

# MEMORANDUM

**Date:** August 31, 2017  
**TO:** Members of the Steering Committee  
**FROM:** William Self  
Chair, Faculty Senate  
**SUBJECT:** **STEERING COMMITTEE MEETING on September 7, 2017**

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Meeting Date: Thursday, September 7, 2017

Meeting Time: 4:00 – 6:00 p.m.

Meeting Location: Millican Hall, room 395E

## A G E N D A

1. **Call to Order**
2. **Roll Call**
3. **Approval of Minutes of *August 17, 2017***
4. **Announcements and Recognition of Guests**
5. **Report of the Provost**
6. **Old Business**
  - None
7. **New Business**
  - Resolution 2017-2018-5 Faculty Senate Bylaw Change, Governance in Academic Units
  - Resolution 2017-2018-6 Endorsement of University of Chicago Statement on Freedom of Expression
  - Ad Hoc Committee on Faculty Participation on University Committees
8. **Liaison Committee Reports**
  - Budget and Administrative Committee – Bari Hoffman-Ruddy
  - Information Technology Committee – Joseph Harrington
  - Parking, Transportation and Safety Committee – Margaret Ann Zaho
  - Personnel Committee – Linda Walters
  - Graduate Council – Jim Moharam
  - Undergraduate Council – Kevin Murphy
9. **Other Business**
10. **Adjournment**

**Faculty Senate  
Steering Committee Meeting  
Room 300, College of Medicine  
Minutes of August 17, 2017**

William Self, chair, called the meeting to order at 4:00 p.m. Committee members and guests introduced themselves. The roll was circulated for signatures.

**MINUTES**

Dr. Self explained the purpose of the emergency meeting was a single topic regarding the workload proposal of the University Promotion and Tenure committee. The outcome of the emergency meeting was to make the proposal a top priority for the Personnel Committee. Motion to approve the minutes of July 19, 2017 was made and seconded. The minutes were approved as recorded.

**RECOGNITION OF GUESTS**

Teresa Rodriguez, Coordinator Administrative Services, Faculty Excellence and UCF Global  
Silvana Sidhom, UCF Graduate Student on behalf of SGA senator David Sidhom  
Kristy McAllister, Information/Publications Services, Academic Affairs

**ANNOUNCEMENTS**

The committee members were reminded of the 50<sup>th</sup> Anniversary of the UCF Faculty Senate celebration being held immediately following the Senate meeting on August 24.

**OLD BUSINESS**

None.

**REPORT OF THE PROVOST**

Faculty Hiring

This week we welcomed 105 new faculty at the new faculty orientation. A total of 135 new faculty members will join UCF this year. These new faculty members add to the over 500 faculty hired since 2014. As of today, we have 1,030 tenured and tenure-track faculty. Our goal is 1,200 by 2020.

We hired 20 of the 33 faculty lines allocated for Faculty Cluster 1.0 and are in the process of interviewing for the last 13 positions. Three new faculty clusters were approved over the summer for Disability, Aging, and Technology; Violence Against Women; and Learning Sciences. The three new clusters have been allocated 17 new positions with an anticipated hire date in 2018.

Student Body

Our enrollment this Fall is over 66,000 with an average GPA of 4.03 for incoming freshman. The average SAT score is 1,260 with 88 National Merit Scholars. Last Fall we had 900 students in UCF Online, this Fall we will probably have between 2,600 – 2,800 online students.

### Organizational Changes

Two new task forces have been formed charged with exploring new opportunities for academic structure. One focuses on health and clinical professions and the other focuses on new media and urban innovation. The first task force to develop an academic Health Science Center was triggered by the final approval to build the academic hospital in Lake Nona. The teaching hospital now has an approved certificate of need and the foundation is to be poured by January, 2019 and it will open in 2020. The second task force will identify the alignment of programs that could eventually make the best use of the urban setting, thinking of the multiple phases of the downtown campus. We are committed to be open, uninhibited, and transparent to project where we want to go in the future.

### UCF Downtown

The groundbreaking occurred May 11. The K-8 school opened last week with a public clinic and dentist, a universal pre-K for everyone (sponsored by Harris Rosen), a Boys and Girls club, and a gym and soccer field (sponsored by Orlando City Soccer).

### College of Health and Public Affairs

The faculty have been the key drivers for both initiatives, playing a unique role in the Health Science center and community programs. Michael Frumkin has stepped-down as the college dean. He will be taking a one-year sabbatical, returning as an Executive in Residence with one of the community organizations. José Fernández has stepped in as the interim dean to maintain forward progress.

This is an opportunity for all faculty to have their voice heard regarding the future. We have no preconceived outcomes. By the end of the Fall semester we will have convergence and make recommendations. When we make a decision we will start implementing a different academic structure for the next decade.

### Rosen College of Hospitality Management

Abe Pizam announced he will be stepping down as dean August 2018. We will do a national search with potential overlap without the need for an interim dean. He will return to the faculty in Fall 2019 as the Linda Chapin Imminent Scholar chair of Tourism Management.

### Digital Learning

We launched UCF Online last year with about 80 online degrees and certificates. The number of completely online students has risen from 900 last Fall, to 1,600 in the Spring, to about 2,600 this Fall. This results in a \$50.00 per credit hour cost savings for in-State residents and about \$380.00 for out-of-State students. We have created a new division, Digital Learning that includes the Center for Distributed Learning (CDL), the Office of Instructional Resources, and new digital initiatives. We have asked Tom Cavanagh to serve as the new Vice Provost for Digital Learning. Joel Hartman's group will focus on physical and cyber infrastructure, space, and information technology.

### Bill & Melinda Gates Foundation

The Division of Postsecondary Education selected UCF as a trendsetter. The President and CEO of the foundation will be on campus in October for a culmination of several visits. The foundation is interested in the Parramore and UCF Downtown project as a potential for integrating pre-K through graduate school in a geographic location.

### The Wrong Side of History

The provost indicated he had two reasons for coming to UCF. The mission and John Hitt. He re-emphasized that UCF and its leadership are totally committed to inclusivity, equality, and respect. We are opposed to racism, bigotry, and hate.

Question: Where do we stand on the budget?

Answer: We did well on blue money, which is Negrón's conditions for graduate and professional schools. We netted enough to meet the promise to the colleges for funding the new budget distribution model even though the funds are not flexible. The funds must go to expenses and hiring faculty. We lost about \$4 million in performance funding due to modifications in two metrics.

## **NEW BUSINESS**

### Resolution 2017-2018-1 Availability of Lactation Rooms for UCF Women

This resolution was brought forward by the Personnel Committee. Last year, resolution 2016-2017-12 was not approved due to language in the Be It Resolved clause. The Personnel Committee has modified the language and presents resolution 2017-2018-1 for approval.

Motion and second to place the resolution on the August 24 Senate agenda. The resolution is open for discussion. Do we think the revised language will be accepted? The Personnel Committee made all the requested changes. No further discussion.

Vote: All in favor to add the resolution to the August 24 agenda; motion passes.

### Resolution 2017-2018-2 Faculty Senate Bylaw Change, Undergraduate Policy and Curriculum and Undergraduate Course Review Committees

### Resolution 2017-2018-3 Faculty Senate Bylaw Change, Undergraduate Common Program Oversight Committee

### Resolution 2017-2018-4 Faculty Senate Bylaw Change, Admissions and Standards Committee

These resolutions are bylaw changes that were developed over the summer based on conversations with administrators to clarify the duties of the committees.

Motion and second to place the resolutions on the August 24 Senate agenda for a 30-day review prior to discussion at the September Senate meeting followed by possible amendment and vote at the October Senate meeting. No discussion.

Vote: All in favor to add the resolutions to the August 24 Senate agenda; motion passes.

Senate Committee Liaisons

Steering liaisons are established for each Senate committee to keep the Steering Committee informed and help with the flow of resolutions. Dr. Self called for volunteers for each committee:

- Budget and Administrative: TBD
- Information Technology: TBD
- Parking, Transportation and Safety: TBD
- Personnel: Linda Walters
- Graduate Council: Jim Moharam
- Undergraduate Council: Kevin Murphy

Senate Parliamentarian

Dr. Self announced that Eric Merriam has agreed to serve as Parliamentarian for 2017-2018. Dr. Self thanks Dr. Merriam for his service.

Topics for 2017-2018 Senate Committee Action

Each summer, the Senate leadership meets with all deans to identify issues arising that may impact all colleges. Other topics were gathered from Steering and Senate members. Each of the following topics were assigned to a committee or tabled. Each topic was motioned and seconded and voted all in favor.

| Steering # | Committee Assignment | Topic   | Description   |
|------------|----------------------|---|---|
| 1          | Ad Hoc Working Group | Governance in Academic Units.   | Revision and re-submission of 2016-2017-9 Faculty Senate Bylaw Change, Governance in Academic Units.  |
| 2          | Personnel            | Promotion and Tenure Guidelines and Process.<br><i>(Regulation 3.015 &amp; 3.0175, CBA Articles 14 &amp; 15)</i>  | Improve the Promotion and Tenure Guidelines and Process to manage workload.<br><b>Voted at Emergency Steering meeting to be top priority.</b>   |
| 3          | Steering             | Identify Senate elections process and procedures.   | Gather and review the Senate nomination and election process.<br><b>Discussion: Although all colleges will differ, determine nomination and voting procedures and process, length of election, bylaws or not, etc.</b>  |
| 4          | Personnel            | Insufficient notice of teaching assignment, including: summer and evening courses, and changes in course mode.<br><i>(Regulation 3.032, CBA Article 9, CBA Article 8.6)</i> | Some faculty are uncomfortable teaching at night others are caught off guard and need to make child care arrangements. Changing mode requires extensive preparation (i.e., face-to-face to mixed mode). Faculty need to know what income to count on for the summer. This is becoming a faculty satisfaction issue.   |
| 5          | UPCC                 | Lack of Study Abroad policy.<br><i>(UCF policy 2-902; CBA Article 8.8)</i>  | Need a policy that explains the expectations on number of students, salary, etc. Taking 30 students abroad for one faculty member is dangerous and impossible to manage. Faculty are told you must take a minimum of 25 students in order to be paid. The union complains that we are giving away SCH's and the students beg for the opportunity.<br><b>Discussion: Don't think UCF Global has a policy. Need a resolution to get a policy created.</b> |

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| 6  | Budget & Administrative            | Creative School Accessibility.<br>( <a href="http://www.csc.sdes.ucf.edu/enrollment/">www.csc.sdes.ucf.edu/enrollment/</a> )  | The school has a waiting list of 200. The preference is for students to get slots first. The increase in faculty has resulted in an increased need for accessibility to the Creative School. The facility is at maximum capacity.<br><b>Discussion: No new faculty hires were able to enroll and waiting list is longer. Is it possible to create a new school for faculty?</b>   |
| 7  | Parking, Transportation and Safety | Poor Signage.   | Although new signs have been installed, for the unfamiliar visitor, it's impossible to navigate the campus. Still need better signage.  |
| 7a | Information Technology             | Navigation/directions on campus.  | Even though more signs have been installed, visitors need a way to navigate and determine where they are on campus and how to get to a location on their phone.   |
| 8  | Tabled                             | Traffic Pattern.  | The exit from Scorpius Street is dangerous and frustrating. There are too many cars trying to exit and obstructing the shuttles. Need the light extended or different pattern to allow more vehicles to exit at a time.<br><b>Discussion: Has improved; the light is longer, the Research building is almost complete, and buses will be rerouted.</b>  |
| 9  | Budget & Administrative            | Need for Teaching Assistants and Support Staff growth.  | The operating and instructional budget is not keeping pace with growth of labs, majors offered, and new faculty.  |
| 10 | Budget & Administrative            | Tuition Waiver Program.<br>(Regulation 3.0031,<br><a href="https://hr.ucf.edu/current-employees/tuition-waiver-program/">https://hr.ucf.edu/current-employees/tuition-waiver-program/</a> ) | Right now, we can't use the Tuition credits for market-based programs, if space is available. This issue was raised during the COACHE survey last year. Don't know if this is in the Collective Bargaining Agreement or not, but we would like to use for market-based program.<br><b>Discussion: Faculty want to use the tuition waiver for the regular amount then pay the balance. Can't use the waiver since classes are full by the time you can enroll.</b> |
| 11 | Tabled                             | Undergraduate Policy & Curriculum duties and responsibilities   | 1. Duties (II) and (V); we are currently not doing this – should this be done or eliminated from FS bylaws?<br><b>Discussion: Resolution already formed.</b>  |
| 12 | Tabled                             | Undergraduate Course Review Membership  | Should there be 15 total faculty (including chair) or 15 + 1 (under bylaw 2. Membership in FS UPCC description.<br><b>Discussion: Resolution already formed.</b>  |
| 13 | UPCC                               | Hispanic Serving Institution  | What changes need to be in place prior to becoming a Hispanic serving institution?<br><b>Discussion: We are already there in number, but how do we serve the population? Difference services or more services?</b>  |
| 14 | Tabled                             | TIP, RIA, SoTL<br>(CBA Article 23.5)  | a) What is the relevant history of what happened at the time UCF kept these, while other universities canceled? b) How did UCF vs other universities deal with the related salary issues?; c.) What is the impact of continuing the awards upon current salary structure at UCF?  |

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| 15 | Personnel                  | Emeritus Policy<br>(Policy 4-502.2)   | <p>Changes in Nov 2016 require applying for Emeritus within 5 years <u>after</u> retiring. Faculty retiring not yet granted Emeritus can't continue on graduate student committees. There are also application timing issues. Dr. Young formed a sub-group now headed by Eloy Hernandez to draft changes to the policy. Sub-group wants to work with Personnel committee on changes. High priority before November.</p> <p>New policy. Would it be better to have an automatic program instead of an application-based program?</p> |
| 16 | Tabled                     | Spousal Conflict of Interest Resolution; Resolution 2016-2017-13  | <p>Keep informed of progress the UCF Research Conflict of Interest committee is making on issue.</p> <p>Discussion: Legal issue.</p>  |
| 17 | Tabled                     | Annual Evaluation Standards and Procedures (AESP)<br>(Regulation 3.010, CBA Article 10)                             | <p>Examine the updating process to ensure that faculty input is being used in setting up and implementing changes to the program.</p> <p>Discussion: Spelled out in CBA.</p>  |
| 18 | University Master Planning | University Master Planning Committee  | <p>Recommendations to increase the UMPC's involvement in short- and long-range planning.</p> <p>Discussion: Have UMP update Steering with progress.</p>   |
| 19 | Tabled                     | Partners in Teaching and Learning   | <p>Vital role of Housing and Residence Life as our partners in teaching and learning.</p> <p>Discussion: Need more information as to request.</p>   |
| 20 | Personnel                  | On-line courses<br>(Regulation 2-0330, CBA Article 18)  | <p>Establish clear policies on the use of an on-line course by faculty members other than the one designated as the expert in the area and who fully developed all content and work for the course.</p> <p>Discussion: Faculty have to give permission to allow content. Policy is part of web courses. Some may be pressured to allow.</p>   |
| 21 | Tabled                     | Administrative Discretionary Increases (ADI's)<br>(Regulation 3.044, CBA Article 23.8)                              | <p>Address ADI's awarded to retain faculty in the context of counter offers from other Universities. What is the policy? Is there a requirement to show written proof of offer or job interview?</p> <p>Discussion: At the discretion of the colleges.</p>  |
| 22 | Information Technology     | Teleconference Technology.  | <p>Need a better university-wide solution to connect faculty to meetings like Google Docs, Adobe Connect or other reliable package.</p>   |
| 23 | Tabled                     | Teaching Incentive Program (TIP) & Annual Evaluation Standards and Procedures (AESP) Process.<br>(CBA Article 23.5) | <p>We must set the bar higher than ourselves for both. A culture change needs to happen.</p>  |
| 24 | Personnel                  | Out-of-Unit Parental Leave Policy.  | <p>Out of unit, 9-month faculty would like the same benefit as in-unit faculty.</p>   |

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| 25 | Parking, Transportation and Safety                                 | Utility Vehicles.<br>(Regulation 6.007; UCF Policy 3-122; <a href="http://ehs.ucf.edu/workplacesafety/utilitycarsafety.html">ehs.ucf.edu/workplacesafety/utilitycarsafety.html</a> )     | Utility vehicles are driving too fast on sidewalks and it's dangerous.  |
| 26 | Parking, Transportation and Safety                                 | Graduation Traffic/No Access To Scorpius to HPAI, HPAII, and UCF Global  | During graduation, Scorpius Street was closed preventing access to parking in the D lots. Anyone that needed to leave campus was unable to get back to the parking lot or the building. In addition, all exiting traffic from Scorpius Street was required to turn right (whether graduation was over or not) only, resulting in U-turns. Guests that park in Garage H exiting West Plaza drive make U-turns onto North Orion slowing traffic. Need a better solution for managing graduation traffic and parking without interfering in university business. |
| 27 | Information Technology   | Student Perception of Instruction (SPoI) – Processing Mid-Cycle or Mid-Term reports.   | Special tuition programs (market/tuition rate/cost recovery) and some newer programs have special course dates (like 7 weeks). Need a means to get processed for timely evaluation. Test Scoring Services does not process any mid-cycle or mid-term SPoI's. They are all done at the end of each term. Changes to the process need to be approved by the Senate and the Registrar's Office.  |
| 28 | Tabled   | Strategic Planning Council   | The membership and duties of the Strategic Council Committee may be out-of-date with the Collective Impact Strategic Plan.<br><b>Discussion: Dr. Jones will update Steering periodically.</b>   |
| 29 | Information Technology   | Student Perception of Instruction (SPoI) available to students.<br>( <a href="http://www.cst.ucf.edu/resources/testscoring/spi/">http://www.cst.ucf.edu/resources/testscoring/spi/</a> ) | Would like SPoI made more available to students by putting them in my.ucf.edu in an easier format for students to review a particular faculty member.<br><b>Discussion: Publicly available now as a single pdf and without verbal comments. Students want to use myUCF instead of rate my professor or other sites. Encourages more student engagement in completing SPoI's. It's is also a nightmare for colleges.</b>   |
| 30 | Ad Hoc Committee on Faculty Participation on University Committees | Faculty Involvement  | Need for faculty senate to be involved in assuring that committees developed and maintained by the administration are staffed with faculty and have faculty contributing to their mission.<br><b>Discussion: Need an inventory of committees.</b>   |
| 31 | Information Technology   | Multi-Factor Authentication  | Should not have to use personal phone to authenticate.  |
| 32 | Budget & Administrative  | Insufficient funding for faculty travel program.   |   |
| 33 | Personnel  | Follow-up on Salary study; implementation and gender gap study.  | Further understanding of the initial gender equity report is needed. How is the deeper study being designed? What will it address?  |
| 34 | Personnel  | No regular process of evaluation for endowed chairs; should a process be instituted, and what should it be?<br>(Regulation 3.010, CBA Article 10)  |   |



|              |           |   |   |
|--------------|-----------|---|---|
| 35           | Personnel | Committee chairs, reward and accountability for service (including service during the summer).  |   |
| 36           | Steering  | Facilitating shared governance with the Provost to solicit stakeholder feedback.  |   |
| 37           | Personnel | Joint Appointments with COM ( <a href="https://provost.ucf.edu/files/Joint_SecondaryJoint-Instructions-Form-07.29.16.pdf">https://provost.ucf.edu/files/Joint_SecondaryJoint-Instructions-Form-07.29.16.pdf</a> ) | Difficulty in arranging joint appointments between CREOL and COM because COM faculty are out-of-unit. |
| 2016-2017-13 | Tabled    | Post-tenure review ( <i>Regulation 3.010, CBA Article 10</i> )  | Not useful or beneficial. Is there a better way?  |

### Welcome Dean German

Dean German welcomed the Steering members to campus. Members congratulated Dean German on the teaching hospital.

Question: Do you have the funds you need?

Answer: All we needed was the land and the UCF brand.

The foundation must be poured by January 2019 followed by design and construction.

### **OTHER BUSINESS**

Provided a brief overview of the role of Steering members to take information back to their college on what is going on in the Senate.

Dr. Self recommended Steering members join the listserv for UCF Policy

(<http://policies.ucf.edu/subscribe.asp>) and UCF Regulation

(<http://regulations.ucf.edu/subscribe/index.html>) changes. Once you join, you are automatically given notice of proposed changes.

Added issue number 31 based on communication from Dr. Harrington regarding the new authentication being pushed to unpaid university cellphones.

### **ADJOURNMENT**

Motion to adjourn made and seconded. The committee adjourned at 5:50 p.m.

1                   **Resolution 2017-2018-5 Faculty Senate Bylaw Change, Governance**  
2                   **in Academic Units**

3   **Whereas**, the *Faculty Senate Constitution* contains Article VII. Governance in Academic Units, specifying that  
4 each academic unit of the university shall provide for non-administrative faculty representation in its  
5 governance; and

6   **Whereas**, the *Bylaws* do not provide details regarding governance in Academic Units; therefore

7   **BE IT RESOLVED** that the *Bylaws* of the *Faculty Constitution* be amended as follows to include a new Section  
8 IX. Governance in Academic Units with the Constitution Article VII automatically updated to reflect, as set  
9 forth in Senate Bylaws, Section IX:

10   **SECTION IX.**  
11   **Governance in Academic Units**

12       A. Operation and Bylaws

13       Each academic unit, and departments and schools whose leader holds an administrative  
14 appointment, must operate according to written bylaws approved by a majority of the unit's general  
15 faculty. The unit's general faculty is defined in Faculty Senate Bylaws *Section I. Definition of Faculty*  
16 and typically includes the leader of the unit. The unit's bylaws will be approved by the unit faculty,  
17 the unit leader, and appropriate Dean (or equivalent). The Dean will have the Office of Faculty  
18 Excellence review the bylaws to ensure compliance with university policy. When fully approved, the  
19 bylaws will be posted electronically by the Office of Faculty Excellence in a manner accessible and  
20 easily navigable by all unit faculty. The unit bylaws will be reapproved and revised (as needed) every  
21 five years or whenever requested by a majority of the unit faculty.

22       B. The unit bylaws shall at least include the following topics:

- 23           a. Frequency of Meetings - Meetings of Department/School faculty will be regularly called by  
24 and presided over by the leader. Their frequency will depend on the needs and usages of  
25 the units. At least one meeting per semester shall be held. Chairs and directors in colleges  
26 with multiple units should meet at least monthly with the college dean.
- 27           b. Meeting Rules - Unit meetings should run according to the latest edition of *Robert's Rules of*  
28 *Order*, or other rules as specified in the unit's bylaws (note the quorum and recusal rules  
29 therein).
- 30           c. Faculty-called Meetings - The faculty in a Department/School shall be entitled to call a  
31 special meeting with a specific agenda upon presentation to the appropriate leader of such  
32 a request of one-third of the Department/School faculty. The special faculty meeting shall  
33 occur within five business days of the presented request if reasonably possible.
- 34           d. Membership and Voting - All general faculty should attend and participate in unit meetings.  
35 The unit bylaws must designate voting rights.
- 36           e. Records - Proposed meeting agendas must be provided to the faculty by the leader in  
37 advance of the meetings. Minutes must be circulated to the members before the next  
38 meeting and offered for approval at the next meeting. Agendas and approved minutes must  
39 be posted electronically in a manner accessible and easily navigable by all unit faculty. A  
40 shared drive or unit intranet is the preferred means for information sharing.

- 41 f. Except for records deemed confidential under law or university policy, leaders must not  
42 keep unit records confidential from unit faculty. As requested by unit faculty, records must  
43 be posted electronically in a manner accessible to all unit faculty.
- 44 g. Unit policies and bylaws; unit budgets; formal plans; unit meeting agendas, minutes, and  
45 exhibits; unit committee records (including membership, agendas, minutes, and exhibits); as  
46 determined by a majority of the faculty of each unit, must be posted online in a manner  
47 accessible and easily navigable by all unit faculty.
- 48 h. Upon the request of unit faculty, other public data relevant to unit members should be  
49 posted electronically in a manner accessible and easily navigable by all unit faculty.
- 50 C. Steering Committee
- 51 Each unit is strongly encouraged to have a steering or executive committee of senior faculty to  
52 advise the unit leadership.

1           **Resolution 2017-2018-6 Endorsement of University of Chicago Statement**  
2   **on Freedom of Expression**

3  
4   **Whereas**, the University of Central Florida firmly supports academic freedom and free speech on  
5 campus; and  
6

7   **Whereas**, multiple events on university campuses across the country over the past several years, but  
8 especially 2017, have raised questions about status of free speech on American university campuses;  
9 and  
10

11   **Whereas**, the free speech policy statement produced by the Committee for Freedom of Expression at  
12 the University of Chicago has become a model for university affirmations of free speech and academic  
13 freedom across the country since its publication in 2015; and  
14

15   **Whereas**, the Chicago Statement has been adopted or endorsed by a growing number of faculty bodies  
16 and institution across the United States; therefore  
17

18   **BE IT RESOLVED** that the Faculty Senate endorses the following statement on freedom of expression,  
19 adapted from the University of Chicago statement:

20   Because the University of Central Florida is committed to free and open inquiry in all matters, it  
21 guarantees all members of the University community the broadest possible latitude to speak, write,  
22 listen, challenge, and learn. Except insofar as limitations on that freedom are necessary to the  
23 functioning of the University, the University of Central Florida fully respects and supports the freedom of  
24 all members of the University community to discuss any problem that presents itself.

25   Of course, the ideas of different members of the University of Central Florida community will often and  
26 quite naturally conflict. But it is not the proper role of the University to attempt to shield individuals  
27 from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. Although the  
28 University greatly values civility, and although all members of the University community share in the  
29 responsibility for maintaining a climate of mutual respect, concerns about civility and mutual respect  
30 can never be used as a justification for closing off discussion of ideas, however offensive or disagreeable  
31 those ideas may be to some members of our community.

32   The freedom to debate and discuss the merits of competing ideas does not, of course, mean that  
33 individuals may say whatever they wish, wherever they wish. The University of Central Florida may  
34 restrict expression that violates the law, that falsely defames a specific individual, that constitutes a  
35 genuine threat or harassment, that unjustifiably invades substantial privacy or confidentiality interests,  
36 or that is otherwise directly incompatible with the functioning of the University. In addition, the  
37 University may reasonably regulate the time, place, and manner of expression to ensure that it does not  
38 disrupt the ordinary activities of the University. But these are narrow exceptions to the general principle  
39 of freedom of expression, and it is vitally important that these exceptions never be used in a manner  
40 that is inconsistent with the University's commitment to a completely free and open discussion of ideas.

41   In a word, the University of Central Florida's fundamental commitment is to the principle that debate or  
42 deliberation may not be suppressed because the ideas put forth are thought by some or even by most  
43 members of the University community to be offensive, unwise, immoral, or wrong-headed. It is for the

44 individual members of the University community, not for the University as an institution, to make those  
45 judgments for themselves, and to act on those judgments not by seeking to suppress speech, but by  
46 openly and vigorously contesting the ideas that they oppose. Indeed, fostering the ability of members of  
47 the University community to engage in such debate and deliberation in an effective and responsible  
48 manner is an essential part of the University's educational mission.

49 As a corollary to the University of Central Florida's commitment to protect and promote free expression,  
50 members of the University community must also act in conformity with the principle of free expression.  
51 Although members of the University community are free to criticize and contest the views expressed on  
52 campus, and to criticize and contest speakers who are invited to express their views on campus, they  
53 may not obstruct or otherwise interfere with the freedom of others to express views they reject or even  
54 loathe. To this end, the University has a solemn responsibility not only to promote a lively and fearless  
55 freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it.