

Faculty Senate
Steering Committee Meeting
Millican Hall, room 395E
Minutes of November 7, 2019

William Self, chair, called the meeting to order at 4:00 p.m. The roll was circulated for signatures.

MINUTES

Motion to approve the minutes of October 17, 2019, was made and seconded. The minutes were approved as recorded.

RECOGNITION OF GUESTS

Chiara Mazzucchelli, 2019-2020 Provost Faculty Fellow
Joe Adams, Senior Communications Director, Academic Affairs
Jana Jasinski, Vice Provost for Faculty Excellence
Jayleen Cerda, Nicholson School of Media Today Reporter
Lucretia Cooney, Associate Director, Faculty Excellence

ANNOUNCEMENTS

John Venecek, with the Library, has been appointed to the University Policies and Procedures Committee, replacing Rebecca Bennett. Dr. Self noted that as a result of [Resolution 2017-2018-14 Faculty Participation on University Committees](#), the University Policies and Procedures Committee now allows for two faculty members.

Last week, a Florida Board of Governors (BOG) meeting was held at the University of Florida. Instead of voting on the allocation of the 2020-2021 Legislative Budget Request, a BOG Budget and Finance Committee meeting was scheduled for Tuesday at Florida Gulf Coast University. The BOG appointed new trustees to the universities, with about twelve being women.

In response to a question, Dr. Self noted that the meeting at Florida Gulf Coast was communicated at the meeting and was not previously scheduled. An all-day BOG Budget and Finance workshop was held at UCF at the beginning of October to discuss the allocation of the budget request. The Provost indicated that the BOG is implementing the Universities of Distinction. UCF submitted a \$22 million budget request, but the BOG is only requesting \$12 million from the legislature. This meeting allows each university to provide the details regarding how the original request can be implemented based on the \$12 million being requested from the legislature.

Two members of the Steering Committee were appointed to the Presidential Search Committee. The initial meeting was held on Tuesday to interview five search firms, followed by a discussion of each firm's strengths and weaknesses. The initial meeting was livestreamed and can be viewed at <https://youtu.be/jLpcqh-BLNQ>. Chair Seay selected Storbeck/Pimentel & Associates during a teleconference meeting Wednesday

after obtaining input from the Search Committee. Several listening sessions will be scheduled to seek input from students, faculty, staff, alumni, and the community.

A member asked about the BOG being more selective on new program proposals. Dr. Self noted that doctoral programs go to the BOG as voting items. Undergraduate programs are not voted on by the BOG. The Provost indicated that four to five doctoral programs across the State University System were presented, but only one was reviewed and approved. The other proposals were returned to the institutions. The Provost will be meeting with BOG staff to identify the unwritten expectations of programs. In regards to doctoral programs, the BOG is relating programs to workforce needs. If the proposal doesn't clearly state the workforce impact, it is returned.

OLD BUSINESS

None.

REPORT OF THE PROVOST

Dean Searches

Theodorea Regina Berry has been named vice provost for Teaching and Learning and dean of the College of Undergraduate Studies. Dr. Berry will start her new role at UCF on January 2, 2020.

Recommendations from the College of Optics and Photonics dean search are expected this week. Dean Bahaa plans on taking professional development leave this Spring.

Barry Baker has announced his retirement from the University Libraries. We will be discussing the possibility of having a dean of the Libraries, and it appears the employees are also interested in the prospect.

NEW BUSINESS

Resolution 2019-2020-15 Periodic Faculty Salary Analyses Across the University of Central Florida

This resolution is brought forward by the Personnel Committee and requests regular studies every 5-years for salary compression, salary inversion, and salary inequities based on gender/race/ethnicity.

Motion and second to approve Resolution 2019-2020-15 Periodic Faculty Salary Analyses Across the University of Central Florida for the November 21 Senate agenda. No discussion.

Vote: All in favor; motion passes.

Note: The resolution number was changed to 17 due to the numbering being out of sequence.

Resolution 2019-2020-16 Faculty Senate Bylaw Change – Joint Committees and Councils Annual Report

This resolution is brought forward by the Ad Hoc Committee on Bylaw Revisions to better align the due date for annual reports from the end of the Spring semester to the second week in August. The change is necessary since several committees meet during the summer.

Motion and second to approve Resolution 2019-2020-16 Faculty Senate Bylaw Change – Joint Committees and Councils Annual Report for the November 21 Senate agenda. No discussion.

Vote: All in favor; motion passes.

Note: The resolution number was changed to 18 due to the numbering being out of sequence.

LIAISON REPORTS

Budget and Administrative Committee – David Mitchell

The committee has not met since the last update.

Dr. Self noted that Beverly Seay, chair of the Board of Trustees, will be attending the November 21 Senate meeting. It was suggested at the October 24 Senate meeting that Dennis Crudele attend the next meeting to be able to answer questions. Provost Dooley will see if Mr. Crudele is available to attend.

Information Technology Committee – Joseph Harrington

The committee met twice since the last update. Dr. Harrington noted that his previous concerns expressed are on hold. The committee voted on an amendment to the Bylaw change resolution for the membership of the committee and eliminated the reference to “his/her” in front of designee to be more sensitive to gender issues. Dr. Harrington suggested Steering consider a blanket change throughout the bylaws.

Discussed the issue of losing your professional network of colleagues when faculty leave the university (not retiring) and access to years of information in email. Providing knights mail doesn’t help. Almost all the committee members noted that they are still able to get forwarded mail from their previous institutions. The committee is in the process and developing a resolution.

The committee is working on a resolution regarding no-reply emails assigned by Steering and including broadcast emails. The committee discussed creating a dashboard in myUCF that would allow you to opt-in or opt-out of certain communications to allow faculty more control on the mail each individual receives. The idea was well-received by UCF IT.

Discussed Linux support, including email access and desktop support. Reviewing and discussing with UCF IT and the Linux team. Held a brief discussion regarding when and how it is appropriate for UCF IT to track users of our websites and services. The second meeting was spent developing resolutions to be presented at the next meeting.

Parking, Transportation and Safety Committee – Nicole Dawson

The committee has not met since the last update. The committee did receive a newly assigned topic regarding back-in parking and will discuss the issue at the next meeting.

Personnel Committee – Kristine Shrauger

The committee worked on the resolution presented today.

Research Council – Nina Orlovskaya

The committee met November 4 and discussed the definition of Centers and how to evaluate the Centers. Formed a subcommittee to review IT security policies. Extensive discussion held regarding predatory journals emailing faculty to publish and how to advise junior faculty to ensure they publish in journals appropriate for tenure and promotion. The committee discussed possibly adding information during orientation, at the department level, and possible podcasts.

The committee reviewed a National Institutes of Health (NIH) funding chart comparing Florida institutions. The committee discussed the University of South Florida and Florida International University's funding level as compared to UCF's lower funding level. Considered how clinical trials bring in high dollar amounts that UCF doesn't get. Dr. Klonoff would like to talk to the Veteran's Administration regarding potential funding. Briefly discussed financial opportunities for non-sponsored research faculty and the seed funding. In response to a question raised during the last Senate meeting, Dr. Klonoff indicated that seed funding would be impossible to support seed funding without the college/department match. Dr. Self suggested that it would be more informative to compare total grant dollars to the total per active faculty research submissions instead of just totals per institution.

In response to a question, Nina indicated that the IT Security committee is in the process of being formed and not on the Provost's university-wide committee's website.

Graduate Council – Jim Moharam

The committees met at least twice. The Graduate Policy Committee approved a policy exception for senior faculty recruited that bring "trailing students" to allow 67% of credit hours to be transferred to the degree.

Undergraduate Council – Kelly Semrad

The Undergraduate Policy and Curriculum Committee voted on a process to evaluate transfer credits. The Undergraduate Course Review and Curriculum Committee held its first meeting on November 5 and approved five courses. The committee was updated on the status of leaving Curriculog and finding a new vendor. Only special topics and courses needed for new programs will be manually submitted until further notice.

OTHER BUSINESS

Dr. Self asked the members if the Steering Committee should be the nominator of faculty for university committees, if a nominations committee should be formed, or if the Committees on Committees should nominate as a subcommittee of Steering. Steering needs a regular process for nominating faculty on committees outside of the regular Senate committee staffing over the summer. A brief discussion was held regarding how the service interest survey has made the committee staffing process easier. Each representative has a process within each college, and to bring in another person might be too confusing. The consensus is to leave the nominations with the Committees on Committees.

It was noted that we still need a better way of getting faculty that are particularly skilled and interested in a committee. That might mean going to get them, and maybe it's through the Faculty Senate representatives to identify colleagues or to have discussions with chairs. The current process reached out to all faculty and received a better response.

ADJOURNMENT

Motion to adjourn made and seconded. The committee adjourned at 4:55 p.m.

1 **Resolution 2019-2020-17 Periodic Faculty Salary Analyses Across**
2 **the University of Central Florida**

3 **Whereas**, salary compression may occur when salary differential between junior and senior
4 faculty is smaller than it should be based on external market forces; and

5 **Whereas**, salary inversion occurs when salary compression, left unexamined or unadjusted over
6 time, results in junior faculty salaries being greater than senior faculty salaries; and

7 **Whereas**, salary inequities associated with gender/race/ethnicity may occur independent of
8 other variables; and

9 **Whereas**, salary compression, salary inversion, and salary inequities threaten the integrity of
10 faculty ranks, morale, and retention issues for faculty at the University of Central Florida;
11 therefore

12 **Be it resolved** that the University of Central Florida administration in consultation with the
13 Faculty Senate shall, on a regular basis, collect and analyze both tenure-track and non-tenure-
14 earning faculty salary data across the system to determine the extent of 1) salary compression,
15 2) salary inversion, and 3) salary inequities based on gender/race/ethnicity. A five-year time
16 interval is suggested for regular periodic studies (years ending in 0 or 5). A report will be made
17 available to all faculty shortly after each analysis is completed, ideally within 3-4 months from
18 completion of the report.

Approved by the Faculty Senate Steering Committee on November 7, 2019.

1 **Resolution 2019-2020-18 Faculty Senate Bylaw Change – Joint Committees and**
2 **Councils Annual Report**

3
4 **Whereas**, Bylaws Section VIII. Specifies that Joint Committees and Councils shall submit an
5 annual report by the end of the spring semester; and

6
7 **Whereas**, the Admissions and Standards, University Master Planning, and the Parking and
8 Transportation committees meet during the summer to conduct business; and

9
10 **Whereas**, this results in the annual reports not being submitted until the Fall semester;
11 therefore

12
13 **BE IT RESOLVED** that the Bylaws of the Faculty Constitution be amended as follows:

14
15 **Bylaws Section VIII. Joint Committees and Councils**

16
17 Each committee will maintain minutes of its meetings and the chair of each committee shall
18 forward (except for University Athletics Committee, and the University Promotion and Tenure
19 Committee), in a timely manner, copies of meeting agendas and minutes to the chair of the
20 Faculty Senate. ~~By the end of the spring semester, e~~Each committee will submit a brief written
21 annual report of its activities to the chair of the Faculty Senate by the end of the second week
22 of August each year.

Approved by the Faculty Senate Steering Committee on November 7, 2019.