



Faculty Senate

Faculty Senate

Minutes for meeting of Thursday, September 4, 2025, 3:00 – 5:00 p.m.

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

1. Call to Order – 3:01 p.m.
2. Roll Call via Qualtrics
3. Approval of Minutes of April 10, 2025 – Minutes approved as written
4. Recognition of Guests

Provost John Buckwalter

Senior Associate Provost Tim Letzring

Interim Vice Provost Joel Cramer

Senior Vice President & Chief Financial Officer Gerald Hector

Associate Vice President Marc Mendonca, Research and Scholarship

Associate Vice President Carl Metzger, Public Safety

UCF Police Chief Robin Griffin-Kitzerow

Joe Adams, University Communications

SGA Deputy Chief of Staff Panayiota Laliotis

5. Announcements –

Chair King Shared the following announcements

- a) Introduction of Senate Leadership and Parliamentarian Kristine Shrauger
- b) Welcome to all new and returning senators and recap of the summer activities
 - i) The higher education landscape is changing because of federal executive orders, state legislation, BOG regulations, and Florida DOGE – Chair King will continue to monitor what is happening and how these changes are impacting us
- c) Senate Committees
 - i) Senate committees play an integral part of senate work – we cannot possibly cover everything in the monthly meeting – please attend your charging meeting so we can get to work right away
 - ii) We are doing our best to keep the senate website up to date with all of the changes.

- d) Upcoming BOT and BOG Meetings
 - i) As Chair of the Senate, Chair King is the only faculty member on the UCF Board of Trustees
 - ii) He will be at the next BOT meeting on September 22nd here at UCF to give his annual report
 - iii) He will be at the BOG meeting September 10th and 11th at New College in Sarasota to hear first-hand what is happening
- e) We have new SPIs for this semester
 - i) Resolution 2024-2025-12 was passed by the last senate and approved by Provost Johnson
 - ii) New questions and comparisons (including sizes of classes we teach)
 - iii) These will be used at the end of classes this Fall
- f) Conducting Senate Business
 - i) Chair King wants different senators to have the opportunity to participate in our meetings as possible
 - ii) As chair, he has the duty to call on senators to speak at various times in the agenda
 - iii) He will call on senators once during each of our questions and answers periods – no follow up questions; those can be done after the meeting
- g) Recordings and minutes
 - i) Going forward there will be no more recordings of our senate meetings
 - ii) He understands these were helpful to those who missed meetings, but moving forward we will have draft minutes out by Monday after the meeting
- h) Ida Cook
 - i) Many of you have heard that our dear friend and UCF colleague Ida Cook has recently passed
 - ii) Ida was involved with the Faculty Senate for over 30 years. She was the chair of the faculty senate for a total of nine years, with three different stints as the chair separated by about a decade in between

- iii) Here is a link to the College of Sciences News article remembering her profound dedication to UCF across her career:
<https://sciences.ucf.edu/news/remembering-ida-cook/>
- 6. Report of the Senate Chair –
 - a) Chair King explained the role of the Advisory Council of Faculty Senates (ACFS)
 - i) There are two faculty members from each State University Faculty Senate that serve on this council – Chair King and Vice Chair Kaufmann are the representatives from UCF this year
 - ii) ACFS Chair Kim Dunn, from FAU, is the sole faculty member who serves on the Board of Governors (BOG)
 - iii) Chair King is also the vice chair of the ACFS for the current academic year
 - b) Chair King also shared the following topics that the ACFS is currently following – they are working together to come up with strategies and plans for these:
 - i) Politization of presidential searches across Florida State University System (SUS)
 - ii) Federal research changes, indirect recovery and targeted subject areas
 - iii) Mandated changes to the General Education Program (GEP)
 - iv) Post tenure review
 - v) Faculty Retention
 - vi) Intrusive curricular and course control
 - vii) Financial distress spreading across universities nationwide
 - viii) Formation of a new accreditation body across several states- The Commission for Public Higher Education (CPHE)
 - ix) Florida DOGE
 - x) Legislation coming from other states:
 - (1) Coming out of Wisconsin – mandatory course loads for faculty across universities
 - (2) Coming out of Texas – Faculty Senates reformed with university presidents appointing senators
- 7. Report of the Provost –

Provost Buckwalter shared the following report with the Senators:

- a) He began by introducing himself and thanked the faculty for the warm welcome he has received so far
 - i) He has noticed that UCF faculty has a deep sense of pride that stands out, and he is excited to be a part of this. He understands that everything we do here with our students begins with our faculty and he wants to continue to work with the faculty
 - ii) Florida is the 10th state he has lived in, and that gives him the advantage of being adaptable – he is able to adapt to the community very quickly
 - iii) He has an appointment in Kinesiology and had an NIH lab funded prior to becoming an administrator – he has served in many administrative positions for 20 years including associate chair, dean, and provost before coming to UCF
 - iv) He is proud of the work he did with the faculty senate as provost at Boise State. They made progress on a number of things while he was there, and he had a great relationship with the faculty senate. They did not always agree, but they were always able to listen to each other, and that is his same goal here – to have a good relationship with faculty senate; he is eager to listen and work with the senate
- b) UCF Preeminence Status (to date)
 - i) Appears UCF has reached its final measure needed to be recognized for preeminence (60% graduation rate) based on preliminary numbers
 - ii) The has to be confirmed by the state, and hopefully we will have some good news to share soon
- c) Fall numbers – 61,800 students
 - i) 8,400 first time in college – minimum GPA of 4.32 and SAT of 1350 (our strongest class)
 - ii) We also have 164 new faculty members join us this Fall
- d) The provost shared thoughts about the role of technology and our need to train engineers and creative thinkers in the changing world

- e) The provost gave details about the post tenure review process that occurred the last two years with a breakdown of the faculty with the ratings “Exceed Expectations”, “Met Expectations”, “Did Not Meet Expectations”, and “Unsatisfactory”.
 - i) 2023-2024 review cycle: 94 faculty were up for review and received the following ratings:
 - (1) Exceeded Expectations: 30 faculty
 - (2) Met Expectations: 54 faculty
 - (3) Did Not Meet Expectation: 8 faculty; 5 of these faculty completed a Performance Improvement Plan (PIP), and 3 faculty left the university
 - (4) Unsatisfactory: 2 faculty; both faculty left the university
 - ii) 2024-2025 review cycle: 96 faculty were up for review and received the following ratings:
 - iii) Exceeded Expectations: 46 faculty
 - iv) Met Expectations: 40 faculty
 - v) Did Not Meet Expectation: 10 faculty; 7 of these faculty were issued a Performance Improvement Plan (PIP), and 3 faculty have left the university
 - vi) Unsatisfactory: 0 faculty
- f) 2025-2026 review cycle: This upcoming year there will be 140 faculty up for review
 - i) He sees the data supporting the fact that our faculty are doing a great job and this is a process to prove that to others
 - ii) For him, the biggest threat to tenure is places where faculty are not able to hold each other accountable
- g) The provost also shared about the two surveys that were completed last year
- h) COACHE –key areas for improvement:
 - i) Support and recognition
 - ii) Culture around the university
 - iii) Support for existing faculty development programs
- i) Modern Think

- i) The survey company has been slow getting these findings back to UCF, but we hope to have this soon
- ii) Thank you to faculty who took this
- j) One thing the provost wants to emphasize from the overall feedback is that faculty have tremendous amounts of pride in and care deeply about this university
 - i) There is opportunity for improvement in areas such as communication, both top-down and bottom-up
 - ii) There is also a need for more leadership development opportunities
 - iii) One thing he wants us to hear is that faculty voices do matter in this process, and his hiring as our provost is an endorsement of the faculty voice
 - iv) His goals going forward are getting to know the institution and faculty and communicating with faculty by attending more events around the university and creating more opportunities to engage with faculty. He and the president are looking forward to the opportunity to schedule meetings with faculty
- k) The provost took a question on when UCF will receive its preeminence recognition
 - i) We don't know when it will be – there is a process that everything goes through, and the most we can go by right now is looking at USFs timeline
- 8. Unfinished Business – No unfinished business
- 9. New Business –
 - a) Senate Rules of Order- Senate Parliamentarian Kristine Shrauger
 - i) Thank you to Senator Walters for her past service
 - ii) Senator Sharuger will now be our Senate Parliamentarian and shared her past service with the Senate
 - b) Resolution 2025-2026-1: Call for Withdrawal from UCF's 287(g) Agreement
 - i) Passed by the Steering Committee this summer but denied by Provost Johnson
 - ii) Motion was made to support this by the full senate (does not need a second because it comes from a committee)
 - iii) Motion is about action steering committee took – Was it right for them to take this action? We can state it was right or was not right, but not debate the motion itself

- iv) What would recognizing this do? Since the resolution is not formally adopted, it is not recognized on the Senate web page – if we say “yes,” then it would go on our webpage noting the provost denied it; if “no,” then it would just show this action was taken without senate consent
 - v) Vice Chair Kaufman shared a summary of the Senate Steering Committee Bylaws with the Senate to help senators determine if the correct action was taken
 - vi) Motion passed
 - c) Resolution 2025-2026-2: Constitution and Bylaw Amendments: Faculty Senate Membership Expansion from 75 to 100 Senators
 - i) Vice Chair Kaufman presented this resolution
 - ii) This can be discussed at the meeting today but cannot be voted on
 - (1) There was a question on the rationale behind adding these numbers – some units may have 5 senators and 6 units (this would address that)
 - (2) How will the new senators be apportioned? They’ll be apportioned by the formula in the constitution and an estimate is shown in supplemental materials for the resolution
10. Committee Reports – No reports as committees are being charged
11. Campus Climate Reports –
- a) Carl Metzger, Associate Vice President of Public Safety, and Police Chief Robin Griffin-Kitzerow shared a campus climate report with the Senate – the presentation shared at the meeting is included in the packet.
 - b) They took questions on:
 - i) UCF Police cooperation with ICE
 - ii) Lighting concerns at UCF
 - iii) Total costs for the projects they presented
12. Other Business – None
13. Adjournment – Meeting adjourned at 4:51 p.m.

Daniel Seigler
Daniel Seigler
Secretary, Faculty Senate

09/05/2025
Date

September 4th senate meeting- chair announcements and report

I have **several announcements:**

First, Welcome to all the new senators joining us for your first term as senators. We are delighted to have you join the senate and help strengthen the faculty voice at UCF. I want to give a round of applause to thank you for joining the senate this year.

Your meeting materials include a list of all senators currently serving, with their affiliations listed.

And speaking of welcomes... Oh my: what a summer of change it has been as we start our new academic year.

With both federal executive orders affecting higher Ed as well as state legislation, BOG regulations and Florida DOGE all converging! The higher ed landscape is changing weekly, so for now I will just say that I am doing my best to keep up with what is happening, and how various changes and actions will affect us at UCF. More on this later in my report

Second announcement. Senate committees. Our committees do the majority of the work of the senate, as we can't possibly cover what is currently done in our 30 senate committees in just 2 hours per month at our full senate meeting.

It is charging season with about 15 of our 30 committees already having met for their first meeting. Please attend your first charging meeting so we can get our critical committees up and working right away!

One thing people may notice is that our senate website is not completely up to date. The reason is simple, each day we get at least 5-10 new changes for people on committees. We are trying to keep up, but our highest priority is emailing committee members for their meetings...we will get the websites caught up when more critical tasks are complete. Now, if nobody gave us last minute changes, we'd be done already...hint hint!

Third announcement upcoming Board of Trustee and Board of Governor meetings:

As the UCF Faculty Senate chair, I am the only faculty member on the UCF Board of Trustees. The next Board of Trustee meeting is on September 22nd here at UCF. I will be giving my annual Faculty Senate report to the Board of Trustees at this meeting. The next Board of Governors meeting is September 10th and 11th at the New College campus in Sarasota. I'll be down there in person hearing firsthand what is happening at the Board of Governors level.

Fourth announcement: Student Perception of Instruction update: Last spring, the senate passed resolution 2024-2025-12 which detailed new Student perception of instruction Questions as well as new comparisons to make, including based on the sizes of the classes we teach. That resolution was approved by Provost Johnson, and is being put into effect now. These new questions and analysis will be in use when you finish any of your courses this fall semester.

Fifth announcement

is about **how we complete our business** here in the senate: My goal is to have as many different senators participate in our meetings as possible, so that as many faculty from across the campus are represented.

I want to point out that one of the duties I have as the chair is to call on senators to speak at various parts of the agenda, such as after the president or the provost give their reports.

To help facilitate our discussions, and to get the most opportunities for everyone to speak, I will only call on a senator **ONCE** during each of our question and answer periods. Also, I will not call on anyone for follow up questions or follow up comments. You are welcome to do that yourself AFTER the senate meeting has concluded, or in email conversations or in other ways

6th announcement: Recordings and our meeting Minutes:

Based on the current higher education environment in the country and in the state of Florida, I have taken the position that we can no longer record our Faculty Senate meetings.

In case you are unaware, recordings of public zoom meetings across the state university system have been weaponized, with little snippets taken out of context for social media exploitation. I cannot ask our university administrators to come here and give us frank answers to questions if what they say can be similarly used by others.

Now I understand that the recordings were useful to those that missed a meeting, so the senate leadership has developed a new plan to fill in that gap. We are now going to send a draft version of our minutes the Monday after each senate meeting to all senators.

I'll remind you that our current system is to provide those minutes a week before the subsequent senate meeting, which is at least 3 weeks after any meeting happened. So this new system will give you information much quicker.

Our hope is that each of you utilizes the information in the draft minutes to share with your colleagues in your departments and colleges. We are providing more detail in those minutes so that you can email them to fellow faculty, or consider sending highlights to faculty, whatever you think will help let faculty better understand what the senate is working on.

Last Announcement: Many of you know Ida Cook and of her recent passing. During her long time as a faculty member at UCF, Ida was involved with the Faculty Senate for over 30 years. She was the chair of the faculty senate for a total of nine years, with three different stints as the chair separated by about a decade in between. In the meeting minutes that will receive Monday, you will find a link to the College of Sciences News article remembering Ida Cook and her profound dedication to UCF across her career. That link is being posted into the zoom chat now as well

<https://sciences.ucf.edu/news/remembering-ida-cook/>

Ok announcements are done: time for my report. I have three sections

First, I want to talk about external forces acting on all higher education, including UCF

Then I will come back to a significant internal issue at UCF that is really my focus as senate chair for the coming academic year.

Finally, I'll bring those two topics together.

To talk about external forces acting on higher education including UCF, I'll focus on my work as part of the Advisory Council of Faculty Senates, from now on I'll shorten the name and call it the ACFS. The ACFS is made of two faculty senate members from each of the 12 Universities in the SUS. The two voting members on the ACFS from UCF are currently myself, as senate chair, and senate Vice chair Jeff Kauffman,

The ACFS is an advisory body to the Board of Governors, and very importantly, acts as a way for all of us faculty senate chairs to share information, concerns, and ideas with each other.

Kim Dunn who is a past Faculty Senate chair from FAU is the current chair of the ACFS. As the ACFS chair, Kim is the only faculty member on the Board of Governors. I am currently the Vice chair of the ACFS, working with Kim and all the other faculty senate chairs across the SUS

Let me give a short list of topics we are following at the ACFS:

Politization of presidential searches across the Florida SUS

Federal research funding changes: indirect funding as well as targeted subject areas

Mandated changes to the Florida GEP General Education program

Post tenure review process

Faculty Retention, in the face of all these challenges

Intrusive curricular and course control

Financial distresses spreading across universities nationwide, causing some to terminate programs and close departments

Formation of a new university accreditation body, the CPHE, in 6 states including Florida

The Florida version of DOGE

BOG- Proposed 45-day-ahead-of-semester syllabi requirements for ALL classes in Florida

From Wisconsin: mandatory course loads each semester for all faculty at an institution regardless of area

From Texas: Faculty Senates reformed with University Presidents having direct control

I'll end this first section of my report by letting you know that the senate leadership is following and providing input where we can on all of these different issues that arise, and this year it truly seems that anything can pop up at any time.

Ok, that was external forces on UCF, now I want to turn to an internal issue for the **second section of my report.**

This relates to the UCF Strategic Plan and President Cartwright's clear message that UCF has the goal of becoming Florida's premier Engineering and Technology university.

This message resonates strongly outside UCF. This clear message has been critical for UCF to show the world, and especially the Florida legislature, how we are different from other State Universities. By being Florida's premier Engineering and Technology university, we are positioning ourselves for the future. In recent years prior to this year's budget showdown, UCF was provided significant recurring and one-time financial support FROM THE STATE to take steps to become Florida's premier Engineering and Technology university.

Now let's talk about the internal side of that message, specifically from the faculty point of view.

I'm going to talk about three different broad categories of faculty.

First let's talk about the faculty that have their own teaching research and scholarship in Engineering and technology areas. For this group of faculty, the message of becoming Florida's premier Engineering and Technology university is crystal clear: keep doing what you are good at and it will help the university now and into the future.

The second group is those faculty that aren't currently in what they would consider an engineering or technology area, but they may see others like them, maybe in their own department, that are incorporating technology into their teaching, scholarship and research.

For this second group of faculty, there is an interest in learning more: specifically learning if and how they could adapt their work to include new technologies

But right now, this group doesn't know what to do
how to start??
who to talk to??
and would it even work for them???

The third group of faculty are those that don't see any way they could be part of the faculty that are utilizing or developing new technologies into their teaching and scholarship. These faculty are also strong supporters of our students and of research and scholarship...just not in Engineering or Technology areas. One concern here is what will happen to them, their departments, their programs of study, if they are not able to find ways to work toward that goal of incorporating engineering or technology into what they do.

So that's the issue I'm working on...what do we do for these three groups of faculty.

The first step I've taken is to work with our Steering committee to create an ad hoc Faculty Collaboration and Engagement Committee. You can see the initial document supporting this in your senate meeting materials. The document describes the issue, and the charges to the committee

1. **Facilitate alignment with UCF's engineering and technology focus** by:
 - a. Helping faculty understand how their scholarship and teaching **can connect more closely** with the university's engineering and technology goals.
 - b. **Identifying practical steps** faculty can take to incorporate or expand engineering and technology elements within their scholarship and teaching.
2. **Promote engagement across all disciplines** by identifying strategies and mechanisms to ensure faculty whose work does not align with the engineering and technology focus remain active, valued, and integral members of the UCF faculty community.

What I will be doing next is reaching out individually to the senators from each college (college of sciences senators, CHPS, senators, etc)for you to work as a group to suggest names of **one or two faculty members from your college** to be active members of this committee. I envision each faculty member will gravitate toward one or the other of the charges. I want you to think of who would be good for this!

Don't just pick a senator because they are a senator, pick people that work well with others so we can work on this issue together.

think about those

who may have experience in broad collaborations,

or who may be a prime example of someone interested in learning how to utilize technology...wants to do that, but doesn't know how, or some other experience that would be beneficial for this committee. Each of the colleges can decide who would best represent them.

Once I have members suggested by the college senators, I will work to seat these committees and get them working asap.

Ok, that ends my second issue: the internal issue.

Now I want to end by bringing both issues together. The external issues, and the internal issue

What do they both deal with?
They deal with change.

For better or worse, higher education is changing, and UCF is also changing. I regularly hear faculty say they don't want to change **ANYTHING** anymore and want to go back to how it was before.

I get it.
We are tired of change, I understand change fatigue. we've had big changes like Workday, post-tenure review, state-, mandated changes to what and how we teach and do our research thrust upon us.

And now I just talked about more change.
What options do we have?
Do we **HAVE** to change?
If we don't change, if we don't do anything new and just do everything the way we did before ...what will happen?

I've given this message before but its critical in today's world so I'll give it one more time.

There's a branch of biological science that looks at changing environments and what animals and plants and species do to survive when change happens.

And there are just three options for any species dealing with change

- 1- ADAPT
- 2- MOVE
- 3- STAGNATE and DIE

I'll make an analogy from a species to our university, to UCF.

As I've made crystal clear the higher education environment is changing, due to both external and internal forces. And we, as faculty, need to decide what will we do about this?

Will we ADAPT to the change?

Will we move in hopes of finding somewhere not affected by these changes?

Or will we try to **do nothing at all**, and thus **STAGNATE** as the world around us changes....

So my final message is this...I know you don't want to change, but change is coming. if we do nothing, we will not get what we need to survive and our university will start to crumble, like many across America are doing **right now**.

I believe our critical mission as faculty is to work with the administration with shared governance to **GUIDE** that change. I hope all of you take the time to consider the options

we have and see what you think will be important for UCF to be relevant in 5 and 10 years time.

Because if we aren't ..

what student will come here?

Why would the state give us any more money for our programs,

And why would we even want to be here ourselves?

Elected Senators 2025-2026

College of Arts and Humanities

<u>Name</u>	<u>College</u>	<u>Department</u>
Bryan, Matthew	College of Arts and Humanities	Writing and Rhetoric
Cash, Mason	College of Arts and Humanities	Philosophy
Dandrow, Edward	College of Arts and Humanities	History
Davila, Victor	College of Arts and Humanities	Visual Arts and Design
Duarte, Esmeralda	College of Arts and Humanities	Modern Languages and Literatures
French, Scot	College of Arts and Humanities	History
Gennaro, Robert "Joe"	College of Arts and Humanities	School of Performing Arts
Johnson, Emily	College of Arts and Humanities	English
Kennedy, Vee	College of Arts and Humanities	Writing and Rhetoric
Kizer, Tremon	College of Arts and Humanities	School of Performing Arts
Sousa, Sandra	College of Arts and Humanities	Modern Languages and Literatures
Taylor, Ashley	College of Arts and Humanities	Visual Arts and Design

College of Business Administration

<u>Name</u>	<u>College</u>	<u>Department</u>
Butcher, Lonny	College of Business Administration	Marketing
Gallo, Jim	College of Business Administration	Integrated Business
Gatchev, Vladimir	College of Business Administration	Finance
Rosenthal, Leigh	College of Business Administration	Kenneth G. Dixon School of Accounting
Schmidbauer, Eric	College of Business Administration	Economics

College of Community Innovation and Education

<u>Name</u>	<u>College</u>	<u>Department</u>
Hoffman, Bobby	College of Community Innovation and Education	Learning Sciences & Educational Research
Holmes, Stephen	College of Community Innovation and Education	Criminal Justice
Hundley, Gulnora	College of Community Innovation and Education	Counselor Education and School Psychology
Jensen, Devon	College of Community Innovation and Education	Educational Leadership & Higher Education
Meltzer, Brett	College of Community Innovation and Education	Legal Studies
Oetjen, Reid	College of Community Innovation and Education	Health Management and Informatics
Olan, Elsie	College of Community Innovation and Education	School of Teacher Education
Seigler, Daniel	College of Community Innovation and Education	School of Public Administration

College of Engineering and Computer Science

<u>Name</u>	<u>College</u>	<u>Department</u>
Behal, Aman	College of Engineering and Computer Science	Electrical & Computer Engineering
Borowczak, Mike	College of Engineering and Computer Science	Electrical & Computer Engineering
Duranceau, Steven	College of Engineering and Computer Science	Civil, Environmental, and Construction
Elshennawy, Ahmad	College of Engineering and Computer Science	Industrial Engineering & Management Sys.
Filler, Dennis	College of Engineering and Computer Science	Civil, Environmental, and Construction
Kauffman, Jeffrey	College of Engineering and Computer Science	Mechanical and Aerospace Engineering
Mohaisen, David	College of Engineering and Computer Science	Computer Science
Sabri, Soheil	College of Graduate Studies	School of Modeling Simulation & Training
Stresau, Kurt	College of Engineering and Computer Science	Mechanical and Aerospace Engineering
Weeks, Arthur	College of Engineering and Computer Science	Electrical & Computer Engineering

College of Health Professions and Sciences

<u>Name</u>	<u>College</u>	<u>Department</u>
Brazendale, Keith	College of Health Professions and Sciences	Health Sciences
Dawson, Nicole	College of Health Professions and Sciences	School of Kinesiology (SKRS)
Kuchman, Christina	College of Health Professions and Sciences	School of Social Work
Towson, Jacqueline	College of Health Professions and Sciences	Communication Sciences and Disorders

College of Medicine

<u>Name</u>	<u>College</u>	<u>Department</u>
Hoopingarner, Heidi	College of Medicine	Medical Education
Kean, Thomas	College of Medicine	Internal Medicine
King, Stephen	College of Medicine	Burnett School of Biomedical Sciences
Kline, Nolan	College of Medicine	Population Health
Mehta, Anuja	College of Medicine	Clinical Science
Sarute, Nicolas	College of Medicine	Burnett School of Biomedical Sciences

Elected Senators 2025-2026

<u>College of Nursing</u>		
<u>Name</u>	<u>College</u>	<u>Department</u>
D'Amato-Kubiet, Leslee	College of Nursing	Nursing Systems
Parchment, Joy	College of Nursing	Nursing Systems
Thornton, Sarah Rose	College of Nursing	Nursing Practice
<u>College of Optics and Photonics</u>		
<u>Name</u>	<u>College</u>	<u>Department</u>
Dogariu, Aristide	College of Optics and Photonics	Optics and Photonics
Gaume, Romain	College of Optics and Photonics	Optics and Photonics
<u>College of Sciences</u>		
<u>Name</u>	<u>College</u>	<u>Department</u>
Brennan, Joseph	College of Sciences	Mathematics
Callaghan, Michael	College of Sciences	Anthropology
Chestnut, Jason	College of Sciences	Psychology
Dusseau, Michelle	College of Sciences	Nicholson School of Communication & Media
Harrington, Maria	College of Sciences	Nicholson School of Communication & Media
Koontz, Amanda	College of Sciences	Sociology
Lapeyrouse, Nicole	College of Sciences	Chemistry
Maboudou, Edgard	College of Sciences	Statistics and Data Science
Marien, Daniel	College of Sciences	School of Politics, Security, and International Affairs
Mosher, Matthew	College of Sciences	Nicholson School of Communication & Media
Schulte, Alfons	College of Sciences	Physics
Sinelli, Peter	College of Sciences	Anthropology
Velissaris, Christos	College of Sciences	Physics
Walters, Linda	College of Sciences	Biology
Wright, Chrysalis	College of Sciences	Psychology
<u>Office Of Research</u>		
<u>Name</u>	<u>College</u>	<u>Department</u>
Blair, Richard	Office of Research	Florida Space Institute
Maraj, Crystal	Office of Research	School of Modeling Simulation & Training
<u>Division of Digital Learning</u>		
<u>Name</u>	<u>College</u>	<u>Department</u>
DeNoyelles, Aimee	Center for Distributed Learning	Center for Distributed Learning
Major, Amanda	Center for Distributed Learning	Center for Distributed Learning
<u>Rosen College of Hospitality Management</u>		
<u>Name</u>	<u>College</u>	<u>Department</u>
Baker, Carissa	Rosen College of Hospitality and Management	Tourism, Events and Attractions Management
Judy, Jonathan (Jay)	Rosen College of Hospitality and Management	Foodservice and Lodging Management
<u>College of Undergraduate Studies</u>		
<u>Name</u>	<u>College</u>	<u>Department</u>
Cadwell Bazata, Devon	College of Undergraduate Studies	Interdisciplinary Studies
Plate, Richard	College of Undergraduate Studies	Interdisciplinary Studies
<u>University Libraries</u>		
<u>Name</u>	<u>College</u>	<u>Department</u>
Phillips, Jason	University Libraries	UCF Libraries
Shrauger, Kristine	University Libraries	Interlibrary Loan & Document Delivery

Creation of an Ad Hoc Faculty Collaboration and Engagement Committee

One of UCF's stated goals, which is supported by the UCF Strategic Plan, is to become Florida's premier engineering and technology university. For many faculty, it is clear how their scholarship and teaching align with this focus. For others, the connection is less evident, and they may be unsure how their work could fit within or expand to complement the university's engineering and technology emphasis. Some faculty may even believe their scholarship and teaching will never align with this focus.

The purpose of this ad hoc committee is to explore how all faculty can connect with or remain engaged alongside UCF's engineering and technology focus, and to identify actionable strategies for cross-disciplinary engagement.

Committee Charges

1. **Facilitate alignment with UCF's engineering and technology focus** by:
 - a. Helping faculty understand how their scholarship and teaching can connect more closely with the university's engineering and technology goals.
 - b. Identifying practical steps faculty can take to incorporate or expand engineering and technology elements within their scholarship and teaching.
2. **Promote engagement across all disciplines** by identifying strategies and mechanisms to ensure faculty whose work does not align with the engineering and technology focus remain active, valued, and integral members of the UCF faculty community.

Membership

For the committee to come up with recommendations to help all faculty at UCF, it should include a mixture of members where some are heavily focused in technology, some are peripherally or moderately in technology areas, and some are not sure if or how they could align with technology.

The committee will be co-chaired by the Faculty Senate Chair and a faculty member from outside engineering or technology disciplines, appointed in consultation with the Senate Steering Committee. Membership will include one to two faculty representatives from each academic college or comparable unit, appointed by the Faculty Senate Chair in consultation with the Senate Steering Committee. Additional faculty or administrators may be invited to participate as non-voting advisors or to attend specific meetings to share perspectives and examples.

Deliverable

The committee will periodically update the Steering Committee with its findings, recommendations, and proposed actions. The Steering Committee will convey and expand upon the recommendations in its communications with the provost.

Standard Parliamentary Procedures of the UCF Faculty Senate

The Faculty Senate acts in accordance with the principles of parliamentary governance to ensure the right of every member to voice their opinion on issues coming before it and to subsequently execute the will of the majority.

- Meeting agenda: Ordered list of the business to be conducted in the meeting
Sent prior to the meeting along with other meeting materials
Should be read and examined prior to the meeting by all members
Non-agenda text and material to be presented should be submitted two days prior to the meeting
- The senate chair: Presides at the meeting and moves the Senate through the agenda
Does not make motions or debate unless they “relinquish the chair”
Rules on various points throughout the meeting**
Can ask for unanimous consent if no opposition is expected on business
Recognizes members to speak
- Upon recognition: A member can do any combination of the following:
Can ask a question of a speaker or member
May make an appropriate motion**
Can debate a motion currently under consideration
- Rules of debate: Every member has the right and opportunity to debate each topic
No member can debate twice until all wishing to debate have spoken once
With a 2 / 3 vote, the rules of debate can be altered**
By a 2 / 3 vote, debate can be stopped & followed by an immediate vote**
- Main motion: Brings up a new topic of business for debate
Requires a second, unless coming from a senate committee
After the chair states the question, the motion belongs to the assembly
The member that makes a main motion is permitted to speak first
A Resolution can only be voted upon if it is on the meeting agenda
- Secondary motion: May act upon another motion**
Many have a rank order of precedence**
All motions are resolved in the reverse order in which they were made
All motions are ultimately voted upon, or dealt with by another means**
- Interruptions: Rarely happen after a member has been recognized to speak
Are typically signaled by standing and then being recognized by the chair
Can only occur to make certain timely and urgent motions**
- Rules of voting: Prior to a vote there will be a restatement of the question at hand
Votes shall ordinarily be by voice (*ballot votes are used for elections*)
Any member can request a hand count vote**
Any member that questions the outcome can request a hand count vote**

** Details found on the reverse side

Simplified Robert's Rules for the UCF Faculty Senate

Subsidiary and Privileged Motions (ranked)	Description	Interrupt Speaker?	Second Needed?	Can We Debate?	Can We Amend?	How Do We Decide?
Adjourn	close the meeting	no	yes	no	no	majority
Question of Privilege	meeting room concerns	yes	no	no	no	chair
Call for Orders of the Day	go back to the agenda	yes	no	no	no	2 / 3 to overrule
Lay on the Table	immediate & urgent delay	no	yes	no	no	majority
Previous/Call Question	close debate and vote	no	yes	no	no	2 / 3
Limit or Extend Debate	alter debate rules	no	yes	no	limited	2 / 3
Postpone to a Time	delay to a new time	no	yes	limited	limited	majority
Refer to a Committee	send to a committee	no	yes	limited	limited	majority
Amend	modify a motion	no	yes	yes	yes	majority
Postpone Indefinitely	decline to discuss today	no	yes	yes	no	majority
Main Motion	make a motion to do 'x'	no	yes	yes	yes	majority

Incidental Motions to be Addressed Immediately	Description	Interrupt Speaker?	Second Needed?	Can We Debate?	Can We Amend?	How Do We Decide?
Point of Information	ask chair a timely question	yes	no	no	no	...
Parliamentary Inquiry	ask chair a rules question	yes	no	no	no	...
Point of Order	point out a rules violation	if timely	no	no	no	chair, or majority
Appeal	appeal a chair decision	if timely	yes	limited	no	majority
Ask for a Hand Vote (Division)	ask for a hand count vote	if timely	no	no	no	...

Motions to Bring Something Back for Consideration	Description	Interrupt Speaker?	Second Needed?	Can We Debate?	Can We Amend?	How Do We Decide?
Take from the Table	recall tabled business	no	yes	no	no	majority
Amend Previously Adopted	modify something adopted	no	yes	yes	yes	2 / 3
Reconsider (by winning voter)	ask to have another vote	yes	yes	yes	no	majority

Faculty Constitution and Bylaws: pdf can be downloaded at <https://facultysenate.ucf.edu/faculty-constitution/>

Parliamentary Authority: Roberts Rules of Order, Newest Edition

Resolution 2025-2026-1
Call for Withdrawal from UCF's 287(g) Agreement

The UCF Faculty Senate endorses the Florida Advisory Council of Faculty Senates Resolution on 287(g) Memoranda of Agreements between State University System Institution Campus Police Departments and United States Immigration and Customs Enforcement by also urging the University of Central Florida and the University of Central Florida Campus Police to withdraw from this 287(g) agreement.

Florida Advisory Council of Faculty Senates Resolution on 287(g) Memoranda of Agreement between State University System Institution Campus Police Departments and United States Immigration and Customs Enforcement

The Advisory Council of Faculty Senates calls on State University System institutions to withdraw from the Memoranda of Agreement (MOA) signed by Florida's public universities with U.S. Immigration and Customs Enforcement (ICE) under the 287(g) program. These partnerships are unnecessary and harmful to students, faculty, staff, and the broader communities our universities serve.

To effectively protect our universities, campus police cultivate a unique relationship with campus communities. They come to know our students, our educational spaces, and our communities. They are present at peaceful protests, in classrooms, and at student events. Repurposing this unique trust for federal immigration enforcement makes our campuses less safe, puts our officers in an untenable position, and chills students' access to the support services they critically need to succeed. The 287(g) agreements create an array of challenges, including the following.

- **These agreements unnecessarily sacrifice campus safety.** Engaging in immigration enforcement will require campus police to divide resources that need to be fully focused on the core issue of campus safety. Moreover, it will undermine the hard-earned trust they need to work effectively with our communities in ensuring campus safety. Recent events in Florida highlight, more than ever, the need to maintain Campus Police focus on critical safety activities and on ensuring that campus populations trust them enough to share safety and security concerns.
- **With these agreements in place, every individual on campus – even citizens – will need to carry papers documenting their legal status at all times to avoid the possibility of immigration detention.** These MOAs empower a campus police officer to detain any individual based solely on the officer's belief regarding their immigration status and without a warrant [287 (g) Task Force Model MOA, Section V]. The recent detention of a Hispanic United States citizen by Florida law enforcement at ICE's request illustrates the reality that even U.S. citizen students, faculty, and staff will face the possibility of detention by campus police acting at ICE's direction.
- **These agreements risk chilling students' willingness to seek medical, mental health, and educational support services at our institutions** out of fear of ICE-affiliated police presence. In a post-COVID era in which students have become increasingly isolated, engagement with these services and with the university community is more critical than ever in enabling student success – the core mission of our institutions.
- **The fear of ICE-aligned immigration actions by campus police that is created by these MOAs erodes the environment of trust and safety needed for effective student learning and free expression.** Students and scholars living in continual fear that campus police may engage in arbitrary immigration-oriented actions cannot effectively learn, create new ideas, speak freely, and innovate – the very activities at the heart of our Universities' missions.
- **These agreements are not necessary for the federal government to enforce immigration law.** ICE and other federal and state agencies already possess broad authority to operate independently.

For all of these reasons, we call on the Board of Governors of the State University System to urge Florida Universities to withdraw from these agreements.

Resolution 2025-2026-1

Provost Decision:

Denied by Provost Johnson on May 8, 2025

Indicate the reason for the denial: When any law enforcement agency operates within our jurisdiction, the UCF police department liaises with them. The 287(g) MOU only engages the UCF police when ICE comes to campus.

1 **Resolution 2025-2026-2 Constitution and Bylaw Amendments: Faculty Senate**
2 **Membership Expansion from 75 to 100 Senators**

3 **Whereas**, Article II.A of the Constitution of the Faculty of the University of Central
4 Florida establishes the membership of the Faculty Senate as seventy-five (75) elected
5 members; and

6 **Whereas**, increasing the size of the Faculty Senate from seventy-five (75) to one
7 hundred (100) would improve representation and shared governance by more
8 accurately reflecting the growth and breadth of the university's faculty; and

9 **Whereas**, implementing a 25-seat expansion in a single year would result in an
10 imbalance in the Senate's staggered election cycle, causing 35 senators to be elected in
11 one year and 65 in the next, placing uneven burdens on academic units and creating
12 volatility in Senate membership and year to year overlap; and

13 **Whereas**, phasing in additional seats over two years (10 seats in 2026 and 15 seats in
14 2027) will establish a long-term, balanced system in which approximately 50 senators
15 are elected each year, preserving balance and stability across academic units; therefore

16 **Be It Resolved**, that Article II.A of the Constitution and Section II.B of the Bylaws shall
17 be amended to state that the Faculty Senate shall be composed of one hundred (100)
18 elected members; and

19 **Be It Further Resolved**, that all formulas and language in the Bylaws that currently use
20 seventy-five (75) as the total number of senators shall be updated to use one hundred
21 (100); and

22 **Be It Further Resolved**, that the Faculty Senate shall implement a phased expansion
23 as outlined in the Proviso below, and this Proviso, in its entirety, shall be added below
24 the list of *Constitution* and *Bylaw* amendments until such time as the Proviso conditions
25 are completed after spring 2027 senate elections.

26 *Proviso on Phased Senate Membership Expansion:*

27 *Even though the apportionment provisions stated in Article II.B of the Constitution*
28 *and Section II.B of the Bylaws describe how Senate seats should be divided and*
29 *calculated, the total number of elected Faculty Senate members shall be*
30 *increased in two phases:*

31 *Phase 1:* *In spring 2026, the number of elected senators shall be increased from*
32 *75 to 85. The 10 additional seats shall be apportioned among academic units*
33 *using the existing formula and constraints in the Constitution and Bylaws.*

34 Phase 2: In spring 2027, the number of elected senators shall be increased from
35 85 to 100. The 15 additional seats shall likewise be apportioned using the
36 existing formula and constraints in the Constitution and Bylaws.

37 The full apportionment system using a base of 100 senators shall take effect with
38 the spring 2027 elections.

39 All elected senators shall be subject to the regular eligibility, election, and term
40 procedures as outlined in the Constitution and Bylaws.

Resolution 2025-2026-2 Supporting material

Estimates of senators per unit if the changes are approved

UNIT	status quo			if changes are approved			UNIT
	2025 Faculty	2025 Senators	2026 senators	2026 Senators	2027 Senators	additional Senators	
COS	373	15	15	17	20	5	COS
CAH	291	12	12	14	17	5	CAH
CECS	253	10	11	12	14	3	CECS
CCIE	192	8	8	10	11	3	CCIE
COM	142	6	6	7	8	2	COM
CBA	117	5	5	6	7	2	CBA
CHPS	115	4	5	5	7	2	CHPS
CON	71	3	3	3	4	1	CON
ROSEN	61	2	2	3	4	2	ROSEN
LIB	34	2	2	2	2	0	LIB
CREOL	28	2	2	2	2	0	CREOL
CDL	26	2	2	2	2	0	CDL
OR	25	2	2	2	2	0	OR
CUGS	10	2					
TOTAL	1738	75	75	85	100	25	

NOTES

2026 & 2027 estimates made using 2025 faculty data: actual number is dependent on new hires & retirements
CUGS faculty are moving into CCIE before the 2026 elections

PROPOSED CHANGES

For 2026, 10 NEW senators are added for 85 total senators
For 2027, 15 NEW senators are added for 100 total senators

WHY TWO PHASES?

This stepwise addition results in a senate with ~ 50 senators elected each year
If we added all 25 in 2026, we would have 65 senators elected one year and 35 the next year

CONSTITUTIONS and BYLAWS ACROSS the SUS

Representative Democracy Model

SUS	# faculty	# senators	#faculty/senator	SUS
FAMU	787	45	17.49	FAMU
FAU	1354	52	26.04	FAU
FGCU	982	41	25.84	FGCU
FIU	2375	62	38.31	FIU
FSU	2325	110	21.14	FSU
UCF	2282	75	30.43	UCF
UF	4739	150	31.59	UF
USF	3118	107	29.14	USF
UWF	618	24	24.72	UWF

Direct Democracy Model

SUS	# faculty	# senators	#faculty/senator	SUS
FL Poly	105	all	1.00	FL Poly
New C	137	all	1.00	New C
UNF	956	all	1.00	UNF



UCF Public Safety

Police, Emergency Management, Security, Victim Services



Police Department



82 SWORN OFFICERS

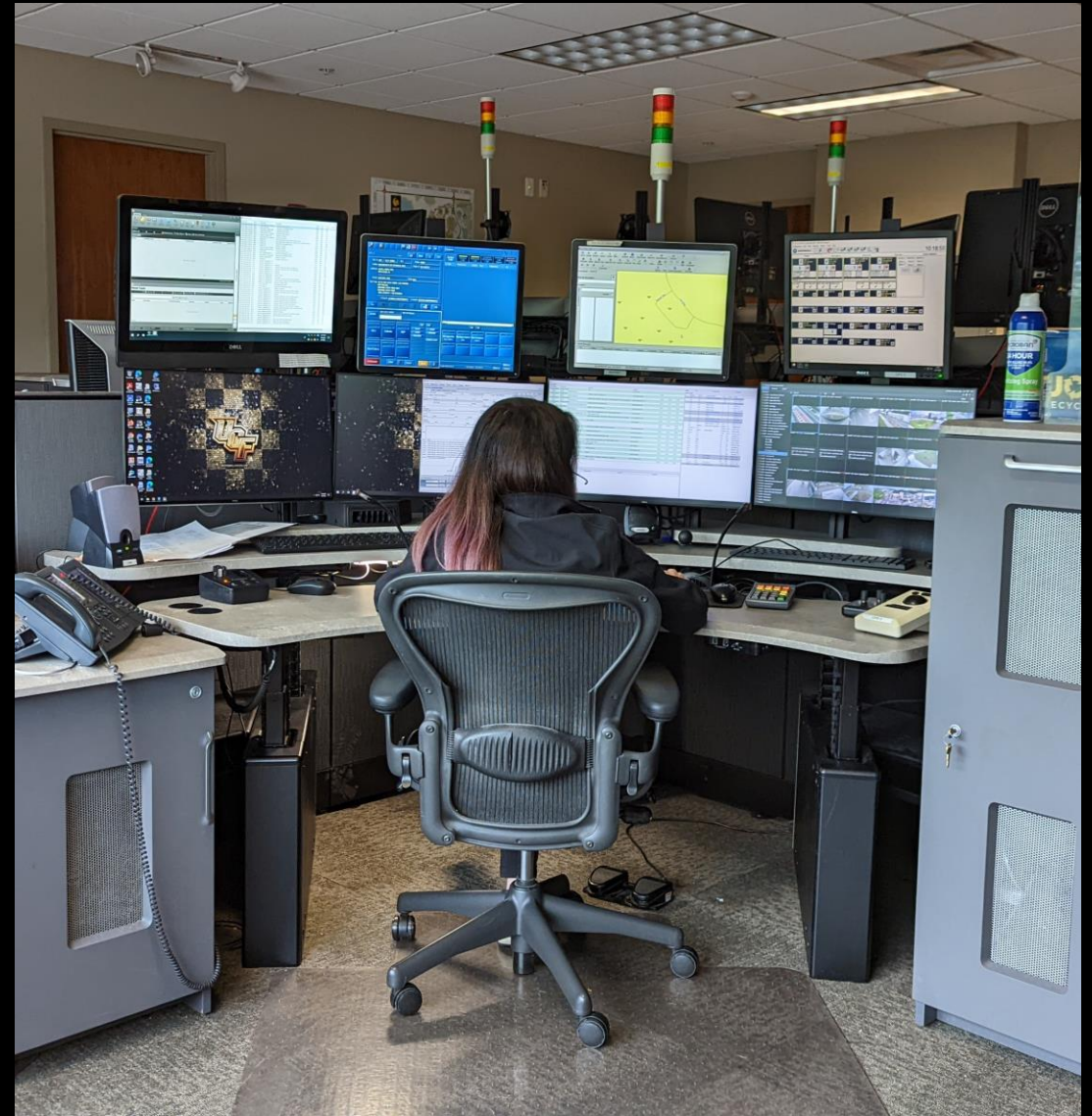
Focus Areas

- Mental health
- Active threats
- Title IX crimes
- Free speech/protests
- Alcohol/substance abuse
- Officer safety
- Employee wellness
- Technology



Communications Center

- Available 24/7
- One of the few universities in the country that is a Public Safety Answering Point (PSAP)
- 911 calls come directly to UCFPD vs. Orange County
- Can be reached by calling 911 or the non-emergency line



Threat Management Team

- Model program consisting of a supervisor, two detectives, and a mental health clinician
- Use objective, data-driven criteria to conduct risk assessments and apply mitigation strategies
- Team partners with UCF student conduct, human resources, Counseling and Psychological Services, and others to address persons of concern

Reporting a Student or Person of Concern

- If an emergency, call 911
- For urgent questions, call the UCFPD nonemergency line at 407-823-5555
- Threat Management Team contact information:
 - Email: ucfpdtmt@ucf.edu
 - Student of Concern Online Form



Emergency Management



Emergency Management

- Emergency plans and outreach programs
- Warnings and communications
- Trainings and exercises
- Logistics and business continuity
- Homeland security
- Drones



Department of Security



Department of Security

- Physical security designs
- Access control/campus lockdown buttons
- Security cameras
- License Plate Readers (LPRs)
- Guard services



Victim Services

OUR MISSION

Victim Services provides assistance to **UCF students, faculty, staff and visitors** who have been **impacted by crime, violence, or abuse** on any UCF or affiliated property.



Trainings

- Knights in the Know and Knights Safety web courses are offered year-round for faculty, staff, and students
- Green Dot bystander intervention training is available upon request

Active Threat Mitigation



Facts to Consider

- UCF has 303 buildings across its four campuses
- Approximately 90 of those buildings have rooms identified as classrooms, labs (open, research, classroom), or computer study rooms
- There are approximately 1,450 classrooms/labs within those 90 buildings, and 940 still require additional locking capabilities (electronic access control or mechanical locks)
- Of those 1,450 rooms, there are approximately 2,200 doors, most of which have windows
- There are additional windows in those classroom/lab rooms, so it is estimated there are between 2,500 and 3,000 windows



Access Control – Interior/Classrooms

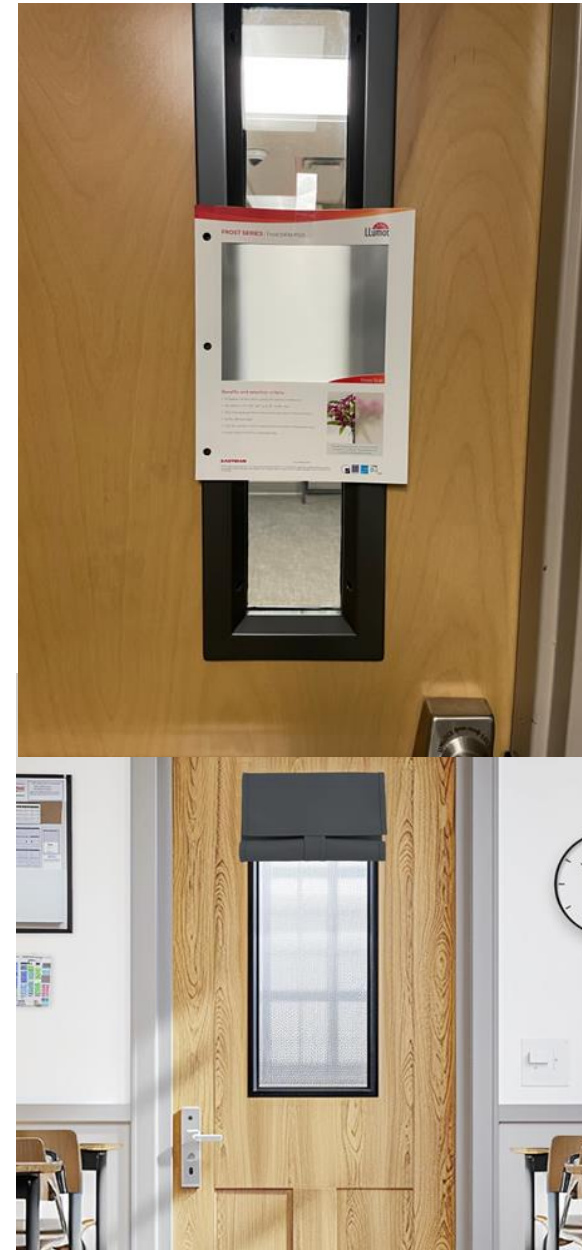
- Electronic access control has been installed in all large/auditorium classrooms on all campuses
- These doors lockdown with the push of a button, either in dispatch or in the classroom in the event of an emergency
- Thumb-turn locks have also been installed in some of the smaller classrooms, but additional work is needed
- **Recommendation:**
 - Install thumb turn locks on rooms that have an occupancy less than 60
 - Install access control and lockdown buttons in rooms with 60 or more occupants
 - Install lockdown buttons in classrooms and labs that already have access control
- **Estimated cost – \$5 million**

Access Control – Exterior Doors

- All exterior doors on the academic and administrative buildings on the main campus (excluding Research Park), the College of Medicine, and downtown campus have electronic access control
- This allows these buildings to be locked down with the push of a button in the UCFPD communications center
- There is an opportunity to add exterior access control to some research and administrative buildings as well as the Rosen campus
- **Estimated cost – \$2 million**

Classroom Window Covering/Clouding

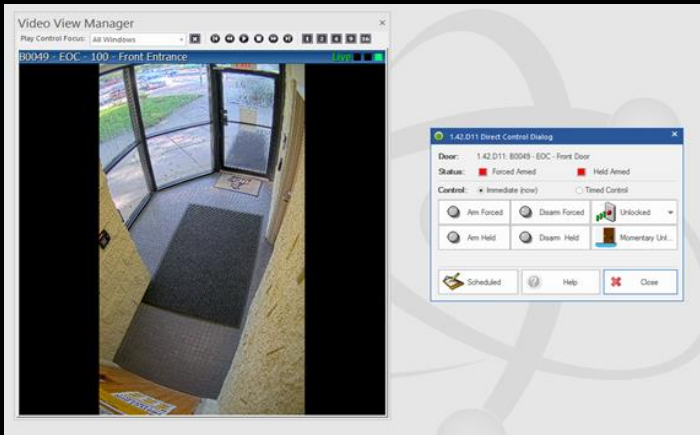
- Nearly all classroom doors on campus have a small window in the door or next to it, allowing passersby to see inside or occupants to see outside to prevent classroom interruption
- With the uptick in active shooter incidents across the country, it has become a risk
- **Recommendation:** Due to the sheer number of windows needing to be addressed, it is recommended that a contractor be hired to determine the total cost of these measures
- Estimated cost - \$300,000





Interior Identification Signage

- Public Safety received a request for signage to be added inside classrooms and laboratories denoting the room location
- This would aid students, faculty, and staff when notifying law enforcement of their exact locations during incidents
- **Estimated cost – \$145,000**



Security Camera Analytics

- The university currently has nearly 3,200 security cameras on its four campuses
- It would be impossible for a significant number of these cameras to be monitored 24/7, therefore, analytics are recommended to maximize the potential of the system
- **Recommendation:** Add analytics/AI to 3,000 cameras on our campuses
- **Annual Cost – \$504,000**

Vehicle Borne Attack Mitigation – Bollards

- To mitigate the threat of a vehicle borne attack, bollards and other preventative measures (planters, benches, etc.,) are recommended
- **Estimated cost**
 - Memory Mall – **\$2 million**
 - Reflecting Pond area – **\$1 million**



Active Threat Response Training

- Active Threat Response Training is a university wide mandated training for faculty, staff, and students as of Fall 2025
- Faculty and staff are required to complete the training within 30 days of August 25, 2025
- All faculty and staff have been automatically enrolled in the training via Workday
- Students receive training via Canvas
- For questions or concerns, individuals should contact policedept@ucf.edu



Public Safety

Thank you and Questions