



Faculty Senate

Faculty Senate

Minutes for meeting of Thursday, September 8, 2022, 3:00-5:00 pm

Meeting recording available at: https://ucf.zoom.us/rec/share/aHhe0c7KY2LluTm-z2TH18u4S3VAC2Z_7kiDnYzWlpXYPhL9ZoS51SLLj8Cluhmu.2CF7OPcvMLINICmX?startTime=1662662508000

Passcode: ^\$2134=Y

1. Quorum reached and Call to Order at 3:00 p.m.
2. Roll Call via Qualtrics – Faculty Senate Chair Stephen King, Vice Chair Keri Watson, Secretary Kristine Shrauger, and Past Chair Joseph Harrington were present. (See *meeting materials Attachment A for list of participants*)
3. Approval of Minutes of *April 14, 2022*
 - a) Minutes approved as written
4. Recognition of Guests
 - a) Joe Adams, Senior Communications Director, Academic Affairs
 - b) Theodorea Berry, Dean, College of Undergraduate Studies
 - c) Rhonda Bishop, Vice President, Compliance and Risk
 - d) Alexander Cartwright, President, Office of the President
 - e) Beau Case, Dean, University Libraries
 - f) Youndy Cook, Vice President, General Counsel's Office
 - g) Paul Dosal, Senior Vice President, Student Success
 - h) Makayla Gray, Reporter, NSM Today
 - i) Matthew Hall, Vice President and Chief Information Officer, Information Technology Services
 - j) Gerald Hector, Professor, College of Community Innovation and Education
 - k) Jana Jasinski, Vice Provost, Faculty Excellence
 - l) Michael D. Johnson, Provost, Office of the Provost
 - m) Elizabeth Klonoff, Dean, College of Graduate Studies
 - n) Eric Main, Associate Director, Faculty Center for Teaching and Learning
 - o) Xely Martinez, Vice President, Student Government Association
 - p) Jeff Moore, Dean, College of Arts and Humanities
 - q) Andrea Guzman Oliver, Vice President, Diversity, Equity and Inclusion
 - r) Janet Owen, Vice President, Government & Community Relations
 - s) Sheila Amin Gutierrez de Pineres, Dean, Honors College
 - t) Winston Schoenfeld, Associate Vice President, Office of Research
 - u) Kevin Yee, Director, Faculty Center for Teaching and Learning
5. [00:03] Announcements and Report of the Senate Chair – *Stephen King*
 - a) Chair King spoke about senate procedures, Workday, student success at UCF, the strategic plan, equitable benefits to all faculty and an overview of goals and priorities for the senate year. For full report, please see attachment B.



Faculty Senate

6. [00:20] Report of the President – *President Alexander Cartwright*
 - a) President Cartwright spoke about fall student enrollment, student retention, graduation rate, national rankings, and Workday. For the full report, please see Attachment C.
 - b) Question and answer: Topics covered were budget allocations, advancement fundraising, budget, and international student enrollment. See Zoom recording for more details.

7. [00:45] Report of the Provost – *Provost Michael D. Johnson*
 - a) Provost Johnson spoke about House Bill 7, the strategic plan, searches, COVID, and football games closures. For the full report, please see Attachment D.

8. [01:00] Unfinished Business - none

9. [01:00] New Business
 - a) Advance Notification of Constitution and Bylaw Changes Brought Forward by Steering Committee on August 25, 2022
 - i) Resolution 2022-2023-1 Constitutional Amendment: Constitutional Amendment Process (Attachment E)
 - (1) Chair King gave a brief overview of the resolution.
 - ii) Resolution 2022-2023-2 Bylaws Amendment: Bylaws Amendment Process (Attachment F)
 - (1) Chair King gave a brief overview of the resolution.

10. Committee Reports
 - a) Reports from operational and curricular committees will commence at the October Senate meeting

11. [01:03] Campus Climate Report
 - a) General Counsel Youndy Cook, Vice President for Diversity, Equity and Inclusion Andrea Guzman, Faculty Center for Teaching and Learning Director Kevin Yee, and Vice Provost Jana Jasinski and discussed House Bill 7 and answered questions posed by the senators. See attachment G for full reports.

12. [02:00] Other Business – none

13. Adjourned at 5:00 p.m.

Reviewed and submitted by:

Kristine J. Shrauger
Kristine Shrauger
Secretary, Faculty Senate

09/12/2022
Date

Faculty Senate Meeting Attendance

9/8/2022

First Name:	Last Name:	College/Unit:	College/Unit: - Other	Meeting Role:	Meeting Role: - Guest
Brown	James	CAH		Senator	
Mason	Cash	CAH		Senator	
Lynn	Casmier-Paz	CAH		Senator	
Brandy	Dieterle	CAH		Senator	
Esmeralda	Duarte	CAH		Senator	
Scot	French	CAH		Senator	
Barbara	Gannon	CAH		Senator	
Tremon	Kizer	CAH		Senator	
Blake	Scott	CAH		Senator	
Sandra	Sousa	CAH		Senator	
Kristina	Tollefson	CAH		Senator	
Peter	Weishar	CAH		Senator	
James	Gallo	CBA		Senator	
Vladimir	Gatchev	CBA		Senator	
Paul	Goldwater	CBA		Senator	
Eric	Schmidbauer	CBA		Senator	
Axel	Stock	CBA		Senator	
Shannon	Taylor	CBA		Senator	
Marjorie	Ceballos	CCIE		Senator	
BOBBY	HOFFMAN	CCIE		Senator	
Gulnora	Hundley	CCIE		Senator	
Karol	Lucken	CCIE		Senator	
Lisa	Martino	CCIE		Senator	
Brett	Meltzer	CCIE		Senator	
Sara	Michael Luna	CCIE		Senator	
Danny	Seigler	CCIE		Senator	
Larry	Walker	CCIE		Senator	
Ladislau	Boloni	CECS		Senator	
Kevin	Coffey	CECS		Senator	
Dennis	Filler	CECS		Senator	
Marino	Nader	CECS		Senator	
Sumanta	Pattanaik	CECS		Senator	
Michael	Proctor	CECS		Senator	

Faculty Senate Meeting Attendance
9/8/2022

Andrew	Randall	CECS	Senator
Joseph	Kider	CGS	Senator
Glenn	Martin	CGS	Senator
Martine	Vanryckeghem	CHPS	Senator
Asli	Yalim	CHPS	Senator
Tina	Chiarelli	COM	Senator
Nadine	Dexter	COM	Senator
Nyla	Dil	COM	Senator
Stephen	King	COM	Senator
Stephen	Lambert	COM	Senator
Bill	Self	COM	Senator
Leslee	D'Amato-Kubiet	CON	Senator
Frank	Guido-Sanz	CON	Senator
Scott	Branting	COS	Senator
Michael	Callaghan	COS	Senator
Alison	Cares	COS	Senator
Michelle	Dusseau	COS	Senator
Martha	Hubertz	COS	Senator
Stephen	Kuebler	COS	Senator
Tamra	Legron-Rodriguez	COS	Senator
Daniel	Marien	COS	Senator
Piotr	Mikusinski	COS	Senator
Nizam	Uddin	COS	Senator
Linda	Walters	COS	Senator
Axel	Schulzgen	CREOL	Senator
Jonathan	Judy	RCHM	Senator
Reid	Oetjen	CCIE	Steering
Tian	Tian	CECS	Steering
Missy	Murphey	UL	Steering
Keri	Watson	CAH	Steering
Jeff	Kauffman	CECS	Steering
Joseph	Harrington	COS	Steering
Jim	Moharam	CREOL	Steering
Kelly	Semrad	RCHM	Steering

Faculty Senate Meeting Attendance
9/8/2022

Jeff	Moore	CAH		Guest	Dean
Sheila	Amin Gutierrez de Pineres	Other	BHC	Guest	Dean
Theodora	Berry	Other	CUGS	Guest	Vice Provost and Dean
Matthew	Hall	Other	Provost Office	Guest	VP and CIO
Elizabeth	Klonoff	Other		Guest	VPR and Dean, CGS
Eric	Main	Other	FCTL	Guest	Associate Director
xelayris	Martinez	Other	Student rep.	Guest	n/a
jana	jasinski	Other	Faculty Excellence	Guest	Vice Provost
Beau	Case	Other	University Libraries	Guest	Dean

**Chair Remarks
Faculty Senate Meeting
September 8, 2022**

The Announcements and Report of the Chair will come in three parts:

First, some announcements about procedures in Senate this year

Then, four short updates that I want to share with the Senate and faculty

Last, I'll give an overview of my goals and priorities for Senate for the year.

1. First...procedures. The current Senate Leadership Team has been working over the summer to identify ways to help senate complete the business we have. You will see some of those changes today, and others in the coming weeks. I ask that you have a bit of patience for some new things coming your way.
2. Next to me is Laurie Carroll, the Faculty senate administrative assistant who helps EVERYONE in the senate in numerous ways. She will be taking the minutes and performing the many other tasks that it takes to run a meeting like this.
3. I also want to clearly stress that in your communications with Laurie, I fully expect people to **behave professionally**. If you are angry or upset about something coming from senate, come **talk to me** and **do NOT** take it out on her.
4. Next to Laurie is Kristine Shrauger, Kristine is Secretary of the Faculty Senate, she will be helping write down the exact wording of motions and other parliamentary actions. She is also the microphone czarina.
5. On the far left is Keri Watson, Vice chair of the Faculty Senate. Keri will be helping us to keep moving along the agenda and to help make sure our meetings end on time.
6. To help us get through our business without getting side-tracked, as Chair, I will preside in our Senate meetings using guidance from the Faculty Constitution, Faculty Bylaws, and Robert's Rules.

7. This brings me to your new shiny bright and colorful handout! Please bring those out for a minute. These laminated sheets are our “CRIB NOTES” for Parliamentary Procedures and Robert’s Rules all in one place.
8. You will get one of these sheets, with your name plate, when you walk in, and we will collect both the name plate and the CRIB NOTES at the end of the meeting.
9. Let’s start by looking at the White side. This lists critical parliamentary topics on the left, with descriptions to the right. There is lots of information here... I want to point out two things.
10. FIRST: Under meeting agenda, the last point: “Non-Agenda text and material to be presented **should be submitted two days prior to the meeting**” this means that if you **plan to make a motion, amend a resolution, or share any material**, the senate office needs to have it two days before the meeting (that’s Tuesday for a Thursday meeting) so we can **look it over, prepare** for it, and then **share that** ahead of time with the meeting participants.
11. SECOND: Under Rules of Debate...**the top two points are critical**. Every member can debate motions once recognized, but you can only speak a second time after everyone has had the chance to speak once. I will be recognizing people to speak based on these fundamental points
12. Now let’s flip to the Colorful side: This provides a few hundred pages of Robert’s Rules motions in a single easy to use format. The motions under the Blue heading are all ranked like staircase steps. If someone makes a main motion, another motion can be made if it goes up the staircase. So you could make a new motion to amend it, then another motion can be made to Call the question to vote...at that time it is too late to go backwards to postpone discussion of the motion. We then work back through the motions in reverse order to how they were made.
13. The other columns point out all sorts of relevant information about the motions. One thing I want to say is for the column to interrupt the speaker. Please consider if you **truly need to interrupt the speaker** or if you can wait until after the speaker finishes. If you need to interrupt,

please initially try to wave your hand or do a quick stand to get my attention.

14. I will not go through the rest of the CRIB NOTES, consider this an Experiential Learning class ... Lets call it Parliamentary Procedures and Roberts Rules 101 during Senate. We will all learn together

Now to four short Senate business updates: These updates are about actions taken by myself as Chair, by senate leadership, and by the senate steering committee since we had our last Senate meeting in April.

First Update... Workday and SET:

I want to thank all the faculty that have emailed and talked to me about issues with Workday and SET.

I have taken your input and experiences and used it to inform and work with the upper administration to make sure they understand the magnitude and scope of the issues facing faculty, and to help identify solutions to those issues.

Unfortunately, there are a large number of significant problems that will require additional programming and thus they cannot be solved by a simple click of a mouse.

The Faculty Senate needs to have a discussion with the administration about Workday at our Senate meeting next month.

By that time, we should be able to see How Workday fixes have been developed and implemented in response to issues and concerns raised by faculty.

Second Update... Student Success at UCF:

The success of our students is

1-critical to our faculty mission as teachers and educators,

2-a vital portion of the strategic plan,

and 3-linked to critical metrics and money from the state of Florida.

Yet the Faculty Senate has **never had a committee** that specifically focused on the nature of student success and the myriad ways faculty can support student success.

Therefore, The Senate Steering committee created an ad hoc student success committee, chaired by Tina Chiarelli. For those that may not know: Tina is Vice-chair of the undergraduate council and chair of the Undergraduate Course Review Committee (UCRC).

We will be hearing more from Tina and other members of the ad hoc Student Success committee in the coming months.

Third Update: The Senate and The UCF Strategic Plan:

I hope everyone present has read the recently approved UCF Strategic Plan.

IF NOT... **YOU NEED TO!**

The four priorities of the strategic plan are

Student Success and Well Being

Discovery and Exploration

Community and Culture

Innovation and Sustainability

Now, for the first time that I am aware of, the priorities of the strategic plan are going to be directly supported by Senate committees.

This way we can make sure faculty are working with the administration to use existing programs and to develop new ideas that guide and support the plan, That cooperation will help us meet the goals in the plan.

Last of 4 Updates: Equitable benefits to all faculty:

One thing I have advocated for during the seven plus years I have been in Senate is that all full-time faculty, no matter what college or school they are in, no matter what they teach or what research they do, should have the same benefits as other faculty.

Currently, that is not the case in the College of Medicine, In COM, faculty cannot be part of the Faculty Union, and because of that the faculty get some, but not all, of the benefits that faculty in all other units receive. I discussed this with the Provost and he has agreed that all full-time faculty should have the same benefits whether they are in the bargaining unit or not. This will require a policy change, but that should be started soon.

OK... Time for change of gears:

I want to give all of you present here today an overview of my goals and priorities for Senate for this year and beyond.

First: I need to start with me: I'm new in this role as Chair.

No doubt you have questions about me and my approach to running Senate

My philosophy as Senate Chair is to work with faculty AND administration to share Faculty viewpoints, issues, and faculty concerns

And also to share faculty ideas, our aspirations for the future, and our ideas for solutions

I believe solutions to major issues are not easy... or they would already be solved.

The tough problems require solutions that are developed over time

By Communicating- reaching the right people

By Having a Commitment to work together and collaborate

By Not worrying about whether something is a

faculty solution or an administration solution

Just finding the best darn answers to whatever we are facing

When I became chair,

I took a fresh look at the faculty and at Senate:

I saw problems with both

A host of issues are affecting faculty,

There is pressure put on faculty from all sides

Student to faculty ratios

compensation in an inflationary world

significant issues across campus with Workday and SET

the impact of HB7 and other outside forces

In short: the environment at this public university in central Florida

is a significant drain on faculty productivity and morale

And I also saw problems with how Senate is working

We tend to be very reactive, only rarely are we proactive

That has to change

I talked with many faculty and our senate committee chairs

We have big issues stopping us from doing what we simply need to do

My goal is to work with everyone here,

and all the faculty,

and the staff,

and the administration

to **change** this course that we have been on

and **ADAPT** to what is happening around us...

In other words, I plan to utilize the senate in every way possible to address the faculty concerns of today...and of tomorrow

We have some critical faculty issues to address RIGHT NOW

The **workday** transition
Retaining our faculty and **hiring** new faculty
Supporting faculty in the face of HB7 and other **outside forces**
acting upon us

These are just a few examples
of the problems we are reacting to TODAY

But we **MUST** look ahead
and start **BEING PROACTIVE** for the future

Like it or not the Strategic Plan is here.

We can either let the administration
come up with the only ideas to put it in action.

OR, we can work with the administration to develop and collaborate
to help us find better ideas,
put our faculty goals and aspirations and solutions into action
We simply need to work together
to change how things are going at UCF

Now I'm a biologist, what does that mean. I think of molecules and cells and
organisms and species and the environment

and here's a question for us to consider:

what happens to a species when the environment around it changes?

Lots of scientists smarter than me have figured out that

for a species in a changing environment there are just three options.

ADAPT,
MOVE,
or DIE

I Don't see UCF moving away from Orlando on a Magic School Bus, or a
Magic Carpet Ride or anything else

I don't want UCF to stagnate and die,

So I am here to help UCF ADAPT to the current environment we are in

So what's this mean for **the senate**?

UCF is under enormous pressure, and the environment around us has
changed from just a few years ago

Luckily, **the senate** is the **faculty mechanism for change at UCF**.
The Senate can help the faculty and the University **ADAPT**

By working through the Senate and the Senate Committees, faculty can **help shape the future**, and **not be** controlled by the future.

We, the senate, are starting this already. As I stated earlier, two weeks ago in our Steering meeting we did something I believe is for the first time for the Senate:

We assigned specific senate committees the topic of helping to support and develop the four priorities of the Strategic plan,

The Faculty Senate will now be supporting and guiding

Student Success and Well Being

be supporting and guiding **Discovery and Exploration**

be helping to promote **our Community and Culture**

and be making sure UCF is still here years from now by working on

Innovation and Sustainability

in other words, we have already started to adapt to the new environment around us

Trust me: More change IS coming.

CHANGE HAS TO COME

we **must adapt** or else we will stagnate and die

I hope you now understand more about me, my priorities, and the essential role I see for the senate in the future of UCF.

Thank you.

President Alexander Cartwright Remarks

Faculty Senate

Thursday, September 8, 2022

- Good afternoon!
- We are very happy to have our faculty back on campus to kick off another incredible school year. Delighted to be here in person with you for the first time.

- Even though UCF operates year-round, the fall semester is always particularly exciting — including the buzz of new students and faculty joining us.

- **Our fall enrollment projections and housing occupancy numbers** show students are excited to be back on campus, too.
 - Our headcount looks like it will drop a bit below 70,000, resting close to 69,000 (current projections show 68,840).

 - The breakdown is:
 - Just above **30,000 FTIC** (30,009), which is slightly up from last year (+0.5%)
 - Just above **29,000 Transfer** (29,059), which is down a bit from last year (-3.8%)
 - And **9,772 graduate students including medical** (-5.3% from last year).

 - As for housing, we are thrilled that we are **at capacity with 7,500 student residents across our ten communities**.

- **Students are very interested in being a part of what UCF offers.**
 - We hosted more **than 40,000 prospective students and their family members** over the last year for campus visits and “Knight for a Day” open houses.

 - We received **more than 53,000 applications** to join the entering freshman class — the most in our history.

 - More than **7,500 new FTIC students** and **4,900 transfer students** have attended our orientation programs this past summer.

- **Preliminary statistics show our incoming FTIC class is again very strong.**
 - The fall freshman class set a new record for the **highest SAT scores in university history** with an average score of 1335.
 - The class also has an **average ACT score of 28.3** and an **average GPA of 4.23**.
 - We also welcomed **86 new National Merit Scholars**, showing we are still a top choice for some of our region's and country's brightest students.
- **Our existing students continue to set records, too!**
 - **FTIC first-year retention** is anticipated to be a record high at 93%.
 - Last year was 91.8%.
 - Strategic plan 2027 goal is 93%.
 - **FTIC 4-year graduation** is expected to jump more than four percentage points to around 54% (also a record high).
 - Two years ago, the 4-year rate was under 48%.
 - Five years ago, it was under 44%.
 - Our 2027 strategic plan goal is 65%.
- We are very excited to build on this success to grow our reputation for excellence even more.
- I know we will soon reach our goal to become a top 50 public research university and can continue to work toward top 25.
- These recognitions are more than just chasing rankings — they are about our impact on our students and community.
- Great research universities drive economic development, fuel the talent pipeline, and attract community investment.
- Thank you all for the integral role you have in that.
- And thank you for your patience and continued feedback throughout our **Workday transition**. We know there have been a lot of changes and challenges — some expected and some unexpected — and **we would like to continue to hear from you** so we can make sure we get it right and work together to build a better UCF.

Addendum to President's remarks received after the Faculty Senate meeting stemming from a question regarding international student enrollment:

- We have 2,033 undergraduate international students — 3.4% of our undergraduate population (up from 2.7% in Fall 2018, where we had 1,559 undergraduate international students).
- We have 1,094 graduate international students — 11.8% of our graduate population (down from 12.4% in Fall 2018, where we had 1,136 graduate international students).

Provost Michael D. Johnson's Remarks

For Steering Committee Meeting on

Thursday, September 8, 2022, 3 p.m. to 5 p.m.*

- Thank you, Steve, and welcome everybody to the new academic year!
- I'm really happy to be back on campus as are our students ...
- Grateful for your engagement with the Senate and the university ... Your work has been extraordinarily important in the last few years to the president and me in working through COVID and many other things ... looking forward to working with you ...

New Legislation Affecting Faculty

- Among the most impactful legislation House Bill 7, which adjusts Florida's civil rights law that prohibits discrimination and further defines what is meant by discrimination ...
- The law states that you need to teach in the manner that I believe most of us always have, in the way that is our professional responsibility ... to educate, not indoctrinate, to teach not to preach, to help people understand and not conform to your belief
- Be assured that you can and should continue to teach challenging and controversial topics. But the new law causes some understandable anxiety among faculty.
- We will talk more about this law later in the meeting. This is important if we are to fulfill our responsibilities – educationally as well as legally.

Strategic Plan Implementation

- Moving into implementation of our newly adopted university strategic plan. If you haven't read it, please do – it is short, clearly spells out priorities
- Will use the senate's Strategic Planning Council to drive accountability in meeting plan objectives
 - Include faculty, administrative leaders, students
 - Will meet three times a year
 - Council will help with ideas, creativity, ways to think about things
- Responsibility for implementing the plan will be with certain administrators working with appropriate task forces ...
- These groups and/or their leaders will meet three times a year with the Strategic Planning Council on how we are progressing, obstacles facing us
- President and I anticipate this council will help us understand what will change, what we should do differently to meet goals, where things are moving as they should, etc.

Key Hire

- VP for Research search underway, anticipate completing it this semester

COVID

- We are moving toward treating COVID like other diseases in the community, like flu and other things
- COVID Community level for Orange County is in CDC's low range, bouncing around in the low to medium range on CDC guidelines
- E.g., in-person events returning as the norm; students back on campus and eager to participate in various aspects of campus life
- Most of our COVID protocols have ended

- Continuing wastewater and genomic testing, replenishing hand sanitizer and masks, Student Health Services still offering COVID vaccinations, boosters and testing for students, COVID Oversight Committee continues to meet
- We're not treating COVID as special, students who get sick will fall under our ordinary policies for sickness
- You should all have policies in your classes and syllabi on how things work when students are sick; please follow those policies
- Faculty who feel ill should take sick leave, or if they are staying home to be cautious, can talk with their chair about temporarily moving the class online – only temporarily, of course. Students who signed up for an in-person class deserve to get what they signed up for.

Closing

- Our next home football game is tomorrow; campus closes at 2.
- Thanks for all you do.
- If there's time, glad to take questions.

1 Resolution 2022-2023-1
2 UCF Faculty Constitution Amendment
3 UCF Faculty Constitution Amendment Process
4
5

6 **Whereas**, the UCF Faculty Constitution amendment process details four instances
7 where a fixed length of time is provided for input into the amendment process, including
8 30 days prior notice before consideration at an initial Faculty Senate meeting, 14 days
9 for general faculty to provide input on the amendment, 30 days notice for any textual
10 revisions to the amendment, and 30 days review by the Provost and President upon
11 initial passage, and
12

13 **Whereas**, the current UCF Faculty Constitution amendment process results in an
14 extended time period of up to 146 days between the original time of notice and the day
15 on which the amendment can be considered by the faculty and voted upon due to the
16 timing of periodic Steering and Faculty Senate meetings, and up to 248 days from start
17 to finish of the entire Constitution amendment process; and
18

19 **Whereas**, the widespread and ubiquitous utilization of digital communications has sped
20 up the way in which the Faculty Senate and all of UCF communicates and conducts
21 business; therefore:
22

23 **Be it resolved** that the amendment process detailed in Article VII. of the UCF Faculty
24 Constitution be amended to state:
25

26 A. Amendments to the constitution shall be considered by the Faculty Senate upon
27 recommendation of the Faculty Senate Steering Committee or upon receipt of a
28 proposal signed by five percent of the General Faculty. The text of a proposed
29 amendment must be communicated to the General Faculty, made available
30 electronically to the members of the Faculty Senate, and be included on the agenda and
31 discussed at two successive meetings of the Senate. The proposed amendment is
32 subject to amendment and may be voted upon at the second Senate meeting. A two-
33 thirds vote of the voting members present is required for adoption.
34

35 B. Upon adoption by the Faculty Senate, an amendment shall be transmitted to the
36 provost and vice president for Academic Affairs and the president of the university for
37 action. Within twenty days the president shall either approve the amendment or refer
38 the amendment back to the Faculty Senate for reconsideration. Such a referral shall
39 include the reasons for the action. If the latter action is taken, the Faculty Senate may,
40 by a two-thirds vote of the voting members present, approve the original or a revised
41 amendment. The approved amendment will be sent to the president for further
42 consideration. An amendment shall become effective at such time as it receives the
43 president's approval.

1 Resolution 2022-2023-2
2 Faculty Bylaw Change
3 Faculty Senate Bylaw Amendment Process
4
5

6 **Whereas**, the Bylaws to the Constitution of the Faculty of the University of Central
7 Florida amendment process requires a bylaw amendment to be on the agenda of two
8 successive Senate meetings, and that there also be 30 days prior notice before the first
9 of those meetings; and

10
11 **Whereas**, the current Bylaw amendment process results in an extended time period of
12 up to 78 days between the original time of notice and the day on which the Bylaw can
13 be considered and voted upon due to the 28 day cycle of Faculty Senate meetings; and
14

15 **Whereas**, the widespread and ubiquitous utilization of digital communications has sped
16 up the way in which the Faculty Senate and all of UCF communicates and conducts
17 business; therefore:

18
19 **Be it resolved** that the Faculty Bylaw amendment process detailed in section X.A. of
20 the Bylaws to the Constitution of the Faculty of the University of Central Florida be
21 amended to state:
22

23 A. The Faculty Senate may amend its own bylaws by the affirmative vote of a majority
24 of Senate members present and voting at a meeting with a quorum.

25
26 1. A proposed amendment shall be included on the agenda for discussion at two
27 successive regular meetings of the Senate.

28
29 2. The text of a proposed bylaw or amendment to a current bylaw must be made
30 available electronically to the members of the Faculty Senate prior to the first
31 meeting.

32
33 3. The proposed amendment is subject to amendment and vote at the second
34 Senate meeting.

35
36 4. In cases of emergency, established by the Steering Committee, the
37 requirement of requiring two successive meetings can be waived.

Campus Climate Report Remarks

Faculty Senate Meeting

September 8, 2022

Youndy Cook, Vice President and General Counsel

Florida Legislature adopted House Bill 7 during the 2022 session, effective July 1, 2022.

Two portions of HB7 are relevant to university:

1. Amendments to the Florida Civil Rights Act (FCRA) – Fla. Stat. 760.10

Bans employers covered by the FCRA (including educational employers) from mandating training for employees if the training contains the specified concepts.

This portion was temporarily enjoined by Court Order in August 2022 – state officials cannot enforce this statutory requirement at this time. Plaintiffs in that matter are seeking permanent relief.

2. Amendments to the Florida Educational Equity Act (FEEA) – 1000.05

Prohibits subjecting “any student or employee to training or instruction that espouses, promotes, advances, inculcates, or compels such student or employee to believe any of the” specified concepts (listed below).

Three currently pending legal challenges, but no ruling at this time.

Law is in effect.

The eight specified concepts are:

1. Members of one race, color, national origin, or sex are morally superior to members of another race, color, national origin, or sex.

2. A person, by virtue of his or her race, color, national origin, or sex is inherently racist, sexist, or oppressive, whether consciously or unconsciously.

3. A person’s moral character or status as either privileged or oppressed is necessarily defined by his or her race, color, national origin, or sex.

4. Members of one race, color, national origin, or sex cannot and should not attempt to treat others without respect to race, color, national origin, or sex.

5. A person, by virtue of his or her race, color, national origin, or sex bears responsibility for, or should be discriminated against or receive adverse treatment because of, actions committed in the past by other members of the same race, color, national origin, or sex.

6. A person, by virtue of his or her race, color, national origin, or sex should be discriminated against or receive adverse treatment to achieve diversity, equity, or inclusion.

7. A person, by virtue of his or her race, color, sex, or national origin, bears responsibility for and must feel guilt, anguish, or other forms of psychological distress because of actions, in which the person played no part, committed in the past by members of the same race, color, national origin, or sex.

8. Such virtues as merit, excellence, hard work, fairness, neutrality, objectivity, and racial colorblindness are racist or sexist, or were created by members of a particular race, color, national origin, or sex to oppress members of another race, color, national origin, or sex.

The statute (s. 1000.05) further provides that the specified concepts can be discussed as part of a larger course of training or instruction, so long as the training or instruction is “given in an objective manner without endorsement of the concepts.”

No guidance on the term “objective”. But we believe that one powerful measure of what is objective is that the idea presented can be tested by critical peer review and rigorous debate, and that the idea is supported by credible research.

BOG adopted Regulation 10.005 which provides the following definition of “instruction”: the process of teaching or engaging students with content about a particular subject by a university employee or a person authorized to provide instruction by the university within a course.

[emphasis added]

In different court filings, attorneys on behalf of the State defending HB 7 have stated the following:

- The Act prohibits only the endorsement of the prohibited concepts – and expressly permits discussion of them. Even if some reading material assigned by an instructor expressly endorses one of the eight concepts, the instructor’s act of assigning the material ‘would clearly not violate the Act.’ [emphasis in original]

- “The Act does not prohibit educators from teaching material that makes students feel uncomfortable, guilty, distressed, or any other unwelcome emotion.” The Act prohibits teaching that ‘a person, by virtue of his or her race, color, sex, or national origin, bears personal responsibility for and must feel guilt, anguish, or other forms of psychological distress because of actions, in which the person played no part, committed in the past by other members of the same race, color, national origin, or sex.’ [note: this is specified concept 7]

- A lesson would not violate the Act merely because students studying it might feel anguished about historical events. What would violate it is if the instructor taught that the student, because of race etc. bore personal responsibility and must feel guilt/distress because of past injustices.

- University level students “can be expected to engage with a text critically”

- Even assuming that the premises of certain texts violate the concepts, a professor “can discuss them objectively with his students so long as he refrains from endorsing or advocating any of the ‘concepts’ prohibited by the Act.”

Kevin Yee, Director of the Faculty Center for Teaching and Learning, spoke briefly about pedagogical considerations in light of HB7, reminding faculty that no topic is off-limits but that everyone should be cautious not to require students to believe any particular viewpoint. This is best done by remaining focused on the student learning outcomes of the course, and by ensuring that grading is not punitive if students express a divergent belief.

Andrea Guzman, Vice President for Diversity, Equity and Inclusion

Ginsburg Center for Inclusion and Community Engagement

- Hispanic Serving Institution Initiatives and Partnerships

- Military and Veterans Student Success
- UCF Affinity Groups
 - Black Faculty and Staff Association (BFSA)
 - Latino Faculty and Staff Association (LaFASA)
 - PRIDE Faculty and Staff Association (PFSA)
 - Military and Veterans Faculty and Staff Association*
 - Asian American and Pacific Islander Faculty and Staff Association*
- ACE Women's Network
- Student Advisory Council at UCF
- University-Wide Diversity Council*
- Industry and Community Advisory Board*

*Information

Ginsburg Center for Inclusion and Community Engagement

The Ginsburg Center for Inclusion and Community Engagement seeks to drive transformational change and develop compassionate leaders and responsible global citizens. The center aims to promote critical thinking; innovation in teaching and learning; and an awareness and appreciation of varied viewpoints and lived experiences.

- Office of Diversity Education and Training
- Office of Civil Discourse and Engagement
- Department for Access and Academic Excellence
 - Pre-Collegiate Programs
 - Student Success and Education Awareness Initiatives
 - ACCESS Programs and Initiatives

Faculty Resources

- Diversity Education and Training Certificates and Workshops
- Classroom presentations
- Student Engagement Opportunities
- Stipends for expertise or participation in specific center initiatives
- Research and Grant Partnerships
- Research Support Letters
- Affinity Groups
- Funding Opportunities

Jana Jasinski, Vice Provost for Faculty Excellence

What am I hearing from faculty?

Summer 2022: Individual meetings with faculty regarding the types of concerns they had with respect to HB7.

From those conversations and after listening to the Q&A during the legislative session with the bill sponsor the FAQs were developed.

They are posted on the FCTL webpage (<https://fctl.ucf.edu/teaching-resources/classroom-management/faq-on-hb7-and-instruction-and-training/>) .

As we hear different questions we will be adding and clarifying the FAQs as needed.

The Provost and I have been meeting with different departments and colleges this fall to learn more about specific concerns as well.

Conversations have included questions about logistics, FAQ clarification questions, and statements of anxiety and frustration.

We don't always have the answers you want to hear but we are listening.

What to do now?

Teach students what it means to engage academically and intellectually with different concepts in class discussions and in assignments. They may not be skilled at this when they first walk through your door.

Show them how to listen and be open to different perspectives and experiences, to disagree respectfully.

Many of you already include syllabi statements to manage expectations of the course. There are several examples on the FCTL webpage.

One question we frequently get is "can I teach the concepts?"

Yes, concepts may be discussed as long as they are presented in an objective manner. That does not mean neutral:

Providing a variety of evidence-based arguments and interpretations allows students to develop their critical thinking skills through practice interpreting, evaluating, and assessing evidence.

Bottom line, teach the topics appropriate to the class with your disciplinary expertise.

HB7 Resources

Text of bill:

<https://www.flsenate.gov/Session/Bill/2022/7/BillText/Filed/PDF>



FAQs:

<https://fctl.ucf.edu/teaching-resources/classroom-management/faq-on-hb7-and-instruction-and-training/>



Civil Pedagogy:

<https://fctl.ucf.edu/teaching-resources/classroom-management/civil-pedagogy/>



Syllabus Statements:

<https://fctl.ucf.edu/teaching-resources/course-design/syllabus-statements/> (under
Optional/Controversial Content)

