



# Faculty Senate

## Faculty Senate

Minutes for meeting of Thursday, October 29, 2020, 4:00-6:00 pm

Meeting recording available at: <https://youtu.be/MD3-bCh28jo>

1. Call to Order at 4:00 p.m.
2. Roll Call via Qualtrics
3. Approval of Minutes of *October 1, 2020*
  - a) Motion to approve minutes as circulated, second,
    - i) A senator asked for a clarification under 7h and feels that it was unclear.
    - ii) Motion to add “from academic units” after three percent. Also remove “the” after and.
      - (1) Vote taken, motion passes with 53 yes/0 no.
    - iii) Vote taken for approval of minutes as a whole, motion passes with 54 yes/0 no
4. Recognition of Guests
  - a) Joe Adams, Academic Affairs
  - b) S. Kent Butler, Diversity and Inclusion
  - c) Alexander Cartwright, Office of the President
  - d) Robert Cassanello, United Faculty of Florida
  - e) Lucretia Cooney, Faculty Excellence
  - f) Maribeth Ehasz, Student Development and Enrollment Services
  - g) Rodney Graham, Student Government Association
  - h) Elizabeth Hamilton, Administrative Affairs
  - i) Allison Hurtado, Faculty Excellence
  - j) Jana Jasinski, Faculty Excellence
  - k) Michael Johnson, Office of the Provost
  - l) Kristy McAllister, Office of the President
  - m) Carly McCarthy, Communications and Marketing
  - n) Carl Metzger, University Police
  - o) Sheila Amin Gutierrez de Pineres, Honors College
  - p) David Zambri, University Police
  - q) Jaleen Cerda, NSM Today Student Reporter
5. Announcements – *Joseph Harrington*
  - a) Chair Harrington stated that President Cartwright has a conflicting meeting at 4:30 and has requested to move his report to precede the Report of the Senate Chair.



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- i) Motion to move the Report of the President prior to the Report of the Senate Chair, second, vote taken, motion passes with 55 yes/0 no.
6. Report of the President – *Alexander Cartwright*
- a) Virtual listening tours – President Cartwright has been meeting with different colleges and administrative units and has been pleased with the participation. He stated that he understands that COVID has created added stress. He has been impressed with how much the faculty and staff love UCF and the students that they serve. He said that he appreciates that there are various challenges to continue to be successful and hopes to find opportunities to make things more efficient and effective. He looks forward to working with everyone moving forward. He was impressed also with the commitment to diversity and inclusion. The process is framing the next steps in our future. He said he looks forward to working with everyone for how to form these next steps. He would like to invest in academic excellence, as well as what we do operationally to provide inclusive excellence.
  - b) During last week’s Board of Trustees meeting, the chancellor of the University of Wisconsin Madison was invited to speak and advise on how UCF could advance its research impact and increasing external funding. She also talked about how to value scholarship. She explained how to build on strengths and what it takes to be a research university. President Cartwright stated that he feels we have incredible potential. We need to build on our strengths.
  - c) Cabinet searches – Currently, we are working to fill the positions of Vice President of Administration & Finance and Vice President for Information Technology, Chief Information Officer. This week there are virtual campus interviews for the Vice President of Administration & Finance. Today Gerald Hector is interviewing, and tomorrow’s candidate is Lisa Frace. They are both strong candidates. The Vice President for Information Technology and Chief Information Officer interviews will be coming soon. President Cartwright thanked Paul Jarley, Dean of the College of Business, and Kristie Harris, Associate Vice President for Financial Affairs for their efforts in chairing the search committee for Vice President of Administration & Finance, as well as Jeff Moore, Dean of the College of Arts and Humanities and Paige Borden, Assistant Vice President for Institutional Knowledge Management for chairing the search committee for the Vice President of Information Technology and Chief Information Officer.
  - d) Spring planning – President Cartwright noted that there have not been any cases for COVID traced back to the classroom and the administration will continue to encourage everyone to use best practices. They will also continue to do contract tracing. They will be increasing in-person classes and activities, as well as continuing virtual education.
  - e) A senator said he is pleased with the general direction in which he is leading the university. He wanted to know what qualifies as academic independence and the need for governance. There are some concerns regarding increasing student numbers on campus. He stated that faculty in his unit have been asked not to express a preference or vote for the candidates that come to interview for faculty positions. He wanted to be sure that the opinions of the faculty would be heard. The President said he would follow up with the provost and get back with him.



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- f) Another senator said he appreciated that the president stated that the Zoom modality has been successful, because his unit will not allow them to have an option to continue their classes this way. He would like to have more flexibility. The President explained that he has found Zoom to be helpful in classroom participation. He said it is important to listen to the students and what their experience has been. Chair Harrington said that this will be an agenda item on the next Steering Committee agenda for committees to address.

## 7. Report of the Senate Chair – *Joseph Harrington*

- a) Chair Harrington reminded everyone to encourage students to vote. Handouts and guidelines are available at [www.facultysenate.edu/vote](http://www.facultysenate.edu/vote).
- b) Conflict of Interest policy revision – Recent legislation regarding influence by foreign governments in research caused the university to review and update its policy. Faculty viewed the approach to the updated policy as overly broad but were also discontented with the current policy. The proposed policy has been rolled back and members of the Research Council of the Faculty Senate will be working with Rhonda Bishop, Vice President for Compliance and Risk, to revise to be less invasive and more workable for the faculty, but still protect faculty and UCF. This work will likely require more time than the mandated COI cycle allows, so there may be another cycle under the existing policy.
- c) Spring Teaching – He spoke about the plan to increase in-person teaching for the spring.
- d) Faculty survey – Senate leadership worked with the Ad-Hoc Crisis Response committees to rerun the faculty survey. There was a special Steering Committee meeting last week to hear a resolution that came out as a result of that survey.
- e) Ad Hoc Equity, Inclusion and Diversity Committee – The leadership made progress on staffing but has not finalized yet.
- f) University Budget Committee – They met yesterday and heard from the units how they were going to implement their 3% and 6% cuts. A few administrative units, including the library and IT, were held to a 3% cut. Some cuts were able to come from extra reserves that units had built, from utility savings or from reorganizing administrative structures. The goal was to create an academic investment fund using one-time money such as carry forward. Next meeting will discuss negative impacts of the cuts.
- g) Board of Trustees' committees met two weeks ago and as a whole last week and discussed policy changes required by recent laws such as Title IX. The ERP has been chosen and the budget for the project is down to \$27 M from \$50M, with \$7 M budgeted for our own employees. They also worked on the delegation of powers to the president. Document is available to view on BOT website. There was a two-hour program from the Office of Research concerning a concept of a research university. There were public comments from a faculty member regarding returning to teaching on campus and two students about issues with classwork and test taking.

## 8. Report of the Provost – *Michael Johnson*

- a) Provost Johnson said that he was grateful for the hard work to continue to provide a high-quality education. The pandemic has caused stress for faculty



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and students. In general, face-to-face and remote teaching has been effective this fall. Surveys of students show a greater degree of dissatisfaction this year with remote teaching. He noted that the senate survey noted that faculty are not in agreement with this. When planning for fall, he noted we were in the middle of a spike in the pandemic, so we opted for caution and we only put classes that needed to be in person on campus and the rest remote. The semester began flat for COVID cases, then the cases rose, and it was found that it was students socializing that were spreading the virus. It is important to note that there is no evidence for transmission in the classroom. Masks and physical distancing are as effective as a vaccine. Many employees who have been working on campus realize that the campus is safe. He has directed the deans to increase the number of in-person classes for spring. It is the responsibility of the university to offer students an education and on campus experience is very important. He noted that we are also responsible to the state and taxpayers. A directive to increase face-to-face teaching was given by the governor's office. The health and well-being of students, faculty and staff is of utmost importance, but it is also a financial issue, with state funding being affected. He stated we will continue all the protocols currently in place. The largest class will be 85 persons. He will continue to look at exemptions for faculty. Universities in the SUS have approached this in different ways. He also noted that if the COVID cases were to spike, they are prepared to pivot to remote teaching. Spring break will move to April and then all classes will move to remote teaching for the rest of the semester, similar to the fall semester.

- b) The Provost was pleased to announce that Peter Delfyett has earned the 2021 Arthur L. Schawlow Prize in Laser Sciences. He is a UCF Pegasus Professor of optics and photonics and studies the application of semiconductor lasers to fiber optic communications.
- c) A senator stated that she appreciated how the provost laid out the plan. She said that there are concerns and noted that not all of the classrooms for small size classes in a larger space have a microphone, which has caused the faculty member to have to yell, which has been exhausting them. She also noted that in the blend flex model, often the microphone was not hooked up so that students in the Zoom environment were not able to hear the teacher. She asked whether clear masks can be provided so that students that need it would be able to see the lips of the teachers. The Provost said OIR has been working on upgrading the equipment. He will go back to them with these specific concerns.
- d) Chair Harrington read items from the chat about the microphones noting that some microphones are not charged and how will they be cleaned.
- e) Another senator expressed a concern about mixed messages. He would like to know if everyone will be required to teach face-to-face unless there is an exemption granted. He wanted to know if the departments will be able to make these decisions. He is concerned about what will be done with students who need to be quarantined. The Provost said that there have been relatively few faculty who have tested positive in the fall and feels that this will be the same in the spring. He thanked the senator for these observations and will investigate these issues. He understands that the decisions made may not be received well by faculty. He stated that not all classes will be face-to-face, and the deans may take into consideration how the classes should be taught.



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- f) A senator asked about faculty who are parents, particularly women. She noted that the long-term impacts of having to take a year out of research may negatively affect tenure-earning faculty. She would like to know who to reach out to about this issue. The Provost said that they are taking this into consideration. He suggested that anyone with concerns speak with Jana Jasinski, Vice Provost for Faculty Excellence. He stated that he hoped everyone recognized that this type of year will affect research performance and the tenure process should take that into account.
- g) Chair Harrington stated that there was a question in the chat about Faculty Senate meeting face-to-face in the spring and he said that we will continue to meet on Zoom.
- h) Another senator noted that students are having a hard time this fall and wanted to know what we are doing to help them understand what is going on. The provost noted that the survey does reflect this. A couple things jumped out such as the modality and concerns with doing poorly in the spring. She is concerned whether bringing students back into a classroom that is not what they expect may not help their satisfaction level. She also heard about students that are taking face-to-face classes but not going to the classes.
- i) Chat question: Can the exemption form be submitted to HR for adjuncts and graduate TAs as well? The Provost said they will investigate this.
- j) A senator also expressed a concern that students enrolled in face-to-face classes are not attending.

## 9. Committee Reports

- a) Ad Hoc Budget and Labor Crisis Response – *Kelly Semrad, Vice Chair*
  - i) Committee has not met since the last Faculty Senate meeting. They are talking with their colleagues in the colleges to find out how the pandemic is affecting them.
- b) Ad Hoc Health and Safety Crisis Response – *Stephen King, Chair*
  - i) They had two meetings. One was an emergency meeting last week to look at the survey.
  - ii) Faculty have concerns about being informed about a student in the classroom who needs to be quarantined. The process looked good but they wondered about a student who has tested positive elsewhere and doesn't tell the university.
  - iii) Campus survey was sent out again. There was a good response considering how short the time was to take the survey. In the fall, the questions were slightly different. Faculty do understand and think they can follow the plan, but they are uncomfortable about being on campus in the spring. Overall, over 66% of faculty were uncomfortable, compared to 25% of faculty comfortable about returning to campus in the spring. Over 30% of faculty still did not know how they were going to be teaching. Of faculty who are teaching in person, 57% were not comfortable and 31% were. In the Don't Know category, 75% were not comfortable with returning to campus.
  - iv) A senator asked why the graduate TAs and adjuncts were not mentioned in the survey. She noted that these faculty, as well as librarians, are also student facing. Senator King asked that we wait for this question until the





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resolution is presented. She then wanted to know if there are transmissions being reported anywhere else besides the classroom, such as the Rec and Wellness Center, dining services, coffee shops, etc. Senator King said he did not know. The provost said he does not have an answer. He also said another form will be coming out that would cover the rest of the employees, such as staff, A&P and non-teaching faculty.

## 10. Old Business

- a) COVID-19 on Campus Update – no update beyond what has been previously discussed.
- b) Discussion of Time Change to Start at 3:00 for Senate and Steering Committee Meetings beginning in 2021-2022 Senate Year
  - i) Motion to move this item to after the resolution discussion, second, vote taken, motion passes with 51 yes/0 no

## 11. New Business

- a) Resolution 2020-2021-5 Spring Teaching Considerations during the COVID-19 Pandemic
- b) Motion by Senator Stephen King to accept the resolution as presented. Senator King said that the resolution addressed some flaws in the exemption form, notably the invasiveness of the form and the fact that faculty family members were not addressed.
- c) Senator Kelly Semrad summarized an amendment being proposed to the resolution. She said that the amendment that was drafted was a collaborative effort to address faculty concerns regarding returning to campus to teach face to face when there is a lot of anxiety and stress regarding their own health or a family members' health. There were also concerns about being required to divulge personal medical information as well as concerns about divulging personal information of a family member or household member who has nothing to do with UCF, and about this being a potential HIPAA violation. There was also a concern about making someone get an exemption form from their physician and incurring the cost when they are not actually covered by UCF insurance and may or may not have health insurance of their own. Senator Proctor also noted that the age 65 was not identified in the resolution. Senator Semrad noted that when someone is on Medicare, they are not able to go to UCF Health or the Student Health Center. An amendment was drafted to address those concerns.
- d) Motion to discuss editing the resolution according to the red line attachment, second.
- e) Another senator made a motion to add "pedagogical effectiveness" to line 32, vote taken and motion passed with 59 yes/0 no.
- f) Chair Harrington pointed out that in the last line of the resolution there is some confusion. Motion to move last line beginning with "or" to after "exists" earlier in the paragraph, ending the sentence, and then starting a new sentence with "This eliminates" and "to" before "certify that one of the conditions exists", to make it grammatical. Seconded, vote taken, motion passed with 56 yes/0 no.
  - i) A senator stated that he is concerned that some of the items put in the amendment may go too far. He is concerned that the university would not



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accept it. The original resolution did not go into so much detail. Another senator stated that he feels the university is going too far.

- ii) Chair Harrington said that it was pointed out in the Chat that in line 49, “the” should be deleted.
- iii) Another senator pointed out that this resolution is advice to the administration about things that faculty want and that the administration is free to adopt or ignore it. A senator would like to see the original exemption form.
- iv) A senator made a motion to remove the word “the” on line 49, second, vote taken, motion passed with 51 yes/0 no.
  - (1) No further discussion on motion to amend resolution, vote taken, amendment passed with 46 yes/10 no.
  - (2) No further discussion on Resolution 2020-2021-5 motion, vote taken, motion passed with 58 yes/3 no.

## 12. Old Business, continued

- a) Discussion of Time Change to Start at 3:00 for Senate and Steering Committee Meetings beginning in 2021-2022 Senate Year
  - i) Motion to defer this agenda item to next meeting, second, vote taken, motion passed with 57 yes/0 no

## 13. UFF Update – *Nina Orlovskaya*

- a) Petition:
  - i) UFF is sponsoring a Change.org petition to request that Governor Ron Desantis reverse his positions to open the college and university campuses. A link is on the union website UFFUCF.org <https://www.uffucf.org/2020/10/15/stopthedesanity/> or on the union’s Facebook group page.
- b) Weekly Statewide Meetings:
  - i) The President of UFF-UCF meets with the leaders of UFF and chapter presidents each week and discusses the different COVID return to campus policies and reactions to those policies at various state colleges and universities.
- c) Spring COVID MOU
  - i) The union plans to bargain the Spring COVID MOU in the coming weeks.

14. Motion to table the committee reports, second, vote taken, motion passed with 55 yes/0 no

## 15. Committee Reports, continued – all deferred to next meeting

- a) Budget and Administrative Committee – *Steven Collins*
- b) Information Technology Committee – *James Gallo*
- c) Parking, Transportation and Safety Committee – *Adam Wells*
- d) Personnel Committee – *Stephen King*
- e) Research Council – *Victoria Loerzel*
- f) Graduate Council – *Jim Moharam*



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- g) Undergraduate Council – *William Self*
- h) Ad Hoc Campus Equity, Inclusion and Diversity – *Joseph Harrington*
- i) Ad Hoc Internal Communications – *Joseph Harrington*

## 16. Campus Climate Report – Campus Safety during Recent Guest Visit – *Carl Metzger*

- a) Chief Metzger stated that it is an honor to address the Senate. He introduced David Zambri his Deputy Chief. He stated that he was asked to provide a debriefing on the Kaitlyn Bennett visit to campus. A video was played regarding this incident: <https://www.ucf.edu/safety/police-transparency/>
- b) The chief stated that they take transparency seriously. DC Zambri stated that Ms. Bennett returned to campus again after the original incident. They knew that it was going to be contentious, so they worked together with other police departments to bring in the emergency management help. They placed themselves between protestors and counter protestors. The protestors marched around memory mall and then did interviews for two hours. The police assisted them in getting off campus safely once they were finished. It was a successful and safe day. She now lives in the area, so we may see her more.
- c) Chief Metzger shared that there have been protests at the corner of University Blvd. and Alafaya Trail for the last six Saturdays and there have been few incidents between the protestors. They expect a large protest this Saturday and then it should end after the election. They learned that they should dig further into the background of anyone who applies to come on campus. It was found that the students felt that the police were supporting her because they allowed her on campus.
- d) Motion to extend meeting time by 10 minutes, second, vote taken, motion passed with 37 yes/6 no.
- e) A senator asked what type of plans will be made for election day. The chief said that early voting has been going on and they have been working with the election supervisor to keep things safe. The line has been moderate, not extremely long. They have been monitoring the area. They met with Dr. Larry Barton, one of the foremost experts in crisis management and discussed possible election scenarios in order to staff for the election appropriately. The Emergency Operations Center has been activated during the day and will go to 24 hours closer to election time. They have no intelligence indicating and expectation of violence. They have planned for the worst-case scenario out of an abundance of caution. It is noted that downtown Orlando is the typical place for protests, not UCF.
- f) Another senator said that he watched the video that Kaitlyn Bennett put out and he said that it appeared that there was a crowd gathering for quite a while until the police arrived. He was alarmed by the end of her video, showing that her bodyguards were being assaulted, which caused the group to flee. He also talked about stalking by students of other students. He said that he hopes that the UCF police force does not hesitate to enforce stalking offenses. The chief noted that stalking did not apply in this case. He noted that because of the lack of charges being filed, no prosecution action was taken. Student conduct is currently working with the students involved.





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17. Other Business - None

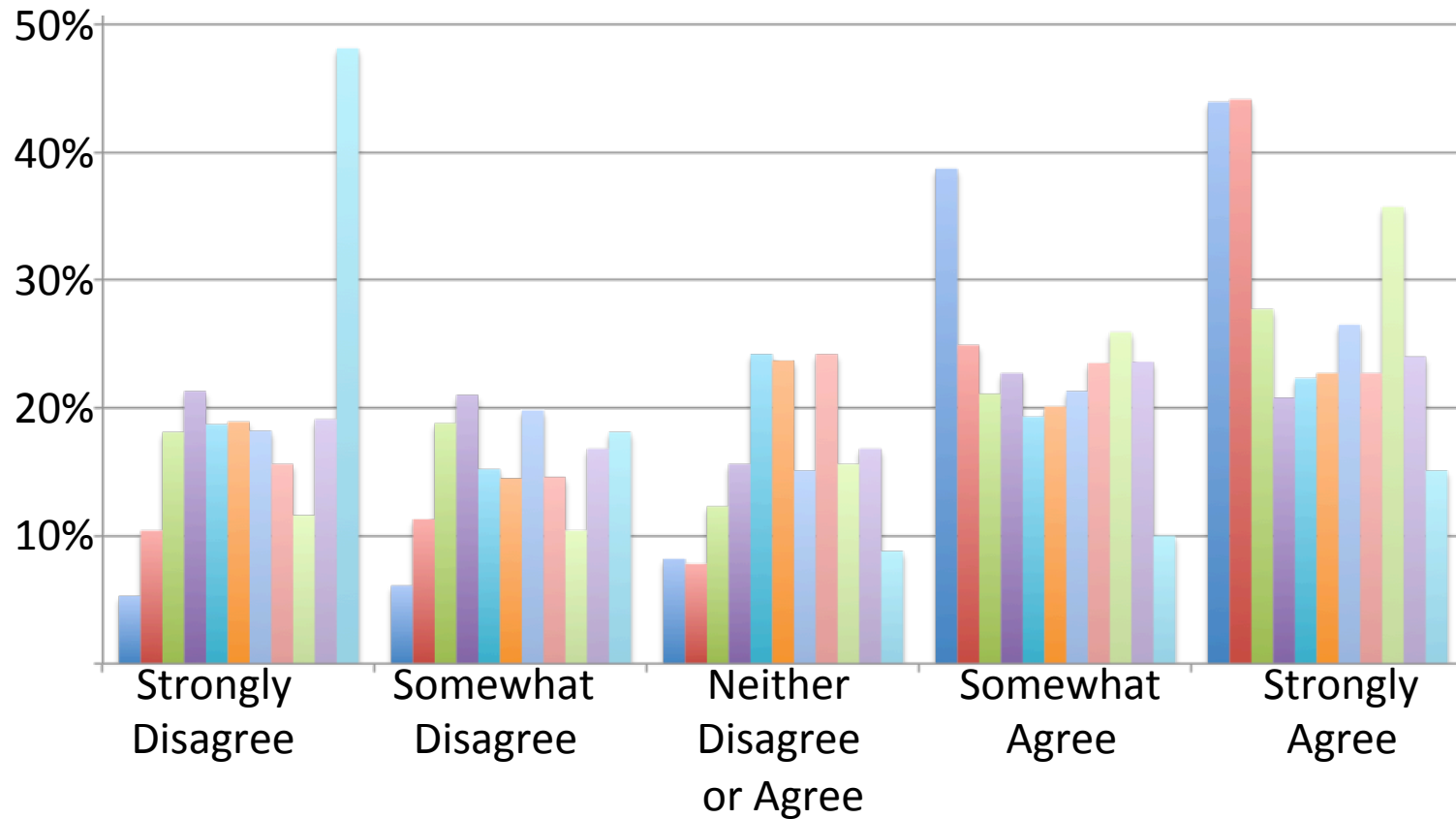
18. Adjourned at 6:10 p.m.

# UCF Faculty Senate COVID-19 Campus Safety Survey

## Response rate for faculty groups

	#	% return/type
Visiting	16	34.0
Adjunct	87	13.4
Non-tenure-earning	336	43.6
Tenure-earning	158	49.5
Tenured	370	47.7

# Return to Campus Plan Questions



- I am knowledgeable about and understand The Plan
- I am confident in my ability to follow The Plan in my workspace or classroom (i.e. masks, social distancing)
- I am confident in my ability to enforce The Plan in my workspace or classroom (i.e. masks, social distancing)
- The Plan will maintain the health and safety of the UCF community
- The Plan is equitable
- The Plan is fair
- I am prepared for the spring semester
- My department is prepared for the spring
- I have received appropriate communication and timely information from my area/department
- I have received appropriate information from the University
- I feel comfortable coming to the campus in the spring

# I feel comfortable coming to the campus in the spring

I feel comfortable coming to the campus in the spring	
Strongly disagree	48.2%
Somewhat disagree	18.0% <b>66.2%</b>
Neither agree nor disagree	8.8%
Somewhat agree	9.8% <b>25.0%</b>
Strongly agree	15.2%

I feel comfortable coming to the campus in the spring		Are you assigned face-to-face classroom teaching in the spring semester?			
		Yes F2F	No F2F	Don't know	No classes
Strongly disagree	48.2%	41.3%	47.5%	57.7%	29.5%
Somewhat disagree	18.0% <b>66.2%</b>	16.0% <b>57.3%</b>	19.3% <b>66.8%</b>	17.4% <b>75.1%</b>	29.5% <b>59.0%</b>
Neither agree nor disagree	8.8%	9.8%	6.4%	6.8%	13.1%
Somewhat agree	9.8% <b>25.0%</b>	10.1% <b>31.2%</b>	8.9% <b>19.3%</b>	9.4% <b>17.5%</b>	14.8% <b>27.9%</b>
Strongly agree	15.2%	21.1%	10.4%	8.1%	13.1%

Are you assigned face-to-face classroom teaching in the spring semester?		
Yes, at least some face to face teaching	41.5%	Yes F2F
No, I have no face to face contact in my teaching	20.6%	No F2F
I don't know yet	31.7%	Don't know
I am not teaching in the spring	6.2%	No classes

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Strongly disagree	48.2%
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Neither agree nor disagree	8.8%	9.8%	6.4%	6.8%	13.1%
Somewhat agree	9.8% <b>25.0%</b>	10.1% <b>31.2%</b>	8.9% <b>19.3%</b>	9.4% <b>17.5%</b>	14.8% <b>27.9%</b>
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Yes, at least some face to face teaching	41.5%	Yes F2F
No, I have no face to face contact in my teaching	20.6%	No F2F
I don't know yet	<b>31.7%</b>	Don't know
I am not teaching in the spring	6.2%	No classes





41 **Be it further resolved** that any University employee that either cannot get a timely  
42 appointment with their healthcare provider or is not provided health insurance by UCF, such  
43 as adjunct faculty or family members over the age of 65 who qualify for Medicare, may choose  
44 to have free access with the Student Health Center or UCF Health for a priority appointment to  
45 obtain verification of an exemption but will not be required to use the University Student  
46 Health Center or UCF Health; and

47 **Be it further resolved** that employees who decline to divulge personal health information for  
48 themselves or their household members to UCF shall not be placed under duress pertaining to  
49 their employment status; and

50 **Be it further resolved** that the UCF COVID-19 exemption form allow a faculty or household  
51 member to check and to certify that one of the conditions exists or is otherwise unable to  
52 obtain a Health Care Provider certification at no cost to them. This eliminates the potential  
53 violation of employee and household members' HIPAA rights by surrendering their identity or  
54 private information to UCF.



# COVID-19



## ***Petition***

## ***Weekly Statewide Meetings***

## ***Spring Covid-19 MoU***

### **Petition:**

- UFF is sponsoring a Change.org petition to request that Governor Ron Desantis reverse his positions to open the colleges and universities campuses. A link is on our website UFFUCF.org <https://www.uffucf.org/2020/10/15/stophedesanity/> or on our Facebook groups page.

### **Weekly Statewide Meetings:**

- The President of UFF-UCF meets with the leaders of UFF and chapter presidents each week and discusses the different COVID return to campus policies and reactions to those policies at various state colleges and universities.

### **Spring COVID MOU**

- We plan to bargain the Spring COVID MOU in the coming weeks.

***Committing to Excellence – UFF UCF is on board!***