

Faculty Senate Committee Meeting
Minutes of
November 20, 2014

Reid Oetjen, chair, called the meeting to order at 4:05pm. The roll was circulated for signatures. Oetjen welcomes the senators and recognizes those promoted this past year.

MINUTES

Motion to approve the minutes of October 16, 2014 was made and seconded. The minutes were approved as recorded.

RECOGNITION OF GUESTS

Lyman Brodie, Associate Vice Provost, Faculty Relations
Richard Pepler, Associate Dean, Faculty and Academic Affairs, COM
Jane Gibson, Professor of Pathology, COM
Christine Dellert, Senior Director, Internal Communication, Academic Affairs

ANNOUNCEMENTS

Note the new mobile parking application, showing shuttle bus routes and ETA.
Recognized Jeff Kaplan, CEDHP retiring January 14, 2015. Keep colleagues and students at FSU in thoughts and prayers, following the shooting that occurred early on November 20, 2014. As stated in the Constitution, Article VII C., the title of “provost and executive vice president” was automatically changed to “provost and vice president” to properly reflect Provost Whittaker’s title.

REPORT OF THE PROVOST

Provost Whittaker is in Arizona, Diane Chase provided the report of the provost. Of the 101 authorized new faculty positions, 100 have been posted. The Interim Vice Provost and Dean of Undergraduate Studies has been selected and should be announced sometime tomorrow. There are three searches in progress: Vice Provost and Dean of Undergraduate Studies, Dean for the College of Education and Human Performance, and Dean for the College of Nursing.

The Florida Consortium of Metropolitan Research Universities (UCF, FIU, and USF) made a plea to the Board of Governors for additional funding to work on student retention. The Board of Governors included a budget request for \$12 million and the consortium will split the funding. Whether it is approved is to be determined. Each of the institutions will have a headquarters office and each has pledged \$75 thousand to hire and run the office.

A prior resolution passed to do a particular survey or equivalent. UCF will use the COACHE survey. It’s run by a research-based consortium at Harvard University. The survey will take 25 minutes to complete to assess faculty development, engagement, and satisfaction in a meaningful way.

UCF Downtown—there are a series of committees composed of more than 140 faculty and staff members that are meeting to assess what should go downtown, the infrastructure downtown, etc. This is not a done deal. There is still an opportunity for input; please be engaged in the process.

Space Planning Analysis and Administration—a unit of academic affairs—is currently being examined in its organizational structure and how to better serve faculty.

The cost of parking hangtags was reduced by 25%. Effective fall 2015, Parking Services will reduce the hangtag an additional 20%, resulting in the hangtag being only 5% more than the sticker decal. This is a great example of Parking Services and the senate working together.

Comment: When trying to search for the Provosts' office in the UCF google search, news comes up and it is difficult to find the office. Christine Dellert will look into rectifying.

Question: What is likely to go downtown? Think about what programs would do better by being downtown. The consulting report suggested most if not all of COHPA because of the relationship between the programs in that college and the community. Another suggestion was CAH. Mainly because we already have certain parts of CAH that are focused on digital media, arts programs, and the co-location of some of the arts activities. How will this affect students who might have to take classes on both campuses and in multiple departments? Long-term we might want programs where students can exist fully downtown, but these are discussions that are taking place now. There will be a website for asking questions and providing input. Please feel free to participate in forums. There will be a website allowing input that will be launched in December. All committee meetings will be open and announced.

Comment: New hires. Grant Heston passed out a new brochure Aspire work at UCF was handed out at Board of Trustees meeting. Great job by Diane Chase and Page Borden putting brochure together. Brochure is going to be distributed to each college HR representative and digital copy is available.

OLD BUSINESS

There is no old business.

NEW BUSINESS

Resolution 2014-2015-1: Amend the Definition of Faculty in the Bylaws of the Faculty Constitution

This has been on the agenda for the last two meetings; due to friendly amendment, additional wait time was necessary. The amendment is coming from the steering committee; no motion or second is necessary. No discussion. Motion passes.

Steering Committee support for College of Medicine Faculty Appointments and Tenure Issues

Statement from Jane Gibson, College of Medicine. The proposals before us are a culmination of several months of discussion. First, we propose that a clinical track be implemented for non-salaried and salaried faculty. The purpose is to modify faculty appointment and promotion structure for salaried faculty whose primary assignment is clinical. With these commitments, they do not have time to fulfill scholarly expectations.

We also propose placing non-salaried faculty on an official clinical track. We have 2100 non-salaried clinical faculty. These are individuals who spend time with third and fourth year students. Among these, 50-60 colleagues have a substantial (25% or greater) time commitment, but they do not have core faculty status. This is a model consistent with national practices. We also propose offering some of these colleagues tenure of title who meet or exceed university tenure expectations. We estimate 6-10 of these non-salaried colleagues would be eligible currently; they would not be eligible for TIP, RIA, or SoTL, and are not paid by UCF. These faculty would not count towards College of Medicine apportionment of seats on the Faculty Senate.

The steering committee sent the statement of support through the personnel committee for review. The committee reviewed and unanimously supported the proposals. Would like to see the model looked at for other colleges that have non-salaried volunteers or affiliates. Discussion continued regarding tenure of title. Statement of support passes.

COMMITTEE REPORTS

Budget and Administrative Committee - *Joseph Harrington*

Six small groups addressing six issues; they are currently contacting faculty and administrators. The issues are: efficiency of general counsel, IT and e-mail issues, unfunded mandates, how overhead is spent, and the 100 hires. The electronic timesheets issue resolved.

Personnel Committee - *Ana Leon*

Working on several issues, including the College of Medicine issue discussed at this meeting. We also considered paid parental leave and paid family leave issues. We have formed a sub-committee that will write a resolution pertaining to these issues. The committee strongly believes the definition of “family” needs to be as broad as possible to include others; not just the traditional definition of family for both types of leave.

We have put the salary compression issue on hold, as a university workgroup has been appointed for this issue. We will wait for the output of this discussion. Emeritus criteria – Dr. Brodie is going to get the criteria updated in the policy. Faculty exit survey is on hold until the COACHE survey is reviewed to see if the instrument satisfies the exit survey needs. We put on hold the issue of faculty input on allocation of new lines due to time. The college promotion criteria for instructors and lecturers is on hold until the college departments develop criteria.

Parking Advisory Committee—Amit Joshi

No update. See Provost Update for parking hangtag information. Parking for expectant mothers pilot begins in January with five parking spots. Parking services determines success as the parking spots are being used and not vacant.

Undergraduate Council—William Self

We are doing usual business of minor changes to programs.

Graduate Council—Annette Khaled

No updates. Policy will wait to meet until January when we will hear a presentation about technology for online defenses from Joel Hartmann.

OTHER BUSINESS

Discharge of ADA Compliance and Technology ad hoc committee.

ADJOURNMENT

Adjourn at 5:04pm

Resolution 2014-2015-1 Amend the Definition of Faculty and Eligibility for Election to the Faculty Senate in the Bylaws of the Faculty Constitution

Whereas, Section I of the Bylaws of the Faculty Constitution defines faculty as follows:

- A. Persons employed full-time by the University of Central Florida during the regular academic year are members of the general faculty if they hold one of the following academic titles:
 - 1. Professor, Associate Professor, or Assistant Professor (including faculty with clinical or research appointments).
 - 2. University Librarian, Associate University Librarian, or Assistant University Librarian (professional librarians of comparable rank to those listed in *Bylaws*, Section I.A.1).
 - 3. Lecturer.
 - 4. Instructor or Instructor Librarian; and

Whereas, Section II. Senate Membership, specifies members of the general faculty who are eligible to be elected to the Faculty Senate as follows:

A. General Eligibility

Those defined as members of the general faculty in *Bylaws, Section 1.A* shall be eligible to be elected to the Faculty Senate, with the exception of Lecturers, Instructors, and Instructor Librarians. Visiting faculty, regardless of their rank or duration of appointment, are not eligible to serve on the Faculty Senate.; and

Whereas, new ranks were created in order to establish a promotion pathway for Instructors and Lecturers; therefore

Be It Resolved, that the new ranks of Associate Lecturer, Senior Lecturer; Associate Instructor, and Senior Instructor shall be added to the Section I. Definition of Faculty and to Section II. Senate Membership, A. General Eligibility in the Bylaws of the Faculty Constitution.

See next page for text of Sections I and II of the Bylaws of the Faculty Constitution if revised wording is approved.

Sections I and II showing revised wording to the Bylaws of the Faculty Constitution:

SECTION I. Definition of Faculty

- A. Persons employed full-time by the University of Central Florida during the regular academic year are members of the general faculty if they hold one of the following academic titles:
1. Professor, Associate Professor, or Assistant Professor (including faculty with clinical or research appointments).
 2. University Librarian, Associate University Librarian, or Assistant University Librarian (professional librarians of comparable rank to those listed in *Bylaws*, Section I.A.1).
 3. [Senior Lecturer, Associate Lecturer, or](#) Lecturer.
 4. [Senior Instructor, Associate Instructor,](#) Instructor, or Instructor Librarian

SECTION II. Senate Membership

A. General Eligibility

Those defined as members of the general faculty in *Bylaws*, Section 1.A shall be eligible to be elected to the Faculty Senate, with the exception of [Senior Lecture, Associate Lecturer](#), or Lecturers, [Senior Instructor, Associate Instructor](#), or Instructors, and [Instructor Librarians](#). Visiting faculty, regardless of their rank or duration of appointment, are not eligible to serve on the Faculty Senate.

Approved by the Senate on November 20, 2014

Statement of Support

Whereas the Faculty Senate Steering has reviewed information provided by the College of Medicine for the appointment, promotion and tenure of College of Medicine faculty employed by UCF and non-salaried clinical faculty employed by UCF-affiliated Hospitals and Institutions,

And whereas the criteria and procedures for appointment of core salaried and non-salaried faculty having primary assignment in clinical practice and/or clinical education have been established,

And whereas the College of Medicine proposal includes the award of tenure of title to non-salaried core faculty that meet or exceed current tenure requirements and who are compensated by our affiliate institutions,

Be it resolved that the faculty senate steering committee supports the proposed revision of titles and the awarding of tenure-of-title to faculty with substantial contributions to the College of Medicine.

Approved by the Faculty Senate on November 20, 2014.