

Faculty Senate

Minutes for meeting of Thursday, November 4, 2021, 3:00-5:00 pm

Meeting recording available at: <https://youtu.be/S3jDdaR6zE>

1. Quorum reached and call to order at 3:00 p.m.
2. Roll Call via Qualtrics – Faculty Senate Chair Joseph Harrington, Vice Chair Stephen King, and Secretary Kristine Shrauger were present. (*See Attachment A for List of Attendees*)
3. Approval of Minutes of *October 7, 2021*
 - a) Minutes approved as presented.
4. Recognition of Guests
 - a) Joe Adams, Senior Communications Director, Office of the Provost
 - b) Frank Allen, Interim Director, University Libraries
 - c) Theodorea Berry, Vice Provost and Dean, College of Undergraduate Studies
 - d) Rhonda Bishop, Vice President, Compliance and Risk
 - e) Karen Cochran, Interim Vice President for Advancement and Interim CEO, UCF Foundation
 - f) Lucretia Cooney, Director, Faculty Excellence
 - g) Deborah German, Dean, College of Medicine
 - h) Henry Glaspie, Interim Deputy Chief Information Office, CIO Office
 - i) Elizabeth Hamilton, Assistant Vice President, Strategic Initiatives, Administration and Finance
 - j) Jana Jasinski, Vice Provost, Faculty Excellence
 - k) Jeff Moore, Dean, College of Arts and Humanities
 - l) Lindsay Neuberger, Senior Communications Director, Office of the Provost
 - m) Sheila Amin Gutierrez de Pineres, Dean, Honors College
 - n) Austin Wilson, Vice President, Student Government Association
5. Announcements and Report of the Senate Chair – *Joseph Harrington*
 - a) Chair Harrington spoke about committee reports, publicizing Senate meetings, Board of Trustees meeting, the Trustee Summit, and the Board of Governors' meeting. For the full report, please see Attachment B.
 - b) Senator King gave an update on strategic planning. For full report, see Attachment C.
6. Report of the President – *Karen Cochran for Alexander Cartwright*
 - a) President Cartwright was traveling, so Karen Cochran, Interim Vice President for Advancement and Interim CEO of the UCF Foundation gave the Report of the President. She gave an update on philanthropy and the UCF challenge. For the full report, please see Attachment D.
 - b) Questions from senators: The senators asked question regarding alumni composition, students that do not come from wealthy backgrounds, and ways that the UCF Foundation encourages people to donate. Ms. Cochran explained ways that they help students understand how philanthropy helps them have a better college experience. They engage alumni through zoom, social media



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platforms and they strive to make offerings open and accessible. There will be a fundraising day after Thanksgiving.

7. Report of the Provost – *Jana Jasinski for Michael Johnson*

- a) Interim Provost Michael Johnson was traveling, so Jana Jasinski, Vice Provost for Faculty Excellence, gave the Report of the Provost. She spoke about Homecoming week activities, accomplishments around the university, COVID, President's 2021 Strategic Investment program, and deans and searches. For the full report, please see Attachment E.

8. Old Business

- a) COVID 19 on Campus Update
 - i) Discussion – no further discussion
 - ii) Meeting Modality for Next Senate Meeting
 - (1) Discussion of meeting modality options. Vote taken electronically via Zoom with 63 for Zoom and 3 for hybrid. The December 2, 2021 meeting will be virtual.

9. New Business – none

10. Committee Reports

- a) Senator Walters gave the report for the Research Council. Chair Harrington gave the report for the Information Technology Committee. For the full list of committee reports, please see Attachment F.

11. Campus Climate Report – COACHE Results, *Jana Jasinski, Vice Provost, Faculty Excellence*

- a) For the full presentation, please see Attachment G and on the website <https://facultyexcellence.ucf.edu/coache/>.
- b) Questions from Senators: A senator asked how the dissatisfaction results compare with the peer groups. Vice Provost Jasinski noted that information in the survey is for general comparison only. Discussion regarding results and how the university will move forward to make changes.

12. Other Business

- a) Senator King made a motion to hear and consider passing Resolution 2021-2022-1 On a Violation of Academic Freedom Within the Florida State University System (Attachment H), second. Resolution read by Chair Harrington.
 - i) Discussion ensued regarding the issue and the resolution (also see meeting chat Attachment I).
 - ii) Motion by Senator Cash to add "In reference to the recent denial by the University of Florida of several faculty members' request to testify as paid expert witnesses in court and testifying against the state," to the beginning of line 3, motion seconded. More discussion regarding wording of phrase.
 - iii) Motion to strike "and testifying against the state", second.



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- iv) Vote taken electronically via Zoom on agenda item 12(a)(iii) amendment, 43 yes/11 no, motion passes.
- v) Vote taken electronically via Zoom regarding agenda item 12(a)(ii) amendment to add phrase on line 3, "In reference to the recent denial by the University of Florida of several faculty members' requests to testify as paid expert witnesses in court", 27 yes/22 no, motion passes.
- vi) Vote taken electronically via Zoom regarding agenda item 12(a) Resolution 2021-2022-1 as amended, 59 yes/0 no, motion carries unanimously.

13. Adjourned at 4:57 p.m.

Reviewed and Submitted by:

Kristine J. Shrauger

Kristine Shrauger
Secretary, Faculty Senate

11/29/2021

Date

Faculty Senate Meeting Attendance

November 4, 2021

First Name:	Last Name:	College/Unit:	College/Unit: - Other	Meeting Role:	Guest Title
Pamela	Baker	CAH		Senator	
Mason	Cash	CAH		Senator	
Lynn	Casmier-Paz	CAH		Senator	
Patricia	Farless	CAH		Senator	
Scot	French	CAH		Senator	
Tremon	Kizer	CAH		Senator	
Shannon	Lindsey	CAH		Senator	
Darlin'	Neal	CAH		Senator	
Sandra	Sousa	CAH		Senator	
Gergana	Vitanova	CAH		Senator	
Sami	Alpanda	CBA		Senator	
Yoon	Choi	CBA		Senator	
James	Gallo	CBA		Senator	
Ethan	LaMothe	CBA		Senator	
Axel	Stock	CBA		Senator	
Shannon	Taylor	CBA		Senator	
Kara	Consalo	CCIE		Senator	
Bobby	Hoffman	CCIE		Senator	
Karol	Lucken	CCIE		Senator	
Lisa	Martino	CCIE		Senator	
Brett	Meltzer	CCIE		Senator	
Sara	Michael Luna	CCIE		Senator	
David	Mitchell	CCIE		Senator	
Ann	Shillingford	CCIE		Senator	
Larry	Walker	CCIE		Senator	
Ladislau	Boloni	CECS		Senator	
Kevin	Coffey	CECS		Senator	
Jeff	Kauffman	CECS		Senator	
KAUSIK	MUKHOPADHYAY	CECS		Senator	
Marino	Nader	CECS	MAE	Senator	
Sumanta	Pattanaik	CECS		Senator	
Andrew	Randall	CECS		Senator	
Shawn	Burke	CGS		Senator	

Faculty Senate Meeting Attendance
November 4, 2021

Lori	Walters	CGS	Senator
Ali	Amirkhosravi	CHPS	Senator
Reshawna	Chapple	CHPS	Senator
Amy	Thomas	CHPS	Senator
Martine	Vanryckeghem	CHPS	Senator
Adam	Wells	CHPS	Senator
Nadine	Dexter	COM	Senator
Tina	Dow	COM	Senator
stephen	King	COM	Senator
Stephen	Lambert	COM	Senator
magdalena	pasarica	COM	Senator
Dawn	Eckhoff	CON	Senator
Frank	Guido-Sanz	CON	Senator
Scott	Branting	COS	Senator
Alison	Cares	COS	Senator
Mark	Ehrhart	COS	Senator
Andrew	Frazer	COS	Senator
Martha	Hubertz	COS	Senator
Tamra	Legron-Rodriguez	COS	Senator
Daniel	Marien	COS	Senator
Piotr	Mikusinski	COS	Senator
Adam	Parrish	COS	Senator
J. Marla	Toyne	COS	Senator
Linda	Walters	COS	Senator
Xin	Yan	COS	Senator
Patrick	LiKamWa	CREOL	Senator
Robin	Back	RCHM	Senator
Edwin	Torres	RCHM	Senator
Kristine	Shrauger	UL	Senator
Keith	Koons	CAH	Steering
Keri	Watson	CAH	Steering
Reid	Oetjen	CCIE	Steering
Nina	Orlovskaya	CECS	Steering
Mike	Proctor	CECS	Steering

Faculty Senate Meeting Attendance
November 4, 2021

Joseph	Harrington	COS		Steering	
Jim	Moharam	CREOL		Steering	
Luca	Argenti	COS		Steering	
Kelly	Semrad	RCHM		Steering	
Missy	Murphey	UL		Steering	
Jeff	Moore	CAH		Guest	Dean
					Faculty Fellow, Faculty
Lindsay	Neuberger	COS		Guest	Excellence
			Office of the Provost and		Senior Communications
Joe	Adams	Other	Academic Affairs	Guest	Director
Frank	Allen	Other	Library	Guest	Interim Director of Libraries
Sheila	Amin Gutierrez de Pineres	Other	BHC	Guest	Dean
Theodorea	Berry	Other	CUGS	Guest	Vice Provost and Dean
Rhonda	Bishop	Other	UCER	Guest	VP for Compliance and Risk
					Interim Vice President for
					University Advancement
					and Interim CEO, UCF
Karen	Cochran	Other	UCF FOUNDATION	Guest	Foundation
			Administration and		Assistant Vice President,
Elizabeth	Hamilton	Other	Finance	Guest	Strategic Initiatives
Jana	Jasinski	Other	Faculty Excellence	Guest	Vice Provost
Austin	Wilson	Other	Student Government	Guest	SG Vice President
Lucretia	Cooney	Other	Faculty Excellence	Guest	Director

UCF Faculty Senate Chair's Report

Prof. Joseph Harrington
Chair, UCF Faculty Senate



Chair's Report

Following our expedited procedures again today, feedback welcome!
Committee reports emailed, Chairs can speak, Senators can question
EVERYONE MUST READ MEETING MATERIALS PRE-MEETING!

Read when they come out. Do clarifications/feedback pre-meeting

Discussion to focus on substantive concerns

Publicizing Senate meetings and executive reports

Encourage faculty to watch them

Get their questions and ask them

BOT Special Meeting October 28 – approved staff (AFSCME) and police (PBA) collective bargaining agreements

Chair's Report

Trustee Summit Wed 3 Nov at FAU

Strategic and infrastructure planning, post-pandemic

Keynote on modernization of education – Larry Burns

Freedom of expression – Prof. Robert George, Princeton

Protecting Research Integrity

Academic workforce alignment

BOG meeting today; President and Interim Provost there.

Karen Cochran (Advancement) will give President's report.

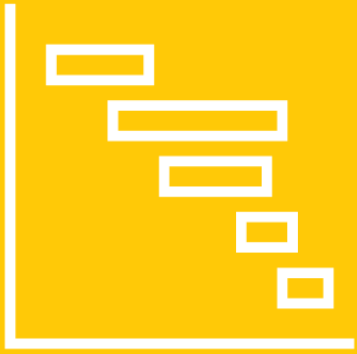
Jana Jasinski (Faculty Excellence) will give Provost's report.

Chair's Report

Strategic planning: Steve King



fall 2021 **PLANNING TIMELINE**



SEPTEMBER

Strategic Audit



OCTOBER

Environmental
Analysis



NOVEMBER

Identification of
Distinctive Assets
and Opportunities



DECEMBER

BOT Retreat
and Planning
Workshop



Give feedback to the Strategic Planning process

Faculty Senate Forums:

Ongoing

White Paper process:

In development

Email:

Ucfstrategicplanningworkgroup_grp@groups.ucf.edu

Website:

To coordinate all aspects

UCF Strategic Planning. Faculty Forums

Date	Topic for Discussion	Meeting Detail
10/12 (Tu) 10:30 - 12:00pm	What do we want to be? A University of the Future	Zoom , Meeting ID: 929 4438 5769. Click here for recording of this session. Passcode: 8hd.h6i*
10/13 (W) 3:00 - 4:30pm	What do we want to be? A University of the Future	Zoom , Meeting ID: 945 6052 8993. Click here for a recording of this session. Passcode: ?0u=8VXd
10/19 (Tu) 10:30 - 12:00pm	Student Enrollment at UCF	In-person. Live Oak Center
10/20 (W) 3:00 - 4:30pm	Student Enrollment at UCF	Zoom , Meeting ID: 966 1628 5993. Click here for a recording of this session. Passcode: y2%z8!4l
10/26 (Tu) 10:30 - 12:00pm	Scholarly Direction and Research Trends	Zoom , Meeting ID: 914 9127 6817
10/27 (W) 3:00 - 4:30pm	Scholarly Direction and Research Trends	In-person. Live Oak Center
11/9 (Tu) 10:30 - 12:00pm	Trends in Higher Education	Zoom , Meeting ID: 998 3953 1527
11/10 (W) 3:00 - 4:30pm	Trends in Higher Education	Zoom , Meeting ID: 994 4326 0614
11/16 (Tu) 10:30 - 12:00pm	TBD	Zoom
11/17 (W) 3:00 - 4:30pm	TBD	Zoom



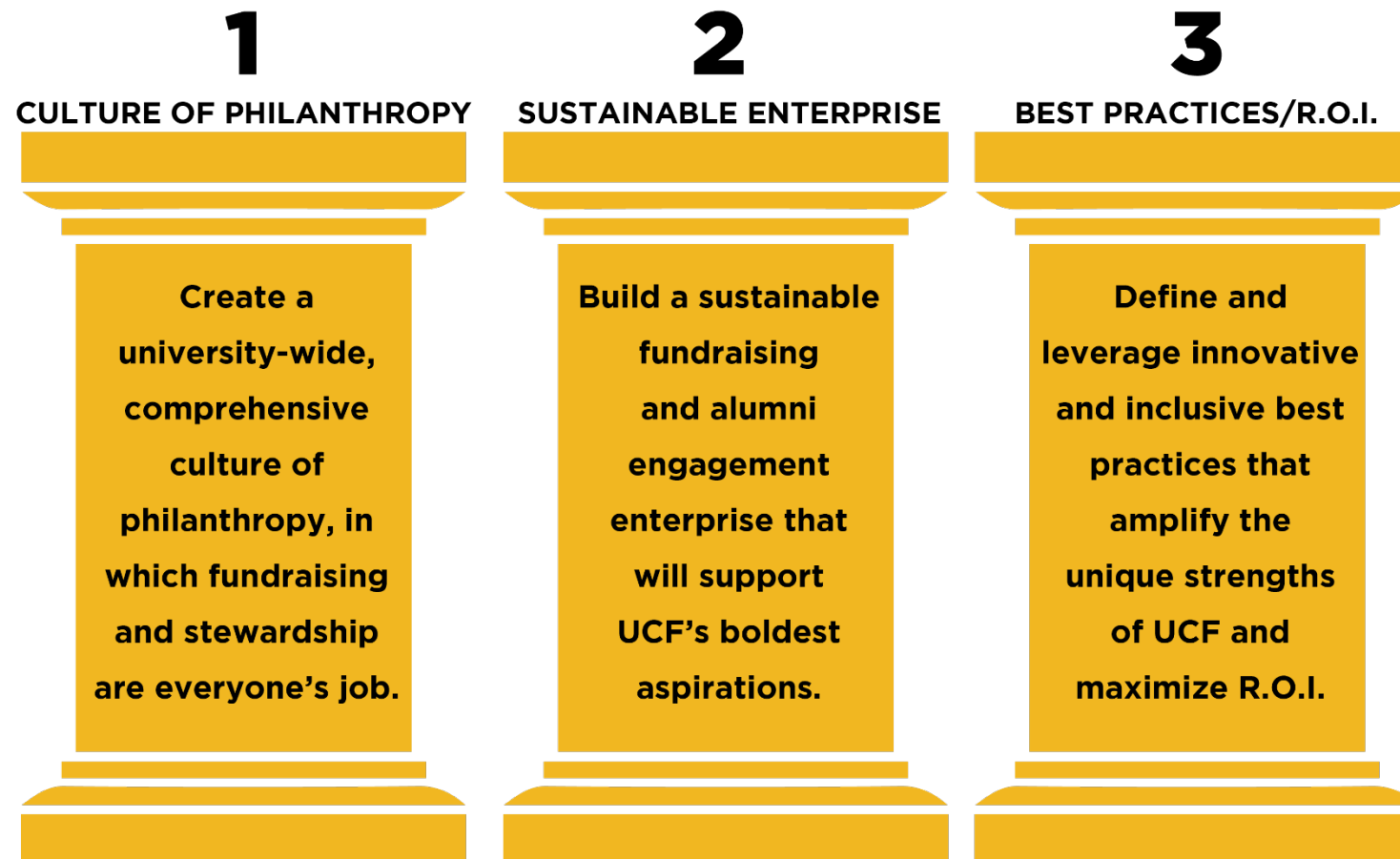
UCF Philanthropic Update: Faculty Senate Meeting

Karen Cochran

**Interim Vice President for Advancement
and Interim UCF Foundation CEO**

Strategic Pillars

Three focus areas will guide growth & drive transformational results:



GOALS

GOAL 1:

Double current fundraising results to transform UCF Advancement into a sustainable, \$100-million-a-year fundraising enterprise.

GOAL 2:

Align fundraising resources with key university priorities to improve efficiency and increase impact.

GOAL 3:

Double the number of alumni donors from 23,600 to more than 43,000 to drive double-digit alumni participation rates.

GOAL 4:

Harness the power of our database and employ cutting-edge technology to increase alumni engagement and expand stewardship.

GOAL 5:

Focus on improving efficiency and effectiveness to increase UCF Advancement's contribution as a revenue-producing D.S.O. for the university.

SUS Comparable Data (as of 8.25.21)

INSTITUTION	FY21 TOTAL COMMITMENTS	ALUMNI PARTICIPATION RATE	FTE FUNDRAISERS	BUDGET
INSTITUTION A	\$562M	19%	108	\$56.2M
INSTITUTION B	\$121.5M	16.6%	43	\$22.1M
INSTITUTION C	\$114M	5.8%	31	\$17.3M
INSTITUTION D	\$110.3M	8.2%	65	\$16M
UNIVERSITY OF CENTRAL FLORIDA	\$78.31M	6.08%	30	\$18.45M
INSTITUTION E	\$57M	3.72% (FY20)	17	\$9.2M
INSTITUTION F	\$21.4M	2.48%	8	\$2.3M (excluding personnel)
INSTITUTION G	\$17.2M	2.84%	12	\$5.4M
INSTITUTION H	\$13.7M	6.8%	4.5	\$3.4M
INSTITUTION I	\$9.2M	11.5%	5	\$1.9M
INSTITUTION J	\$5.3M	5.5%	7	\$1.36M
INSTITUTION K	\$2.2M	10%	4	\$1.03M

THE UCF CHALLENGE

Philanthropy for Lasting Change

Donors can **establish endowed gifts** to help UCF realize its goal of becoming a leading public research university while also meeting the needs of thousands of faculty and students.

Endowments are sought in three critical areas:



Student Success



Faculty Excellence



Scholars' Programs



Questions and Discussion

Report of the Provost

Thursday, November 4, 2021, 3 p.m. to 5 p.m., Zoom

- Tomorrow is a big day! Spirit Splash is back, and so are approximately 1,700 graduates from 2020 for a make-up ceremony starting at 9 a.m. at Addition Financial Arena ...
 - Commencement speaker is three-time UCF grad Darin Edwards, who developed Moderna's COVID-19 vaccine
- It's a busy time, stressful for some ... the pandemic is still with us ... important to recognize that many good things are happening on many fronts to advance the university ...
- On Friday, UCF earned the Seal of Excelencia as a top institution for Latino Students from Excelencia in Education in Washington, D.C.
 - UCF is one of just 10 institutions nationwide to earn the Seal of Excelencia this year, and one of just 24 institutions overall to have earned the certification.
- Seal is earned by:
 - demonstrating evidence of effective and intentional institutional practices that serve Latino students;
 - positive momentum for Latino students' progress;
 - and a dedication to transform the institution into an environment where Latino students can thrive.
- *Hispanic Outlook* magazine has ranked UCF the No. 5 in the nation for conferring bachelor's degrees to Hispanics
 - About 28 percent of our student body identify as Hispanic
- Physicist Dan Britt is part of team to analyze data from NASA's Lucy mission
 - Lucy launched on October 16 on a 12-year mission to study the Trojan asteroids, which share Jupiter's orbit around the sun; mission has captivated people across the globe
- Our UCF Moot Court teams recently placed first *and* second in winning the University of Chicago's Invitational Tournament
 - Topped 26 other teams from Yale, the University of Chicago and the University of Toronto, among others
- The Association for Counselor Education and Supervision recently honored our counselor education program with its master's program award

- Also, J. Richelle Joe, associate professor of counselor education, received the association's Outstanding Teaching Award
- Another record year in research funding, \$213 million, despite pandemic
 - Five straight years of increases
- UCF's Sudipta Seal and Griff Parks teamed with Kismet Technologies to create a long-lasting cleaning agent that protects against viruses for up to a week; we'll report on this at a BOG meeting later this month

COVID

- The pandemic has not ended but we have reached a stable point
- So far managed to avoid runaway infection, and cases are relatively low
 - As of Monday (Nov. 1), we reached nearly 73% (72.8%) of students fully vaccinated, and expect to hit 76% (one shot rate is 76.1%)
- Based on CDC guidelines for educators, all faculty and staff vaccinated at least six months ago are eligible for boosters. Ask to schedule through vaccine.gov.
- UCF's supply limited
- Pandemic isn't over, but we may be heading into the stage where COVID is endemic – something we learn to live with.

President's 2021 Strategic Investment Program underway

- First of the Strategic Investment Program categories finalized: 17 Jump Start projects selected among 60 applicants
 - UCF Today posted a story on the awardees
 - Lead investigators from six colleges (CAH, COM, Grad Studies, COS, Optics/Photonics, Engineering, plus Office of Research)
- Other two funds – Academic Excellence and Student Success – being evaluated now.
- Remainder of the strategic fund – pulled from colleges and administrative areas – earmarked for raises; but this depends on successful negotiations with unions

Deans and Searches

- Dr. Maggy Tomova, dean of the College of Sciences, joined us October 18 from the University of Iowa
- Beau Case from the University of Toledo is our founding dean of Libraries, starts a week from tomorrow (Friday, November 12)
- Nationwide search for CCIE starting; search committee named, firm hired, Deans Mary Lou Sole and Sheila Amin Gutiérrez de Piñeres co-chair
- National search underway for FCTL director

- The campuswide application date closes today for the Associate Provost for UCF Downtown

Closing

- Thanks for all that you and your faculty colleagues continue to do to drive inclusive excellence and advance UCF



Faculty Senate

Faculty Senate
Committee Reports
November 4, 2021

Budget and Administrative Committee

Chair – Tina Buck; Vice Chair – Adam Wells

☐ Request to Speak at Senate/Steering

November 3, 2021

Committee did not reach quorum, however, committee agreed not to adjourn and to discuss but not vote on agenda items. The committee discussed the need to request a presentation related to how budgets will be managed with the Workday ERP upgrade. Committee revisited the topic of library funding but agreed that discussion should be tabled pending input from the need Dean of Libraries. Committee discussed the topic of reserving on/near campus accommodations for mid-term visiting scholars on J1 visas. It was noted that the process of bringing J1 scholars varies between colleges, and more information was needed on potential issues facing J1 scholar accommodations. Committee discussed sending this topic back to steering for clarifications, but a vote was not held.

Information Technology Committee

Chair – Glenn Martin; Vice Chair – Lee Dotson; Steering/Senate Liaison – Joseph Harrington

☐ Request to Speak at Senate/Steering

October 26, 2021

Committee met for about an hour. Discussion primarily focused on a presentation by Mike Sink from UCF IT regarding Knight Vision and the effects Workday will bring to faculty. Initially, the financial and other parts of UCF business will go online in 2022. Student modules will move at a later date, meaning PeopleSoft will continue to be used in the short term. Questions about the myUCF portal, security, and uptime were asked. Mike Sink also provided a brief demo of the mobile interface of Workday. Suggestion was made for UCF IT to provide “sneak peeks” so faculty can see what is coming. The meeting closed with agreement to start work on a process/policy product for evaluating what software is in the common good and how to determine charging.

Personnel Committee

Chair – Edwin Torres; Vice Chair – Adam Parrish

☐ Request to Speak at Senate/Steering

October 13, 2021

The Personnel Committee discussed issues akin to its mission. During this meeting they reviewed the topics list assigned by the Steering Committee and determine the status of each item. The committee continues to discuss the role of UCF faculty in the process of hiring new faculty. They also discussed some of the processes used by different departments and the current guidelines established by the Office of Institutional Equity. They will resume this discussion during their November meeting. An invitation has been extended to the OIE to participate in the next Personnel Committee meeting to further discuss this issue. The



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committee will also continue discussion on the processes used for exit and stay interviews at UCF and any important information they might reveal. The next is scheduled for Wednesday November 10.

Research Council

Chair – Linda Walters; Vice Chair – Shawn Burke

☒ Request to Speak at Senate/Steering

October 18, 2021

Policy Committee: This committee has met twice with UCF Global/OR to share suggestions and concerns about the draft Faculty International Travel policy

(<https://faculty senate.ucf.edu/document/2-903-3-international-travel-policy-draft/>). UCF Global was very responsive after the first meeting and made significant changes to the document based on faculty input. The revised document was shared with all faculty members through Faculty Senate and there were a significant number of faculty responses via email. Other interested faculty joined the zoom meeting on Monday, October 18 (<https://ucf.zoom.us/j/98557042574>). The second meeting was attended by Global/OR. Faculty shared additional questions/concerns about the revised draft policy. Soon, the draft policy will go to the UCF Policy and Procedures Committee. Once posted by them, faculty will have an additional 2 weeks to comment on draft policy. The Policy Committee has now moved on to their second review of the OR DRAFT Research Misconduct Policy. This committee has met once to discuss the draft and a second meeting will be held this coming Monday (November 8) at 4 PM via zoom. All faculty are invited to read the draft policy and attend the meeting to share comments.

October 11 & 25, 2021

Compliance Committee: Committee is looking at EHS concerns and experiences since EHS moved out of OR in 2019. The committee is developing a survey that will be distributed to all Associate Deans for Research (ADRs) to understand positives and negatives of this move. Survey will be distributed on November 7 and announced at the ADR meeting on November 9. If any faculty have concerns with EHS, please share with your college ADR or directly with Shawn Burke on the Compliance Committee.

October 11, 2021

Internal Research Committee: Committee is focused on 2 issues. First is understanding how UCF does and should deal with technology and equipment not managed by facilities. Who is responsible for maintenance and upkeep? Second, Dr. Klonoff asked the group to formulate a transparent workflow process for when a faculty member asks OR to purchase software.

Graduate Council

Chair – Stacy Barber; Vice Chair – Valeriya Shapoval

☐ Request to Speak at Senate/Steering

October 7 & 21, 2021 - Graduate Appeals Committee (Anthony Byrd, chair)

Committee met on 10/7 and 10/21. Their next meeting is scheduled for 11/4.

October 20 and November 3, 2021 - Graduate Curriculum Committee (Valeriya Shapoval, chair)

Committee met on 10/20 and 11/03. Their next meeting is scheduled for 11/17.

October 20 and November 3, 2021 - The Policy Committee (Sarah Barber, chair)



Faculty Senate

Committee met on 10/20 and 11/3. The committee voted for new language concerning the ability of students to reapply for a graduate program, after they have been dismissed for low grades.

October 8, 2021 - Graduate Program Review and Awards Committee (Reid Oetjen, chair)

Committee met on 10/8 and reviewed the Cotutelle between UCF and University of Bordeaux and the Academic Dual Degree Agreement between UCF and Università IULM. Both items were approved. Committee will meet again in February 2022.

Undergraduate Council

Chair – Jeffrey Kauffman; Vice Chair – Tina Dow

☐ Request to Speak at Senate/Steering

The UPCC did not meet this month. Since Kuali is being implemented in a staged process that prioritizes courses and then programs, we anticipate being able to consider course changes in the coming months. In the meantime, we will be addressing items from the topic tracker.

October 12, 2021 - UCRC

As we are still awaiting the complete implementation of Kuali, there were no courses available for approval at that time. During the meeting, Drs. Theodora Berry and Wayne Bowen gave a brief discussion on the General Undergraduate Requirement Committee (GURC) and its role in the approval of General Education Program (GEP) courses. Unlike Digarc, Kuali can recognize all designated GEP courses. As GURC has now been built into the workflow, they will receive GEP courses before the UCRC. In addition, Dr. Tim Letzring gave a Kuali update. Danielle Hutson, the UCRC Coordinator, walked the committee through Kuali, discussing the role of individual members in the course review process with the new operating system.

Ad Hoc Bylaws Committee

Chair – William Self

☐ Request to Speak at Senate/Steering

No update

Ad Hoc Committee on Civil Discourse

Chair – William Self

☐ Request to Speak at Senate/Steering

No update

Ad Hoc Health and Safety Crisis Response Committee

Chair – Stephen King; Vice Chair – Victoria Loerzel

☐ Request to Speak at Senate/Steering

November 2, 2021

COVID cases: COVID cases remain low at UCF, following trends locally. The Delta variant and its sub-lineages are predominant.

Vaccinations: Student health is continuing to vaccinate between 150-200 people per week.

Booster shots: CDC has extended guidelines for eligibility, and many classes of people (including teachers and staff at UCF) are now able to get these boosters.

Conditions on campus: Current guidance on masks and gatherings were discussed, with questions regarding whether some restrictions will remain (mask guidance) whereas others may be decreased (limits on gatherings).



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Flu vaccinations: SGA has been encouraging this for students with cross-Florida competitions. Continued messaging for flu vaccines will help the COVID situation as well.


Messaging about COVID: There was discussion of having the administration send a ~monthly update on COVID condition even if no significant changes have occurred. This would ensure that all stakeholders felt they had up to date and accurate information, and can expect it into the future in case of a winter COVID spike. The recent email about booster availability was the first COVID specific messaging in about 2 months, which was considered too infrequent.

Ad Hoc Equity, Inclusion and Diversity Committee

Chair – Kristine Shrauger

☐ Request to Speak at Senate/Steering

The committee has been put in hiatus for the fall semester. We are waiting to see what direction Andrea Guzman, VP for DEI, takes the Leadership Council and how Faculty Senate can interface with the Council.

A large, stylized orange and white graphic of the UCF logo is visible in the background. In the foreground, the silhouettes of two people are seen from behind, looking out over a body of water with a bridge in the distance.

Faculty Senate

Dr. Jana L. Jasinski

Vice Provost for Faculty Excellence

Overview of COACHE

- Workplace Satisfaction Survey
- 2015, 2018, 2021
- Survey in Spring → Faculty committee recommends priority areas → Faculty committees recommend strategies
- 2021 survey administered in Spring 2021



2021 Information

Response Rate:

44%

Average Completion Time:

22 minutes

Five Comparison Peers

- Florida International University
- Florida State University
- Georgia State University
- Louisiana State University
- North Carolina State University

- Cohort 80 similar institutions

Results

- 2018-2021 UCF
- Benchmarking: **Peers and Cohort**

Areas of Strength and Concern

2018 – 2021

	2018	2021
Strength	<ul style="list-style-type: none">– Leadership: Faculty– Leadership: Senior– Tenure Expectations: Clarity– Tenure Policies	<ul style="list-style-type: none">– Leadership: Divisional– Leadership: Faculty– Tenure Expectations: Clarity– Tenure Policies
Concern	<ul style="list-style-type: none">– Departmental Collegiality– Nature of Work: Teaching	<ul style="list-style-type: none">– Departmental Collegiality– Nature of Work: Teaching

Changes from 2018-2021

Satisfaction increased in all areas except:

- Leadership: **Senior**
- Governance: **Shared sense of purpose**
- Governance: **Understanding the issue at hand***
- Governance: **Adaptability**
- Governance: **Productivity**

**=no change*

COVID-19 Questions

- Satisfaction with opportunities for engagement in decision making regarding UCF's response to COVID19

Satisfied or Very Satisfied:

47.8%

- How effective is the support you are receiving from the following to manage during the pandemic:

Somewhat or Very Effective:

- Department head: **79.3%**
- Department colleagues: **76.9%**
- Dean/Division Head: **59.2%**
- Faculty Governing Body: **50.4%**
- Office of Provost: **47.2%**
- Office of the President: **48.9%**

How can UCF improve the workplace for faculty?

2018

29% Facilities and Resources

23% Culture

19% Nature of Work: **General**

17% Compensation/Benefits

14% Leadership: **General**

2021

30% Leadership: **General**

30% Nature of Work: **General**

29% Nature of Work: **Teaching**

27% Compensation/Benefits

Best aspects of working at UCF

2018

- **29%** Geographic location
- **26%** Quality of colleagues

2021

- **30%** Geographical location ↑
- **25%** Quality of colleagues ↓

Worst aspects of working at UCF

2018

- **22%** Compensation
- **15%** Lack of support for research/creative work

2021

- **24%** Compensation ↑
- **16%** Lack of support for research/creative work ↑

Next Steps



**Resolution 2021-2022-1 On a Violation of Academic Freedom
Within the Florida State University System**

In reference to the recent denial by the University of Florida of several faculty members' requests to testify as paid expert witnesses in court, the University of Central Florida Faculty Senate supports the following resolution of the Florida Board of Governors' Advisory Council of Faculty Senates:

The State University System of Florida Advisory Council of Faculty Senates, representing the faculty of all twelve public universities in Florida, have united to express our grave concerns over the recent events taking place at our member institution, the University of Florida. Together, we express deep alarm about what appears to be a serious breach of academic freedom.

In its 1940 Statement of Principles on Academic Freedom and Tenure, based on its original 1915 Declaration of Principles, the American Association of University Professors set forth clear professional norms regarding faculty participation in civic discourse: "College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline..." Recognizing their obligations as representatives of their disciplines and universities, the AAUP further notes that faculty have an obligation in such circumstances to speak with accuracy and respect for others, and as individuals rather than institutional speakers. This is precisely what the faculty at the University of Florida were attempting when their public participation was blocked by the university.

When faculty are invited to participate in policy processes through their speech or research, they do so as objective experts, prepared by academic training to focus on evidence over bias. When they are denied the right to participate, not only does it undermine both freedom of inquiry and the independence of the university, it denies the citizens of the State, to whom the university is ultimately responsible, access to the most current and independent knowledge available on the issue under consideration.

In these recently publicized instances, faculty in a variety of disciplines attempted to engage in professional activity consistent with the principles of academic freedom that have been protected in the United States for over 100 years. As fellow faculty and stewards of the academy, we rise to defend these principles, especially when they are challenged in what appears to be a systematic way. We urge the University of Florida to reconsider these decisions, and we urge the State University System to reaffirm its commitment to academic freedom and freedom of speech as core values of all public institutions of higher learning.

00:41:15 FS Kelly Semrad: Is there a copy of the board of trustee meeting ?
 00:41:25 FS Kelly Semrad: recording
 00:41:28 FS - Lisa Martino: What were those times again so I can check my schedule
 00:41:38 FS Kelly Semrad: 11.3.2`
 00:41:41 FS - Lisa Martino: Yes
 00:41:46 FS Alison Cares: Steve King - can you please drop that email for the strategic plan to the chat?
 00:41:56 FS - Martha Hubertz (COS) (she / her): Thanks Steve!
 00:42:02 FS Kelly Semrad: Got it. Thanks Joe
 00:42:07 G-Jana Jasinski (she/her): Faculty Excellence:
<https://bot.ucf.edu/>
 00:42:08 FS-Steve King: Email:
Ucfstrategicplanningworkgroup_grp@groups.ucf.edu
 00:43:21 FS-Steve King: 11/9 (Tu) 10:30 - 12:00pm
 Trends in Higher Education
 Zoom, Meeting ID: 998 3953 1527

11/10 (W) 3:00 - 4:30pm
 Trends in Higher Education
 Zoom, Meeting ID: 994 4326 0614
 01:02:46 FS - Missy Murphey: Luca your mic is echoing
 01:07:41 FS-Lynn Casmier-Paz: Do we have an *online* fundraising strategy that would enable dollar-contributions? I think there's an ebook about the Obama fundraising phenomenon of "bundling."
 01:09:13 FS-Lynn Casmier-Paz: Thank you, Karen.
 01:15:13 FS - David Mitchell: Any update on the interim CCIE dean during the search?
 01:23:03 FS - Mason Cash: Should we get a show of hands of who would be interested in attending in person?
 01:23:17 FS - Lisa Martino: Zoom for me
 01:23:20 FS - Patty Farless: Hands for staying on Zoom.
 01:23:42 FS - Martha Hubertz (COS) (she / her): I second Mason's point
 01:24:27 FS - Patty Farless: This format works and does not present a burden for anyone. Meeting in person does
 01:25:31 FS - Martha Hubertz (COS) (she / her): Great point Patty!
 01:30:27 G-Laurie Carroll/Faculty Senate: Zoom information for Research Policy Committee: <https://ucf.zoom.us/j/98557042574>
 01:32:02 FS-Shannon Lindsey: Thanks Linda! Can you share the link to the draft policy in the chat?
 01:32:20 FS-Shannon Lindsey: Thank you!
 01:32:51 G-Laurie Carroll/Faculty Senate: Travel Policy:
<https://faculty senate.ucf.edu/document/2-903-3-international-travel-policy-draft/>
 01:33:45 FS - Keri Watson (she/her/hers): Me too
 01:33:48 FS Adam Wells: same
 01:33:50 FS Alison Cares: That is also all I have
 01:33:51 FS - Keri Watson (she/her/hers): no

01:33:52 FS - Martha Hubertz (COS) (she / her): I don't have polls

01:33:54 FS Kelly Semrad: me too

01:33:54 FS - Amy Thomas: there is no poll

01:33:56 FS - j.marlatoyne: Only hosts have polls

01:33:57 FS - Scott Branting (COS): I'm the same as Scot

01:33:59 FS-Shannon Lindsey: I don't have polls either

01:33:59 FS Tamra Legron-Rodriguez: I don't have polls

01:34:01 FSSandra Sousa: I don't either

01:34:02 FS-Nadine Dexter: don't see it

01:34:41 Karen's iPhone: Sorry - still don't see poll

01:35:00 FS - Lisa Martino: fruit basket?

01:36:14 FS - Lisa Martino: he should have gotten a fruit basket. lol

01:36:15 G-Jana Jasinski (she/her): Faculty Excellence:
<https://facultyexcellence.ucf.edu/coache/>

01:42:33 FS - Joseph Harrington: Do we have any data on how metrics changed on average among all institutions through COVID? Also, remind us of the month of the survey?

01:44:57 FS-Bobby Hoffman: What percentage of the sample was the same across years?

01:45:21 G-Lindsay Neuberger-COS/Faculty Excellence: @joe - I think it was Feb-April 2021 -- comparison COVID change data is a little trickier to come by

01:45:46 FS - Joseph Harrington: That would be something COACHE could provide

01:47:53 FS - Luca Argenti: Is there a break-down of the reasons behind the complaints about the low collegiality?

01:50:49 FS - Luca Argenti: Thank you

01:50:51 FS - Keri Watson (she/her/hers): Thanks for this presentation, Jana. In light of the similarity in "worst aspects," I'm curious what was done in 2018 to address compensation and lack of research support?

01:52:20 G-Laurie Carroll/Faculty Senate: Research Misconduct Policy:
<https://facultysenate.ucf.edu/document/ucf-research-misconduct-policy-4-211-2/>

01:52:22 FS - Keri Watson (she/her/hers): Thank you.

01:52:31 FS - Luca Argenti: The P3 for postdocs is one of the big big plus of UCF compared with other institutions

01:54:12 FS Daniel Marien SPSIA: Here is an update from the New York Times on this issue:
<https://www.nytimes.com/2021/11/04/us/florida-professors-lawsuit.html>

01:59:33 FS - Keri Watson (she/her/hers): Its a voting rights case

02:00:10 FS Alison Cares: That was a faculty member at FIU

02:00:22 FS - Sara Michael Luna: Here is the NPR report:
<https://www.npr.org/2021/10/30/1050817670/university-florida-professors-free-speech-voting-rights>

02:01:36 FS-Bobby Hoffman: Per my earlier question, the survey can ask "have you taken the survey in previous years" and still maintain anonymity.

02:01:39 FS-Lynn Casmier-Paz: According to the NYTimes headline, it's "a voting rights lawsuit against the state."

02:02:59 FS - Luca Argenti: Here's the report on Chronicle of Higher Education.
<https://www.chronicle.com/article/totalitarianism-takes-aim-at-higher-education>

02:03:55 FSSandra Sousa: Well said, Steve!

02:04:04 FS - Sara Michael Luna: Thank you, Steve!

02:04:29 FS-Lynn Casmier-Paz: It's important to note: these professors are speaking on issues of their *expertise.*

02:04:59 FS - Patty Farless: Yes, we are also experts in our areas and should be able to speak to our expertise.

02:05:38 FS - Keith Koons: Keep in mind that the faculty were being called into a court case as experts in a subject matter, not as a member of the legal team

02:05:56 FS - Joseph Harrington: In reference to the recent denial by the University of Florida of several faculty members' request to testify as paid expert witnesses in court and testifying against the state.

02:06:50 FS - Lisa Martino: Would it matter if this activity was during working hours? Does that need to be clarified as well?

02:06:58 FS - Mason Cash: I would make the motion that Joe suggested

02:08:22 FS - Mason Cash: In response to Karol's concern, lines 10-15 address this concern

02:08:49 FS - Patty Farless: I second

02:09:17 FS Karol Lucken: Ok. Thank you.

02:09:57 FS - Keri Watson (she/her/hers): Just to clarify – the resolution as written and presented is the one that was already unanimously approved by the BOG ACFS

02:10:43 FS-Steve King: Yes. This was unanimously agreed upon by the ACFS, which includes two members of faculty senate leadership from each university

02:10:51 FS - Patty Farless: As part of our job, we speak to this expertise

02:11:57 FS - Joseph Harrington: In reference to the recent denial by the University of Florida of several faculty members' requests to testify as paid expert witnesses in court and testifying against the state.

02:14:20 FS - Keri Watson (she/her/hers): UF's response was that it was a COI because they were testifying against the state and the university is an agent of the state

02:14:30 FS - Lisa Martino: Unless we just take that part out and leave it as a blanket resolution about academic freedom to use our subject matter expertise on faculty personal time.

02:15:10 FS-Ali Amirkhosravi: I agree with Scot

02:15:19 FS - Keri Watson (she/her/hers): Yes!

02:15:24 FS - Jeffrey L. Kauffman: agree with Steve King – the resolution should support the ACFS statement as it is, not try to qualify or cabin it

02:17:37 FS-Scot French: But then we will vote on whether to adopt the amendment at all, correct?

02:17:51 FS - David Mitchell: Call the question on the amendment

02:17:57 FS - Joseph Harrington: In reference to the recent denial by the University of Florida of several faculty members' requests to testify as paid expert witnesses in court,

02:18:33 FS - Sara Michael Luna: I agree with Steve. Can we withdraw the motion to amend?

02:18:39 FS - Keri Watson (she/her/hers): I agree
02:18:42 FS-Scot French: I agree
02:20:18 FS - David Mitchell: I move previous question on the resolution.
02:21:56 FS - Dawn Eckhoff: Please add the abstentions
02:22:13 FS - Luca Argenti: I wish to highlight that UCF has now also
joined LaserNet US <https://lasernetus.org/facilities> which is a prestigious network
of ten high-power national laser facilities, including Lawrence Berkeley National
Lab, Lawrence Livermore National Labs
02:22:49 FS - Keri Watson (she/her/hers): Congrats, Luca!
02:23:04 FS - Martha Hubertz (COS) (she / her): That is great news Luca!
02:23:08 FS-Scot French: Congratulations!
02:23:08 FS - Lisa Martino: Wonderful news
02:23:10 FSSandra Sousa: Congrats!
02:23:11 FS - Missy Murphey: great to hear Luca!
02:23:16 FS-Shannon Lindsey: Congrats!
02:23:26 FS - Lisa Martino: Thank you!