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Committees ready to find a new president for UCF
Joan Ruffier to chair Selection; Scott to lead Search group

For Faculty and Staff
November 30, 1988

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Committees ready to find a new president for UCF
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For the first time in the history of the University, the fall commencement will require three separate ceremonies, dictated by the steadily growing number of graduates.

At the deadlines for filing graduation applications there were 1,382 degree candidates, compared with 1,228 at the same time in 1987 and 1,164 in 1986.

Two of the three speakers on Friday, Dec. 16, are European educators, one a University president from Denmark, and the other the founder of a hotel management school in Switzerland. The third is a local banker and longtime friend of the University.

In all, four honorary degrees will be conferred during separate ceremonies at 8 a.m., 11 a.m. and 2:30 p.m., when UCF graduates will be joined by families and friends for the traditional rites. To add to the international flavor, a Soukot scientist will be among the persons slated to receive honorary degrees.

Alexander M. Prokhorov, a co-winner of the 1986 Nobel Prize in physics, will be awarded an honorary doctorate in applied science at the early ceremony. The honor will be conferred at the 8 a.m. ceremony on the 72-year-old Prokhorov, director of the General Physics Institute of the USSR Academy of Sciences, Moscow. He won the Lenin Prize in 1959 and 1987 and shared the Nobel Prize in 1964 with Nikolai G. Basov, a Russian colleague, and Charles Townes of the U.S. The Nobel prize was given to them for fundamental work in the field of quantum electronics which led to the construction of oscillators and amplifiers based on the maser-laser principle.

In an exchange with Dr. Michael Bass, UCF's vice president for Sponsored Research, Prokhorov wrote, "I believe this visit will contribute to the further development of scientific collaboration between the Institute of General Physics and the University of Central Florida, as well as to the development of good human relations between our countries."

Bazi G. Duncan Jr., chairman, CEO and president of Sun Bank, N.A., will speak at the 8 a.m. ceremony. A long-time friend of the University, he has served as president of Alan G. Foundation, Inc., and continues as a member of the College of Business Administration advisory board.

Sven Caspersen, rektor (president) of Aarhus University in Denmark, which has established a faculty exchange program with UCF, will be the speaker, as well as receive an honorary doctorate in engineering science, at the 11 a.m. ceremony.

Orlando businessman and philanthropist John D. "Jack" Holloway, president of ABC Liquors, Inc., will be honored for his many contributions to the University at the afternoon ceremony with a doctor of public service. The Hon. Wolfgang D. Petel, who is founder and president of one of the largest English-speaking hotel management schools in Switzerland, will be named an honorary doctor of commercial science.

Rumors of a new president could come as early as mid-April if the search process unfolds as planned. The Search Advisory Committee, which Ruffier will chair, will work closely with the Regents Selection Committee, headed by Roger F. Johnston, chairman, and the Alumni Council representative; Dr. Robert W. Wexford, director, Charter Campus, UCF; and Dr. Martin R. Van Dyke, president, Central Florida University.

Besides Scott, holder of the Phillips-Rohench Eminent Scholar Chair in American Private Enterprise in the College of Business Administration, the members are:

- Karla Adams, member, Orange County School Board; David Albertson, chief executive officer, Albertson International.
- Barry E. Affland, student; Dr. Christian S. Bauer, Jr., chair, Computer Engineering, UCF; Van Canada, regional manager, Barnett Bank, Daytona Beach; Dr. Joyle A. Clappitt, associate vp, Administration and Finance, UCF; Bueil G. Duncan, Jr., president, chairman of the board and CEO, Sun Bank, N.A.; Dr. Leslie L. Ellis, Jr., acting dean, College of Health; Margaret Ferrante, administrative assistant, Daytona Beach Campus; Dr. Alan G. Fickert, vice president - marketing, Dyer-Ridley Mills & Precision, M. A. Garcia Ill, president, Daytona Restaurants Inc.; Debra C. Groll, administrative secretary, Institute for Simulation and Training; J. Thomas Gray, sophomore, Gray, Horne and Robinson, P.A.; F. P. Henry, holder of the Lakeview Estates Chair, and president, Lakeview Investment Co.; Dr. Agnes R. Joels, chair, UCF Faculty Senate; Debbie Kemarnski, member, UCF Alumni Association board of directors; Tom Lewis, Jr., director, residential development, Disney Development Co., Inc.; Mel R. Martinez, attorney, Connor & Martinez; Garabi R. McGrath, president, Wellington Health; Dr. Charles N. Micarelli, dean, UCF Undergraduate Studies; Donna N. Owens, student; Mary M. Palmer, student; Janique Permaul, assistant manager, UCF Print Shop; Barbara Pope, chair, UCF Staff Council; Roger Fynn, partner, Curley & Fynn Public Relations Management Inc.; W. Scott Ruchti, independent representative; George G. Saab; William Schwartz, president, chairman, and CEO, Schwartz Electro-Optics, Inc.; Dr. George E. Stevens, UCF Department of Management; Dr. Dale L. Stuber, Jr., president, UCF Student Government; Rick Wade, vice president, Government Affairs, General Mills Restaurants Inc.; Dr. Robert W. Wexford, director, Charter Campus, UCF; Dr. Martin R. Van Dyke, president, Central Florida University; the Colleges of Arts and Sciences, the Colleges of Engineering and Education, and the Colleges of Business Administration.

At 8:00 p.m., the Reverend Marilyn F. Almasi, first Presbyterian Church of Orlando, will be the minister; Mary Leigh Moore, '91, will be the vocalist; Dr. Scott Ryerson, will represent students; Harry W. Smith, the reader, and W. Scott Rysier, '91, will represent the Alumni Council.

Nancy Govitt, treasurer of the UCF Foundation, will have a seat of honor on the platform.

At 9:30 p.m., the Reverend Marilyn F. Almasi, first Presbyterian Church of Orlando, will be the minister; Mary Leigh Moore, '91, will be the vocalist; Dr. Scott Ryerson, '91, will represent the Alumni Council.

The Reverend R. F. Johnston, chairman, and the Alumni Council representative; Thomas O. Morgan, the reader, and Ross A. Wolf, representative of the Student Body.

The naming of a new president could come as early as mid-April if the search process unfold as planned. The Search Advisory Committee is expected to begin meeting in early December. The Selection Committee meets and consults with the Search Advisory Committee during the president search process. The regents will choose a candidate for president from among the recommendations of the full Board of Regents, which makes the final choice under Florida law.
Grant Opportunities

Official Memoranda

Publication of these memoranda and announcements about University policy and procedure constitutes official notice to faculty and staff.

To: University Community
From: Ashman Brown, General Counsel
Subject: Religious Observances

The last legislature enacted the following statute:

"280.134 Religious Observances
Each state university, community college, and postsecondary vocational education school shall adopt a policy, in accordance with rules of the Board of Regents, the State Board of Community Colleges, or the State Board of Education, which reasonably accommodates the religious observance, practice, and belief of individual students in regard to admissions, class attendance, and the scheduling of examinations. Each policy shall include a grievance procedure by which a student who believes he has been unreasonably denied an accommodation under this section may seek redress. Such policy shall be made known to faculty and students annually in the institution's handbook, manual, or other similar document regularly provided to faculty and students."

The student grievance procedures currently in place shall be utilized by students seeking to enforce the rights granted by the statute. Members of the University community are urged to become aware of the statute, and govern themselves accordingly.

To: All Concerned
From: Hugh Hia, Director, Environmental Health & Safety
Subject: Stay and Sick Animals (Dogs-Cats-Bats, etc.)

This is to advise that no one should play around, feed, catch or touch any stray or sick animals on campus. This includes tame and wild cats, bats, dogs, raccoons, etc.

Pleasa call Physical Plant Work Control, x5223, as soon as you see any stray animals on campus. Be prepared to give your name, location of animal and any other particulars that will assist the animal control warrant to carry out their duties.

We appreciate everyone's assistance in this effort.

To: Administrators and Staff
From: John R. Boll, Vice President for Administration and Finance
Subject: Staffing During Christmas Holiday Period

In accordance with the University's past practice, a program of minimum staffing during the holiday period from the close of business on Friday, Dec. 16, 1988 to Tuesday, Jan. 3, 1989, is encouraged.

Employees may be given accrued leave or leave without pay. However, employees who do not wish to take leave may continue to work during the holiday period. In order to assist em­ployees who desire to work, the University may temporarily reassign the employee to another location where services are required. If an employee requests supervision in a work unit and the employee's supervisor is on leave during the period, a temporary supervisor may be assigned.

Please be aware that state rules require employees to be at work or on approved leave with pay the workday preceding a holiday in order to receive holiday pay. Therefore, employ­ees must be in an approved pay status on Dec. 23 and Dec. 30 to receive holiday pay for Christmas and New Year's Day respectively. If an employee chooses to be on approved leave without pay on Dec. 23 or Dec. 30, he or she will lose pay for the following holiday(s).

For your information, utilities will be available in all build­ings during the holiday period.

Please call the Office of Personnel at x2771 if you have questions.

To: The UCF Community
From: Tim Carroll, Bookstore Manager
Subject: Toys for Tots at Books

From Dec. 5 through Dec. 18 the University Bookstore will have a box located just inside the door for collection of Toys for Tots to be picked up by the Marine Corps Reserve. The Bookstore will also have a box for the collection of food. Students, staff and faculty are encouraged to donate through the use of these worthy causes.
HELPING OTHERS IS A WAY OF LIFE FOR LINDA BROWNING

In the University Personnel Office her new title is "generalist"

Employee of the Month

HELPFULNESS COMES NATURALLY FOR PERSONNEL'S LINDA BROWNING

Linda J. Browning, a long-time employee of University Personnel Services, was nominated by a fellow worker for Employee of the Month because of her helpfulness to other employees. Her name came up for the December 1988 honor in a blind draw conducted by a committee of this Staff Council.

"She helped me a lot when I first came to UCF," said Helen Porter, a personnel technician. "Helen has seen her help a lot of others, especially USPS employees. She's a good listener and sometimes that's what people with problems want most—somebody who will listen and help them work out their own solutions."

Browning has been in some form of service-related work since her graduation from Bateman-Cookman College in 1979. She has been a school teacher in Sarasota County, a Florida State Employment Service interviewer at Bradenton, Orlando and Tallahassee.

She returned to Orlando in 1978 and took an OPS position as a personnel technician in UCF's Personnel Office while the regular holder of the position took an educational leave. When he returned she was offered a full position on staff and stayed, and moved up to tech- nician II before leaving in March 1981 to become Sunland Hospice's employee relations specialist.

The whole concept of retarded patient case changed and the state decided to close Sunland, Browning returning to UCF in December 1984. She worked in the employee relations phase of the Personnel Office until Director Mark Roberts decided someone should be cross-trained to fill for specialists in their temporary absences. Browning volunteered because, as she explained, "I enjoy working a variety of responsibilities."

She served as chair of Staff Council in 1986-87 when there was a decision to make the council staff self-reliant. "We planned the cookbook project, and that was implemented the following year. We moved the awards banquet off campus that year and that has been a popular decision," Governor Bob Graham appointed her to the State Retirement Commission in 1984 and she was on that board until this past October, attending monthly meetings around the state to hear disability retirement appeals. She served as the vice chair.

On campus she has served on the Grants in Aid Committee that selects female and minority employees who will receive help to further their education. Off campus the Washington Shores Presbyterian Church claims a lot of her time. She's vice moderator on the board of deacons, is a member of the women's council, sings in the choir and works with the youth choir where daughters Kimberly, 10, and Kelly, 9, do their church singing. Linda and husband, Neilson, are on the Presbyterian Bowling League.

The Browning lives in southeast Orlando, not too far from where Nelson is a biology teacher and tennis coach at Boone High, and the girls are honor students at Shenandoah Elementary.

THANKS

I would like to express my heartfelt thanks to all of my friends in the College of Business Administration for their sympathy, understanding and prayers during the recent illness and subsequent death of my mother.

Sylvil Howard
School of Accounting

NEWCOMERS

JANET W. MIDDLETON (clerk typist specialist/Registrar) earned an AA degree from the University of Florida. Her husband, Kim, is a UCF student, and so is her brother, Chris Warren. She is a native of Charlotte, N.C.

Staff Council considers leading USPS into a state organization

Staff Council last week debated ways of getting into the "loop" with their collective interests and heard from an expert that organization, followed up by a slow and steady program, offers the best chance of success.

Dan Holsenbeck, associate vice president for University Relations and the University's representative at the legislature, offered the council advice on how to promote the interests of the University Support Personnel System before people who make the decisions on salaries and benefits.

His advice included insight into how and when the budget is put together by and for the Board of Regents and the state legislature with a conclusion that only a single spurt of public relations effort will succeed in improving staff workers' status.

Holsenbeck suggested that UCF's Staff Council try to interest their counterpart at other state universities to form an organization and pool efforts. He suggested a meeting of this group with the chairman of the Board of Regents, Joan Ruffer of Orlando, to express their collective concerns to her.

The Board of Regents' agenda always includes time for a brief appearance by someone from faculty to speak in behalf of faculty and by a student to speak in behalf of students. "Why not try to get on each BOR agenda to have a staff employee speak in behalf of the USPS?" he asked. "No action is taken by the board at this time and we should not expect any. But it is a forum for you to be heard, and over a period of time it is the way to get things done," he advised.

He also gave tips on how and when to reach legislators, saying that salaries are the last thing settled in a legislative session and are decided by the leadership of the two houses.

"We would like to be considered as full partners in the education process," he said.

About his advice on how to promote USPS interests Holsenbeck cautioned, "There are union and non-union techniques that affect what you can do, but I still think you can do a lot of good for your colleagues this long run."

His appearance at the council meeting was in response to a letter of invitation from Barbara Pope, council chair.

"We were encouraged and enlightened by the comments made by Dr. Holsenbeck and feel confident the council will want to look further into the matter. Because we care about our University, as well as each other, we want to make every effort to help develop an atmosphere of confidence that our best interests are being considered."

"We would like to be considered as full partners in the education process," he said.

How to set up the meeting with Regent Ruffer will be on the council's December agenda, Pope said.

Staff Council's November meeting was held in the Education Building and was followed by a tour of the Learning Resource Center. The December meeting will be held at the Physical Plant lounge.

GOOD IDEAS WORTH $$ AWARDS WHEN THEY HELP THE UNIVERSITY:

Good ideas improving where and how work can be worth extra dollars to UCF employees. So can extra good job performance and long service.

The University Personnel Department wants to give cash to those who, by their superior accomplishment, improve procedures to enhance safety, productivity, etc. It cannot be measured in dollars but may save thousands, or even millions, of dollars, or other items in lieu of cash, Bonds, or other items in lieu of cash.

I like the suggestion boxes located in most buildings. They are free and available in most buildings.

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SENATE MEETS

The Faculty Senate will meet in Howard Phillips Hall Room 113 on Thursday, Dec. 1, at 4 p.m. to consider the annual report of the University president, and other matters.
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In all, four honorary degrees will be conferred during separate ceremonies at 8 a.m., 11 a.m. and 2:30 p.m., when UCF graduates will be joined by families and friends for the traditional rites.

To add to the international flavor, a Soviet scientist will be among the persons slated to receive honorary degrees.

Alexander M. Prokhorov, a co-winner of the 1964 Nobel Prize in physics, will be awarded an honorary doctorate in applied science at the early ceremony.

The honor will be conferred at the 8 a.m. ceremony on the 72-year-old Prokhorov, director of the General Physics Institute of the USSR Academy of Sciences, Moscow. He won the Lenin Prize in 1959 and 1967 and shared the Nobel Prize in 1964 with Nikolai G. Basov, a Russian colleague, and Charles Townes, a U.S. discovery, at the early ceremony.

The Orlando businessman and philanthropist John D. "Jack" Holloway, president of ABS Liquor, Inc., will be honored for his contributions to the University at the 11 a.m. ceremony with a doctoral degree in business administration.

At 2:30 p.m. the Reverend Marilyn F. Alaimsha, First Presbyterian Church of Maitland, will be the minister; April Leigh Moore '89, will be the vocalist; Student will represent candidates; Hanny W. Smith will be the reader, and W. Scott Ayers '87, will represent the Alumni Council.

Dr. M. A. Garcia III, of Orlando, will be the minister; Ms. Nancy Govoni, teacher of the year for Volusia County, will have a seat on the platform.

Besides Scott, holder of the Phillips-Schweick Emmet Scholar Chair in American Private Enterprise in the College of Business Administration, the members are:

Katie Adams, member, Orange County School Board; David Albion, chief financial officer, Albertson International; Barry E. Albert, student; Dr. Christian S. Bauer, Jr., chair, Computer Engineering, UCF; Van Canada, regional branch manager, Barnett Bank, Daytona Beach; Dr. Joyce A. Clampitt, associate vice, Administration and Finance, UCF; Buell G. Duncan Jr., president, chairman of the board and CEO, Sun Bank N.A.; Dr. Leslie L. Ellis Jr., chair, College of Health; Margaret Ferrenie, administrative assistant, Daymon Beach Campus; Dr. Alan G. Ferrick, vice president, Marketing, Dyer Riddle Mills & Precourt; M. A. Garcia III, president, Daryer Restaurants Inc.; David C. Goff, administrative secretary, Institute for Simulation and Training, UCF; Charles Gray, senior partner, Gray, Harness and Robinson, P.A.; F. Philip Hardy, president, Parkview Investment Co.; Dr. Agnes J. Joels, chair, UCF Faculty Senate; Debbie Komanski, member, UCF Alumni Association board of directors; Dr. Tom Lewis, Jr., director, residential deans, Disney Development Co.; Mel R. Martinez, attorney, Connor & Martinez; Gerald R. McCarthy, president- chairman; Judy Randolph, student; R. J. McVean, assistant, UCF Print Shop; Barbara Pope, chair, UCF Student Council; Roger Pyner, partner, Curley & Pyner Public Relations Management Inc.; W. Scott Rives, independent representative, Deltona; George E. Stevens, UCF Department of Mathematics; Dr. Delia J. Stuffer, Jr., president, UCF Student Government; Rick Walsh, vice president; Gov- ernor's Affairs, General Mills Restau- rants Inc.; Dr. Robert W. Westrick, rector, Brandy Campus; UCF; W. D. Wynn, president, Wynn-Dot Construction.

The Regents Selection Committee, which Ruffier will chair, will work closely with the Search Advisory Committee in assessing the candidates. In addition to the Regents Selection Committee, which Ruffier will chair, the regents committee consists of Jacqueline Goigel, the UCF student regent; Charles B. Edwards, Sr., of Fort Myers; Pat N. Gieron of Pensacola; and Robert Wood, provost of Miami for Goigel; each regent has the experience of serving on regents' presidential selection panels.

The naming of a new president could come as early as mid-April if the search process is expedited. The Search Advisory Committee is expected to help select the new president during the president selection process. The regents committee will choose a candidate to nominate to the full Board of Regents, which makes the final choice under Florida law.