfied nor dissatisfied	28.91%
4	Somewhat dissatisfied	7.45%
5	Extremely dissatisfied	3.28%

How well have your professors done to accommodate plans for COVID-19 in the class and syllabus?
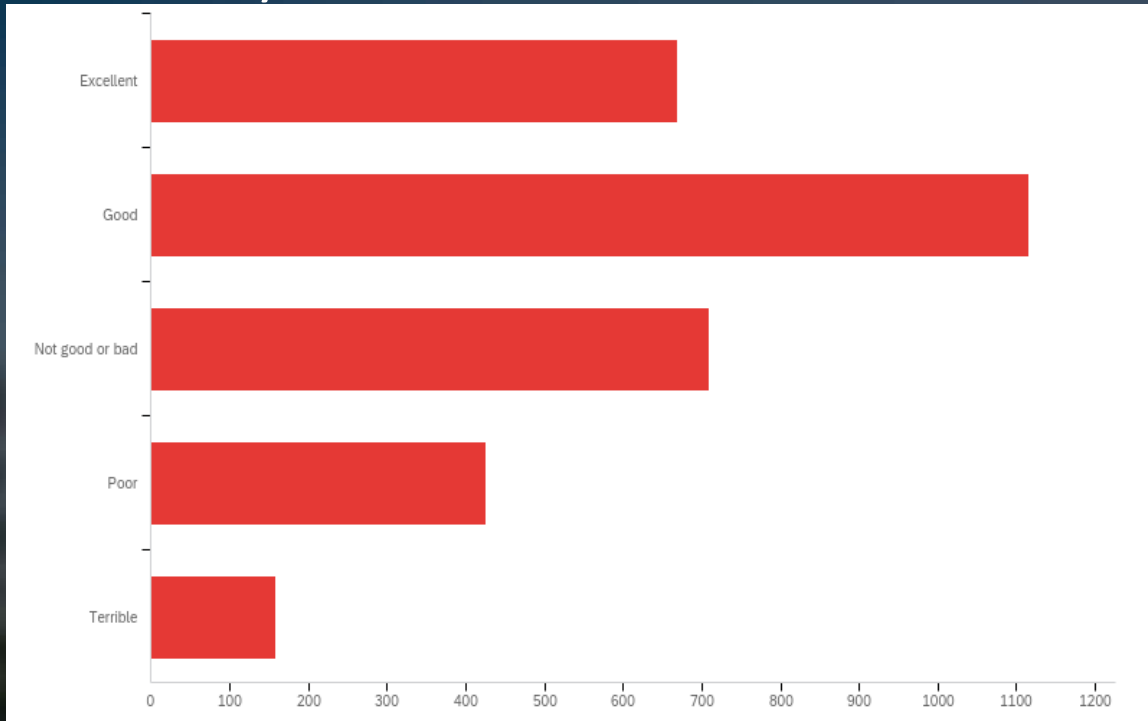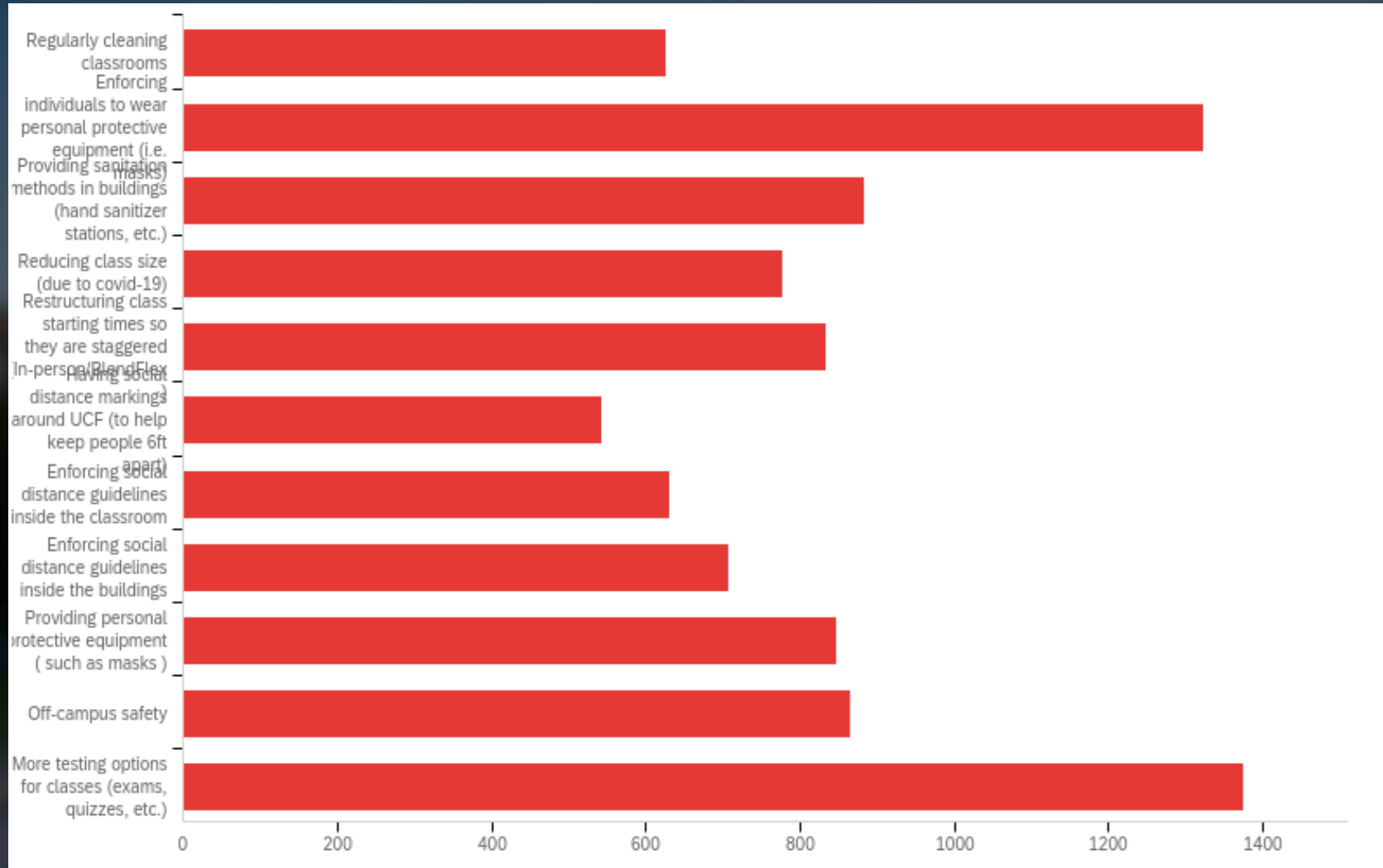

#	Answer	%
12	Excellent	21.75%
13	Good	36.25%
14	Not good or bad	23.05%
15	Poor	13.82%
16	Terrible	5.14%

What proctoring method would you prefer? (Only Choose 1)
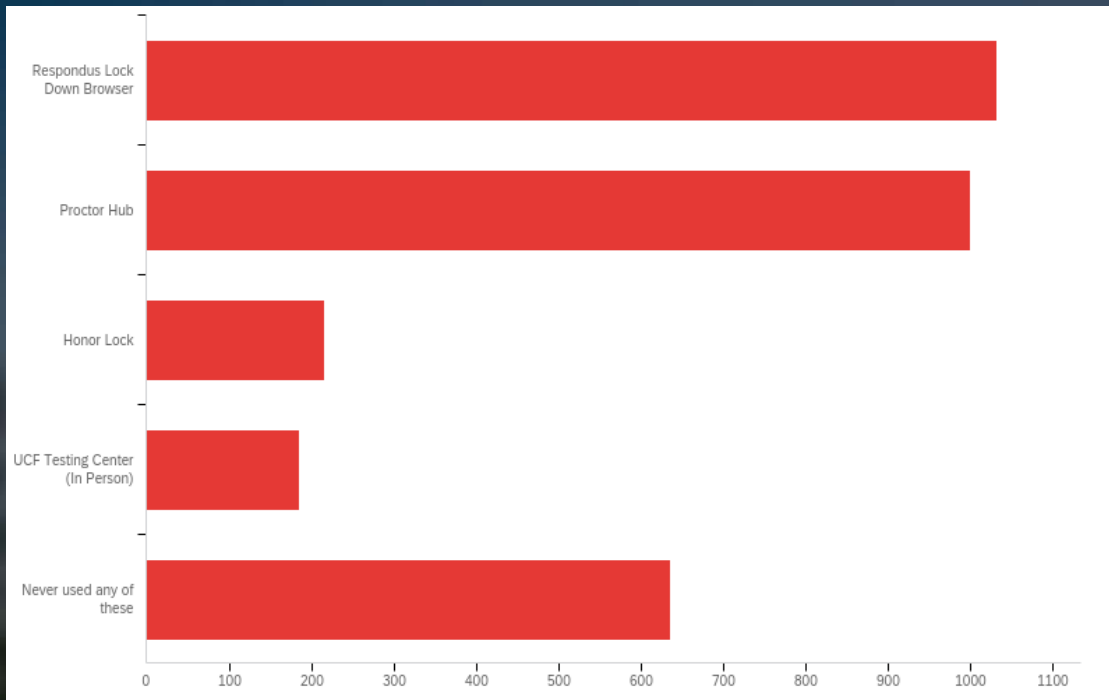
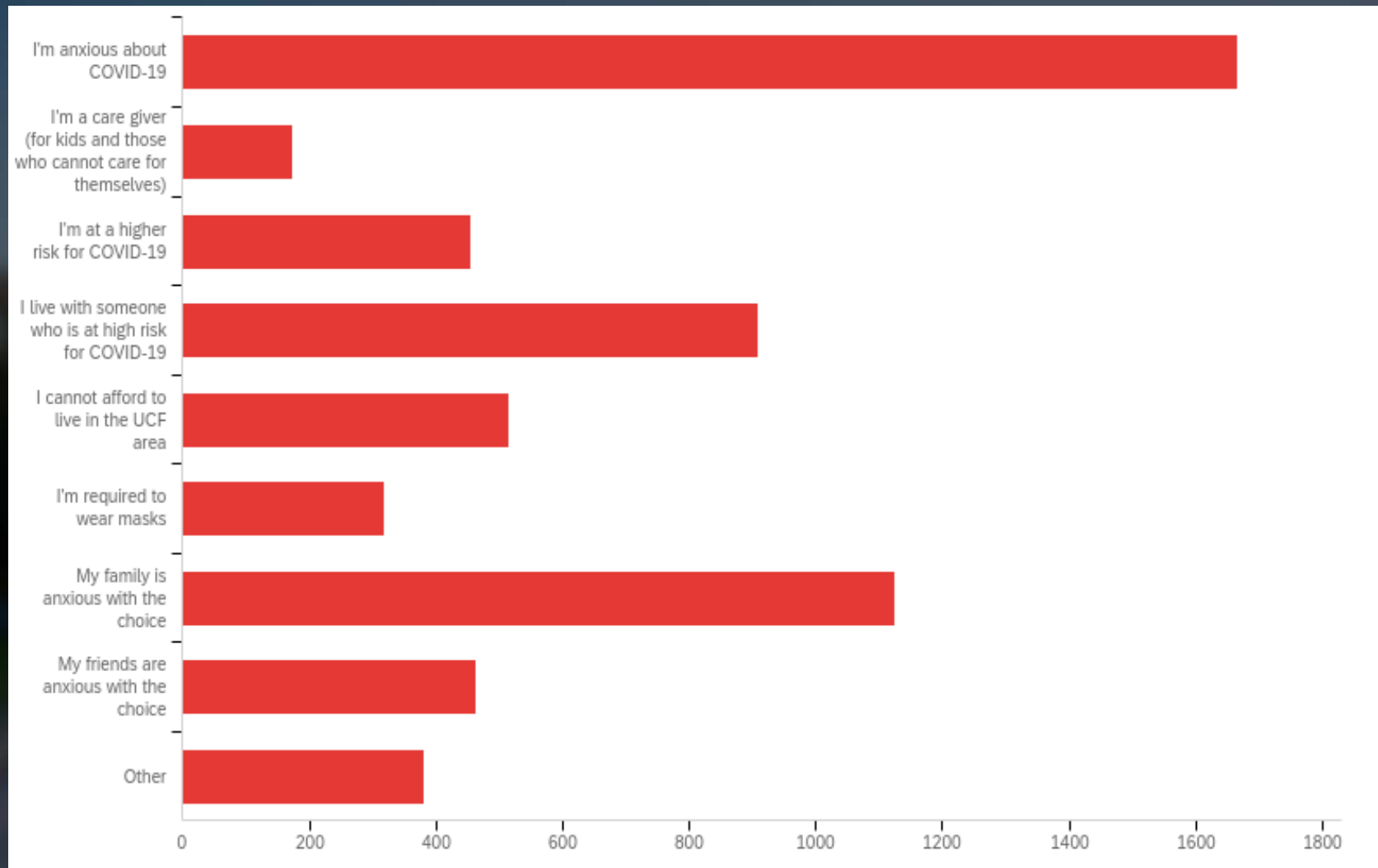| #	Answer	%
1	Respondus Lock Down Browser	33.62%
2	Proctor Hub	32.61%
3	Honor Lock	7.04%
4	UCF Testing Center (In Person)	6.03%
5	Never used any of these	20.70%

Which of the following does UCF need to improve on? (Only choose 4)

Select the 4 most important things that need to happen if UCF Opens back up for the fall semester:

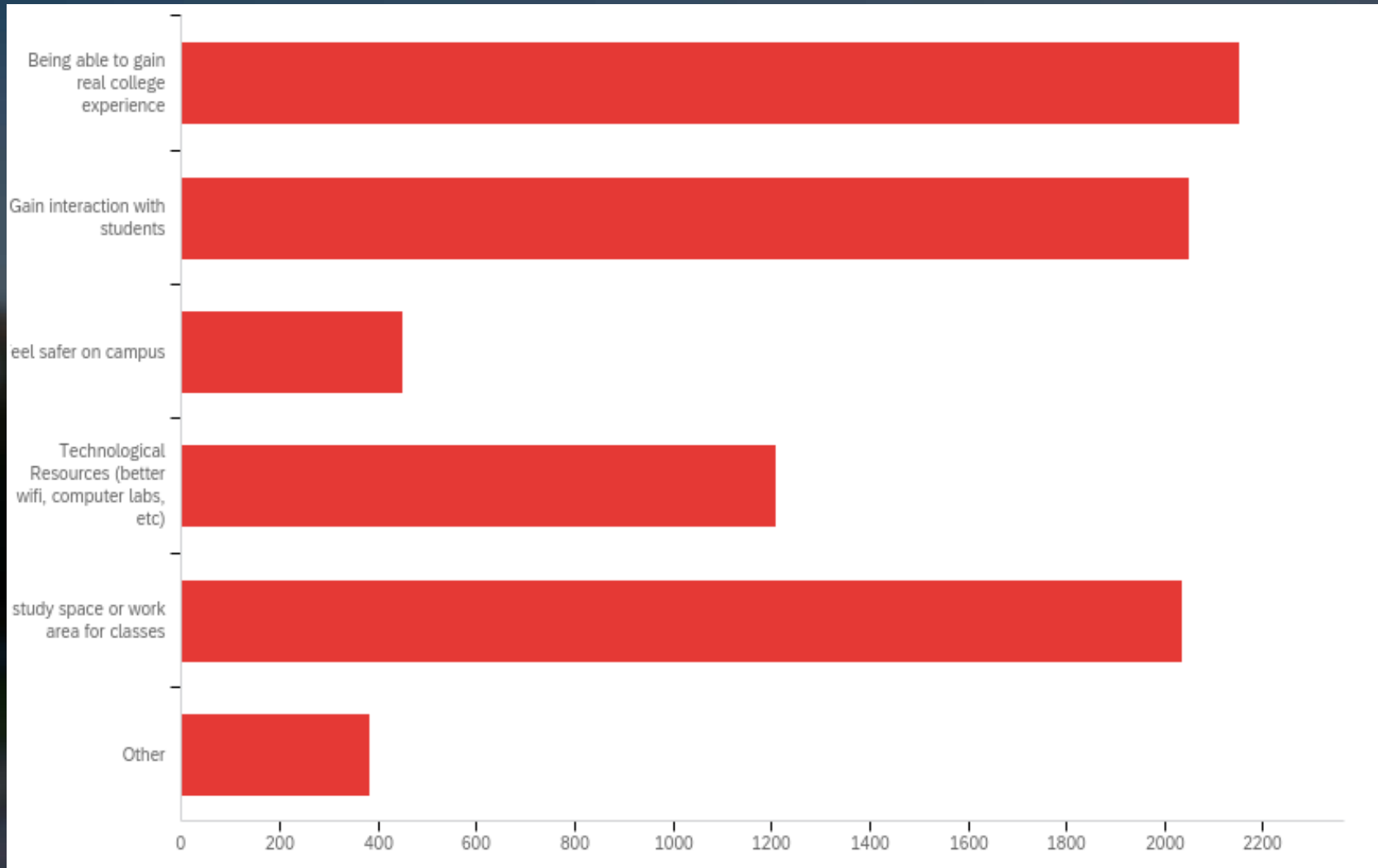| #	Answer	%
1	Regularly cleaning classrooms	6.65%
2	Enforcing individuals to wear personal protective equipment (i.e. masks)	14.07%
3	Providing sanitation methods in buildings (hand sanitizer stations, etc.)	9.38%
4	Reducing class size (due to covid-19)	8.25%
5	Restructuring class starting times so they are staggered (In-person/BlendFlex)	8.86%
6	Having social distance markings around UCF (to help keep people 6ft apart)	5.77%
7	Enforcing social distance guidelines inside the classroom	6.70%
8	Enforcing social distance guidelines inside the buildings	7.52%
9	Providing personal protective equipment (such as masks)	9.00%
10	Off-campus safety	9.18%

UCF

What would be the reasons why you would not want be at the UCF campuses? (Choose all that apply)

What would be the reasons why you would not want be at the UCF campuses? (Choose all that apply)

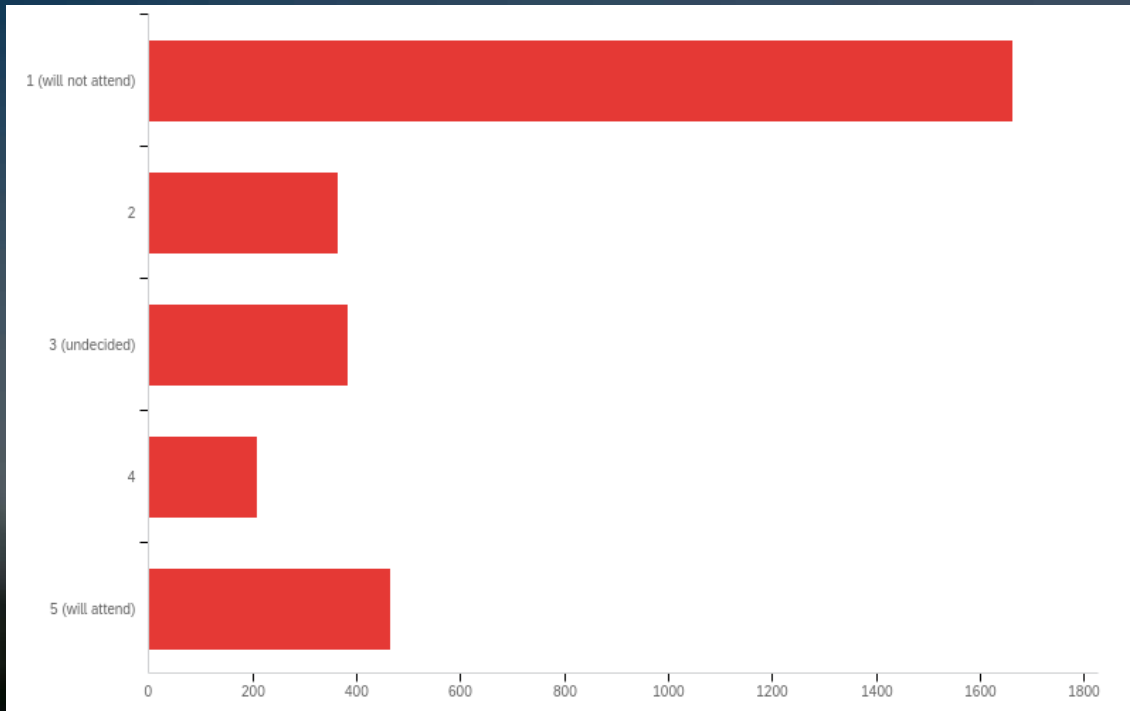| #	Answer	%
1	Answer	%
2	I'm anxious about COVID-19	27.73%
3	I'm a care giver (for kids and those who cannot care for themselves)	2.90%
4	I'm at a higher risk for COVID-19	7.56%
5	I live with someone who is at high risk for COVID-19	15.14%
6	I cannot afford to live in the UCF area	8.56%
7	I'm required to wear masks	5.30%
8	My family is anxious with the choice	18.75%
9	My friends are anxious with the choice	7.71%
10	Other	6.35%

UCF

What are the reasons why you would want to be at the UCF campuses? (Choose all that apply)

How likely would you be attend a class if masks were required for all students and professors?
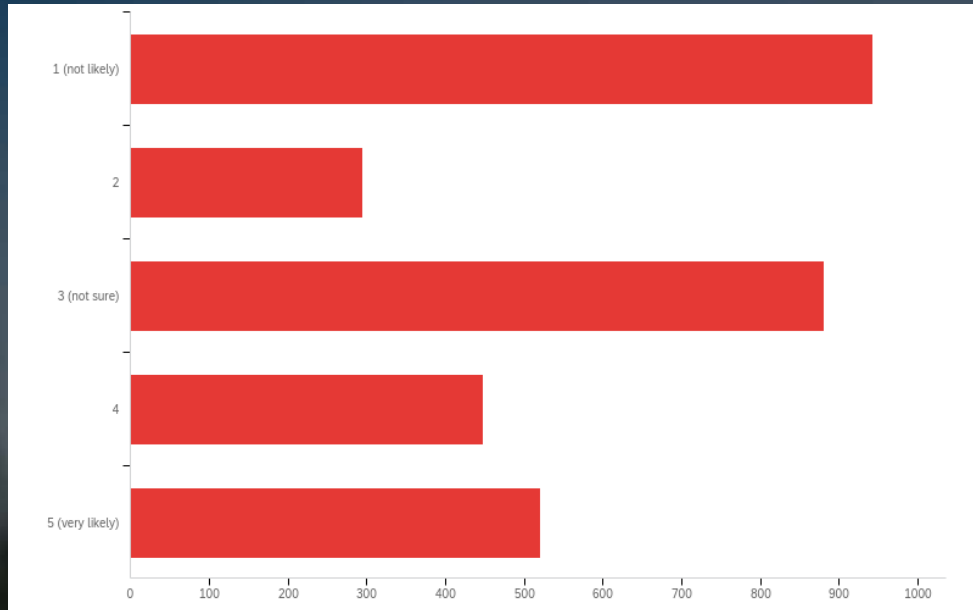
#	Answer	%
1	Being able to gain real college experience	25.98%
2	Gain interaction with students	24.76%
5	Feel safer on campus	5.45%
6	Technological Resources (better wifi, computer labs, etc)	14.60%
7	A study space or work area for classes	24.59%
8	Other	4.63%

UCF

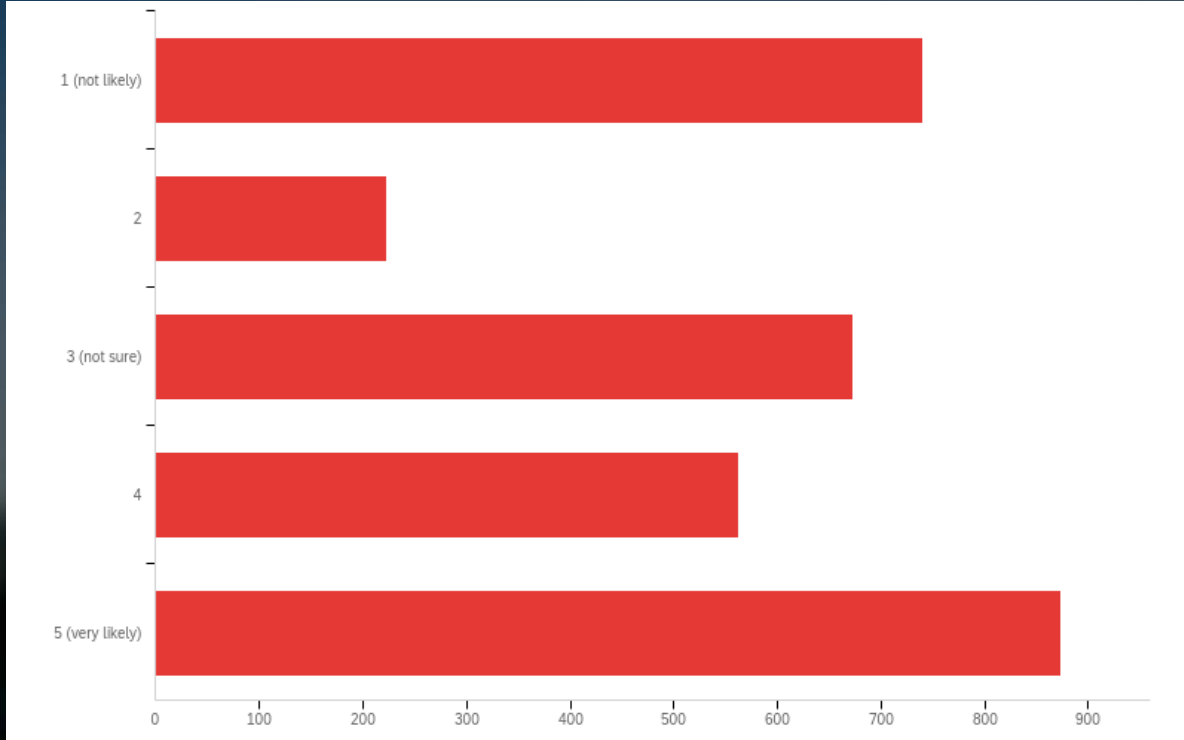# How likely would you attend a class if a student/ professor would not wear their mask (in-person classes)?

#	Answer	%
1	1 (will not attend)	53.89%
2	2	11.80%
5	3 (undecided)	12.39%
6	4	6.81%
7	5 (will attend)	15.11%

How likely would you confront and address a student or faculty member not wearing their mask?
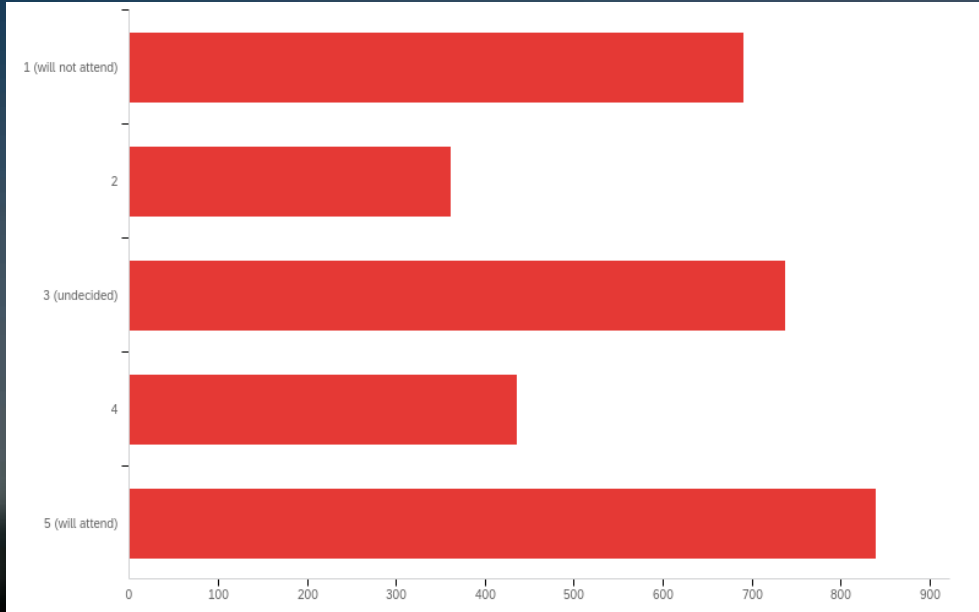

#	Answer	%
1	1 (not likely)	30.54%
2	2	9.53%
3	3 (not sure)	28.53%
4	4	14.49%
5	5 (very likely)	16.89%

How likely would you report an incident of a student or faculty member not wearing their mask?

#	Answer	%
1	1 (not likely)	24.09%
2	2	7.26%
3	3 (not sure)	21.91%
4	4	18.33%
5	5 (very likely)	28.42%

How likely would you attend class if more in person events were to be allowed on campus?

#	Answer	%
1	1 (will not attend)	22.54%
2	2	11.78%
3	3 (undecided)	24.08%
4	4	14.23%
5	5 (will attend)	27.37%

How likely would you attend an UCF Athletics game this or next semester?
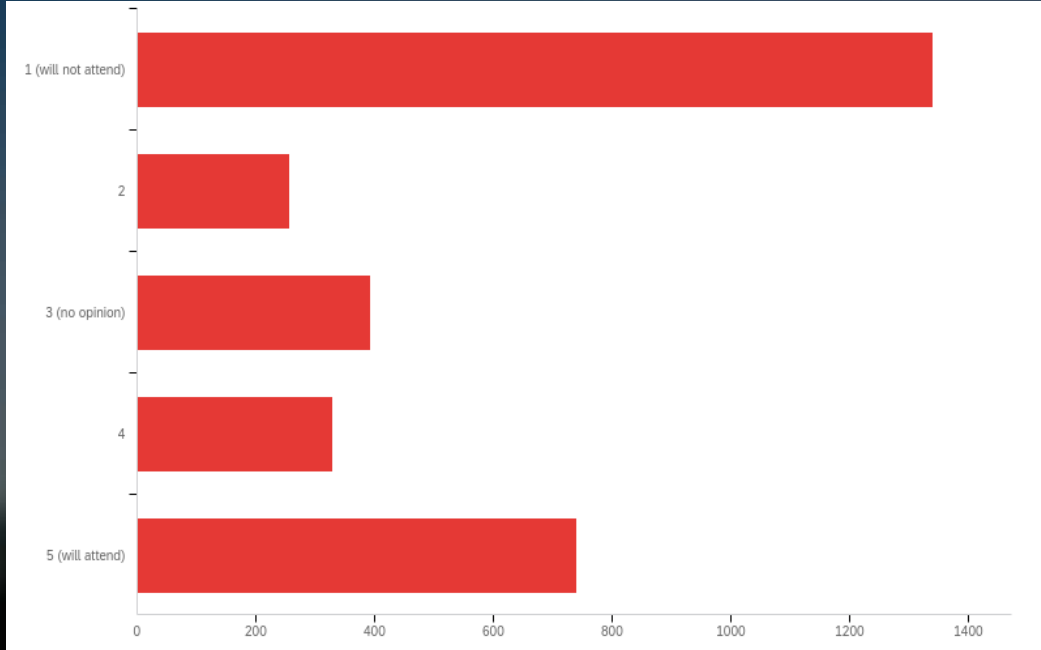
#	Answer	%
1	1 (will not attend)	43.83%
2	2	8.41%
3	3 (no opinion)	12.83%
4	4	10.74%
5	5 (will attend)	24.19%

How well has the UCF RWC done during the COVID-19 pandemic?
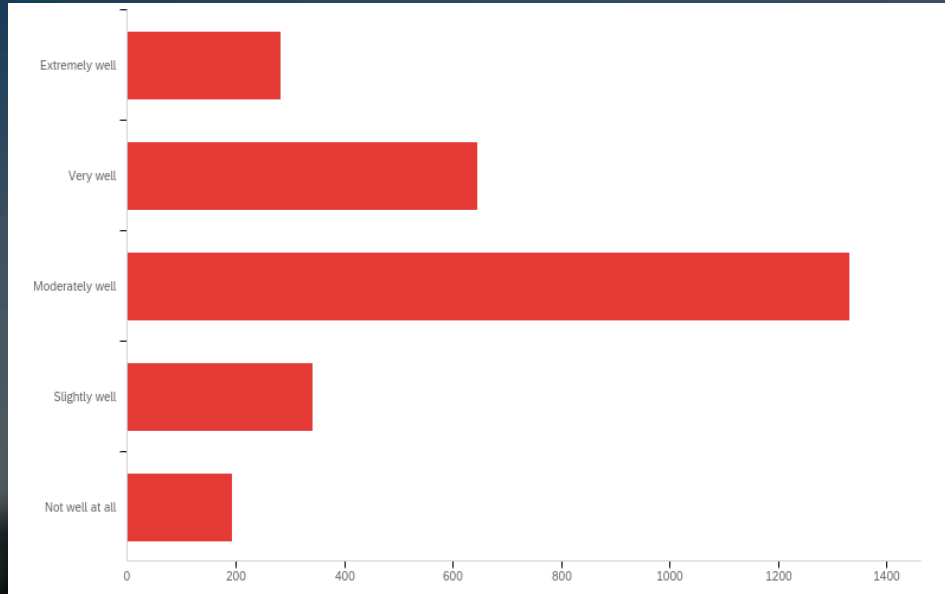
#	Answer	%
1	Extremely well	10.13%
2	Very well	23.09%
3	Moderately well	47.64%
4	Slightly well	12.24%
5	Not well at all	6.91%

What capacity should recreation facilities (such as the RWC) be kept at for the rest of the fall semester?
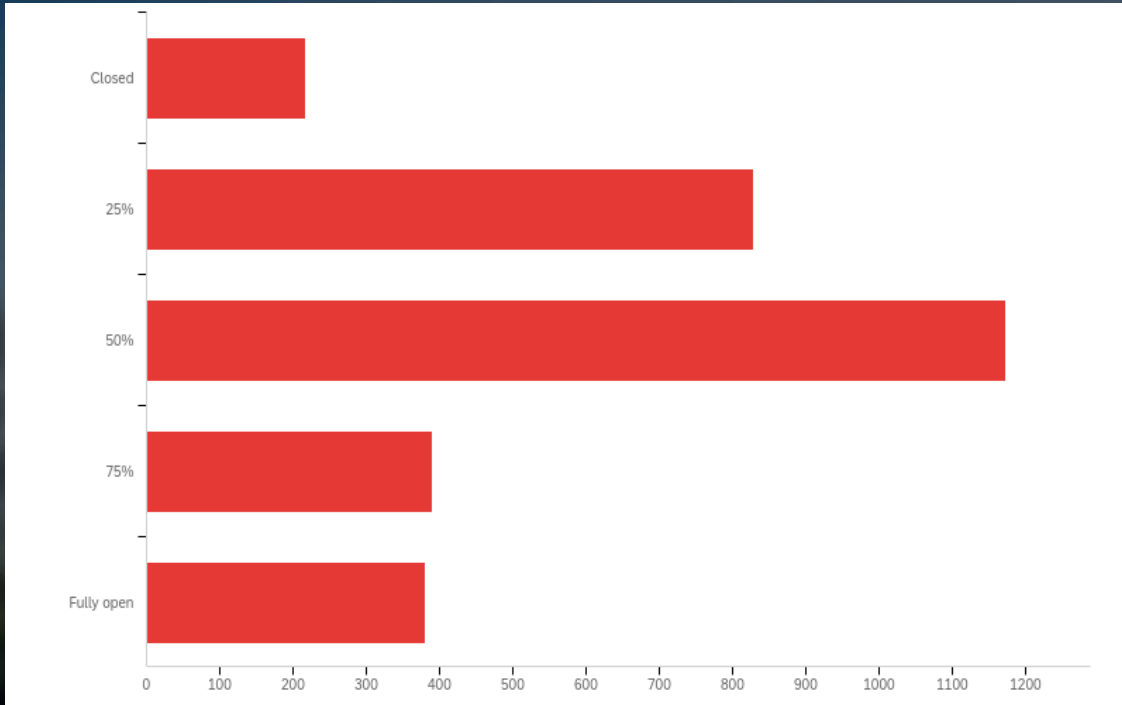
#	Answer	%
1	Closed	7.22%
2	25%	27.76%
3	50%	39.23%
4	75%	13.04%
5	Fully open	12.74%

What needs to be improved at our recreation facilities to keep students safe? (Choose up to 4)
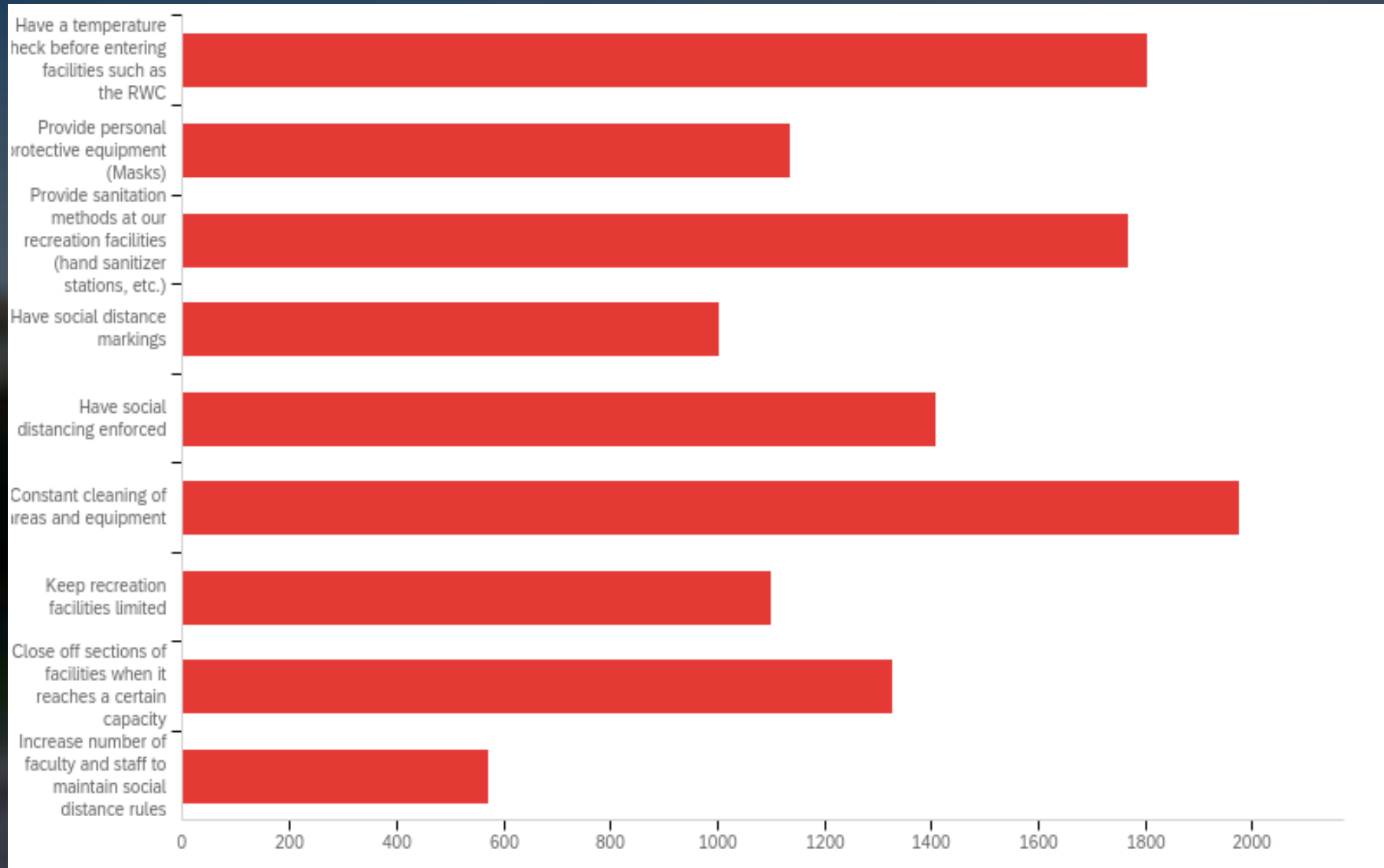
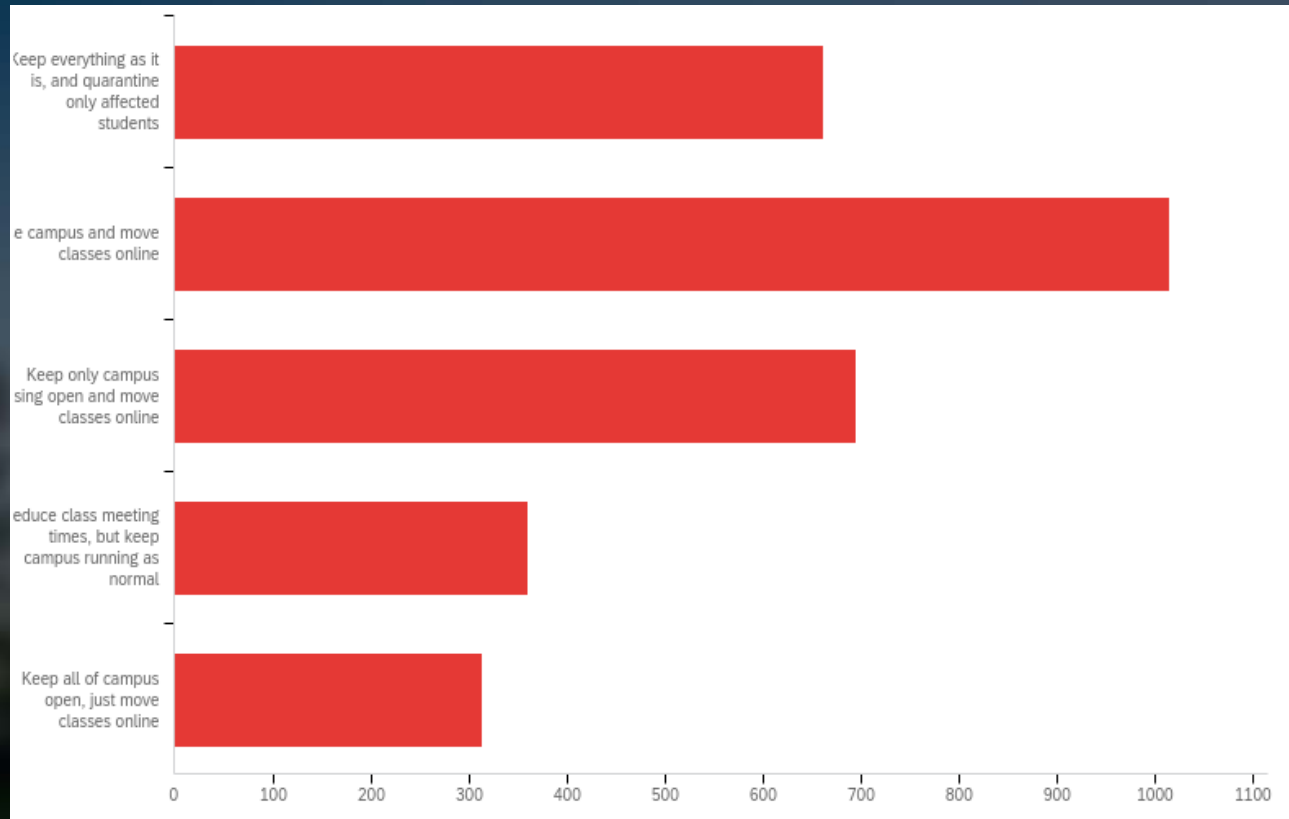| #	Answer	%
1	Have a temperature check before entering facilities such as the RWC	14.90%
4	Provide personal protective equipment (Masks)	9.41%
5	Provide sanitation methods at our recreation facilities (hand sanitizer stations, etc.)	14.61%
6	Have social distance markings	8.29%
7	Have social distancing enforced	11.65%
8	Constant cleaning of areas and equipment	16.33%
9	Keep recreation facilities limited	9.10%
10	Close off sections of facilities when it reaches a certain capacity	10.99%
11	Increase number of faculty and staff to maintain social distance rules	4.73%

UCF

If there was an unexpected increase of cases of COVID-19, what would you want UCF to do?

#	Answer	%
1	Keep everything as it is, and quarantine only affected students	21.76%
2	Close campus and move classes online	33.31%
3	Keep only campus housing open and move classes online	22.81%
4	Reduce class meeting times, but keep campus running as normal	11.81%
5	Keep all of campus open, just move classes online	10.31%

We have seen many universities cancel spring break throughout the nation in favor of an extended winter break. Would you want a spring break or an extended winter break instead?
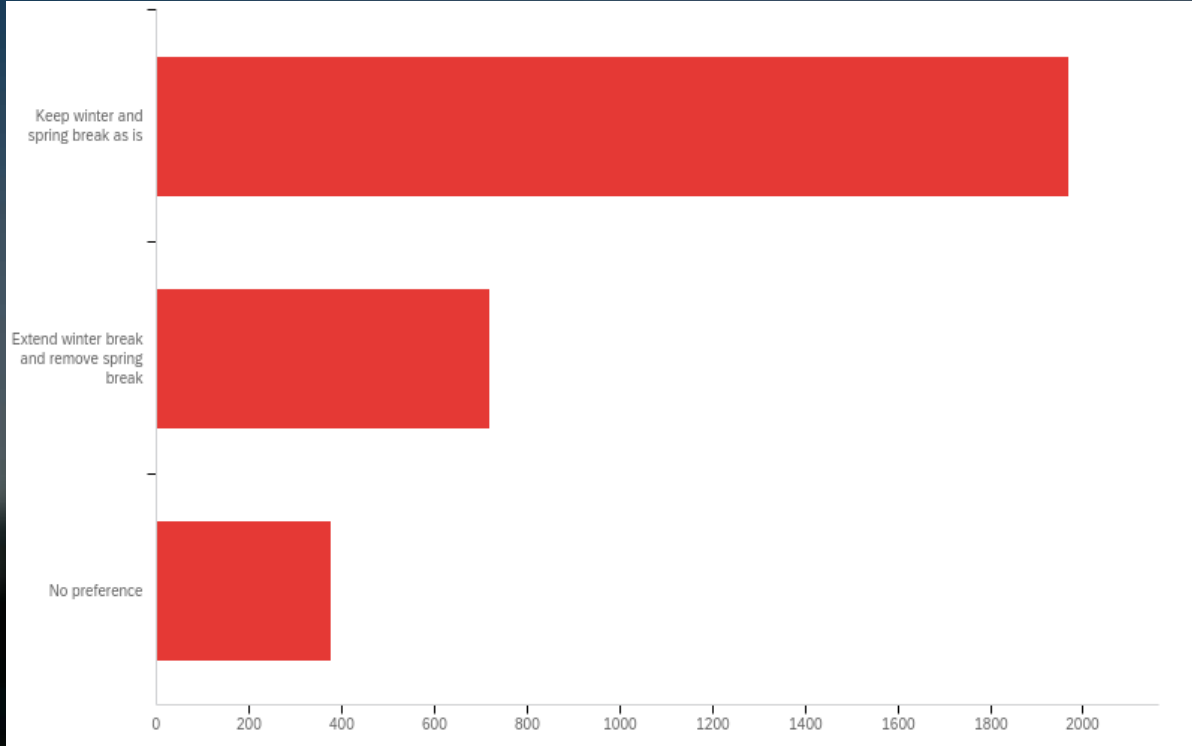
#	Answer	%
1	Keep winter and spring break as is	64.25%
2	Extend winter break and remove spring break	23.44%
3	No preference	12.31%

Did you complete the COVID-19 webcourses module and take the pledge to armor up?
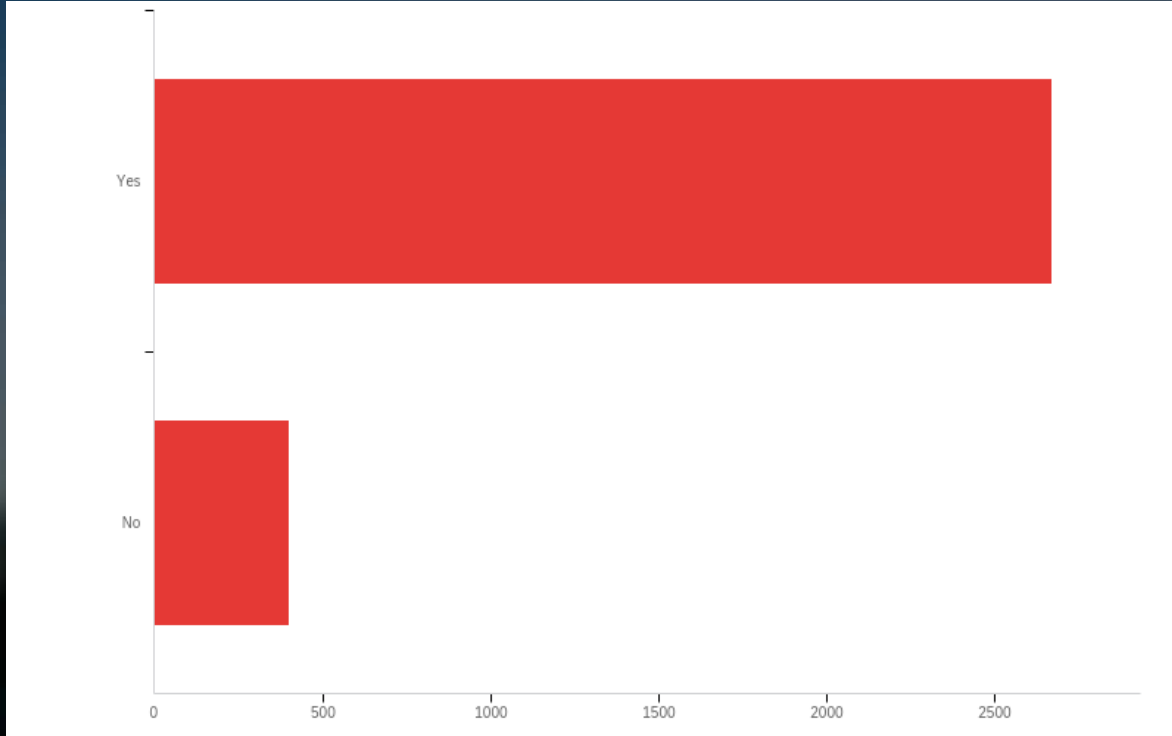
#	Answer	%
1	Yes	86.88%
2	No	13.12%

UCF

Did the modules better help you learn about how to stay safe during these unprecedented times?
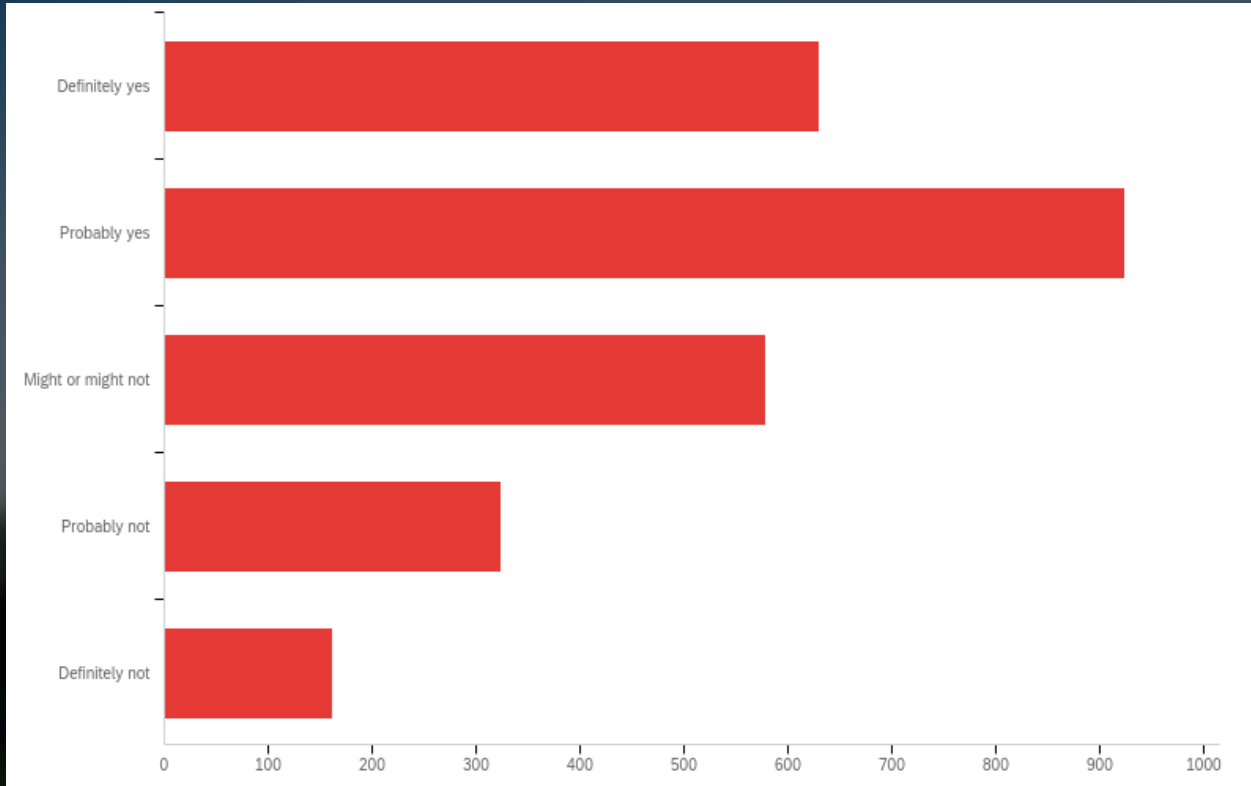
#	Answer	%
1	Definitely yes	24.05%
2	Probably yes	35.30%
3	Might or might not	22.10%
4	Probably not	12.35%
5	Definitely not	6.20%

WHAT THIS SHOWS

- UCF did a generally okay job when it came to course delivery, communications, student services, and financial aid

- Satisfaction of Courses are listed in this order:

  - In Person

  - Online Asynchronous

  - Blend Flex

  - Online Synchronous

- Majority of Student would prefer in-person classes to learn

  - Still with large percentages wanting to have online learning and hybrid learning

UCF

WHAT THIS SHOWS

- Students felt as if Most Teachers provided good accommodations due to the COVID-19 Pandemic

- Many students felt as if Honor Lock was not the way to go on proctoring methods and would prefer the use of respondus lockdown browser or UCF's proctor hub

- Students would not be likely to confront other students or faculty about not wearing masks

- Students are not likely to report other students or faculty about not wearing masks

UCF

WHAT THIS SHOWS

- Students want to see the Following:

  - More Testing Options for Classes

  - Enforcement of COVID-19 Protocols

  - More sanitation stations

  - Better off campus safety protocol

Students are pushing for more classes to be in person as well as having the option to take a class online if the student so wished to do so

UCF

WHAT THIS SHOWS

- Many students and their families are anxious about the return to campus, from contracting the Virus to pressure from their families

- Many student want to see more personal interactions and enjoy campus for the much needed workspace for some students

- Many students want their facilities to be open at a 50% capacity and provide

  - Sanitation Areas

  - Constant Cleaning

  - Temperature Checks

  - Social Distance Rules Enforced

UCF

WHAT THIS SHOWS

- In the case of a rise in cases for COVID:

  - Majority of Students would want UCF to closedown all the way

- Many students still want a separate spring break from their winter breaks

- Many students are okay with more in-person events on campus

- Most students would not attend a UCF Athletics games

UCF

DATA FOR UCF SG

Rank the items you would like to see done for the university through Student Government during the COVID-19 outbreak.
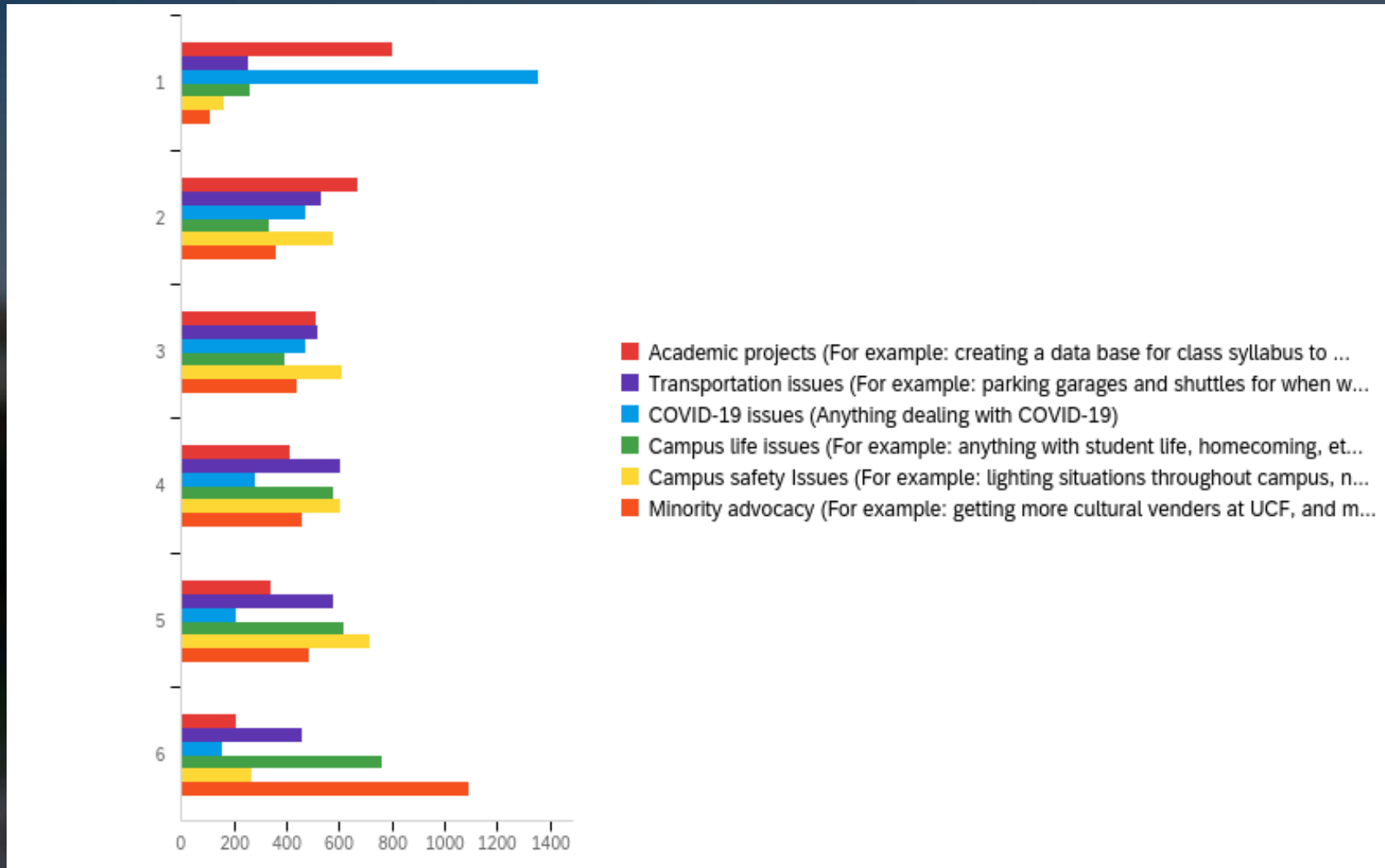
Rank the items you would like to see done for the university through Student Government during the COVID-19 outbreak. (If you think we should work more focused on coronavirus related projects, place that at the top or any other group of projects, rank to your best ability)

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Academic Projects	1.00	6.00	2.81	1.59	2.52	2941
2	Transportation Issues	1.00	6.00	3.71	1.55	2.42	2941
3	COVID-19	1.00	6.00	2.31	1.54	2.38	2941
4	Campus Life	1.00	6.00	4.11	1.62	2.61	2941
5	Campus Safety	1.00	6.00	3.66	1.41	1.98	2941
6	Minority Advocacy	1.00	6.00	4.41	1.57	2.45	2941

| #	Question	1	2	3	4	5	6
1	Academic Projects	27.30%	22.71%	17.41%	13.94%	11.59%	7.04%
2	Transportation Issues	8.74%	18.09%	17.55%	20.54%	19.59%	15.50%
3	COVID-19	46.07%	16.05%	15.95%	9.55%	7.17%	5.20%
4	Campus Life	8.77%	11.32%	13.36%	19.65%	20.91%	25.98%
5	Campus Safety	5.47%	19.65%	20.81%	20.64%	24.35%	9.08%
6	Minority Advocacy	3.64%	12.17%	14.93%	15.67%	16.39%	37.20%

UCF

WHAT THIS SHOWS

- Many Students would like SG to work on COVID-19 Related issues, whether it is classes scheduling issues or Campus safety

- It is a mixture of different projects to work on after that

  - Academic projects, campus safety showed the next two biggest concerns for our students

UCF

COVID TESTING DATA

Have you been tested for COVID-19 Virus or been tested for the COVID-19 antibodies?
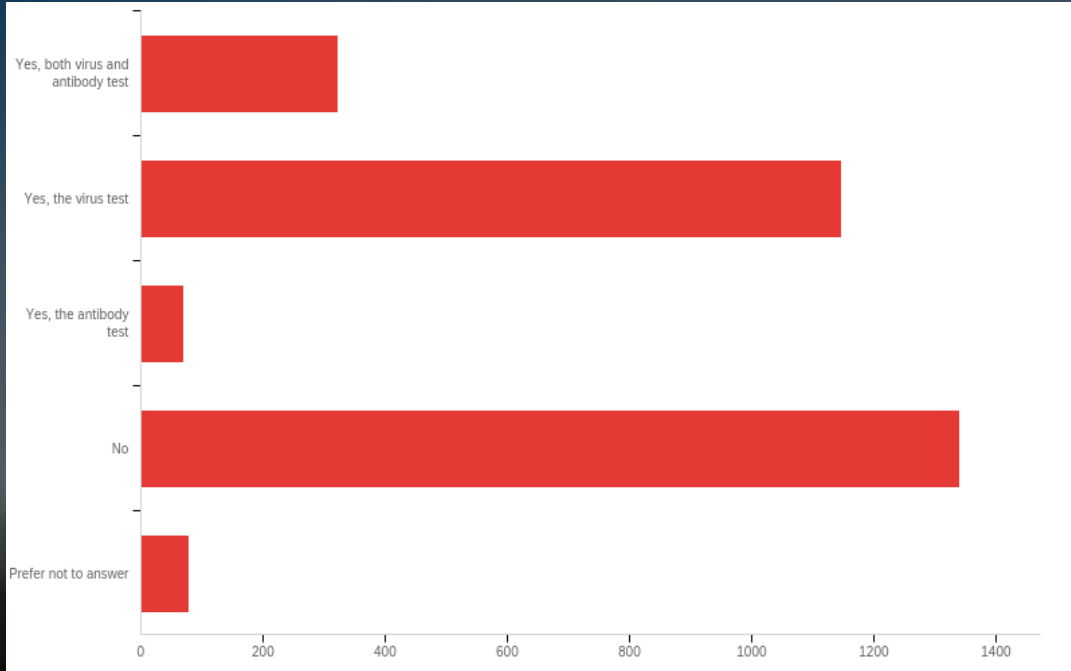
#	Answer	%
1	Yes, both virus and antibody test	10.90%
2	Yes, the virus test	38.78%
3	Yes, the antibody test	2.34%
4	No	45.31%
5	Prefer not to answer	2.67%

Did you test positive for either the virus or antibodies for COVID-19?
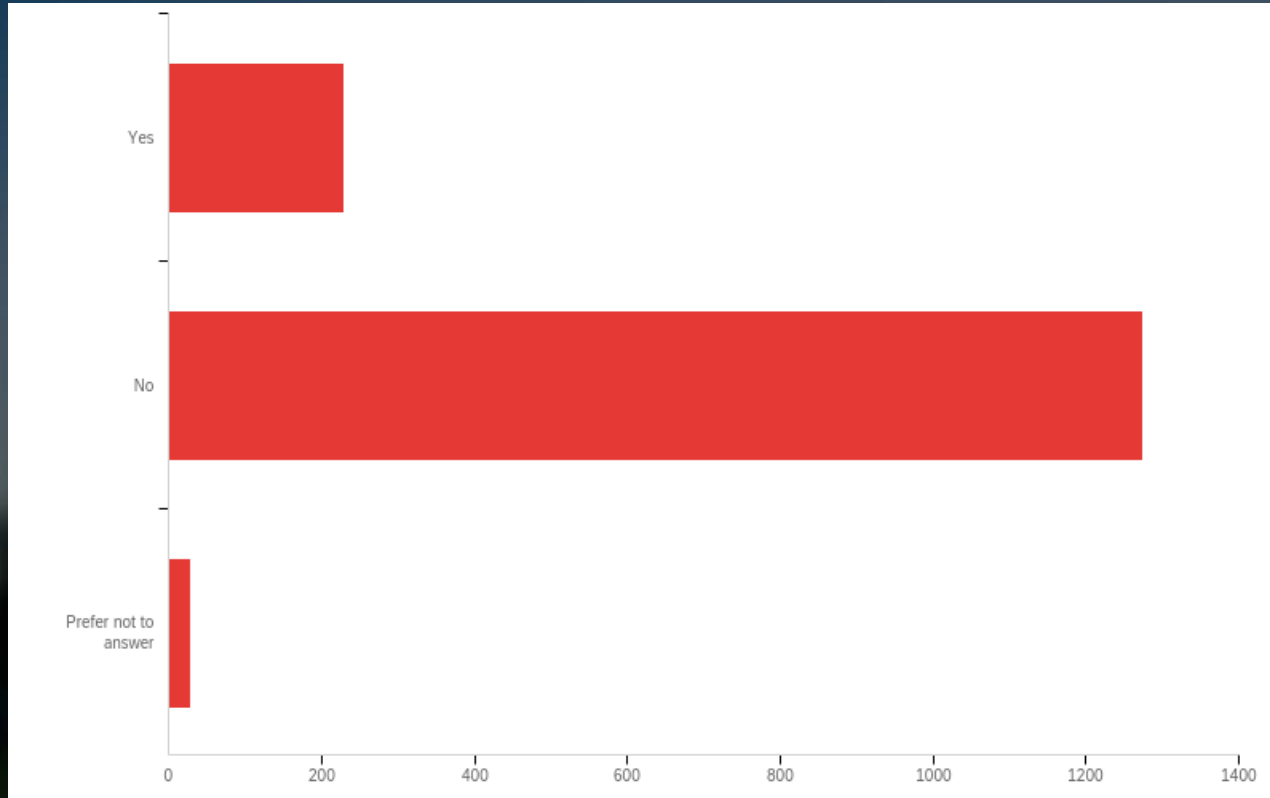
#	Answer	%
1	Yes	15.00%
2	No	83.11%
4	Prefer not to answer	1.89%

Have you experienced COVID-19 symptoms?
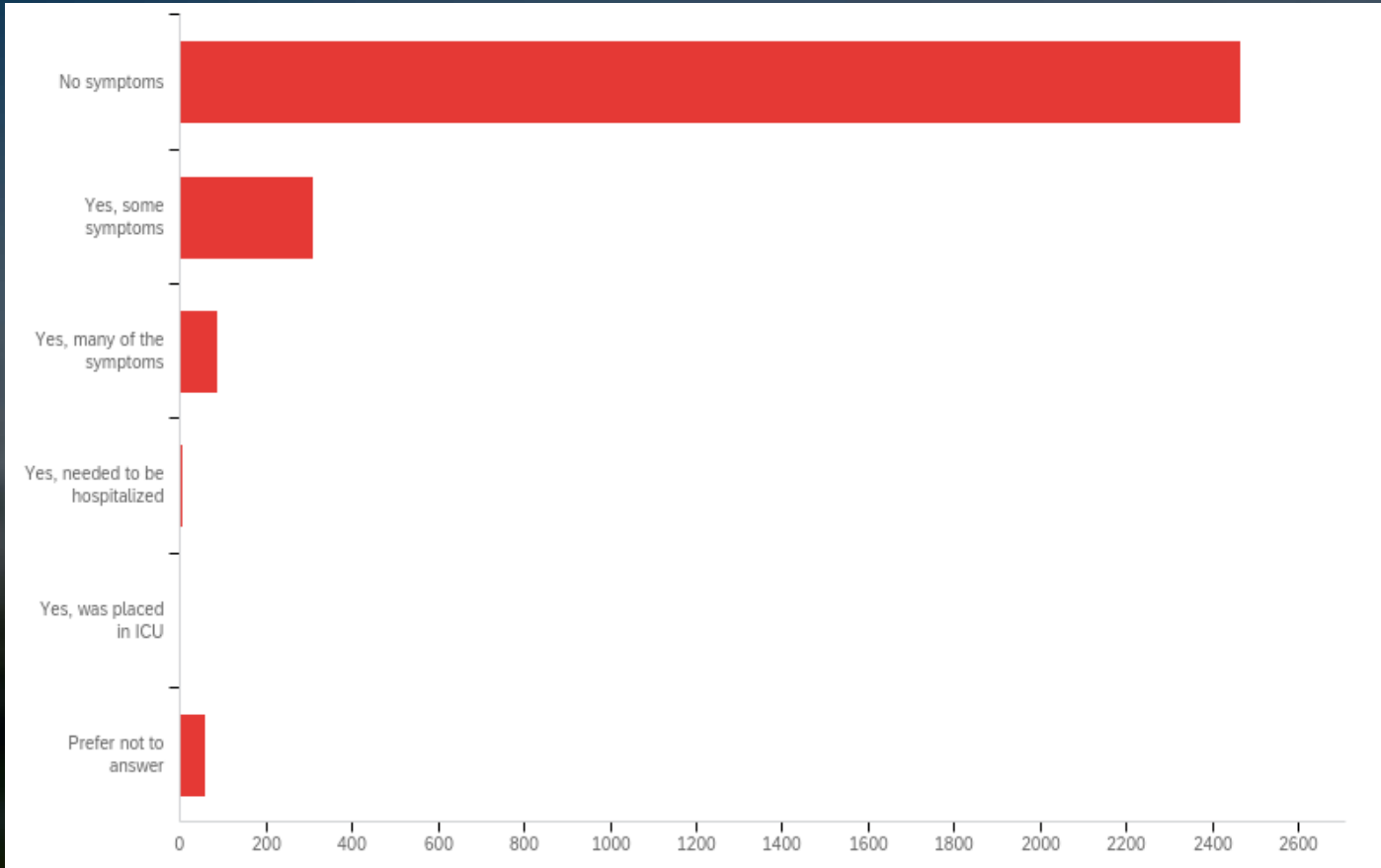
#	Answer	%
1	No symptoms	84.30%
2	Yes, some symptoms	10.57%
3	Yes, many of the symptoms	2.98%
4	Yes, needed to be hospitalized	0.17%
5	Yes, was placed in ICU	0.03%
6	Prefer not to answer	1.95%

WHAT THIS SHOWS

- Many students have not been tested

- UCF would have to do a large amount of testing between its students before returning.

UCF

RECOMMENDATIONS

RECOMMENDATIONS

- Based on the data, most students want to have in person class opportunities, but they do not want to be forced into one choice so having an online sections

- The data shows and supports student wanting mask required for in person classes

- The data also recommends that UCF regularly clean classrooms

- The data shows that student want access to their recreation faculties, but are open to social distancing rules enforced and constant cleaning of high-volume areas and equipment

- Students want to be on campus, and they want to be in class, but they want to know that steps are being taken to keep them safe

UCF

RECOMMENDATIONS

- Based on the data student will need help with financials when it comes to paying for rent and UCF should advocate for its students and speak with non-affiliated and affiliated UCF housing options to discuss brining down rent

- It maybe helpful to talk with all housing option for UCF students to potentially give students the option to break their lease for this upcoming year.

- The data shows many students are going to be facing mental health challenges and UCF would be advised to bring and train more professors and professional staff to be able to talk with students about stress or struggles

- These are not new challenges, but they will be exacerbated by COVID-19

UCF

RECOMMENDATIONS

- In the case of an unexpected outbreak in cases of COVID-19, students would recommend that we close UCF entirely, where we could potentially close campus, but keep things like housing open for certain cases for our students

- Students recognize that UCF may have to adjust their plans as the year goes on

- We need to be able to teach more students that its ok to confront others about not wearing mask

- There needs to be better enforcing of social distancing protocols throughout

- UCF should continue to follow guidelines from the CDC

UCF

RECOMMENDATIONS

- Students are ok with there being more in-person events so if students are following social distancing guidelines

- More off campus safety needs to be promoted especially with the increase in cases that we have been seeing

UCF

RECOMMENDATIONS

- These recommendations are based on the data that we gained from students, but we recognize that students re not the only voice, Faculty, staff, and other campus stakeholders should all make sure their voices are being heard as well.

We as student leaders know you will you take the voice of our students into consideration and we hope you continue to make decisions which put one of the largest universities in the nation as a leader in this COVID-19 outbreak and set the example for other universities.

UCF

CREDITS AND THANKS

SPECIAL THANKS TO

- Thank you for your assistance and aid:

  - The Student Body Advocacy Committee and the Rest of Senate from UCF SG

  - SG Coordinator Brodie Taylor

  - SG President La Rosa and the rest of the Executive Branch from UCF SG

  - UCF Faculty Senate

  - The UCF Marketing Staff

  - And every Student who responded to our survey

UCF

CREDIT

- All Data Collected was collected by the UCF Student Body Advocacy Committee from UCF SG.

- This Report was compiled by SBA Chair Desai

- Email: sgasba@ucf.edu for more information

Resolution 2020-2021-6
Five-Year Review of Faculty-Facing Vice Presidents and Vice Provosts

Whereas, The University of Central Florida is committed to an open and transparent evaluation process for all faculty, staff, and administrators; and

Whereas, many faculty-facing vice presidents and vice provosts have not had an evaluation that included broad and meaningful input from all the stakeholders that the vice presidents and vice provosts interact with and over which they have supervision; and

Whereas, the current evaluation process does not provide adequate input from faculty and other relevant stakeholders into the initial or recurrent evaluation of many faculty-facing vice presidents and vice provosts; and

Whereas, UCF has a well-developed evaluation process for deans at five-year intervals, which includes specific steps such as the charging of an evaluation review committee led by a peer, the filling of the committee with designated categories of faculty, staff, student, and administrative members, campus communication of the evaluation, feedback of the dean's performance provided by a survey, committee review of the feedback, and delivery of a report to the provost; therefore

Be It Resolved that the offices of the president and provost develop a procedure for five-year evaluation of all faculty-facing vice presidents and vice provosts that mirrors the review committee process developed for deans; and

Be it Further Resolved that faculty and all relevant stakeholders have the ability to provide feedback concerning the strengths and weaknesses of the vice presidents or vice provosts to this review committee; and

Be it Further Resolved that the president or provost shall use the committee report as advisory in nature to make a decision to renew or discontinue appointment of the vice president or vice provost under review.

Faculty Senate Budget and Administrative Committee Update

Nov. 18: The Committee had a discussion about the UCF Policy (4-506) requiring on-campus conferences to be organized in coordination with Continuing Education. It appears that the policy isn't being applied uniformly across various colleges. Following the discussion, committee members were mixed regarding whether the committee was the appropriate venue for this topic. A motion to table the discussion failed to pass by one vote. The meeting ended with a determination of how best to proceed,

Oct. 28: The Committee continued its discussion regarding the library budget from the previous meeting regarding. The committee remains concerned about the underfunding of the library. Two members volunteered to bring a draft resolution to the committee for our December meeting. We also received an update on the ERP process with Michael Sink, VP for Information Technology and Chief Information Officer.

Faculty Senate Parking, Transportation & Safety Report

New business:

Two main points of discussion/concern

1. Faculty reports of being stopped and asked to show proof of completing COVID self-check on phone. I contacted Rhonda Bishop (VP of risk and compliance and chair of emerging issues and crisis response team (EICRT)) for clarification. In her response Rhonda provided the following information.

   The development of the Armor Up Ambassadors was initiated and approved through EICRT. The group is overseen by Wellness and Health Promotion within student development and enrollment services (SDES). Their purpose is to reinforce our health measures on campus through friendly reminders, including checking for completion of the COVID Self Checker that is required of students, faculty, staff, and visitors when on campus. The Ambassadors have also concentrated efforts at the Student Union, Library, Residence Halls, and near classroom buildings to assist in improving compliance. The Armor Up Ambassadors are doing friendly reminders, however, they will not force a faculty member to show them they are cleared.

   Rhonda kindly referenced numerous UCF publications referencing the program. Nevertheless, a number of faculty/staff do not appear to be well-informed of this activity.

2. Faculty reports of issues relating to student COVID-19 status (positive vs negative).

   We had a faculty report of students showing up to class during their two-week isolation period after testing positive for COVID. The faculty member had received emails concerning two students from Jana Jasinski's office that said students had tested positive for COVID. Faculty did not receive further update on the students status. One of the students provided the faculty member with documentation of testing negative for COVID following class, but the student is still showing as positive according to UCF records and has not been officially cleared to return to campus. There was concern among committee members that the UCF reports/records of student COVID status may not be either correct or up to date or that the records are not being updated in a timely fashion.

Other Business

The committee discussed the process for documenting campus visitors. Visitors should complete the public COVID self-check using the following link https://ucf.service-now.com/self_checker?id=public.

Procedures are also available at the following links:

https://www.ucf.edu/coronavirus/resources-for-visitors-vendors-contractors/

https://policies.ucf.edu/documents/PolicyEmergencyCOVIDReturnPolicy.pdf

Chief Metzger also reported the implementation of an autonomous shuttle program on main campus beginning in December. Details were preliminary but it was noted that the vehicles will utilize pedestrian areas and not roads.

From: Stephen King
To: Faculty Senate
Cc: Stephen King
Subject: Personnel update as requested
Date: Friday, November 20, 2020 10:54:39 AM

Personnel update:

Discussed resolution about administrator review with good discussion of whether this resolution should be just for faculty facing, or all vice presidents and vice provosts. The committee expects the review process to coordinate with faculty senate to identify which administrators are faculty facing, as job titles may switch or be changed over time and its people with certain duties and interactions that are important to evaluate this way. Ultimately the committee approved a resolution that used "faculty facing" as those vice presidents and vice provosts were the most critical ones for faculty to have input with.

Discussed the spousal conflict of interest topic: There is now a specific form from graduate studies that can be used if spouses are on the same thesis committee. The form makes it clear what is expected if that situation occurs. The spousal conflict of interest policies are not uniformly across the campus, with research having the most restrictive policy. That appears to be for historical reasons, and not a purposeful campus strategy.

Other topics still under consideration:
Faculty benefits for non-administrative out-of-unit faculty
TIP eligibility guidelines
Faculty retention: developing exit and stay interview process
Emeritus procedures

New topic just assigned:
Tenure clock considerations due to covid outbreak

Steve King

Stephen J. King
Associate Professor
Chair, UCF Faculty Senate Personnel Committee

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Campus Climate Faculty Senate
UCF Libraries

Introductions

- Frank Allen, Interim Director of Libraries

- Ying Zhang, Interim Associate Director for Collections Services & Resource Management

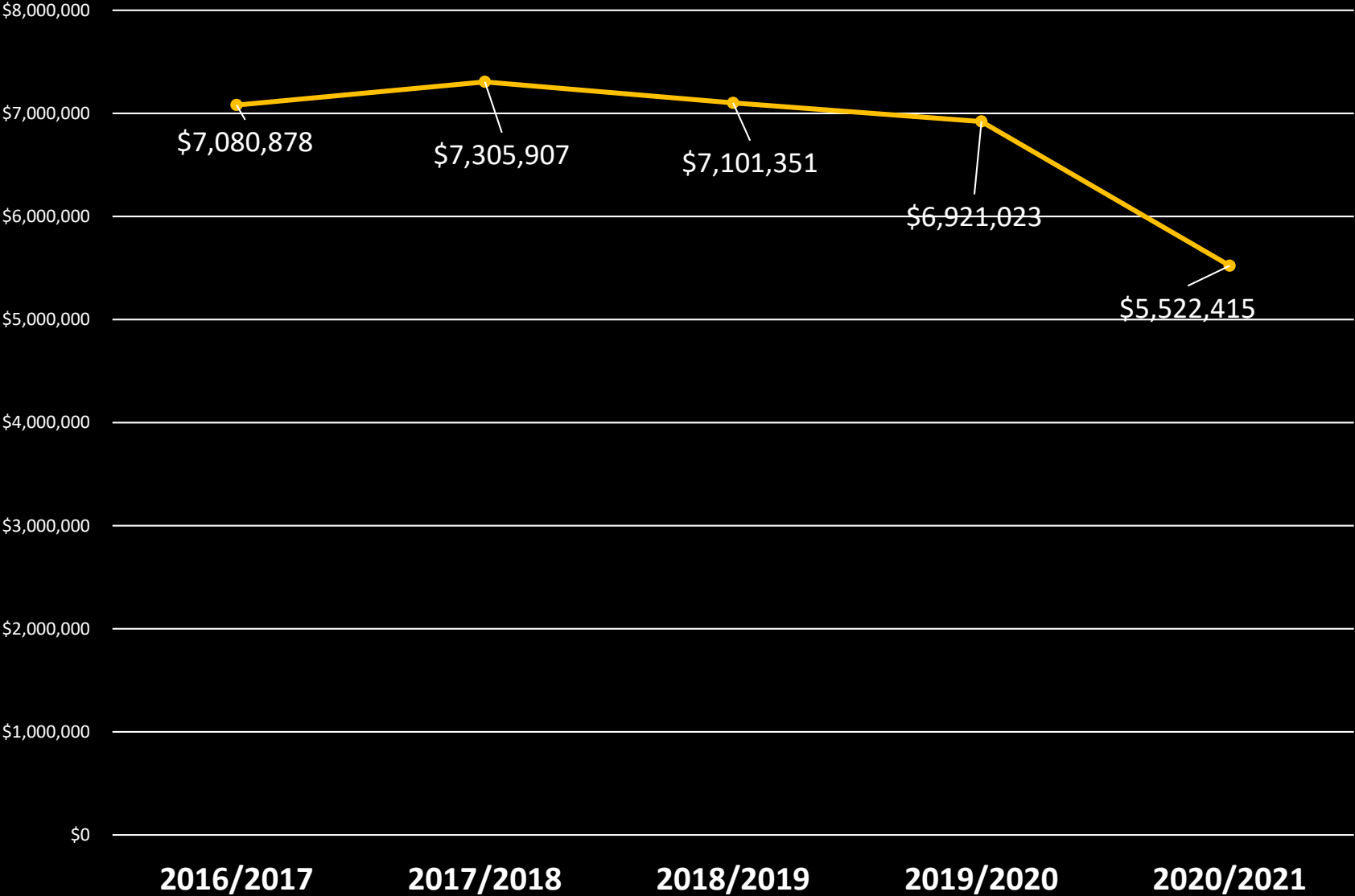- Penny Beile, Associate Director for Research, Education, and Engagement

Library Materials Budget & Allocation in the Past 5 Years

- $7,080,878
- $7,305,907
- $7,101,351
- $6,921,023
- $5,522,415

2016/2017   2017/2018   2018/2019   2019/2020   2020/2021

Value of Current Subscriptions

Title	Example Title	Annual Cost	Annual Usage	$/ Use (View, Print, Download)	$/use without Subscriptions**
Elsevier ScienceDirect	International Journal of Heat & Mass Transfers	$ 1,149,288	598,185	$ 1.92	$ 31.50
Wiley Journals	Advanced Materials	$ 652,832	225,112	$ 2.90	$ 38.00
Taylor & Francis	Journal of American College Health	$ 494,642	165,481	$ 2.99	$ 43.00
Springer Nature	Journal of Autism and Developmental Disorders	$ 352,100	136,511	$ 2.58	$ 39.95
IEEE Xplore	Quantum Electronics	$ 194,995	62,834	$ 3.10	$ 33.00
SAGE Journals	New Media & Society	$ 193,253	133,136	$ 1.45	$ 36.00
Institute of Physics (IoP)	Nanotechnology	$ 174,201	24,565	$ 7.09	$ 49.00
Web of Science*	Science Citation Index	$ 139,472	125,507	$ 1.17	NA
Royal Society of Chemistry Journals	Journal of Materials Chemistry C	$ 116,962	40,846	$ 2.86	$ 55.49
American Chemical Society (ACS)	ACS Omega	$ 105,632	88,694	$ 1.19	$ 40.00
Oxford Journals	Bioinformatics	$ 100,441	83,842	$ 1.20	$ 47.00
American Institute of Physics (AIP)	Applied Physics Letters	$ 80,690	26,069	$ 3.10	$ 30.00

* NOT a journal resource.

**Quick lookup without logging as UCF and some are through 3rd party personal sub services

Transition to remote services

———

- Access to online collections
- ASK Us virtual reference
- Library instruction
- Research consultations
- Program reviews
- Books by mail/desktop delivery

Return to campus

- Reduced physical capacity
- Need for monitoring
- Mon-Thu 8-6, F 8-5, Sa 10-6, Su 12-6
- Peak occupancy of 20-22% compared with 2019

Textbook affordability

$5,067,619
Potential savings since 2015

1,490,850

3,576,769
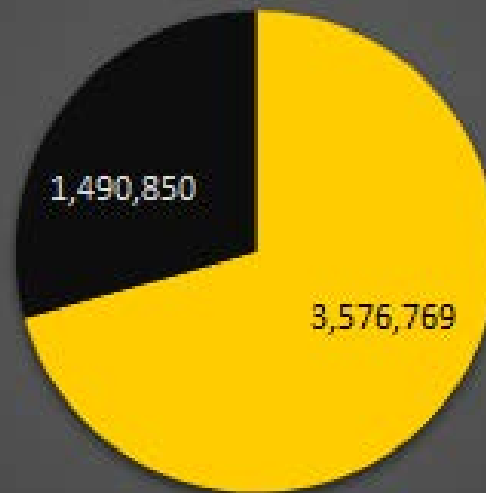
Open   Library-sourced

Any questions?

Collective Bargaining:

UFF UCF Proposal Article 23 *Salaries 2020-2021*

May-November 2020 bargaining sessions

UFF UCF Team proposed:

- Equal Pay for Equal Work
- **3%** Salary Raise **(min $1500 base↑)**
- One-Time **$1.5k ($3.0k)** Covid payment
- Promotion Increases **11%** and **12%**
- **115** TIP, RIA, SoTL Awards
- **4** UCF Research Excellence Awards
- **1.5%** Administrative Discretion Increases
- Administrative Salary Stipends

BoT UCF Team proposed:

No Equal Pay for Equal Work

0% Salary Raise

One-Time **$0** Covid Payment

Promotion Increases **9%** and **10%**

115 TIP, RIA, SoTL Awards

1 UCF Research Excellence Awards

1.5% Administrative Discretion Increases

Administrative Salary Stipends

Committing to Excellence – UFF UCF is on board!

Collective Bargaining:
University Research Excellence Awards

UFF UCF Team proposed:

- **4** Research Excellence Awards - $8000

University Distinguished Creative Scholarship and Research Awards

For Excellence in one of the Categories:

- **Creative Arts and Humanities**
- **Social Sciences**
- **Physical Sciences**
- **Life/Medical Science**

BoT UCF Team proposed:

1 Research Excellence Awards - $2000

University Distinguished Creative Scholarship and Research Awards for Excellence

Committing to Excellence – UFF UCF is on board!