



# Faculty Senate

## Faculty Senate

Minutes for meeting of Thursday, November 7, 2024, 3:00 – 5:00 p.m.

Location: In person at the Charge on Chamber, Student Union, Room 340

Zoom Recorded Link:

[https://ucf.zoom.us/rec/share/leeCo9oDx7\\_mv3bLMWY65XkdQdh2DvMD4317QZPekZ9AmKz\\_3SWtE4BL0mDmWiZt.zQPTuallFY4ucj-C](https://ucf.zoom.us/rec/share/leeCo9oDx7_mv3bLMWY65XkdQdh2DvMD4317QZPekZ9AmKz_3SWtE4BL0mDmWiZt.zQPTuallFY4ucj-C)

Passcode: DPgJ9=?9

1. Call to Order 3:01 p.m.
2. Roll Call via Qualtrics
3. Approval of Minutes of October 03, 2024 – minutes were approved.
4. Recognition of Guests
  - Michael Johnson, UCF Provost
  - Joel Cramer, Vice Provost for Faculty Excellence
  - Joe Adams, Senior Communications Director
  - Joe Harrington, Interim Associate Vice President for Research
  - Adrienne Frame, Vice President for Student Success and Well-Being
  - Alexander Brawley, Student Government Vice President
  - Rhonda Bishop, Vice President for Compliance and Risk and Chair of EICRT Committee
  - Joe Thalheimer, Director of Emergency Management
5. Announcements
  - a) The Civil Discourse Committee will be meeting soon. Faculty and staff are encouraged to share if they or someone they know is interested in joining.
  - b) Faculty and staff are reminded to complete the Faculty and Staff Experience Survey if they have not already done so.
  - c) The Senate Chair and Vice Chair attended the recent BOG meeting, where the following updates were shared:
    - New guidance was announced for universities regarding graduate student applicants from seven specific countries, categorized into three groups:
      - First group – Low national security concern – Students in these programs can be admitted globally (e.g., writing programs).
      - Second group – High national security concern – Students from specific countries cannot be admitted (e.g., aerospace programs).
      - Third group – Undetermined – Admission decisions for this group are pending further BOG guidance.
    - Universities are allowed to begin admitting or not admitting students based on the

first two group criteria while awaiting a decision on the third group.

6. Report of the Senate Chair

a) This weekend, the Chair will email all Senators to schedule a meeting to discuss:

- Apportionment
- Consideration of staggering Senate terms.
- Allocation of senators within each unit.

b) In response to a request from Provost Johnson regarding mixed-mode classes ("M" classes), the following are being reviewed:

- Whether these classes are still meeting the minimum 20% in-person instruction requirement.
- Whether the patterns of instruction align with the details provided in the course registration materials.

7. Report of the Provost

a) A new collective bargaining agreement between the UCF administration and the UFF has been ratified by faculty and will now move to the Board of Trustees for approval. Key components include:

- Salary increases.
- A one-time bonus.
- Payments for faculty completing post-tenure reviews.

The provost expressed gratitude to everyone involved in the process.

b) Recognitions for achievements across UCF:

- Nine faculty members received Luminary Awards. Details can be found on the [UCF Recognizes Nine Top Faculty at 2024 Luminary Awards | University of Central Florida News](#) webpage.
- UCF launched the HyperSpace Center (Center of Excellence in Hypersonic and Space Propulsion), with recognition for Dr. Kareem Ahmed and others involved. More details are on the [UCF, U.S. Air Force Partner on Center of Excellence to Advance Hypersonics, Space Propulsion | University of Central Florida News](#) webpage.
- College of Nursing: Dean Mary Lou Sole is retiring, and the search for a new dean will begin soon.

c) UCF's positioning as Florida's premier university for technology and engineering has successfully secured additional state funding. The provost shared details on how these funds are strategically invested—see the provided slides for specifics.

*(Please see materials for full report.)*

8. Unfinished Business – None

9. New Business –

a) Resolution 2024-2025-3 Bylaws Amendment: Including Office of Research Faculty into the Faculty Senate

The resolution was presented and discussed by the Senate

b) Resolution 2024-2025-4 Periodic Faculty Salary Analyses Across the University of Central Florida

The resolution was moved and discussed.

An amendment to the original language was moved, seconded, and passed:

The amended resolution passed.

*(Please see materials for the final language.)*

10. Committee Reports – All Operational Committees and Curricular Councils presented their reports.

11. Campus Climate Reports –

Rhonda Bishop, Vice President for Compliance and Risk and Chair of EICRT Committee, and Joe Thalheimer, Director of Emergency Management, provided an overview of UCF's approach to emergency and crisis management at the university level. Their presentation included a detailed discussion on UCF's preparation and response strategies for hurricanes.

*(Please see attached materials for slides presented at this meeting.)*

12. Other Business

13. Meeting adjourned at 4:43 p.m.

*Daniel Seigler*

Daniel Seigler  
Secretary, Faculty Senate

*11/22/2024*

Date

## **November 7<sup>th</sup> senate meeting- chair announcements and report**

**First:** The Faculty Senate ad hoc Civil discourse committee will be meeting soon to consider some new business, and we would welcome new faculty members that are interested in joining the committee. I will send an email to all senators about this so that you or your colleagues that are interested in civil discourse at UCF can consider joining.

**Second:** I have been told that if I actually fill out the Faculty and Staff Experience Survey, then those email reminders I am getting from Modern Think will go away!  
Deadline is Monday, Veterans day

**Third,** Jeff Kaufman and I went down to the BOG meeting at FIU outside of Miami. This BOG meeting did not result in any big surprises. **Which is a good thing these days!**

One extremely beneficial update the ACFS received from the Chancellor was about the foreign influence regulation, which requires all agreements with 7 countries of concern to be approved by the full BOG.

Last year, many of you know this stopped pretty much all graduate students from coming to UCF from those countries, no matter what program they were coming to.

There will be new guidance coming from the BOG that will identify graduate programs into one of three groups based on national security interests:

- 1) Programs that can accept students from that can accept students from those countries- think critical writing
- 2) Programs that cannot accept any students from those countries of concern, and
- 3) Programs where the final decision has not been made.

**That information should be coming to campus soon**

**For my report his week I have two short topics:**

1) This week and into next we are emailing senators from all the academic units to schedule meetings to talk about upcoming apportionment of senators to your unit. There are two specific topics I will address in the meetings:

First: is your unit eligible to stagger a senate term in an upcoming election. And if so, how would you propose to do that? This is a direct response to the Constitutional Amendment we approved in our October senate meeting that allows a mechanism to use a single 1 or 3 year term to stagger the terms of senators from an individual academic unit.

The second topic I will discuss is: how your individual unit internally allocates senators? By this I mean: Does your unit allocate

One senator per department?

One senator per department, with extras being at large?

All senators at large?

Some other system?

This is a conversation that is supposed to occur annually. A careful look at our Bylaws and how senators are currently allocated within units suggests that open and candid conversation on this would benefit all academic units. Furthermore, I believe this conversation will be critically important in some units where things look out of balance for what are likely historical reasons...drift over time

So please read those emails from the faculty senate office and respond so that we can schedule a meeting of all the senators from your own academic unit together.

2)My second topic for my report relates to a request Provost Johnson, in his remarks to steering and senate, made about some mixed mode classes. Specifically, I am talking about some concern with M mode classes, which are mixed mode classes that have at least 20% in person instruction with up to 80% online instruction.

The provost asked the senate to look into how M mode classes are being utilized, to make sure that when students sign up for particular course modalities when they register for classes, that the course itself followings the guidelines for those modalities.

I recently met with Tom Cavanaugh, vice provost for Digital Learning, on this topic. We went through the guidelines for M mode classes, which includes two key factors to consider:

**First**, there needs to be a minimum of at least 20% in person instruction. It can be more than 20% but cannot be less

**Second**, the instruction pattern needs to follow what is described for that course in the official UCF registration material. Typically, but not exclusively, these courses describe one in person meeting a week followed by online instruction.

One possibility we considered is that faculty may be unaware of both factors, the 20% and the instruction pattern. This may be a case where targeted information to those faculty that teach M mode courses may address the concerns that have been raised.

The big goal here in my mind is that both instructors and students should know for a mixed mode class, how that particular mixed mode class will progress with in person and online session through the semester.

That idea was given to the provost for him to consider, and I hope it helps address the concern that was raised.

# UCF Faculty Senate Update by Provost Michael D. Johnson

Thursday, November 7, 2024 | 3 p.m. to 5 p.m.

Student Union, Charge On Chamber, Room 340

- President Cartwright could not attend the meeting, and the provost provided a combined report covering material from both leaders.

## Wage program

- He said members of the United Faculty of Florida have ratified a proposed collective bargaining agreement reached with the university. On Dec. 5, the CBA would go to the UCF Board of Trustees for final consideration. If approved *as expected*:
  - Pay increases would start with the Dec. 13 paycheck.
  - In-unit faculty represented by UFF would receive a 3% increase and a one-time payment of \$5,000 to \$6,500, depending on a faculty member's current salary. Also, for the first time, tenured faculty who met or exceeded expectations during post-tenure review would earn an additional single payment of \$2,500 or \$5,500, respectively.
  - The proposed contract maintains the current total number of annual incentive awards [Teaching Incentive Awards (TIP) and Research Incentive Awards (RIA)].
- Johnson said both sides in bargaining tried to do what was right, with good results despite coming from differing viewpoints.

## Accolades

- He cited the nine faculty celebrated this year for earning Luminary Awards highlighting scholarship and creative work that has had demonstrated impact:
  - **Robertico Croes**, Rosen College of Hospitality Management; **Craig Crossley**, College of Business Administration; **Matt Marino** and **Eleazar Vasquez**, College of Community Innovation and Education; **Matt Dombrowski**, College of Arts and Humanities; **Mindy Shoss**, College of Sciences; **Mona Shattell** and **Ladda Thiamwong**, College of Nursing; and **Thomas Wahl**; College of Engineering and Computer Science.
- He noted three other recent events that highlighted good work by the faculty.
- In collaboration with the U.S. Air Force Office of Scientific Research, UCF launched the Center of Excellence in Hypersonic and Space Propulsion in Research Park. This is led by Dr. Kareem Ahmed in Engineering, who is a national leader in hypersonic propulsion, work of significance in defense and civilian aerospace, he said.
- Last week, he said the university held its inaugural "SpaceU Luncheon" to honor faculty members who conduct space research as part of UCF's Space Game festivities. It was a good way to bring students, faculty, and government partners together to celebrate UCF's role and impact as America's Space University, he said.
- On Monday, Johnson said he had the pleasure of thanking community donors who made possible the new endowed chair and director of the India Center, Dr. Yogesh Joshi. And he noted that tonight he would participate in a College of Nursing ceremony to invest Ladda Thiamwong and Desiree Diaz to new endowed positions.

- He said one of the president's main goals with the university's philanthropic activities is to greatly increase endowed positions to honor existing faculty. Johnson said he was happy to see some successes on that front.

### **Update on 2024-25 state investment**

- He said UCF's vision as Florida's Premier Engineering and Technology University has led to impressive support from the state and region. This includes \$35 million from the Legislature this year to push this vision forward.
- Johnson provided a summary of how the money is being used:
  - Pay increases that are pending the BOT's approval along with comparable raises to other university employees [**\$15.5m**]
  - Approximately 15 tenure-track positions in engineering and technology, in areas such as AI, high-performance computing, hypersonics, advanced manufacturing, logistics, quantum information [**about \$2M**]
  - Intending to hire about 12 tenure-track hires at the intersection of medicine and engineering, technology; he said he had asked several deans to work with faculty on defining a good focus area and plan. This is a way to build medically related or medical research in NIH-fundable fields. [**about \$2M**]
  - 13 tenure-track hires in technology-related areas in CAH, CBA, CCIE, CHPS, Rosen, and non-STEM COS [e.g., Themed Experience, Digital Humanities, technology in hospitality] [**about \$2M**]
  - Faculty positions and other support for a risk and insurance program at Daytona [**about \$2M**]; Johnson said he didn't know the number of positions yet
  - Roughly 20 lecturers to support growth in engineering and related fields [**about \$2.4M**]
- The provost said the university was also using these funds for research staff, GTAs, and other support for growing these areas [**about \$5.3M**].
- This money is part of more than \$75 million in state investment over the past three years to support UCF's growth as Florida's Premier Engineering and Technology University.
- This investment is allowing us to add more than 200 faculty, mostly in areas of strategic significance to the state. He said there are opportunities to invest money in technology fields throughout the university. Johnson said it was incredible to get this kind of state support – something rare in the U.S. in recent years – and that he's very grateful to get it.

### **Leadership updates**

- Dean Mary Lou Sole of the College of Nursing will retire after 33 tremendous years at UCF. Johnson said she has been a transformative force in advancing the growth and excellence of UCF's nursing programs, positioning UCF as a leader in nursing education, research, practice, and innovation.
- He said UCF will soon launch a national search for her successor with terrific candidates anticipated, with the college highly ranked nationally and advancing quickly, and with next fall's opening of the Dr. Phillips Nursing Pavilion in Lake Nona.
- He said the search for the next CHPS dean has started with hopes of having someone in place for fall.

### **BOG request**

- He reminded that the BOG directed state universities to identify courses with certain keywords in course materials to help flag antisemitism and anti-Israel bias. UCF submitted 57 courses with the keywords in syllabi or course descriptions as part of its review, he said.
- Later, the BOG sent a request to SUS institutions to review 83 textbooks across 29 courses systemwide. UCF had two courses and six textbooks.
  - ASH3223 - The Modern Middle East (5 textbooks) and INR4274 - International Politics of the Middle East.
- Johnson said he said Senior Vice Provost Tim Letzring had met with Dean Maggy Tomova of COS and Dean Jeffrey Moore of CAH and their appropriate chairs to discuss this request and start a process.
- Having experts review these materials is crucial, he said.

#### **Faculty and Staff Experience Survey**

- Johnson said the anonymous Faculty and Staff Experience Survey went to all full-time faculty and staff and is open through Monday, and he encouraged participation to help leaders understand difficulties and problems so they can be addressed.
- This is separate from the COACHE faculty satisfaction survey of every three years, and Faculty Excellence will make those latest results available soon.
- He said he looked forward to how we will use feedback from both surveys to make UCF a better place.



**Resolution 2024-2025-3**  
**Faculty Bylaw Amendment:**  
**Including Office of Research Faculty into the Faculty Senate**

**Whereas**, UCF general faculty that previously resided in the College of Graduate Studies were a part of the Faculty Senate, including having two senators apportioned to the College of Graduate Studies as well as having faculty as members of multiple Faculty Senate committees as representatives of the College of Graduate Studies, and

**Whereas**, there was a recent relocation of UCF faculty from the College of Graduate Studies into either the College of Engineering and Computer Sciences or the Office of Research, and

**Whereas**, those faculty integrated into the College of Engineering and Computer Science will continue to be part of the Faculty Senate including being eligible to serve as senators representing the College of Engineering and Computer Science and to also serve on Faculty Senate committees as members from the College of Engineering and Computer Science, and

**Whereas**, the faculty relocated to the Office of Research have previously demonstrated exemplary service to the Faculty Senate as shown by their membership as senators within the Faculty Senate and their service on critical Faculty Senate committees, including multiple years where those relocated Office of Research faculty served as the chairs and vice chairs of Faculty Senate committees; and

**Whereas**, the UCF faculty located in the Office of Research participate in teaching, research, and service; and

**Whereas**, faculty members associated with Institutes and Centers under the Office of Research contribute external grant funding in support of the research mission of UCF as well as multiple research-focused preeminence metrics, and these faculty undergo evaluations conducted by their directors, who report to the Vice President of Research, who subsequently reports to the provost; and

**Whereas**, the UCF Faculty Constitution Article II. A. states that “In establishing representation, the Faculty Senate may determine that a unit be represented that is not a recognized college”; and

**Whereas**, the Faculty Senate would benefit from the addition of the general faculty within the Office of Research as senators and as members of the roughly thirty Faculty Senate committees; therefore

**Be It Resolved** that the Faculty Bylaws Section I.A be amended to add the Office of Research as an academic unit for the purposes of representation within the senate.

**Resolution 2024-2025-4**  
**Periodic Faculty Salary Analyses**  
**across the University of Central Florida**

**Whereas**, salary (or wage) erosion may occur when inflation lowers real wages as measured by the U.S. Bureau of Labor Statistics Employment Cost Index (ECI) for Education and the Consumer Price Index for Urban areas (CPI-U); and

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

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

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

**Whereas**, salary (or wage) erosion, salary compression, salary inversion, and salary inequities threaten the integrity of faculty ranks, morale, and retention at the University of Central Florida relative to College and University Professional Association (CUPA) peers; and

**Whereas**, while Faculty Senate Resolution 2019-2020-17 established regular periodic studies (years ending in 0 or 5), the resulting reports used datasets and indexes from different years and sources as outlined below:

The “Salary Equity Study” described “Salary and job data were based on subsets, described below, from a total (UCF) dataset containing faculty data from 1993 - 2020. Any salary increases (retroactive or otherwise) and any tenure status or job status changes applied after this date are not included in this sample. Salary, demographics, and other information on faculty members were gathered from PeopleSoft. In order to ensure data integrity, some annual records kept for longstanding employees prior to 2002 may not be included in the sample.”

The “Salary Compression and Inversion Study” examined “whether compression and inversion was due to market forces at the same ranks, a comparison of these ratios with those from 69 institutional peers who shared the same characteristics<sup>1</sup> as UCF (Public, Very High Research) was performed using faculty salary data from the College and University Professional Association<sup>2</sup> (CUPA-HR) for the 2019 academic year”

The “Additional Index Rate Analyses” for wage erosion utilized the “Employment Cost Index for Education (2014-2019),” “Consumer Price Index for Urban Areas (CPI-U) (2014-2019),” and “CUPA Peers Increases (2014-2019),”

**Whereas**, since Faculty Senate Resolution 2019-2020-17, UCF joined the Big 12 conference inferring the need to add additional analysis to focus on Big 12 competitors,

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<sup>1</sup> Based on the Carnegie Classifications framework set by Indiana University's Center for Postsecondary in Research, which identifies groups of comparable institutions.

<sup>2</sup> CUPA peer institutions were comprised of public, very high research institutions, and include salaries of faculty who are classified in non-administrative or coordinator roles.

**Whereas**, the administration may need additional time to convert PeopleSoft data to a WorkDay format; an extended period of time in order to collect data from different sources that are available at different times in the year and in different years; and the flexibility to report pieces of analysis separately as opportunity avails itself; therefore,

**Be it resolved** that the University of Central Florida administration update the faculty salary study process that was previously used so that future studies address faculty retention and Big 12 conference peers, and

**Be it further resolved** that the guidance for future faculty salary studies be:  
*the University of Central Florida administration in consultation with the Faculty Senate shall, on a regular basis, collect and analyze both tenure-track and non-tenure-earning faculty salary and retention data across and within units of the UCF system, and UCF in comparison to competing peer universities by rank and appropriate groupings of 2-digit Classification of Instructional Programs (CIP) level codes for 1) salary (or wage) erosion; 2) salary compression, 3) salary inversion, 4) salary inequities based on gender/race/ethnicity; and 5) faculty retention. A five-year time interval is suggested for regular periodic reports (years ending in 0 or 5) with data five years since the year of the same data in the prior report. Each report will be made accessible to all faculty on the Institutional Knowledge Analytics website shortly after each analysis is completed, ideally within 1-2 months from completion of the report.*



# UCF Faculty Senate

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November 7, 2024

## 2024-25 State Investments to Advance Excellence

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- Strategic Investments in the following:
  - \$15.5M for the 2024 wage program enabling **merit salary increases** to eligible employees.
  - \$6M in **40 tenure-track positions** in areas of engineering and technology, including AI, hypersonics, medicine, themed experience, digital humanities and others.
  - \$2M in faculty hiring and support for a **risk and insurance program** at Daytona State College.
  - \$2.4M in **20 lecturers/instructors** to support growth in engineering and related fields.
  - \$5.3M to grow other strategic areas, including **research support staff** and **GTAs**.



# **EICRT Hurricane Response**

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Rhonda Bishop, Vice President Compliance, Ethics, & Risk, EICRT Chair

Joe Thalheimer, Director Emergency Management

November 7, 2024

## **Emerging Issues & Crisis Response Team (EICRT)**

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- EICRT is the university's cross-functional team responsible for UCF's emerging issue and crisis response.
  - Formation approved by BOT February 2020
  - Provide leadership prior to and during an emerging issue, crisis, or incident
  - Provide recommendations to the President for university action as appropriate
  - Communicate to the President and Board, as needed, regarding emerging issues or crisis management
- EICRT meets prior to, during, and after hurricanes to make recommendations to the President regarding changes to operations.

# EICRT Member Composition

EICRT Members	Rhonda Bishop	Vice President, Compliance, Ethics, & Risk, EICRT Chair
	Youndy Cook	Vice President & General Counsel
	Courtney Gilmartin	Assistant Vice President, Strategic Initiatives and Communication
	Mike Kilbride	Executive Chief of Staff
	Michael Johnson	Provost and Vice President for Academic Affairs
	Gerald Hector	Senior Vice President, Finance and Administration
	Janet Owen	Vice President, Government Relations
	Jon Varnell	Vice President, Administrative Operations
	Bill Self	Professor of Medicine / Associate Director of Undergraduate Affairs
	Adrienne Frame	Vice President, Student Success and Well-Being
Sheila Amin Gutierrez de Pineres	Interim Vice President, Information Technology and Chief Information Officer	
Additional Hurricane Members	Winston Schoenfeld	Vice President for Research and Innovation
	Carl Metzger	Chief of Police
	Maureen Binder	Associate Vice President, Chief HR Officer
	Terry Mohajir	Vice President & Director of Athletics



# Pre-Storm Decision Making

EICRT meets prior to, during, and post storm. Emergency Management provides updated forecasts and information on potential impacts and post storm impacts to EICRT.

## Decision – Making Factors

- Expected storm severity and path
- Earliest possible arrival of tropical storm force winds
- Amount of time needed to prepare and secure campus facilities
- Faculty and staff preparation needs
- Student depopulation timing including travel time home
- Access to public transportation based on projected wind speeds
- Student ride-out location preparation if appropriate

## Discussion Elements

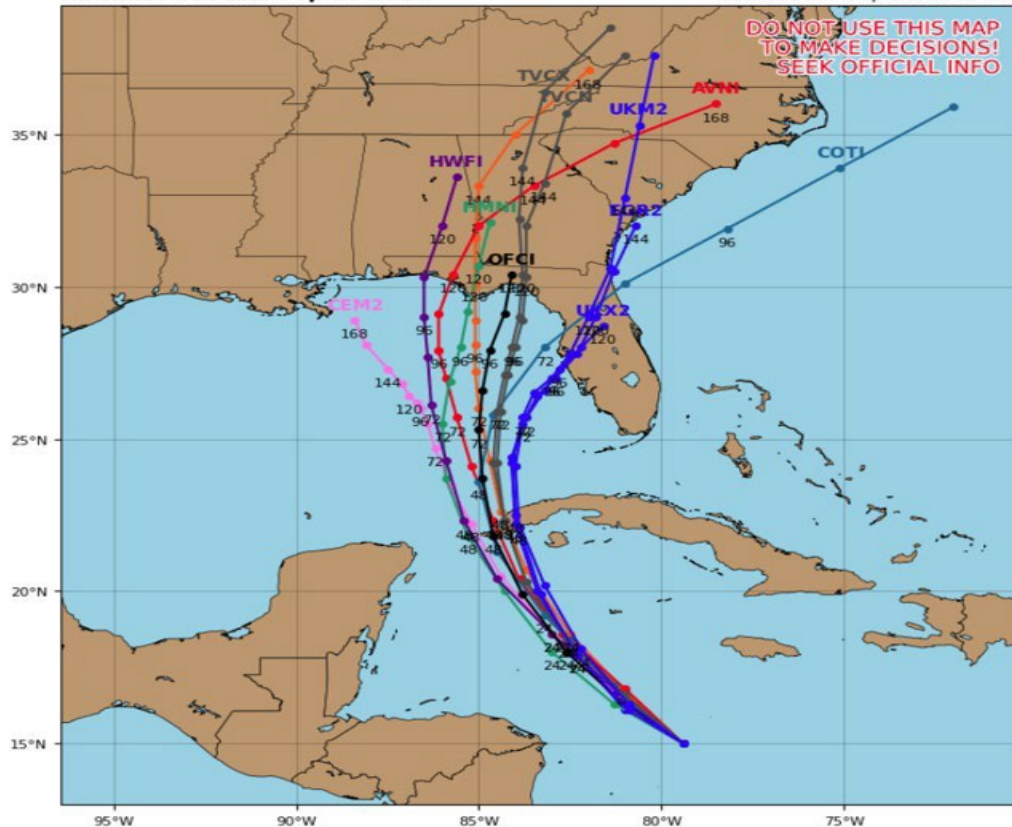
- Communication to employees and students
- Exam schedules and class impacts
- Forecasts for regional and satellite campuses
- Local school district closure posture
- Planned athletic competitions and events
- Latest possible researcher access to labs
- Modification to campus shuttle service based on projected winds
- Dining and food service availability
- Communication to employees and students

# Emergency Management Storm Monitoring

## Tropical Storm IAN Model Track Guidance

Initialized at 12z Sep 25 2022

Levi Cowan - tropicaltidbits.com



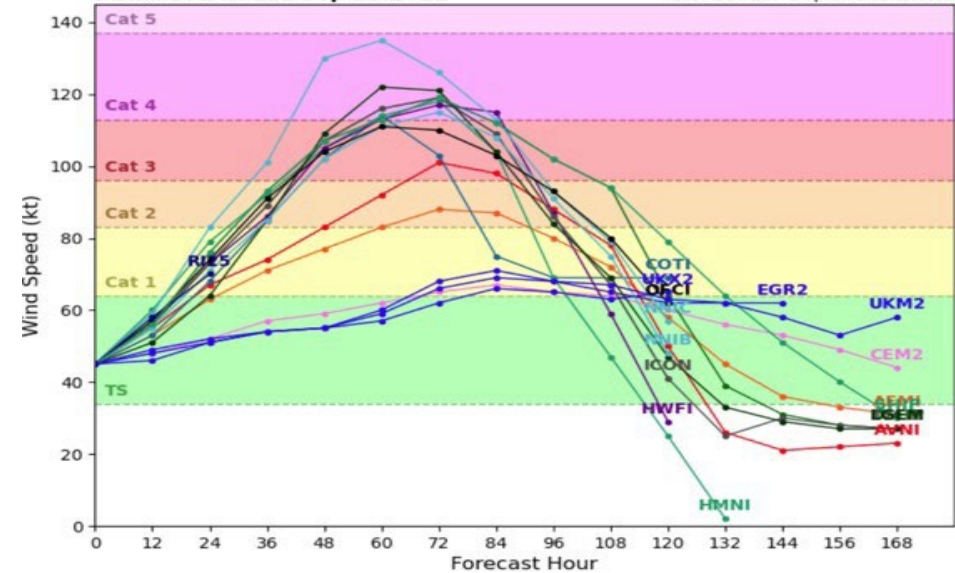
## Computer Models aka Spaghetti Models

- New models every 6 hours
- Models are reliable ~72 hours out

## Tropical Storm IAN Model Intensity Guidance

Initialized at 12z Sep 25 2022

Levi Cowan - tropicaltidbits.com

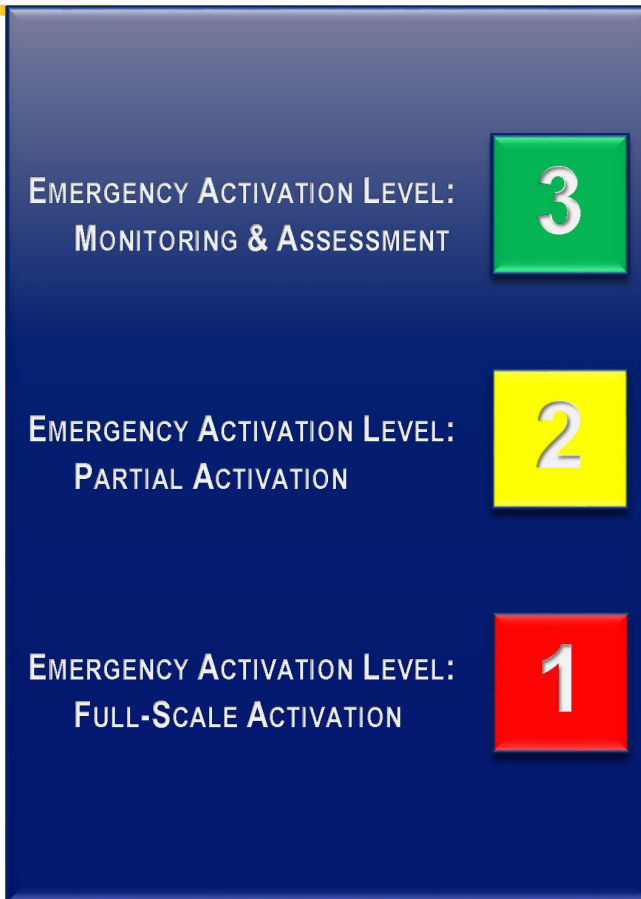


# Frequent Weather Updates

- The Florida Division of Emergency Management (State EOC) provides briefings in conjunction with the National Hurricane Center
  - FDEM briefings occur 2x daily, at 11:15am and 5:15pm
- The National Weather Service Melbourne provides briefings specifically tailored for Central Florida
  - NWS-MLB briefings occur 2x daily, immediately following FDEM's briefing
  - Additional slide decks may be provided at 6:00am and 11:00pm
- The information presented at daily hurricane briefings guide decision-making



# Emergency Operations Center (EOC) Activated



# Post-Storm Re-opening

## Decision – Making Factors

- Latest possible departure of tropical storm force winds
- Ability to conduct damage assessment
- Impact / damage to campus facilities and roadways
- Amount of time needed to cleanup and restore campus facilities
- Power, water, and Wi-Fi connectivity on campus
- Faculty and staff ability to access campus for resumption of operations
- Access to research laboratories and facilities

## Discussion Elements

- Surrounding community impacts and conditions
- Students' ability to return to campus and complete academic assignments
- Impact to regional and satellite campuses
- Local school districts' reopening plans
- Resumption of athletic competitions and events
- Impacts and conditions around the state
- Communication to employees and students



# Questions?

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