



Faculty Senate

Faculty Senate

Minutes for meeting of Thursday, October 3, 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/a1LuvIQzyM1_LN2gkXLtqN8m2KbZoDG-xfpytHsN6WAMtqi-9e-NFdaKXdkQpx-D.tjlvCetBVqD7g2sk

Passcode: AW9+L4Qp

1. Call to Order- 3:00 p.m.
2. Roll Call via Qualtrics: Faculty Senate Chair Stephen King, Vice Chair Jeffrey Kauffman, and Secretary Daniel Seigler.
3. [00:00:37] Approval of Minutes of September 05, 2024 – minutes were approved.
4. [00:01:02] Recognition of in-person Guests
 - Alexander Cartwright, UCF President
 - Michael Johnson, UCF Provost
 - Joel Cramer, Vice Provost for Faculty Excellence
 - Joe Adams, Senior Communications Director
 - Joe Harrington, Interim Associate Vice President for Research
 - Scott Branting, Chair of the Bylaws Committee
 - Daniel Stephens, Chair of the Graduate Appeals Committee
 - Alexander Brawley, Student Government Vice President
5. [00:01:13] Announcements
 - a) Hurricane Helene – faculty and students may be affected; if you need help, please reach out.
 - b) Busy Senate meeting today, we will try to keep it moving.
 - We have 2 Resolutions.
 - We will receive an update from Vice President Hector.
6. [00:02:36] Report of the Senate Chair
 - a) Two weeks ago at the BOG meeting:
 - One governor reviewed the funding New College received, which ranged from \$65K-\$91K per student and noted that UCF had the lowest funding per student in the state, indicating UCF's strong performance with limited resources.
 - An amended BOG resolution requires the BOT to draft legislation mandating that faculty attest to the materials used in their classes. Chair King will collaborate with the BOT to assist in drafting this legislation.

7. [00:06:35] Report of the President

The President expressed thoughts and support for those affected by Hurricane Helene. UCF was ranked as a Top 5 University for innovation by US News and World Reports, highlighting the university's national recognition for its innovation and the positive impact it is having on lives. Partnerships have played a key role in this achievement. UCF is currently ranked #61 among public universities, with a composite score, and efforts will continue to move into the top 50.

A facilities update was provided, noting significant progress on the new College of Nursing building, which is scheduled to open next year. This expansion will allow UCF to accommodate more nursing students and faculty, and it demonstrates the university's ability to deliver on projects, encouraging further investment. New Chemistry and Biology facilities are in development, and renovations for Rosen College have been approved. There is ongoing advocacy for the construction of the Research II Building, with additional plans to renovate Dr. Phillips Hall.

The upcoming Faculty/Staff Culture Survey, which will be anonymous and confidential, will be administered by a third party. Faculty and staff were encouraged to participate, and it was clarified that this survey is not the COACHE Survey.

8. [00:18:38] Report of the Provost

The provost began by thanking faculty for their flexibility in adjusting to changes caused by storms, noting the unpredictability of such events.

Collective bargaining discussions are progressing well, with hopes of reaching an agreement soon.

The provost also shared updates on the AI leadership position and the necessary changes to better support faculty and prepare students in this area. Discussions with the steering committee have begun, focusing on faculty assistance in creating a formal AI policy and identifying the support faculty need.

Regrading review of courses for antisemitism, fifty-seven courses have been submitted to the state, and UCF is awaiting guidance on how to proceed with reviewing them.

Preeminence remains a high priority for the institution, as it unlocks significant state funding. UCF is close to meeting the final metric, specifically related to student success, and there is optimism that this goal will be achieved this year.

Athletic prominence was highlighted as a key opportunity to boost UCF's national presence. The provost emphasized that while many universities are at their peak or facing challenges, UCF's best opportunities lie ahead, particularly through athletics, which serves as a strong indicator of the university's growth.

The provost also addressed questions about fixes for the Simple Syllabus system and centralized class scheduling.

9. Unfinished Business

10. [00:37:06] New Business

- a) Resolution 2024-2025-1 Bylaws Amendment: Undergraduate Student Membership on the Undergraduate Policy and Curriculum Committee and the General Undergraduate Requirements Committee
Resolution was moved and approved.

- b) Resolution 2024-2025-2 Constitution Amendment: Adjusting Faculty Senate Term Durations to Stagger Senate Terms within an Academic Unit
Resolution was moved and approved by a 2/3 vote.

11. [00:50:46] Committee Reports- All Operational Committees and Curricular Councils presented their report.

12. [01:00:10] Campus Climate Reports

- a) Campus Climate Report: UCF Business and Finance Operations Update
Gerald Hector, Senior Vice President for Administration and Finance

Vice President Hector presented on operational updates; and answered Senators questions.

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

13. Other Business

14. Adjourned at 4:36 p.m.

Daniel Seigler

Daniel Seigler
Secretary, Faculty Senate

10/28/2024

Date

October 3rd senate meeting- chair announcements and report

I have one Announcement about Hurricane Helene: Overall, UCF dodged a massive devastating storm, but that doesn't mean that some of our faculty, staff and students aren't affected. The wide path of the storm in Florida and after leaving Florida means that many of our collective families and loved ones may have had catastrophic destruction.

Please remember that we have ways to help faculty, staff and students in times of need, and **that it is OK, not to be OK**... Please talk to someone if you or someone you know needs help.

My last announcement is that we have a very busy senate meeting agenda with three critical items that I want us to have time for. The first two of those are the Resolutions to amend our Bylaws and Constitution. The third is the last item on our agenda: a presentation by Vice President Gerald Hector.

I will do my best to keep our meeting moving forward, so that we have more time for Vice President Hector's report than we did last year...when the Senate was a little bit long in completing our business prior to his presentation.

On to my Report:

Just over two weeks ago, there was a BOG meeting at the USF campus in Tampa. Two updates I'll provide:

First, one governor examined the amount of funding New College is getting from the state on a per student basis with last year's data, and compared that to the other SUS institutions in the same time frame....New College is receiving somewhere between 65 thousand to 91 thousand dollars from the state per student...

it was noted, almost in shock by this governor, that UCF has the lowest state allocation in the 6 thousand dollar range per student.

That huge discrepancy was revisited several other times at the BOG, which I believe is to our favor as it shows UCF doing much more per dollar than all the other SUS institutions.

Here's another way to think of this:

If one million dollars of new money went to New College, that would help somewhere between 11-15 students.

If UCF received one million dollars of new money, that would help over 150 students.

I hope this message can be used across the state to show how good UCF is at using our limited resources to graduate students.

I also hope this starts the BOG itself helping UCF make the case for future additional appropriations for our university, by understanding how an investment here has an outsized impact compared to other SUS institutions.

Second update from the BOG meeting, an amended BOG Regulation concerning textbook and course materials review is on schedule to be approved shortly. This is not directly the antisemitic topic I mentioned before, although that topic is the impetus for this change.

The basic idea in the regulation is that the Board of Trustees at each university will need to draft and adopt a way for faculty to attest that they have reviewed the material they will be using in their class, and that the material is appropriate for the class.

I helped push the ACFS to agree to provide the universities with best practices guidance on how to do this effectively and efficiently.

I think this is an important point, as almost every BOG regulation we have seen over the past mandated exact language that must be followed,

Now the ACFS has the opportunity to weigh in with the **faculty perspective on how best to do this**.

Personally, I feel this could be as easy as an additional click in a new box on your course materials adoption page that we all do. I will be working on this from my role in the ACFS and as a member of the Board of Trustees.

Provost Michael Johnson's Report for Faculty Senate

Thursday, October 3, 2024 | Student Union, Charge On Chamber, Room 340

- Provost Johnson opened by thanking the senators for their efforts to help students get through Hurricane Helene and keep them on track.

Raise Program

- The provost said collective bargaining talks are progressing with hopes of wrapping up soon.

More about AI leadership

- The provost reminded the senators about a new AI leadership role. He said the university must respond quickly to the challenges AI presents, especially by ensuring students are prepared for workplace success.
- UCF needs to expand AI teaching across almost all majors, Johnson said. Kevin Yee in FCTL, with help from many faculty, has developed good support for incorporating AI into teaching. The provost said the university also needs to figure out how to support faculty who are interested in using AI in their research but aren't sure where to start.
- He said he seeks someone to lead these efforts and encouraged senators to explore this opportunity or to remind colleagues who might be interested.

Seeking Senate Input

- AI is among the areas where the Senate's input and advice would be especially valuable – and critical, the provost said.
- Johnson said the university needs a formal policy on classroom use of AI. At this point, UCF needs to give students greater clarity. Beyond AI, Johnson said he welcomed the Senate's advice on another key area.
- He said faculty had faced many changes since he became provost (in 2020): Those included COVID, Workday, directives from the state associated with curriculum and post-tenure review, GEP changes, and more. On top of that, Johnson said UCF's press toward preeminence led to advising changes, and now he is requesting AESPs be revised, adding to the many changes faculty have already faced.
- He said he asked the Senate Steering Committee to ask the Senate through the appropriate committees for advice on the faculty support needed in any of the categories mentioned.

State-required Materials Review

- Johnson noted the state directed UCF and other public universities to identify courses with Israeli-Palestinian related keywords. He said 57 courses were found at UCF. He said the university expects to receive instructions soon on how to review these materials, and Johnson said he hoped faculty committees who understand the disciplines involved would do the analysis.

Preeminence Update

- Johnson said the university's attainment of preeminence is his top priority. The designation would unlock substantial recurring state funding to advance UCF's future success.
- The remaining requirement for reaching preeminence is to achieve a 60% four-year graduation rate for FTIC students. He said UCF hit 58.6%, a significant jump from the 54% of the previous year. UCF fell were 104 students short [of 4570] the total needed to achieve the mark.
- He said UCF's efforts are led by Dr. Paul Dosal, senior vice president for Student Success, who is collaborating with colleges and the Senate's Student Success Committee, among others, to surpass the 60% figure and beyond. He said he is optimistic UCF will reach the goal next year.

Reaping Big 12 Benefits

- During the last three decades, Johnson said UCF has moved from a good regional institution to a national research university playing on the national stage.
- He said it doesn't make much sense, but athletic prominence is one of the most powerful ways to improve an institution's academic reputation.
- Simply joining the Big 12 is a huge boost to UCF's national presence, Johnson said. He said UCF's sports teams compete with familiar national names and are increasingly understood nationally to belong among those familiar universities in every way – academically, reputationally, and more.
- He said UCF is among the stronger academic institutions in the Big 12 and ranked higher than all but two of the public universities and three private ones. He said UCF continues to move up while many universities face a future of decline because of demographic shifts.
- Having the Fox Big Noon Kickoff Pregame Show last Saturday was great exposure for UCF, Johnson said, with an estimated media value of \$80 million.
- One of the great joys and privileges of being at UCF is that the university's opportunities are huge, even bigger than a couple of years ago, Johnson said. He noted very few institutions can say this. For most public universities, demographic shifts mean they face a future of decline, he said, with their best days in the past.
- The provost said UCF's front porch – the athletics program – is helping the nation recognize what the university is and where it's going.

- Johnson fielded questions after concluding his report.



Ongoing Operational Updates

Faculty Senate Presentation, October 3, 2024

Gerald L. Hector, CPA

SVP for Administration and Finance

TIME-TO-HIRE

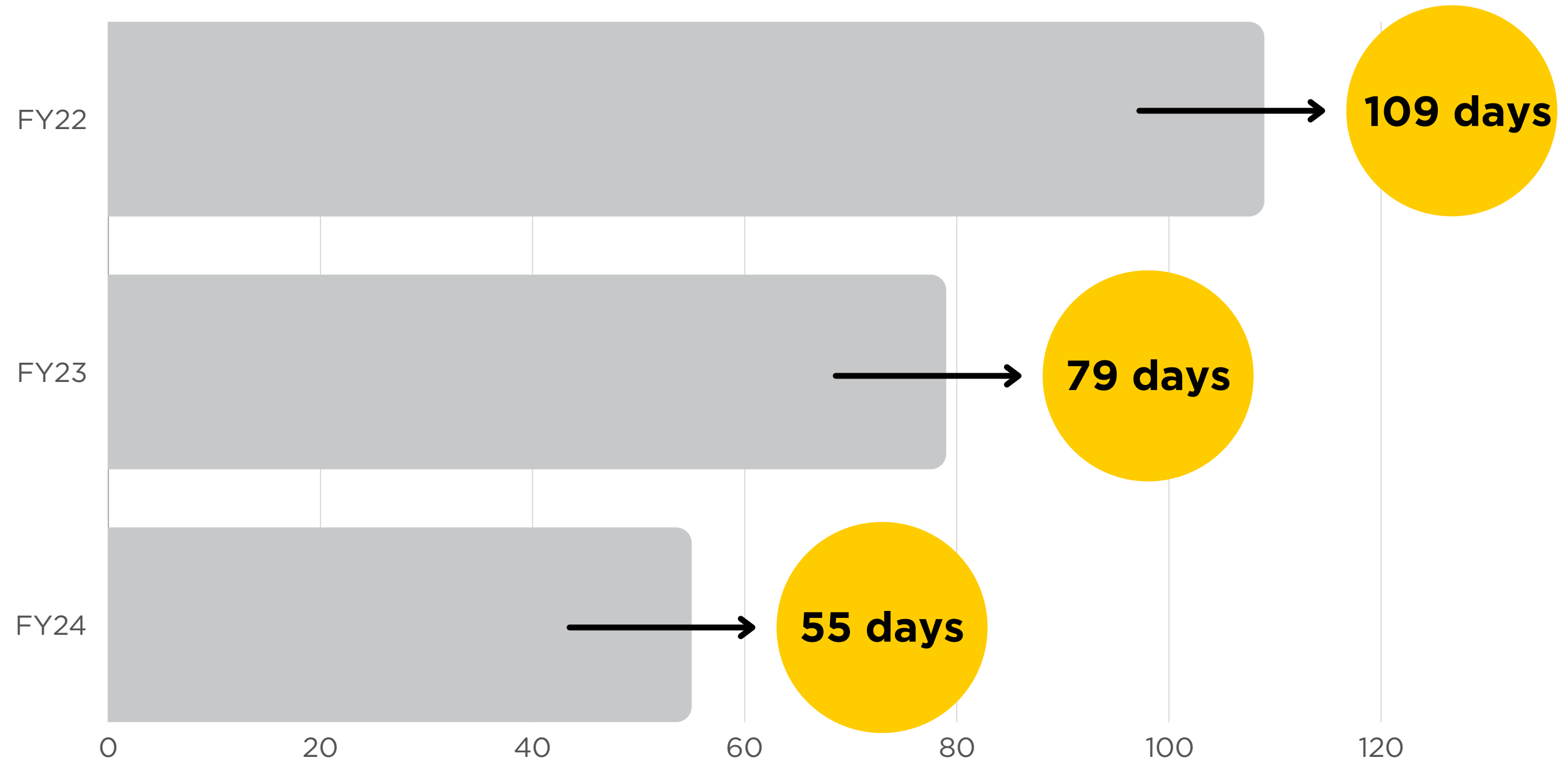
DRIVING RESULTS

Talent Acquisition's strategies have effectively reduced time-to-hire by nearly 50% over two years.

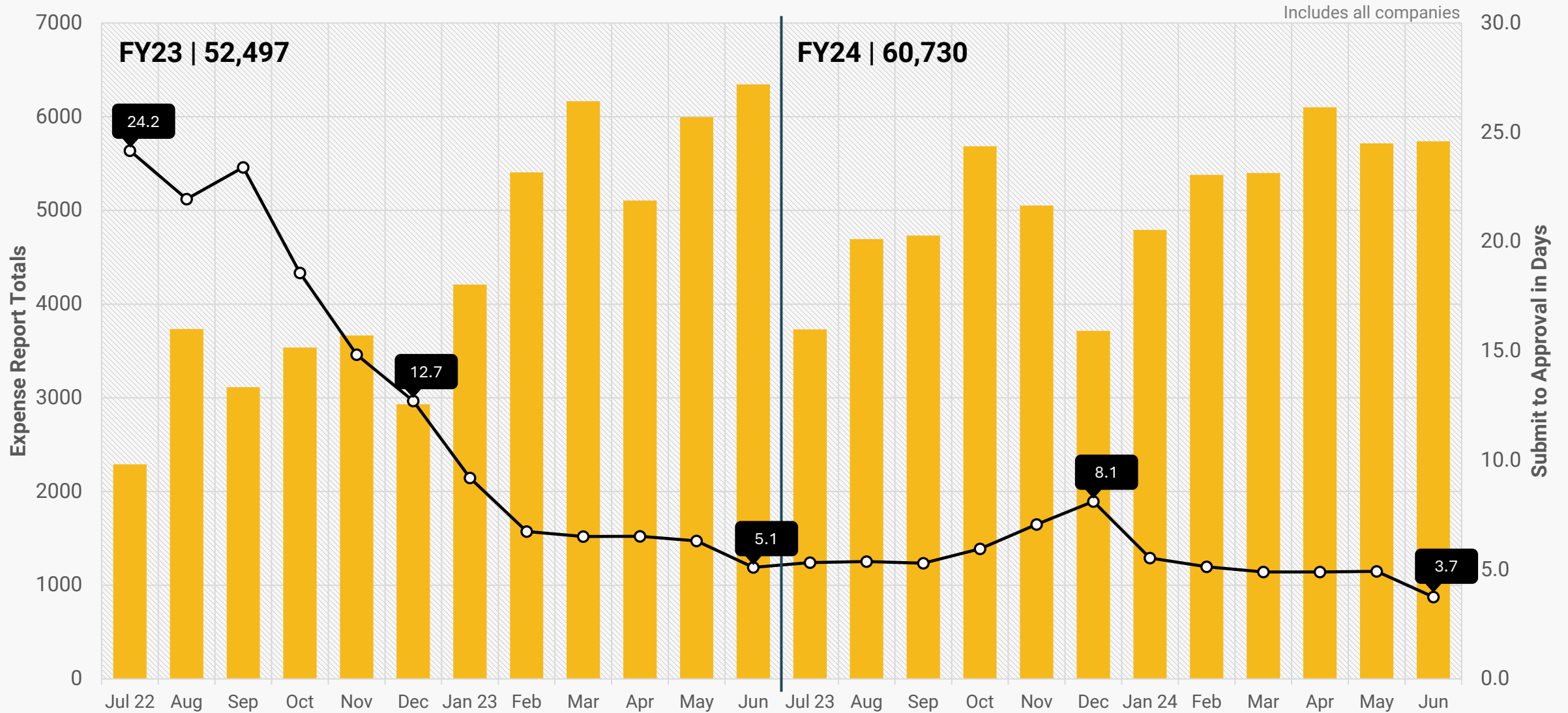
LAST 90 DAYS

137 recruitment searches initiated with an average time-to-hire of **39 days**.

AVERAGE DAYS TO HIRE PROFESSIONAL (A&P), TEMPORARY (OPS NON-STUDENT), AND STAFF (USPS)

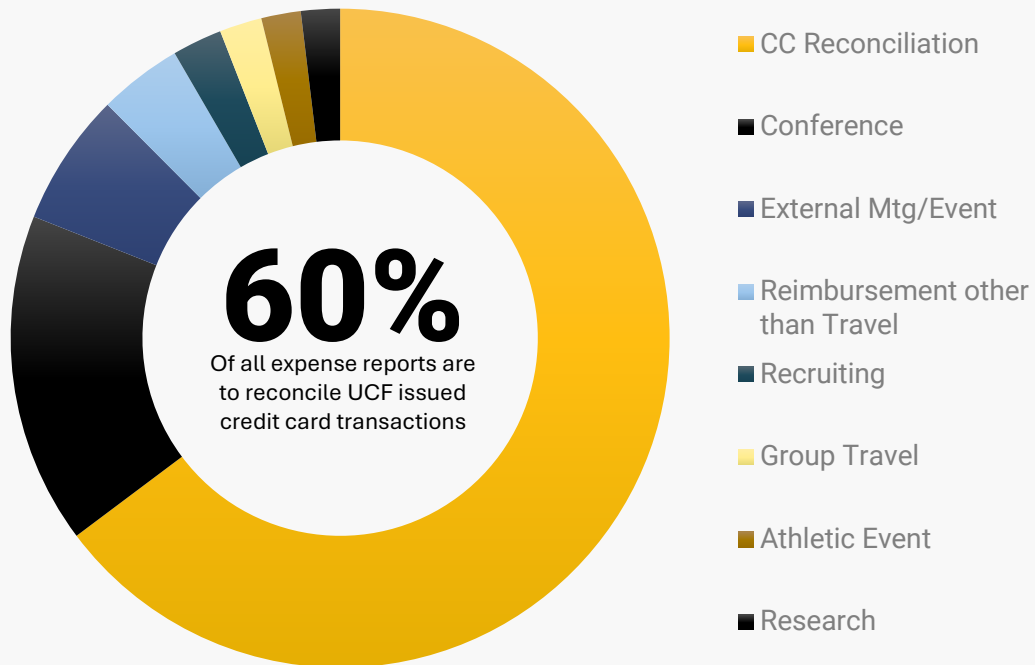


Expense Reports Overview



KEY METRICS

Business Purpose



Increase in total number of expense reports received between FY23 to FY24



Decrease in approval time from submission date from June 2022 – June 2024



Decrease in the number of overall send banks from June 2022 – June 2024



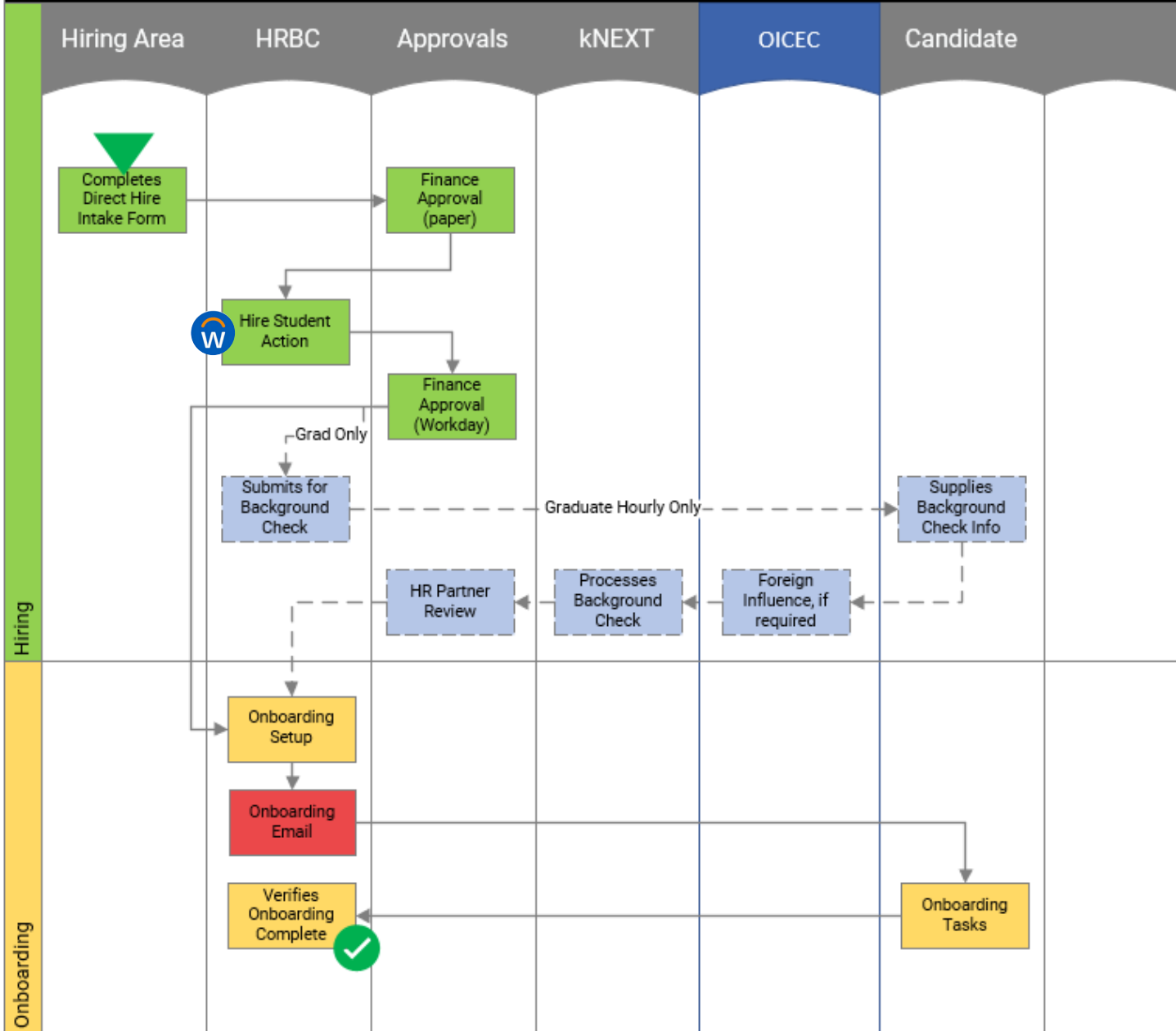
Of all send backs are done within 24 hours (1 day)

Most common send backs are for:

- Business justification missing/inadequate information
- Missing documentation/receipts
- Incorrect worktags

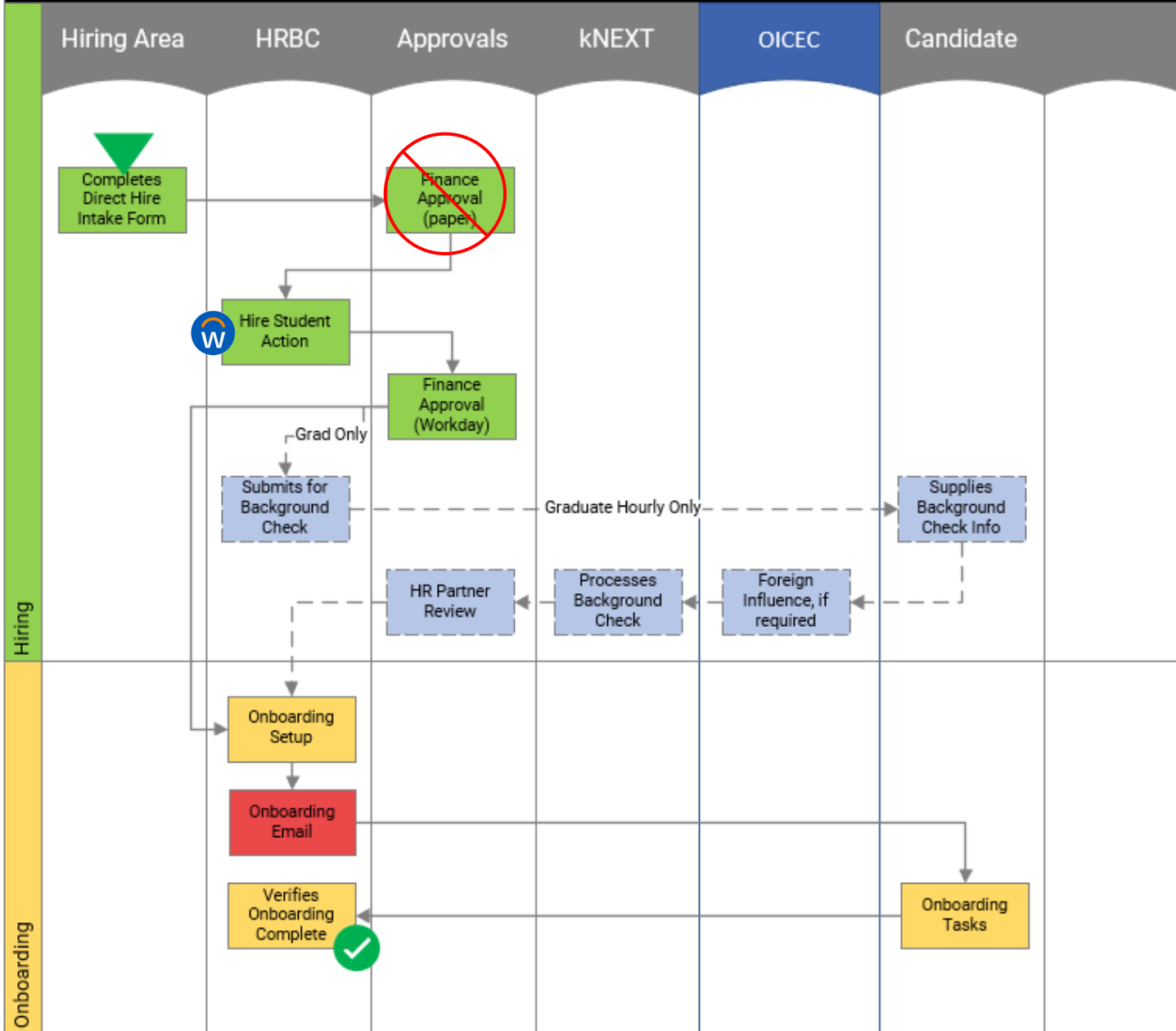
CURRENT STATE

HIRING PROCESS: OPS Hourly Undergrad/Grad



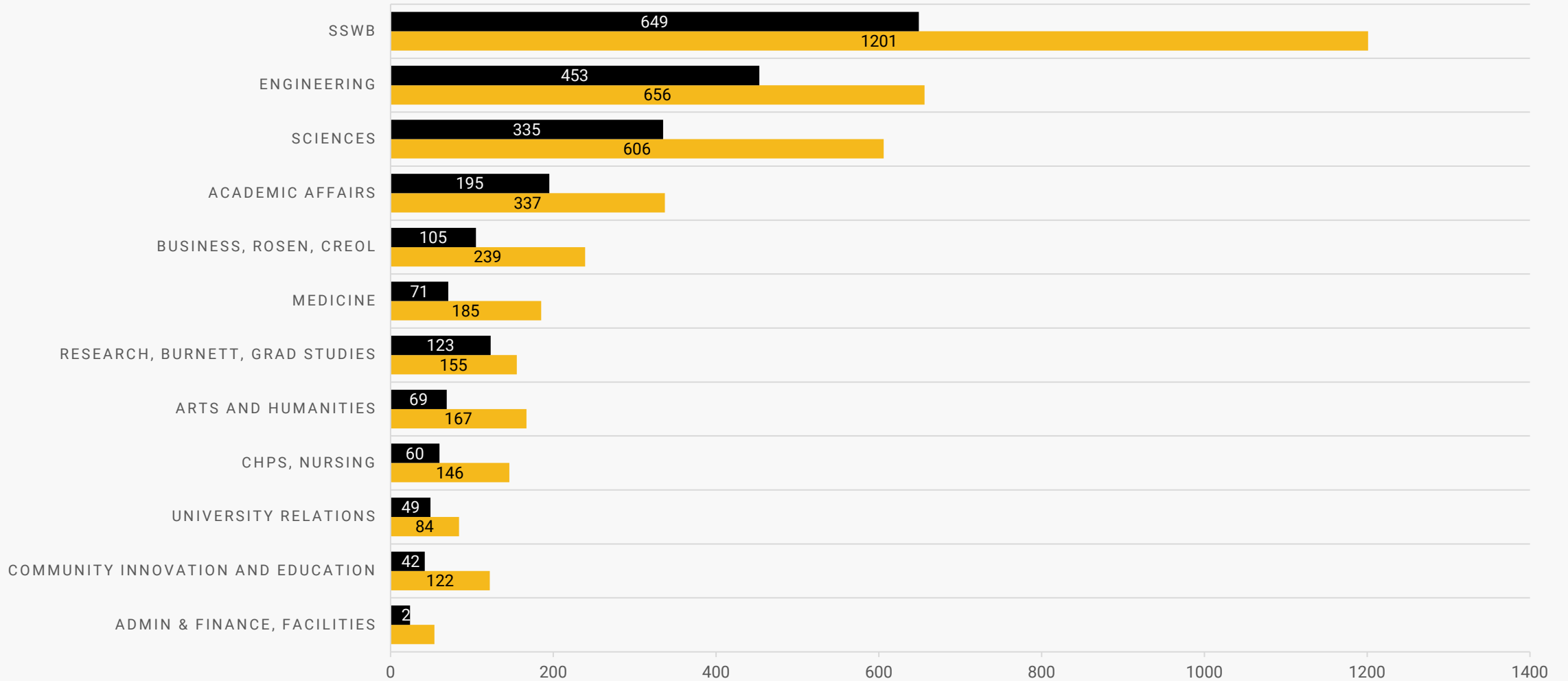
FUTURE STATE

HIRING PROCESS: OPS Hourly Undergrad/Grad



OPS HIRES 2021-2024, BY HRBC

■ 2024* ■ 2023




*As of 9/23/2024








TeamDynamix Project

Project Lead: Kathleen Winningham

IT Lead: Stephen Johnson

Project Start: 5/6/2024

 Changes since last update

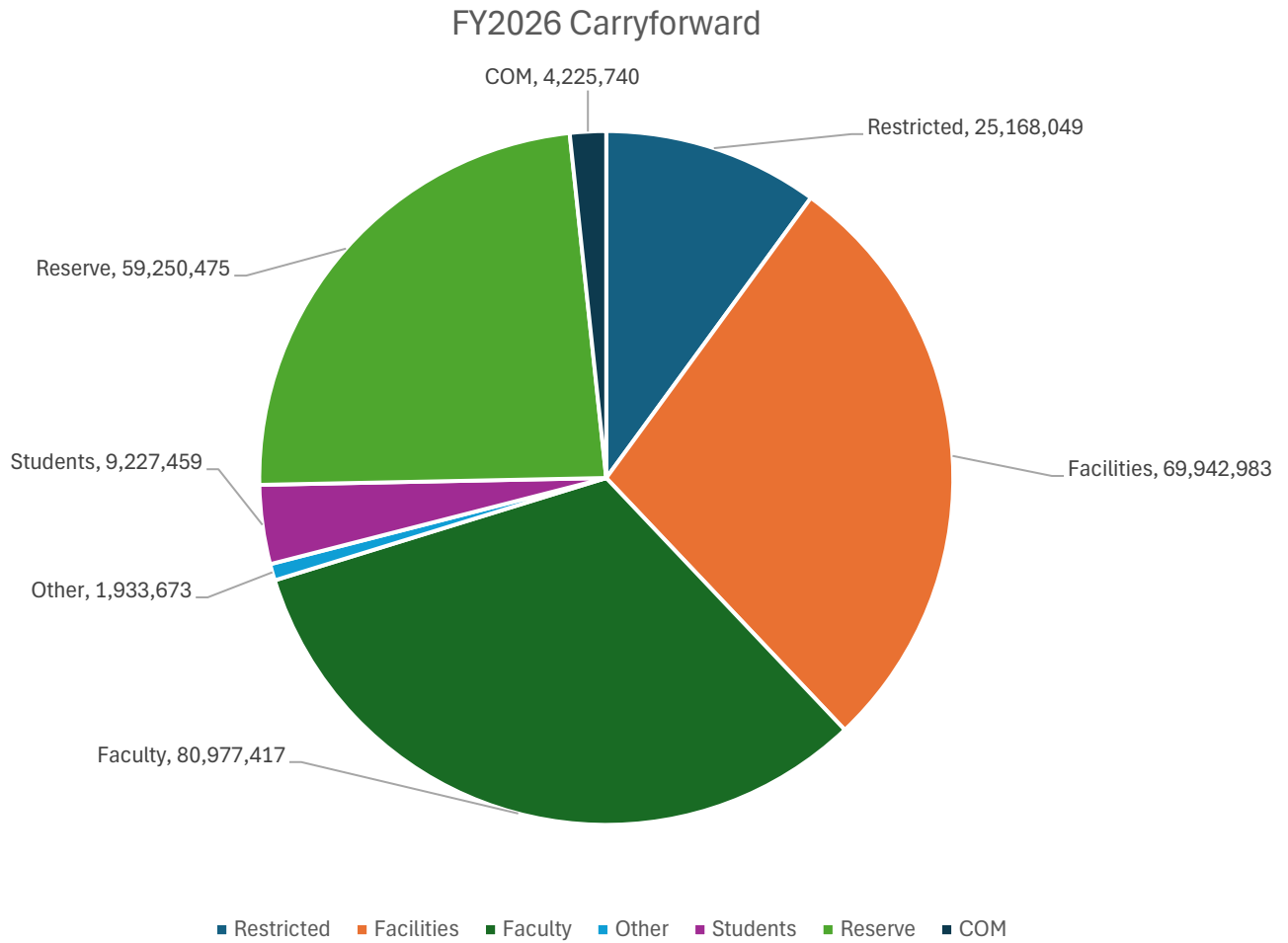
TASK	ASSIGNED TO	PROGRESS	START	END
Initiation				
Establish Team	Kathleen Winningham	100%	5/6/24	5/9/24
Vanity URL	Kathleen Winningham	100%	5/9/24	5/11/24
TDX Kick-Off Meeting	TDX	100%	5/13/24	5/17/24
Project Timeline	UCF / TDX	100%	5/17/24	6/14/24
Planning and design				
TDX Academy (15 courses)	All	100%	5/17/24	5/31/24
SSO Connections (SBX & Prod)	Stephen Johnson	100%	6/8/24	6/21/24
SSO Connection (iPaas)	Stephen Johnson	100%	6/17/24	6/21/24
 User Experience Options	Kathleen Winningham	100%	6/17/24	9/30/24
 Identify Data Import Needs	Kathleen Winningham	100%	6/17/24	9/13/24
Email Integration	Stephen Johnson	100%	7/8/24	8/26/24
iPaas Academy (4 courses)	All	100%	7/22/24	7/29/24
iPaas Data Integrations	UCF IT / TDX	80%	7/29/24	9/13/24
 iPaas Form Development	Kathleen Winningham	50%	6/8/24	9/13/24
 Data Form Connections	Kathleen Winningham	50%	8/12/24	9/13/24
Execution				
 User Experience Design	Kathleen Winningham	50%	6/17/24	12/31/24
 Testing and validation	Kathleen Winningham	20%	8/26/24	9/27/24
 Gather feedback	Kathleen Winningham	20%	8/26/24	12/31/24
Monitor progress	Kathleen Winningham	0%	9/23/24	12/31/24
Develop Metrics/Dashboard	Kathleen Winningham	0%	9/23/24	9/27/24

Total Project Progress

49%

Updated 9/05/2024

Restricted	25,168,049
Facilities	69,942,983
Faculty	80,977,417
Other	1,933,673
Students	9,227,459
Reserve	59,250,475
COM	4,225,740
Total	250,725,796



FY24-25 Strategic Investment Funds

Available Funds

\$35M New recurring
\$15M New nonrecurring
\$14M Nonrecurring "faculty recruitment and retention"
\$64M *total*

Planned Use of Funds

\$16M	Recurring salary program	→	}	\$14M	Faculty (\$12M TT, \$2M NTE)
\$22M	Nonrecurring salary program			\$3M	Research and other staff
\$19M	Recurring : new faculty, research staff, GTAs, etc.			\$1M	Research facilities
\$1M	Nonrecurring seed funding and equipment refresh			\$1M	GTAs
<u>\$6M</u>	Nonrecurring startup				
\$64M	<i>total</i>				