

8-7-1998

The UCF Report, Vol. 21 No. 2, August 7, 1998

University of Central Florida

Find similar works at: <https://stars.library.ucf.edu/ucfreport>

University of Central Florida Libraries <http://library.ucf.edu>

This Newsletter is brought to you for free and open access by the University Archives at STARS. It has been accepted for inclusion in The UCF Report by an authorized administrator of STARS. For more information, please contact STARS@ucf.edu.

Recommended Citation

University of Central Florida, "The UCF Report, Vol. 21 No. 2, August 7, 1998" (1998). *The UCF Report*. 572.
<https://stars.library.ucf.edu/ucfreport/572>



UCF Report

Volume 21 • No. 2 • Aug. 7, 1998

A publication for faculty and staff

Pay raise could be less than expected

Lowest-paid workers might not get \$1,200 increase approved by Legislature

This year's pay raise could be \$200 less than anticipated for UCF workers with salaries below \$20,001.

This spring, the Florida Legislature approved a \$1,200 annual increase for the lowest-paid, non-union state employees — those with salaries of \$20,000 a year and lower — while agreeing to pay

union-negotiated contracts. However, a \$1,000 raise was negotiated by the union representing many UCF workers, the American Federation of State, County and Municipal Employees (AFSCME). The union-negotiated raise is what employees will receive.

Raises go into effect Oct. 1.

AFSCME represents most of UCF's USPS employees, even those who are not dues-paying union members. Under terms of the tentative agreement, all eligible union-represented workers would receive a 3 percent increase with a \$1,000 minimum. Eligible State University System

workers making more than \$36,000 will receive a 2.78 percent annual increase. Police officers, nurses and faculty are under different union contracts and are not affected.

There is a chance that a new contract will be negotiated that would give lower-paid workers the \$1,200 pay raise lawmakers allocated. "We're contemplating demanding [renewed] bargaining over pay [for equity]," says AFSCME lawyer and chief negotiator Ben Patterson. "We don't believe it is a dead issue."

Please see RAISES, page 3

U. of Maine fund-raiser new CEO for Foundation

Robert Holmes Jr., who led the first over-goal capital campaign for the University of Maine, will assume duties as UCF's vice president for Development and Alumni Relations in mid-September. He will also serve as chief executive officer of the UCF Foundation Inc., the university's fund-raising arm, with assets of some \$69 million.

He will replace Jonathan Flint, who is resigning this month as vice president of development and president of the foundation.

"Bob's rich experience in the development and alumni fields will

Please see HOLMES, page 5



New chapter for Bookstore

Workers put the finishing touches on the new and improved UCF Bookstore late last month. The store, operated by Barnes and Noble, opened this week. Story on page 4.

Honors College changes face of campus

Top professors from entire university will teach courses to brightest students

The growth in size and stature of the Honors Program was instrumental in earning approval from the Board of Regents last month for the creation of a UCF Honors College.

Becoming a college paves the way for the hiring

of 18 new faculty over the next two years, construction of a building for the college within five years and a chance to attract even more high-achieving students. Allyn Stearman, director of the Honors Program for the last several years, is dean for the new college.

The Honors College will not have resident faculty, Stearman says. Instead, it will continue depending on professors from other colleges to teach courses. "We will not be a stand-alone college that isolates its students and faculty from the university as a whole. An integrated Honors College will

allow us to draw students and faculty from across the university in a variety of disciplines," she explains.

"Students will have access to all the strengths of a large research university. Our classes can be taught by the strongest and most dynamic faculty and by mostly tenured or tenure-earning faculty."

In the past, Honors has been forced to turn away qualified students because of a lack of classes. Honors courses typically are restricted to 20 students.

Please see HONORS, page 2

Aug.

Next issue of The UCF Report is Aug. 28 • Deadline is noon, Aug. 19

University of Central Florida
P.O. Box 160090
Orlando, FL 32816-0090
Address Service Requested

Non-Profit Organization
U.S. Postage Paid
Orlando, FL
Permit No. 3575

Memos

To: University community
From: Timothy Carroll, Business Services
Subject: Non-exclusive catering

The university has established a non-exclusive catering policy on campus. New procedures regarding this policy have been written and are outlined in Procedure No. 4014, dated July 1, 1998. The Food Service Requisition has been revised to accommodate the new procedures. If you need copies of the requisition, please call the Business Services office at 823-2624.

A list of approved caterers is available in Business Services. These caterers have met the university's requirements for licensing, insurance and health codes. **Only the caterers on the list may be used.** The list will be updated as other companies fulfill the requirements to be added. Please encourage all potential caterers to contact us for an information packet designed to assist them in being included on this list of approved caterers.

As a reminder, these procedures do not apply to events held in the Student Union. For Student Union events, please contact the Student Union.

We request your cooperation in complying with the new

catering procedures. If you have any questions, please call the Business Services office.

To: Faculty
From: Tony Figueroa, Instructional Resources/Classroom Support
Subject: Video cabinet requests for fall semester only

Due to the limited supply of VHS/video monitor systems, we are asking faculty who anticipate frequent use of videos in their classes to submit their requests for fall semester.

Classroom support will then determine where video cabinets can be located for the fall semester. Do not assume that video equipment will remain in the same rooms as past semesters.

Please submit requests by fax (823-2109), e-mail (tony@oir.ucf.edu) or hand-carried memo to Instructional Resources/Classroom Support, LIB 107, attn: Tony. Starting Aug. 15, we will be moving video cabinets to their new fall semester locations, to be in place Aug. 20. Please justify your use by stating time, dates of usage and class name/number. Example: Monday, Wednesday and Friday, 9-11, 12-1, in building ... and room ... (i.e. HPB 336). Please enclose your department and extension number.

I'd like to thank you in advance for your cooperation and early response to my memo.

HONORS, continued from page 1

Fourteen faculty are expected to be hired by fall 1999 and four in 2000. The positions will be funded through the Honors College, but belong to the College of Arts and Sciences, since that college provides most of the teaching support for Honors. For each new faculty member hired, a department would provide a teacher for six sections annually for the Honors College.

"We will provide the funding, but the new faculty will be hired and reside in a particular department," explains Stuart Lillie, newly appointed associate dean for the Honors College. "In fact, the new faculty members may not even teach Honors courses, but the new hirings will allow each department to meet its faculty commitment to Honors."

Lillie says Honors will not place any restrictions on the academic specializations of the new faculty hires. "So [colleges] can go in any direction they want. For those departments working toward doctoral programs, this is one way for them to build their faculty."

"An integrated Honors College will allow us to draw students and faculty from across the university in a variety of disciplines. Students will have access to all the strengths of a large research university."

**Allyn Stearman,
dean, Honors College**

Stearman says the hirings will strengthen both Honors and the academic departments. "It's a classic win-win situation."

Over the last two years, the number of students in Honors has nearly doubled from 531 to an expected 964 this fall, and the average SAT score for freshmen has risen by more than 40 points — to 1283. The majority of students in Honors enter as freshmen, gaining admittance based on SAT

scores and high school GPA. The four-year program also allows top transfer students to enter as juniors.

With enrollment in Honors growing at such a pace, a building to house the college is part of the next five-year construction plan. It will be situated in the academic core, between the Visual Arts Building and the Rehearsal Hall. "Half of it must be funded by private monies, so it is still uncertain when it will be built," Lillie says. The building would have an auditorium to accommodate the Honors Freshman Symposium, offices, and computer and reading labs with 50 percent of the space devoted to classrooms.

Stearman says the Honors College will strengthen the university's identity, image and visibility. "It's an important tool for attracting top students," she says. "We're gaining a national reputation as providing an outstanding undergraduate experience, and the Honors College is becoming a showcase for that experience."

— Joanne Griggs

Regents give thumbs up to 17 new UCF academic programs

It was a good day at the office, so to speak, for UCF administrators at the Board of Regents meeting last month. UCF had requested approval for 19 new academic programs to be included on the BOR's Strategic Plan, and 17 of them received a green light.

"I'm very pleased with our list and feel that the programs are very appropriate to UCF's mission," Provost Gary Whitehouse says.

Approval was granted for four doctoral, seven master and six bachelor programs. They are: bachelor's degrees in actuarial science, international business, management information systems, athletic training, health sciences and digital media; master's degrees in liberal studies, theater, music, curriculum and instruction, early childhood education, aerospace engineering, and materials science and engineering; and doctoral degrees in texts and technology,

materials science and engineering, biochemistry and chemistry.

The two proposed programs that were not approved are a bachelor's degree in sport business management and a master's degree in creative writing.

In all, the BOR approved 120 requests from the 10 state universities.

Whitehouse cautioned faculty and staff not to get too excited. "It's not as if these have been funded. Typically, about half of these will come to fruition," he says. "In two or three years, we'll do a mid-course correction. It gives us a chance to make minor changes to our requests."

The BOR had asked that all requests fit the university's mission and be prioritized as it related to that mission. The cost for a new program, its potential for enrollment and the appropriateness of the field of study for a university were also considered. Universities

were discouraged from requesting programs that duplicate programs at other universities or programs that did not build on current strengths and focus.

In other business, the BOR approved an Honors College for UCF, agreed to relax current height restrictions on campus construction and gave the go-ahead for a Recreational Services Building in the southern section of campus, just south of Gemini Boulevard. The location would provide easy access for the entire student population, while establishing a focal point for the housing development to the south.

The change in the height restriction will allow for buildings in the academic core to exceed four floors. "It gives us more flexibility for any possibilities in the future," says William Merck, vice president for Administration and Finance.

— Joanne Griggs

Careful, new Bookstore could lead to learning

At first blush, a super-duper bookstore on campus seems like a reasonable idea, even an inspired one.

I beg to differ.

Think of it, students and faculty tempted to hang out when they could be working. Sitting around sipping ginger peach tea and discussing the latest novels from the store's popular fiction section.

After all, we believe in

From the ivory tower

efficiency and keeping the nose to the proverbial grindstone. Dilly-

dallying makes us suspicious. Just what is the bottom line of all this browsing, reading, chatting, visiting, gossiping? Where's the profit?

If we don't watch it, someone will arise from these casual gatherings and start asking students to ponder the meaning of life and to question what forms of government are best — all that sort of rot that none of us really have time for. Where is that going to get us?

Face it. A lot of us on campus are teachers, students and people who deal with learning and the written word. A whole lot of us really, really love books. This Bookstore is like putting a Haagen-dazs Ice Cream Shoppe on a fat farm, next to the salad bar. Sure, go ahead, diet and don't enjoy one of the most wonderful treats in the world.

Is this amazing new Bookstore on campus any less a temptation to those of us who have places to go and people to see. Imagine, those students, who to this point in their lives have successfully steered clear of reading fiction, suddenly being tempted to browse in the poetry section; students who have computer phobia being helplessly sucked into the technology department; students who are strictly business being tempted to buy a sketch pad; and, students who have no interest in dollars and cents devotedly reading about economics. Faculty, staff and students will rub elbows as they lounge on couches, looking through all those books.

All this reading and kibitzing can only lead to one thing — as the con man in "The Music Man" put it: "trouble" with a capital "T" and that rhymes with "P" that stands for ... gosh, problem solving, sharing ideas and maybe even inquiring minds.

Hmm. On second thought, maybe there's something to this learn-while-you-lounge thing. Besides, who am I to fight the powers that be.

See you in the cappuccino line.

— Joanne Griggs

Short Takes

Assembly for A&P, faculty this month

The annual assembly and reception for faculty and A&P employees will be held in the Student Union, Cape Florida Ballroom, on Wednesday, Aug. 26, at 3 p.m. For information, call 823-2302.

Time to buy your parking decals

This academic year's parking permits are now being sold. Fees for the 1998-99 year are:

- Faculty/A&P: \$70 (one semester) and \$130 (two or three semesters); hang tags, \$101 and \$194.
- USPS and student: \$35 (one semester), \$63 (two semesters) and \$78 (three semesters); hang tags, \$ 52, \$95 and \$117.
- Peripheral lots (F-1 and F-2, located beside the Arena, 8 a.m.-10 p.m.): \$17.50 (one semester), \$31.50 (two semesters) and \$39 (three semesters); hang tags, \$26, \$47.50 and \$58.50.
- Motorcycle: \$13 (one semester), \$20 (two semesters) and \$26 (three semesters).

Faculty and staff may purchase parking permits via payroll deduction. Forms are available at the Parking Services Office, Human Resources Office, Visitor Information Center and on the Parking Services Web Page (<http://pegasus.cc.ucf.edu/~parking>). The Web page also includes a listing of office hours and a complete guide to campus parking regulations. Decals can also be purchased through the mail. For information, call 823-5812.

Another graduation class takes stage

The newest class of graduates will take part in commencement exercises Saturday, Aug. 8 in the Arena. Ceremonies are: Colleges of Business Administration and Engineering, 8 a.m.; Arts and Sciences, 11:30 a.m.; and Colleges of Education and Health and Public Affairs, 3:30 p.m. For information, call 823-3100 or 823-3531.

Upcoming holiday

Need some time off? Not to worry; the next universitywide holiday is Labor Day, Sept. 7.

This issue

This issue of *The UCF Report* is for the weeks of Aug. 7-13, Aug. 14-20 and Aug. 21-27. It is the second issue of fiscal year 1998-99. *The UCF Report* is published 23 times a year (every other week in the fall and spring, and every third week in the summer).

The UCF Report

The UCF Report is a publication of the Office of Public Relations, Division of University Relations, University of Central Florida, P.O. Box 160090, Orlando, FL 32816-0090, (407) 823-2504. Publication of announcements and official memoranda about university policy and procedures in *The UCF Report* constitutes official notice to faculty and staff.

- David Finnerty, editor
- Shella Anderson, editorial assistant
- Barbara Buterton, editorial assistant
- Joanne Griggs, writer
- Susan Loden, writer
- Jacque Brund, photographer
- Suzanne Ball, student assistant
- Anthony Felix, student assistant

More campus business going to minority-owned companies

UCF is increasing its business with minority vendors. For the first time, the university exceeded its Minority Business Enterprise goals in every category measured.

While the university's overall goal of total dollars spent with minority-owned businesses had been surpassed three of the previous four years, UCF also topped its goals for 1997-98 in the four sub-categories: construction, architecture/engineers, commodities and contractual services.

Overall, UCF's business with minority vendors was 153 percent higher than anticipated, with almost \$5.7 million spent and a goal of \$3.7 million. Most of that — \$4.2 million, with a goal of \$2.6 million — was for construction. UCF's Minority Business Enterprise Coordinator Ray Puskas credited that with work done by minority-owned businesses on the Health and Public Affairs Building, Parking Garage II and Bookstore expansion.

Part of the reason more work is going to

minority-owned companies is that those businesses are increasingly building a solid reputation throughout central Florida. While UCF does reserve a percentage of contracts and projects for certified minority businesses, there are a number of contracts open to the public that are being awarded to minority businesses, Puskas says.

Increasing campus diversity is one of President John Hitt's five goals for the university. UCF has been a member of the National Minority Supplier Development Council for more than 10 years. That membership allows UCF to participate in a trade fair where minority businesses can find out about upcoming projects at UCF. UCF also advertises in various magazines, which helps attract minority businesses.

"It's not that we've reached our goal and there's nothing else to do. We would still like to get more involved," Puskas says. "We expect to have success."

— Suzanne Ball

1997-98 MBE Report

Category	Goal	Total Expenditures	Percentage
Construction	\$2.63 million	\$4.24 million	161.2
Architects/Engineers	\$136,283	\$152,133	111.6
Commodities	\$389,789	\$700,371	179.7
Contractual Services	\$539,370	\$565,429	104.8
Overall Totals	\$3.69 million	\$5.66 million	153.1



Summer shadows

Early morning shadows stretch across campus near the Education Building as students walk to class. Campus will be much more crowded in a couple weeks when fall classes begin.

RAISES, continued from page 1

The \$200 disparity occurred because union and Board of Regents representatives negotiated for the \$1,000 raise in December. In spring, the Legislature allocated funds to pay unionized workers whatever increase had been negotiated for in collective bargaining. They also approved a \$1,200-a-year pay hike for non-unionized, non-collective bargaining employees with the same status and pay level.

If the union agreement remains as is, several hundred of the more than 700 AFSCME-represented UCF workers will not receive the additional \$200. Some of those employees are secretaries, office managers, groundskeepers, custodians, parking patrollers, police dispatchers and computer operators.

Approximately 5,000 out of 13,000 workers in the State University System are in the same situation, according to Cynthia Beckwith, director

for the state's Labor Management Relations. Beckwith represented the Board of Regents in collective bargaining with AFSCME. "We certainly came to the table in good faith and had good negotiations with the union," she says.

UCF's Human Resources will soon issue a memo outlining the shortfall and explaining how staff can determine if they are among those impacted. Human Resources Director Mark Roberts says his office is mandated to proceed as if the \$1,000 raises are "a done deal."

Roberts adds that staff in his office are prepared to answer questions related to the administration of the funds. However, he says, he is not the person to ask "why" the negotiations between the union and the Board of Regents failed to match what the state is giving to non-union-represented staff.

— Susan Loden

Bookstore opens next chapter

The hectic, functional outlet that was the UCF Bookstore is history. In its place is an expanded, renovated Barnes and Noble-managed literary haven, where you can curl up in a cushy chair with a cup of coffee and explore more than 30,000 titles of general interest. The renovated Bookstore opened this week.

The atmosphere is one of an old-time bookstore or antiquated library, with stories of fantasy as well as fact, plus about 2,500 textbook titles lining the walls. The ambience is enhanced by a skylight, a wall mural and a glass front providing a showcase view of life on the green between Phillips Hall and the Fine Arts Building.

If that isn't enough to lure you to the Bookstore in your quest for enlightenment and relaxation, there are other perks built into the 32,000-square-foot space, which is double the original Bookstore size.

There is a full-service Starbucks, serving bagels and soups, along with almost every possible exotic offering from the humble coffee bean. There's room for 73 patrons in the cafe.

The array of gift items is greatly expanded and



The new UCF Bookstore isn't the one campus employees and students remember.

there is a clothing department with 11,000 articles of UCF clothing. Within that department are special sections for alumni, women and children, as well as one devoted to a football theme.

School spirit isn't the only bonus built into the UCF logo goods. Whether you choose a rocking chair, clock or teddy bear, 7.5 percent of each UCF licensed item sold is earmarked for Athletics and Alumni Trust scholarships.

The expansion and renovation was a UCF project. Barnes and Noble furnished the interior. The \$5 million investment and industry-leader

management is expected to increase Bookstore income from \$7 million to \$10 million annually, says Tim Carroll, director of Business Services. Of that total, UCF's share will be around \$1 million.

"We hope the Bookstore and Starbucks will be a focal point, a meeting place. It's worth a trip [here] to hang out and browse," says Marc Eckhart, general manager. In addition to its mainstream, retail bookstores nationwide, Barnes and Noble manages bookstores on 350 other university campuses.

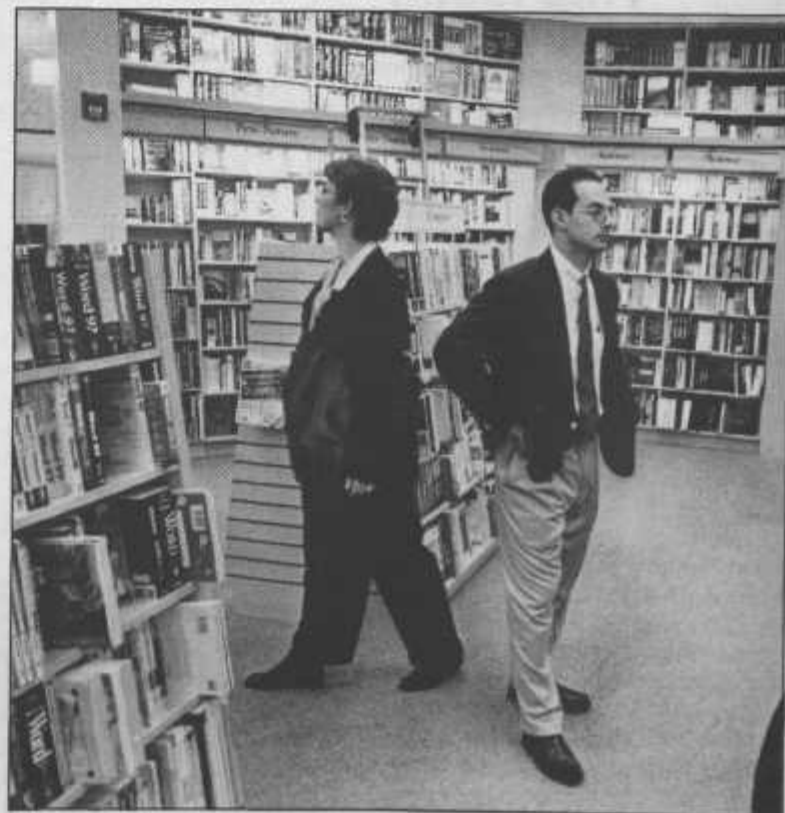
— Susan Loden



Left, among the treats in the new Bookstore is a cafe. Below and far left, the Bookstore will have many of the same offerings as any other Barnes and Noble store.



Clothing and other UCF merchandise will be sold at the Bookstore.



School lures one of world's best

New Computer Science director Erol Gelenbe among top in his field

Nationally recognized computer researcher Erol Gelenbe has been named director of the School of Computer Science.

Gelenbe, the Nello L. Teer Jr. professor and chair of electrical and computer engineering at Duke University since 1993, will begin work at UCF this month. During his time at Duke, his department climbed from No. 52 to No. 26 in the *US News and World Report* graduate program rankings.

The computer science program at UCF has recently been elevated to school status, allowing for

expansion of its faculty and enrollment as well as opening the way for additional courses. Longtime chair of the department Terry Frederick is moving to the College of Arts and Science Dean's Office as interim associate dean.

Gelenbe has been either principal investigator or co-principal investigator on over \$2.7 million in research grants at Duke, and external research awards for his department have gone from \$1 million to over \$4 million.

Fluent in several languages, Gelenbe has an international reputation. He earned a doctorate in applied mathematics from the University of Paris, a



Gelenbe

master's degree and doctorate in electrical engineering from the Polytechnic University, N.Y., and a bachelor's degree (with high honors) from Middle East Technical University in Ankara, Turkey.

In addition, he is a chartered engineer (MIEE, London), a winner of the French Academy of Sciences' Grand prix France-Telecom award and received an honorary doctorate in computer science from the University of Rome. Gelenbe was elected a fellow of the Institute of Electrical and Electronics Engineers at the age of 41, and in 1989 and 1992 was honored with the Meritorious Service Award by the group.

His research focus is on distributed and parallel computing, ATM networks and neural computation.

— Jerry Klein

HOLMES, continued from page 1

prove to be tremendous assets as UCF moves through its own capital campaign in the years immediately ahead," says President John Hitt, who worked with Holmes when both were administrators at Maine. "Bob's abundant fund-raising and administrative talents will greatly strengthen UCF's capacity for meeting the growing teaching, research and service needs of our region and the state."

Holmes, 51, will lead UCF's first comprehensive capital campaign. At the University of Maine, he directed a volunteer and staff-led fund-raising campaign to a \$68 million conclusion.

He has over 24 years of higher education experience. He began at the University of Maine in Orono as assistant executive director of the General Alumni Association and Annual Alumni Fund director in 1974

and he has been vice president for University Development there since 1987.

During his tenure as vice president, the endowment for the institution increased from \$34 million to \$110 million.

"My family and I look forward with enthusiasm and optimism to our move to Orlando and the University of Central Florida," says Holmes. "I feel proud to have the opportunity to join the team that John Hitt has established. UCF has become a nationally recognized metropolitan university in a vibrant growth environment, which is very attractive to me."



Holmes

Physics Department selects new chair

The director of the Laboratory for Surface Studies, a University of Wisconsin System Center for Excellence, is the new chair of the UCF Physics Department.

Brian Tonner will head a department which has a strong involvement in UCF's new Advanced Materials Processing and Analysis Center.

Since 1988, Tonner has raised more than \$1.6 million for research

as a sole principal investigator in areas such as ultra thin films, magnetism and soil contamination.

Tonner has been at the University of Wisconsin-Milwaukee since 1983, and since 1992 he has been directing a research program involving the surface of materials.

Tonner received his bachelor's degree from Brown University in 1976. He completed his Ph.D. in physics at the University of Pennsylvania in 1982 and was a post doctoral fellow at Cornell University in 1983, before joining the University of Wisconsin.

— Jerry Klein



Tonner

A quarter century on the job at UCF

They share 25 years of memories, but the five USPS workers celebrating silver anniversaries at UCF have individual niches in campus history.

In the beginning, they, along with their co-workers, drove into the wilds on two-lane roads to a sparse campus where flora and fauna reluctantly yielded to the enterprise of higher education. "It used to take 30 minutes to get to a place to eat off campus," says Sandra Johnson, office manager for the Foreign Languages Department. Even then the choices were the Townhouse in Oviedo or a chicken restaurant in Union Park.

Johnson began her career as a secretary in the English Department. "I like the campus setting. I plan to stay as long as I've got breath in my body. I've still got a good 20 more years in me. I feel like I'm just getting started," says Johnson, laughing.

Although campus growth both fueled and led to a solution to the most pressing problem — parking — cited by those with a quarter century of experience, Edward Call Sr. is sticking with his own solution: "I take the bus."

He has also stuck with his job as a lab technician, "setting up all of the labs for students," because "I always figured that one day it would be a good-paying job. I've always enjoyed the work here, working with the students."

Students have also made the greatest impression on senior printer John Thompson. From his post in the Copy Center, he has seen a legion pass through. "Every semester I get a new student. Some are still friends," he says.

One of those friends is boss Tim Carroll, director for Business Services. "He used to be my student assistant. Now he has a Ph.D. and is head of the department. It's neat that he has gone from student to boss. It's the American dream."

Joyce Waring has "pretty well kept in my little corner of the world." However, the office manager for Small Business Development couldn't help but notice the parade of notables, from Richard Nixon to Wendy's restaurant founder Dave Thomas, who have visited campus over the years. "I feel so privileged to be here. I love the environment, the good people, generous benefits, interesting work. What more could you ask?"

"I've worked with most of my co-workers for many years. We know each other pretty well and have shared the good times and the bad moments," Waring says.

If you wonder why Peggy Wunder has lingered so long at UCF, it's because "I must have been having a good time," she says.

Days have whizzed by for the administrative assistant for Computer Services, who started as a secretary in the Sociology Department.

"This seems like an extended family. It's my home away from home. It's a nice environment and nice people. After 25 years, where would I go?" she asks.

"When I first came here, [campus] was out in the jungle. Looking back, it doesn't seem like 25 years ... I was just going to work [here] for awhile."

— Susan Loden



John Thompson

Sandra Johnson

Edward Call

Joyce Waring

1979: Year of turmoil

Campus activities, debates reflected the times in year 12

It was a different time, but in retrospect it only seems like a different place. The 1979-80 campus went through the same turmoil that was racking the nation that year.

Students held a peaceful demonstration in support of the 60 American hostages in Iran. Meanwhile, 130 UCF international students from Iran were questioned by U.S. immigration officers looking to deport anyone without legal papers — student civil liberties groups across the country protested the special inquiries.

A controversy over freedom of speech simmered between students running the *Central Florida Future* and administrators and parents. The debate centered on a display ad in the *Future* from a "head shop" that sold legal paraphernalia for use with illegal drugs.

A student wrote a letter to the editor at the *Future* castigating the editorial staff. Their response

was that the advertised merchandise could "be used with tobacco items." The owner of the head shop used a "everyone's doing it" defense and offered directions to local crisis intervention and drug counseling centers.

A UCF professor added another voice to the "Letters" section, calling for the *Future* editors to use common sense. The editorial staff retorted that "it's a question of freedom of expression" and continued the ads. The debate dragged on while an infuriated parent, administrators and faculty met with the *Future* staff. The carping continued until the Florida Legislature made it illegal to sell drug paraphernalia. In a final act of defiance, the *Future* announced the ads would run until the contract ran out (before the law went into effect). End of story.

The year continued to be filled with highlights and "low lights." UCF's Flying and Adventure Club offered scholarships for flying lessons, and students took "fly-outs" to the Keys and other Florida locales. For Activity Day, the club conducted

To celebrate the 35th anniversary of the founding of our university, stories will appear in each issue of *The UCF Report* throughout 1998. Next issue: A look at 1980-81 and Homecoming memories.

certification for CPR and landed planes on campus.

Despite the non-academic distractions and an energy budget deficit of \$400,000, the university continued to grow. UCF was granted its first doctoral program (computer science), announced plans to open Research Park in 1981 and closed in on the completion of the Health Center and Student Union (Student Services Center).

Still, the fun and shenanigans continued. The Frisbee team, which had placed fourth in the nation the previous year, hosted an Ultimate Frisbee tournament. War games became a popular pastime and journalism students conducted a survey as to whether people would answer a ringing public telephone. The year came to a close with students soaping the glass doors to the cafeteria with less than flattering comments about the food.

Ah, the good ole days.

— Joanne Griggs



Walk on the wild side: UCF Arboretum

If you'd read that English class assignment of Milton's *Paradise Lost*, you'd remember that the Garden of Eden took a heck of lot of pruning and work.

UCF's Arboretum is no different. Its caretakers have been busy for 15 years pruning, planting and creating a bit of paradise on campus.

Biology professor Hank Whittier, his wife Barbara, and thousands of volunteers — most of them students who have long since graduated — have made the Arboretum an outdoor living laboratory. But it offers much more than a place to work and study.

"Recently, one of our students held her wedding out here," Whittier says. "When I walk down the trails, it gives me great satisfaction to have helped make this place possible, where so many people come to enjoy the quiet and beauty."

The more than 11,000 annual visitors have used the Arboretum for inspiration to write (English classes), sketch and paint (art classes), photograph and video (communication classes) and to get away from the hustle of life.

"As I've been working on the garden over the years, I've seen people with their prayer rugs, people

meditating, eating, dozing or just soaking up the surroundings," says Whittier. Benches, picnic tables, informational kiosks and a 280-foot boardwalk add to the ambiance.

Whittier credits Lou Trefonas, who came to UCF as director of Sponsored Research and dean of Graduate Studies, with introducing the idea of a campus arboretum.

Whittier, a charter faculty member, took responsibility of the Arboretum in 1983 when President Trevor Colbourn "drew a circle on the east side of the campus map and designated 12 acres." In 1988, President Steven Altman expanded the garden to include a five-acre Cypress Dome, three-acre oak hammock and 15 acres of sand pine and wild rosemary scrub. A visitor strolling through those areas can spot wild orchids, pitcher plants, sundews, bladderworts, lobelias, mints, tarflowers, blueberries and much more. Today, the Arboretum encompasses more than 80 acres.

"Students helped lay out and literally cut the trails," Whittier says. Help has also come from Eagle Scouts, who have built bird boxes and benches, local 4-H and science clubs, UCF Greek organizations and others.

A wide variety of native and 600 exotic species have been planted. "We've had people from as far away as Japan and Russia visit," Whittier says.

Whittier still has one dream to fulfill before he retires: a permanent building for an environmental center.

He envisions a two-story structure that would include an auditorium and classrooms with biological samples.

This fall, those connected with and interested in the Arboretum will hold a festival celebrating its 15th year.

— Joanne Griggs



Faces from the past

Henry Whittier

Biology professor and director of the Arboretum.

He joined the university in 1968 and became director of the

Arboretum in 1983. With the help of many volunteers and students, he has built the garden into one of the finest living laboratories in the state, maybe the country, as a showcase of native and exotic plants and a variety of wildlife.

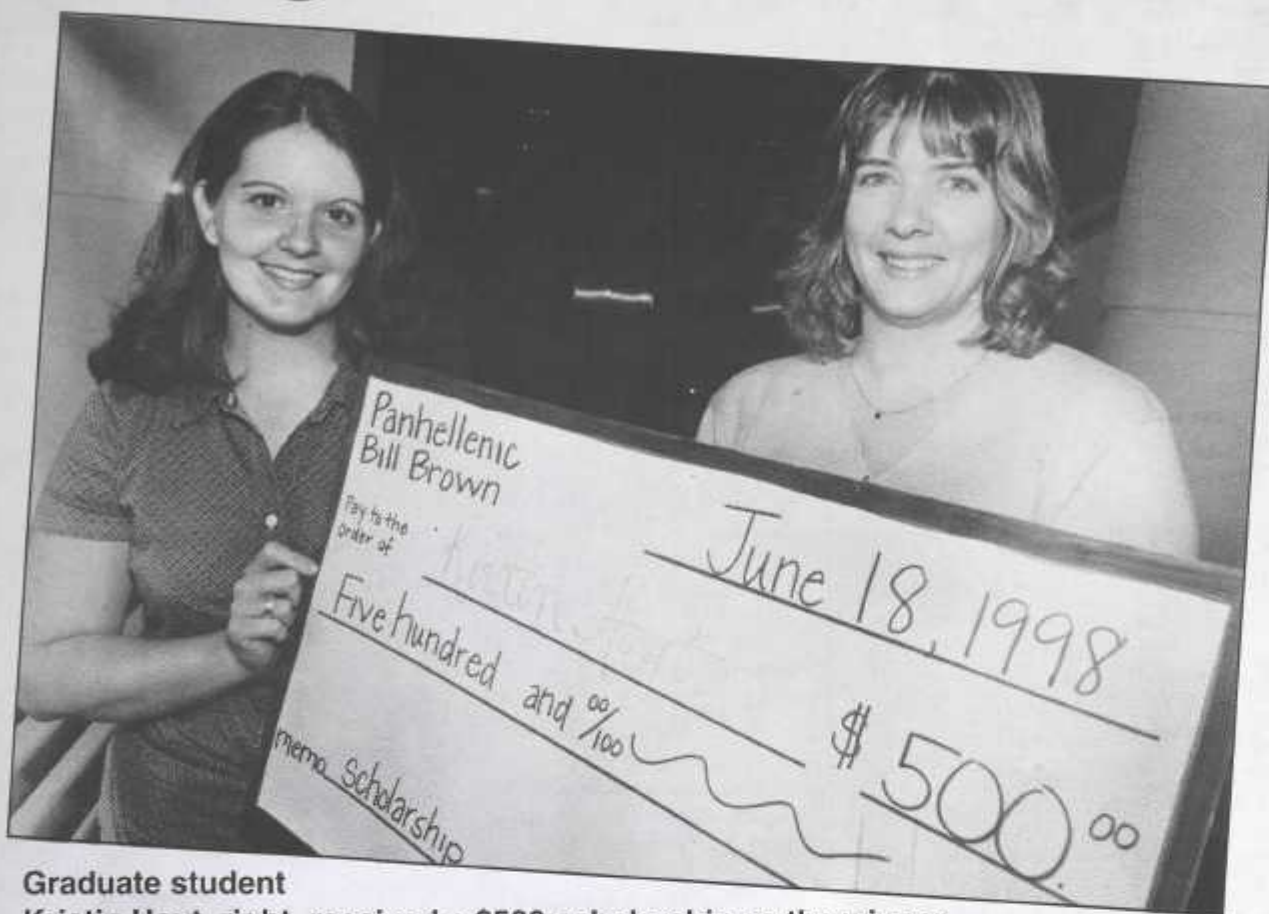


Whittier

"There's a certain pleasure in creating a garden or arboretum and there's the pleasure in knowing that it supports our teaching. There's also the pleasure in knowing you're conserving natural Florida habitats, and improving and preserving this for the community. Since I'm soon facing retirement, I'm just hoping the university continues to maintain it."

July 19 Peer Advisement first offered.	Aug. 10 Crew wins National Sports Festival in Colorado Springs.	Nov. 30 Announcement made that the Central Florida Research Park will open in 1981.	Jan. 25 Administrators announce that a second dorm is to be built.
June 29 Don Jonas, former Orlando Panther quarterback, named UCF's first football coach.	Sept. 28 UCF rents a helicopter to study parking problems and take aerial photographs of campus.	Jan. 11 Immigration officers come to campus to interview 130 UCF Iranian students.	Feb. 1 UCF energy budget in the red by \$400,000.
			May 23 A fireworks expert (a UCF graduate) is injured when an aerial bomb explodes on the ground during an outdoor concert by the UCF Symphony.

Caught in the act



Graduate student Kristin Hoyt, right, received a \$500 scholarship as the winner of the Dr. Bill Brown Scholarship, earlier this summer. Presenting the check was Angela Lyons, president of the UCF Panhellenic Council. The scholarship is given annually by the council in honor of Brown, former UCF dean of students.



USPS employees with 25 years of service at the university and their supervisors celebrated that accomplishment during a luncheon in the silver jubilarians' honor, last month. Silver jubilarians are Walter Mitchell (far left), Edward Call (fifth from left), Sandra Johnson (seventh from left), John Thompson (fifth from right), Peggy Wunder (fourth from right) and Joyce Waring (front far right).

Newcomers

Zaneena Abass, secretary for Counseling and Testing, comes to UCF from Merrill Lynch in New York City, where she was an account administrator. Abass and her husband have two children. She enjoys reading and spending time with her family.

Saiful-Islam Abdul-Ahad, professional academic adviser for the Academic Exploration Program, has been employed by UCF as a visiting professor of history. He received a bachelor's degree from Indiana University and a Ph.D. from the University of Michigan in early American history.

Gerardo Betancourt, computer programmer analyst for Business/Technology Resource Center, comes from Dieresis Design and Development, where he was a software and hardware support specialist and Web master. Betancourt is a UCF graduate with a bachelor's degree in motion picture technology. His hobbies are music programming and animation.

Constance Buckner, office assistant for Student Outreach Services, received an associate's degree in business administration from Edward Waters College.

Buckner has three children and enjoys sewing.

Amy LaBarre, senior art/publications production specialist for IST, graduated from SUNY Plattsburgh and Cazenovia College with a bachelor's in fine arts and an associate's degree in graphic design.

Lorrie Rea, assistant professor for the Biology Department, was formerly a research associate for National Marine Mammal Laboratory in Seattle. Rea attained a Ph.D., a master's and a bachelor's degrees in marine biology from the University of Alaska, University of California and the University of Guelph. She enjoys kayaking and diving.

Natalya Willingham, graduate secretary for the College of Engineering, was previously employed as executive assistant for the UCF Foundation. Willingham enjoys reading, movies and Scrabble.

Donald Zofrea, senior groundskeeper for Physical Plant, comes from Wayne Board of Education in Wayne, N.J., where he was a groundskeeper. Zofrea and his wife have two children.

Appointments and Activities

Thomas Brewer, coordinator of Art Education, has been named chair of the National Art Education Association's Research Commission. The mission of the commission is to develop a research program to stimulate the intellectual vigor of visual arts education and to encourage research.

Cheryl Green has been appointed assistant dean for Student Affairs in the College of Health and Public Affairs. She will assume all student affairs responsibilities from **Joyce Dörner**, who will be focusing on academic (programs) matters.

Kevin Meehan, assistant English professor, presented "Pan Africanist Theory and Practice in the Work of Arthur Alonzo Shomburg," at the College Language Association in Tallahassee in April.

Bill Morton, visiting English instructor, taught at the summer 1998 Faculty Development Institute.

Stuart Omans, English professor, published "Shakespeare Beckons from Canterbury" in *Elderhostel International* in February. He presented "Buchenwald, and Tomorrow's Promise" at the Florida College English Association in Mount Dora. Omans judged ESU Shakespeare Monologue Competition in February. Omans was awarded \$30,000 by the English Speaking Union for Drey Shakespeare Institute. He also taught "Shakespeare Elderhostel at Canterbury" at the Canterbury Retreat in Oviedo in April.

Paul Puccio, assistant English professor, presented "More Turns of the Screw: Adapting James's Tale for Stage and Screen," at the Northeast Modern Language Association Conference in Baltimore, in April. He attended a meeting of the Executive Committee of the Conference on College Composition and Communication in Chicago and received an award for Outstanding Teaching and Service to the Honors Program.

Pat Rushin, associate English professor, published a poem, "Dumb Dog," in *The Beloit Poetry Journal*.

John Schell, English professor, was moderator for the Scholars Colloquium at the Zora Neal Hurston Festival in Eatonville in January.

Gerald Schiffhorst, English graduate coordinator and professor, presented "Etty Hillesum and the Discourse of Silence" at the Florida College English Association in Mount Dora and was given the College and University Awards for Excellence in Graduate Teaching.

Kathryn Seidel, English professor and College of Arts and Sciences dean, along with Alvin Wang, presented "The Asian Future: Asia in Cyberculture Film and Fiction" at the International Perspectives on American Studies in the Pacific Era in Bangkok in January. She chaired the C. Hugh Holman Prize Selection Committee, the annual award of the Society for the Study of Southern Literature.

Ernest Smith, associate English professor, presented "Muriel Rukeyser and The Life of Poetry" at the Florida College English Association Conference in Mount Dora in February. Smith presented "Critical Thinking, Reading and Writing" at Scholars' Day at UCF.

Don Stap, associate English professor, published "Dissonant Data on Songbirds" in the *Audubon Magazine*.

Terry Thaxton, visiting English instructor, published poems "The Worship of Oranges" and "Econlockhatchee River State Forest" in *Borderlands: Texas Poetry Review*, "Fight" in *Chiron Review*, "Where Hell Is" and "Girls" in *Sou'wester*. He presented a reading at Atlantic Center for the Arts in New Smyrna Beach.

Dawn Trouard, English chair and professor, presented "In Control in Welty's 'Kin,'" at the Society for the Study of Southern Literature in Charleston, S.C., in April.

Beth Young, assistant English professor, presented "2001 Ways Technology Supports the Muse" at the Florida College English Association Conference in Mount Dora. She attended a UCF faculty development workshop on "Painless Ideas for Teaching Writing." She published "What Happens Next? How Reading Genre Fiction is Like Reading Hypertext" and "Lit Links: A Webster's Guide to Internet Sites" in the Florida College English Association newsletter. Young presented "Not Just a Class Act: Nonacademic Writing in the Writing Center" at the Southeast Writing Center Association in Macon, Ga., "Writing Centers and Intellectual Property: Practice and Policy" at the Conference on College Composition and Communication in Chicago in April.

CALENDAR

AUGUST

Art

Aug. 20-Sept. 25

• **Darker Shades of Red: Official Art and Imagery of the Soviet Union, 1917-1991**, collections of Gary Hollingsworth. Presented in collaboration with Departments of History and Political Science. 823-2676.

Arena

8

• Commencement

14-19

• Sorority Rush, Greek Forum, 4 p.m. 823-2824

19

• Tori Amos concert, 8 p.m. 823-6006

Miscellaneous

15

• Fraternity Rush, Student Union, Key West Ballroom, 7 p.m. 823-2824

24, 26, 28

• Central Florida Blood Bank drive, 10:30 a.m.-5 p.m. 849-

Volunteer Expo 1998

Volunteer UCF, a program of the Office of Student Activities, is dedicated to promoting volunteerism on campus. Volunteer UCF is holding its annual **Volunteer Expo on Wednesday, Sept. 2, 10 a.m.-1 p.m.**, outside the Student Union. Approximately 80 agencies from central Florida will attend the expo, searching for community volunteers. For information, call the Office of Student Activities at 823-6471.

Back to school with the proper tools

The Office of Student Activities is organizing a **school supply drive** for schools in the UCF vicinity from both Orange and Seminole counties. Volunteers are needed to work various drop-off locations in the area. The drive will be held **Saturday, Aug. 22, 8 a.m.-noon**. Monetary donations cannot be accepted. However, a master list of needed supplies will be available at each drop-off site. For information, contact the Office of Student Activities at 823-6471.

6100 ext. 547

Sept. 17-18

• Florida Commission on Education Reform and

Accountability meeting, Arena.

Public meeting, Sept. 17, 8 p.m.

25

• Ice Cream Social, Administration

Building lobby, noon-2 p.m. 823-6490

26

• Faculty and A&P Assembly, Student Union, Cape Florida Room, 3-5 p.m. 823-2303

26, 27

• Recreation Fair. 823-2408

27

• Faculty Senate, Student Union, Garden Key room, 4-5:15 p.m.

Library

823-5427

• Paintings of the Bryant West Indies Collection, by Special Collections.

• Black Classic Writers, by Jackie Perkins, Montsho Books.

• The Quest for Early Man: A Tribute to the Leakeys, by Cathryn Knuerr.

• Darker Shade of Red: Official Soviet Art and Imagery, 1917-1991, by Kevin Haran.

For a more comprehensive

calendar of events: <http://www.oir.ucf.edu/pubrel/>

CLASSIFIED

For Sale

Misc. items: washer, dryer; golf clubs, 2 sets with cases, one golf caddie; home oil heater with tank; couch; copy machine (needs work). 645-4723.

Aluminum picture window, custom-made 4 ft. x 8 ft., two horizontal slider windows w/ fixed middle pane window, includes screens. Ideal for remodel or building of room addition. \$100 obo. 677-8276.

Cannondale Road bike, 54CM, Shimano Ulteva Dura Ace, \$500 obo. 823-5927 or 695-5351.

Car, '87 Nissan Sentra, 4-dr., white w/ tan interior, cold

A/C, mechanically sound, good stereo. \$1,200 obo. 677-8276.

Dryer, General Electric, white, 3-cycle automatic, heavy-duty large capacity. 3 years old, great condition. \$125 obo. Kellie, 823-2394 or 381-8357.

King-size water bed frame, great condition, golden oak, mirrored headboard w/ heater. Must see to appreciate. Frame will accommodate water bed or regular king mattress. Sacrifice at \$95 obo. 677-8276.

Miscellaneous

Room for rent, in my home for mature, clean,

responsible NS; 4 miles from UCF in nice residential neighborhood, 3-4 weekday nights/week. Ideal, inexpensive alternative for commuter faculty or grad student. Private, furnished room/bath, access to kitchen, W/D and cable. From \$25-\$35 per night. Michele, 677-8276 after 6 p.m.

USPS Council needs truck, 20-ft. flatbed to borrow or rent for Homecoming Parade on Saturday, Nov. 14. If you can help, call Fred Smith, 823-6802.

Vacation Home in Little Switzerland, N.C., on peaceful grassy mountain 800 feet above the Switzerland Inn, town shops and Blue Ridge Parkway. Call for photos of the home and information on recreation, art and other activities in the area. 678-9383 or 823-2284.

Campus calendar contest

The Office of Public Relations is planning the 1999 UCF wall calendar and needs your help. The calendar will feature scenes of campus or obvious UCF events and activities. Photos (slides preferred) are being collected now, and everyone is invited to submit their best photographs. See information below.

Entry Information

Entries must have the entrant's name, address and phone number clearly marked on the piece in indelible ink. An entry form must accompany entries. Send or deliver all entries to: Calendar Photo Contest, University of Central Florida, Public Relations, P.O. Box 160090, ADM 338, Orlando, FL 32816-0090.

UCF Calendar Photo Contest Entry Form

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: (day) _____ (eve) _____

Please print or type

I understand that entries will not be returned. All entries become and remain the property of UCF and may be used in future calendars or publications. I agree that these photos are not copyrighted nor have they been previously published.

Sign here: _____

Date: _____

Deadline: Sept. 15

Official Ballot to Spotlight Employee of the Month

I nominate

(name)

(campus address)

to be UCF Employee of the Month. (Nominee must have been a University Support Personnel System employee at least two years.) Any employee, including faculty and A&P, may nominate a candidate on the basis of job performance, dependability, attitude, etc. A name submitted remains in the pool of eligible candidates for one year.

Signed:

(name)

(campus address, phone)

Cut ballot and return to Human Resources, ADM 230, EOM.

(Mark envelope "confidential.")

SUPPLEMENT

Message from the provost

Given below is this year's timetable for the tenure and/or promotion review process.

Please be advised that if minor adjustments in the timetable are needed, they can be made with the concurrence of the concerned chair and dean, provided that all substantive requirements are met. However, Jan. 7 is the firm date for submission of all promotion and tenure files to Academic Affairs.

The application format for promotion and tenure is available from either the office of the dean or the Office of Academic Affairs.

If you have any questions regarding either tenure or promotion, please call Frank Juge, extension 2496

Gary Whitehouse
Provost

Please pull out this section and retain for your records.

Promotion/Tenure Schedule for 1998-99

Monday, Aug. 3, 1998

Deadline for department chair to meet with candidate regarding outside reviewers. The process may begin as early as the prior spring term.

Friday, Aug. 14 (or sooner if possible):

Promotion/Tenure reviews requested from outside experts (due 9/24).

Thursday, Sept. 24

Due date for outside reviews. Promotion/tenure files completed.

Friday, Sept. 25

File transmitted by department chair to Department Promotion and Tenure Committee.

Tuesday, Oct. 6

Department Promotion and Tenure Committee report (AA-16) submitted to department chair.

Friday, Oct. 9

Department chair sends to the candidate a written notice of Department Promotion and Tenure Committee's recommendation with copy of AA-16. (Candidate's signature required.) Candidate may respond within five calendar days.

Wednesday, Oct. 14

Tenure vote — department chair conducts a secret poll of the tenured members of the department and records vote on form AA-18, Section E.

Friday, Oct. 16

Promotion — department chair sends to the candidate form AA-18, Section A-F with a letter of transmittal.
Tenure only — department chair by letter notifies candidate of vote of tenured faculty in department (AA-18, Section E) with letter of transmittal. Candidate may respond within five calendar days.

Thursday, Oct. 22

Files sent by department chair to college dean.

Friday, Oct. 23

Dean forwards files to college committee.

Monday, Nov. 16

College Promotion and Tenure Committee sends report (AA-16) to dean.

Wednesday, Nov. 18

Dean notifies candidate by letter of College Promotion and Tenure Committee vote, providing candidate with a copy of AA-16. Candidate's signature is requested and candidate may respond within five days.

Monday, Nov. 23

Deadline for candidate's response to college committee's recommendation.

Friday, Dec. 11

Dean formulates recommendation on AA-19, Section A&B and sends a copy with transmittal letter to the candidate (copy to department chair), requests candidate's signature. Candidate may respond by Jan. 6, 1999.

Wednesday, Jan. 6, 1999

Deadline for candidate's response to dean's recommendation.

Thursday, Jan. 7

Dean forwards files to Academic Affairs (Support documents to be stored by the dean and made available to authorized reviewers.)

Friday, Jan. 8

Files available to University Promotion and Tenure Committee.

Friday, Feb. 5

University Promotion and Tenure Committee sends notice of recommendation and provides candidate with copy of Form AA-16. (Copy of notification sent to dean and department chair). Candidate's response is due within five calendar days.

Wednesday, Feb. 10

Deadline for response from candidate to University Promotion and Tenure Committee's recommendation.

Thursday, Feb. 11

Files forwarded to provost.

February 12 through March 12

Provost interviews promotion and tenure candidates.

Monday, March 15

Provost forwards recommendations to president.

Wednesday, March 24

President provides recommendations to provost.

Monday, April 5

Notices sent to promotion/tenure applicants.

Friday, April 9

Tenure recommendations forwarded to Board of Regents.

SUPPLEMENT

6C7-3.011 Tenure.

(1) Scope.

(a) This rule shall apply to all faculty members. In the case of non-unit faculty the provisions of Article 20 of the BOR/UFF Collective Bargaining Agreement shall not apply. However, for those (non-unit) members, grievances shall be processed in accordance with UCF Rule 6C7-3.0132, Florida Administrative Code.

(2) General Policy.

(a) University of Central Florida adheres to the Board of Regents Rules governing tenure (6C-5.940, Florida Administrative Code).

(b) University of Central Florida adheres to the provisions of the BOR/UFF Collective Bargaining Agreement regarding tenure procedures.

(c) There shall be sufficient discipline flexibility in the interpretation of the standards for tenure so that individuals have a reasonable expectation of fulfilling the requirements.

(d) A faculty member shall be recommended for promotion to associate professor prior to or at the same time tenure is recommended. To save time for both faculty members and committees, the application for both status changes shall proceed simultaneously. A vote for promotion to associate professor shall precede the vote on tenure at department, college, and university levels.

(3) Tenure Criteria.

(a) "Tenure is awarded upon demonstration of highly competent performance. Tenure criteria shall address the areas of teaching; research and other scholarly activities; and service to the public, the discipline, and the university including those professional responsibilities consistent with faculty status. These criteria shall take into account the mission and needs of the institution and shall place appropriate emphasis upon teaching and teaching-related scholarship. In this regard, the institution shall ensure that teaching is evaluated broadly, including assessments by peers and students, and that teaching performance is prominently considered in the award of tenure." (6C-5.940(1)(b), Florida Administrative Code).

"The recommendation of an employee for tenure shall signify that the Chief Administrative Officer is satisfied the employee will continue to make significant professional contributions to the University and the academic community. Upon recommendation by the Chief Administrative Officer and approval by the Board, tenure shall be awarded." (6C-5.940(1)(j), Florida Administrative Code).

(b) Tenure is an employment classification achieved by the faculty member and shall be based on demonstrated ability and performance in the areas of teaching, research, service and other scholarly activities, and service. For tenure, performance over the entire term of appointment at UCF shall be considered. For candidates with prior credit towards tenure, performance before appointment at UCF shall also be considered.

(c) The quality, quantity, and consistency of such performance must provide evidence of the candidate's value to the university and assurance of potential for the future.

(d) In general, the standards of performance expected for tenure in teaching, research, scholarship, and service shall be the same as for the rank the candidate shall hold for the year in which tenure shall be awarded.

(e) Candidates for tenure shall have demonstrated effectiveness in teaching. Evaluation of teaching by peers, students, administrators, and the candidates themselves as well as teaching-related scholarship shall be considered in assessing competency in teaching and teaching effectiveness. Development of innovative course materials and teaching methodology, curriculum development, special teaching responsibilities, awards or other public recognition of teaching, and other teaching-related activities shall also be considered in assessing competency in teaching and teaching effectiveness.

(f) It is the responsibility of the candidate to ensure that the tenure file is accurate and complete.

(4) Procedure for Granting Tenure.

(a) At the time a faculty member becomes eligible for tenure consideration, he/she shall submit an application in accordance with the application format that is available in the Office of Academic Affairs. Normally, a faculty member will consult with the appropriate department chair or unit administrator before submitting an application. However, a faculty member may submit an application without an endorsement from the department chair. In accordance with the BOR/UFF Collective Bargaining Agreement, untenured faculty members shall have an opportunity to request exclusion of service ("stop the clock") for leaves of absences.

(b) Outside review: Each faculty member being considered for tenure shall have all relevant material from his/her application file submitted to four outside experts for evaluation. The outside experts are to be selected using the following procedures:

1. The department chair and the department promotion and tenure committee shall jointly select a panel of four outside reviewers; and the faculty member being considered for tenure shall nominate a panel of four outside reviewers. The final panel of outside reviewers shall consist of four persons: two selected by the faculty candidate from the panel proposed by the chair and the promotion and tenure committee, and two selected by the chair and the promotion and tenure committee from the panel proposed by the faculty candidate. When a department chair is under consideration for tenure, his/her dean shall appoint a person to participate in the tenure process in the role of the chair's supervisor.

2. Outside reviews shall be required for all tenure candidates.

3. Outside reviewer's comments shall be based upon a professional resume and relevant material provided jointly by the chair and the candidate to the outside reviewers. In the event that an agreement cannot be reached on the relevant material, the department promotion and tenure committee shall adjudicate the matter.

4. In all instances, a standard letter provided by the Office of Academic Affairs shall be used by the department chair for the purpose of submitting material for outside review. When a chair is a candidate, his/her immediate supervisor shall handle this process.

(c) The vote of the tenured members of the department or unit shall be obtained by the appropriate department or unit administrator in a secret poll, the results of which shall be forwarded with the tenure application.

(d) Evaluation of the candidate by a committee consisting of other tenured or tenure-earning faculty members shall also be considered during the process.

(e) The tenure application shall be evaluated by the appropriate department chair, the college dean, the vice president for academic affairs, and the president. The tenure application shall be approved by the president before the president can submit the tenure nomination to the Board of Regents.

(f) The recommendation shall be accompanied by supporting materials as listed below:

1. An application in a format provided by the Office of Academic Affairs.

2. All annual performance evaluations over the entire term of appointment at UCF.

3. The candidate has the option of not including annual tenure appraisals from the entire term of appointment at UCF. However, the reviewers at any stage during the review process may request to include the annual tenure appraisals.

4. Annual assignments for at least the prior five (5) years at UCF.

5. A summary evaluation by the department chair in a format provided by the Office of Academic Affairs.

6. An evaluation of the candidate by faculty in a format provided by the Office of Academic Affairs. These evaluations, which shall be made by committees at the department, college, and university levels, shall be in accordance with the procedures regarding these committees, as outlined in 6C7-3.017(3)(e), 6C7-3.017(3)(f), and 6C7-3.017(3)(g), Florida Administrative Code.

(g) The evaluation sequence begins with the department committee, and then advances to the tenured faculty in the department, the department chair, the college committee, the college dean, the university committee, the vice president for academic affairs, and then to the president. Positive and negative recommendations shall be forwarded successively, and the faculty member shall receive a notice of each recommendation at the time it is forwarded.

(h) If the president approves the candidate, the nomination shall be forwarded to the chancellor for action by the Board of Regents. The president shall provide the nominee with a written report of the final action taken by the Board on the nominated candidate for tenure.

(i) Presidential denial of nomination may be appealed under the applicable UCF grievance procedure (Rule 6C7-3.0131 or 6C7-3.0132).

Specific Authority 120.53(1)(a), 240.227(1) FS.

Law Implemented 120.53(1)(a), 240.227(1), 240.245, 447.203(2) FS.

History—New 10-8-75, Amended 11-10-77, 4-30-81, 8-4-85, Formerly

6C7-3.11, Amended 8-14-88, 8-2-89, 3-11-93, 9-15-96.

6C7-3.017 Promotion.

(1) Policy.

(a) University of Central Florida adheres to the regulations of the Board of Regents governing promotion (6C-5.935).

(b) There should be sufficient discipline flexibility in interpretation of the standards for promotion so that individuals may have reasonable expectation of fulfilling the requirements.

(c) A faculty member should normally be recommended for promotion to associate professor prior to or at the same time that tenure is recommended. To save time for both faculty member and committees, the necessary papers for both will go forward simultaneously. It is recommended that the vote for promotion precede the vote on tenure at department, college, and university levels.

(2) Nomination Eligibility.

(a) Promotion to assistant professor. The candidate is expected to have demonstrated his/her competency in the area of teaching. Except in unusual cases, the individual should hold the doctorate or terminal degree in his/her field of specialization.

(b) Promotion to associate professor.

1. The rank of associate professor signifies significant accomplishment in scholarship, teaching, and service worthy of status as a member of the senior faculty.

2. Promotion from assistant to associate professor calls for substantial contributions in teaching, scholarship, as well as acceptable service contributions or other university duties. The record must demonstrate professional accomplishment beyond the doctoral or terminal degree level of the specific discipline. Contributions must be substantive, although the quality of the contributions or the length of time over which the contributions have been accumulated may be less than that required for the rank of professor.

(c) Promotion to professor. The rank of professor reflects not only an individual's contributions within the institution but also denotes a status and level of significant achievement among one's disciplinary peers on a national or international level. The standards in each of the colleges call for distinction in scholarship or teaching with substantial accomplishments in service or other university duties. Substantial contributions of a continuing nature in each of the areas, beyond that expected of an associate professor, are necessary components for the achievement of the rank of professor.

(d) Criteria for promotion to all faculty ranks shall also consider service to public schools. Service to public schools shall be included under service or research/creative activities, as appropriate. Judgments pertaining to the decision to promote a faculty member being nominated shall include the faculty member's activities involving public schools under the following circumstances:

1. The faculty member has been assigned such activities and has been given a reasonable opportunity to perform such activities, or

2. The faculty member requests that such activities be included.

(3) Procedures for Recommending Faculty Members for Promotion.

(a) Recommendations for promotion will be initiated by the department chair and evaluated successively by the dean of the college, the vice president for academic affairs, and the president. The dean of the college will initiate recommendations for promotion of chairs, assistant deans, and persons occupying similar positions.

(b) Recommendations by chairs and deans should be brief and cite reasons for recommendations.

(c) Outside review: Each faculty member being considered for promotion will have all relevant material from his/her application file submitted to four outside experts for evaluation. The outside experts are to be selected using the following procedures:

1. The department chair and the department promotion and tenure committee shall jointly select a panel of four outside reviewers; and the faculty member being considered for promotion shall nominate a panel of four outside reviewers. The final panel of outside reviewers shall consist of four persons: two selected by the faculty candidate from the panel proposed by the chair and the promotion and tenure committee, and two selected by the chair and the promotion and tenure committee from the panel proposed by the faculty candidate. When a department chair is under consideration for promotion, his/her dean shall appoint a person to participate in the promotion process in the role of the chair's supervisor.

2. Outside reviews shall be required for all promotion candidates.

3. Outside reviewer's comments shall be based upon a professional resume and selected material provided jointly by the chair and the candidate to the outside reviewers. In the event that an agreement cannot be reached as to the selected material, the department promotion and tenure committee shall adjudicate the matter.

4. In all instances, a standard letter provided by the Office of Academic Affairs shall be used by the department chair for the purpose of submitting a file for outside review. When a chair is a candidate, his/her immediate supervisor shall handle the letters and file distributions.

(d) The recommendations will be accompanied by the supporting materials as listed below:

1. A nomination format which will be provided by the Office of Academic Affairs.

2. A summary evaluation by the department chair in a format to be provided by the Office of Academic Affairs.

3. An evaluation of the faculty (candidate) by faculty in a format to be provided by the Office of Academic Affairs. These evaluations will be made by committees at department, college, and university levels in accordance with the following procedures.

(e) Department promotion and tenure committee:

1. A department promotion and tenure committee shall be established within each academic department to function as an advisory group to the department chair. This committee shall normally not exceed five persons elected by majority vote of the tenured and tenure-earning members of the department. Membership shall be elected from either all tenured and tenure-earning members of the department or only the tenured members (as determined prior to the election process). College promotion and tenure committee members are not eligible for service on a department promotion and tenure committee. If a faculty member is a candidate for promotion and/or tenure, that individual shall not be eligible to serve on the committee.

Department promotion and tenure committee members must remove themselves from voting and be replaced by an alternate in the following cases:

(i) nepotism,

(ii) if the promotion and tenure committee member is non-tenured and is voting on an applicant who serves in an administrative capacity over that voting member, and

(iii) if in their judgment, personal factors might impair their objectivity regarding an individual applicant.

2. The committee chair shall be a member of the committee elected by majority vote of its members and shall call the committee into session to transact such business as required. The committee shall, at the request of the department chair, review the evaluation folders of faculty under consideration for a change of status. The department may designate, with approval of the vice president for academic affairs, criteria for evaluation in addition to those in 6C7-3.017(2). Additional criteria must be approved by a majority of the regular full-time faculty members of the department, the department chair, and the dean as provided for by the Collective Bargaining Agreement. The committee will be discriminating in its decision making and will make its review based on consideration of facts and supportive evidence contained in the evaluation folder.

3. An evaluation of the faculty (candidate) by faculty shall be completed for each faculty member evaluated. Each committee member shall vote on each case considered, and the result shall be recorded. Each evaluation must be accompanied by an explanation of the committee's action.

4. The committee chair shall forward to the department chair the following:

(i) a copy of the record of attendance,

(ii) a copy of each faculty evaluation of faculty (candidate), and

(iii) the evaluation file.

The committee shall also designate one of its members to orally report the basis for the committee recommendation to the department chair and to the college promotion and tenure committee, if requested by either.

5. The department chair shall, within five calendar days, notify the faculty candidate of the committee's evaluation.

6. Evaluated faculty members may review the committee's evaluation.

Evaluated candidates choosing to rebut the committee's evaluation may do so in writing within five calendar days after receipt of notice of the committee's decision and this rebuttal shall be placed in the candidate's evaluation file.

(f) College promotion and tenure committee:

1. A college promotion and tenure committee shall be established within each college to function as an advisory group to the dean. The size of this committee, for the purpose of evaluation of faculty, shall be determined by a vote of the majority of faculty members in the college. In no case shall there be less than five members nor more than the number of departments in the college, plus two who will be "at large" representatives. Every department consisting of more than two members shall have at least one representative unless a majority of the members of the department vote to decline to be represented. Each committee member shall serve a term of two academic years. Terms shall be staggered to provide for continuity and uniformity of committee action. Committee members are not allowed to serve two successive terms.

2. The number of committee members shall be the quantity determined in 1. above plus one (elected) alternate member.

3. Each department shall elect a representative to the college promotion and tenure committee. Where the college has elected to have "at large" representatives, they shall be elected by the faculty of the college. These representatives shall be tenured faculty members elected by majority vote of tenured and tenure-earning faculty of the department (or the college for "at large" representatives). If a department does not have tenured faculty, then the departmental representative will be elected from the tenure-earning faculty of the department. Exempted from service on college promotion and tenure committees are faculty not eligible because of prior service (see 1. above), faculty who are candidates for promotion and/or tenure, and those who are members of either department or university promotion and tenure committees. Deans and department chairs are not eligible to serve on college promotion and tenure committees.

4. Members of the college promotion and tenure committee shall be elected at department (or college, for "at large" members) meetings in April. The dean of the college shall serve as the election official.

College promotion and tenure committee members must remove themselves

from voting and be replaced by an alternate in the following cases:

(i) nepotism, and

(ii) if in their judgment personal factors might impair their objectivity regarding an individual applicant.

5. No more than two members may be elected from one department.

6. Nominations for "at large" members shall be restricted to tenured members of the college, and shall be from the floor at the April meeting of the tenured and tenure-earning college faculty. Selection of members shall be by secret ballot and at least by a simple majority of those voting. In the event no nominee receives a majority of the votes cast, a runoff election shall be held among the fewest number of nominees for that particular committee seat whose total vote accumulates to be fifty percent or more of the votes cast. Election results are to be reported by the college dean to:

(i) the college faculty,

(ii) the department chairs, and

(iii) the vice president for academic affairs.

7. The committee chair shall be a member of the committee elected by a majority vote of its members, and shall call the committee into session to transact such business as required. Except for the College of Arts & Sciences, a quorum shall consist of the attendance of all regular committee members. Attendance by eighty percent of the committee members representing the College of Arts & Sciences will constitute a quorum. In case of serious or prolonged illness the alternate member will serve.

8. The committee shall, at the request of the dean, review those credentials submitted by the department chairs for consideration of faculty change of status. The college may designate, with approval of the vice president for academic affairs, as provided for by the Collective Bargaining Agreement, additional criteria for evaluation at the college-wide level in addition to those in applicable rules. Such additional criteria must be approved by a majority of the regular full-time faculty members of the college and its dean. The committee will be discriminating in its decision making, and will make its review based on consideration of the facts and supporting evidence contained in the evaluation folder as well as the written and verbal reports of the department promotion and tenure committee, and the recommendation of the department chair.

9. An evaluation of the faculty (candidate) by faculty shall be completed for each faculty member evaluated. Each committee member shall vote on each case considered, and the result shall be recorded. Each evaluation must be accompanied by an explanation of the committee's action. Evaluations shall not be an order ranking.

10. The committee chair shall forward to the dean the following:

(i) a copy of the record of attendance,

(ii) a copy of each faculty evaluation of faculty (candidate), and

(iii) the evaluation file.

11. The dean shall, within five calendar days, notify the evaluated faculty and advise that they may review their evaluation. Evaluated members choosing to rebut the committee's evaluation may do so in writing within five calendar days after receipt of notice of the committee's decision and this rebuttal shall be placed in the member's evaluation file.

(g) University promotion and tenure committee:

1. The university promotion and tenure committee shall be established to function as an advisory group to the vice president for academic affairs.

The university promotion and tenure committee is a reporting committee of the Faculty Senate. It shall consist of six tenured faculty members, elected for staggered two-year terms, who hold the rank of professor, and are active scholars within their particular fields. Each college shall have one member except for the College of Arts and Sciences which shall have two. The committee chair is elected by the committee. No member of the committee may be a member of a college promotion and tenure committee. Vacancies are filled during the term in which they occur from the area of the vacating member for the remainder of that person's term. The committee shall submit all policy concerns regarding promotion and tenure to the chair of the Faculty Senate for consideration by the Senate. The committee membership will be a matter of public record.

University promotion and tenure committee members must remove themselves from voting and be replaced by an alternate in the following cases:

(i) nepotism, and

(ii) if in their judgment personal factors might impair their objectivity regarding an individual applicant.

2. The committee shall, upon request of the vice president for academic affairs, review the evaluation folders of faculty under consideration for change of status. In this review, the committee will rely upon the same criteria used by the department promotion and tenure committee and the college promotion and tenure committee. It will be discriminating in its decision making and will make its review based on consideration of the facts and supporting evidence in the evaluation folder as well as the written reports of the department promotion and tenure committee and department chair, written and verbal reports of the college promotion and tenure committee, and recommendation of the college dean.

3. The committee chair shall forward to the vice president for academic affairs the following:

(i) a copy of the record of attendance,

(ii) a written recommendation,

(iii) a copy of a memorandum informing the faculty member of the committee's recommendation and advising the member that any response must be submitted within five calendar days, and

(iv) the evaluation file.

(4) Promotion Decision and Notification.

(a) The department chair will notify a faculty member of his/her intent to support or not support promotion and explain the procedure involved.

(b) The evaluation process is chair to dean to vice president for academic affairs to president. Positive and negative recommendations will be forwarded successively, and the faculty member will receive a notice of each recommendation at the time it is forwarded.

(c) All candidates will be reviewed by the vice president for academic affairs and the president. Final decisions shall be made by the president and rendered in writing.

(d) Promotions will normally become effective at the beginning of the succeeding academic year.

(5) New Rules.

New Rules adopted at any time by the University of Central Florida in regard to Rule 6C7-3.017 shall not become effective to the exclusion of prior rules for a period of one year.

Specific Authority 120.53(1)(a), 240.227(1), 240.245 FS.

Law Implemented 120.53(1)(a), 240.227(5), 240.245 FS.

History—New 10-8-75, Amended 11-10-77, 9-27-79, 11-14-83, 8-4-85, 12-9-85, Formerly 6C7-3.17, Amended 8-14-88, 8-2-89, 5-17-90, 2-8-93.

BOR Tenure/Promotion Rules

6C-5.935 Promotion, Change in Assignment, Demotion and Transfer.

(1) Promotion, change in assignment, demotion and transfer shall be administered consistent with the following provisions.

(2) Promotion

(a) Faculty promotion is the appointment to a higher academic or equivalent rank or class and may also be combined with an application for tenure. The criteria for promotion shall include meeting the minimum qualifications for appointment to the rank or position, increased skill in teaching, increased knowledge in the field of specialty, increased recognition as an authority in the field, and potential for professional growth. Each university shall provide for faculty participation in developing promotion recommendations and other procedures and criteria for faculty promotion.

Specific Authority 240.209 (1), (3)(r) FS.
Law Implemented 240.209(1), (3)(f), 240.227 (1), (5), (19), 240.245 FS.
History—New 1-24-96.

6C-5.940 Tenure and Permanent Status.

(1) Faculty tenure shall be administered consistent with the following provisions.

(a) The award of tenure shall provide annual reappointment until voluntary resignation, retirement, removal for just cause, or layoff.

(b) Tenure is awarded upon demonstration of highly competent performance. Tenure criteria shall address the areas of teaching; research and other scholarly activities; and service to the public, the discipline, and the university including those professional responsibilities consistent with faculty status. These criteria shall take into account the mission and needs of the institution and shall place appropriate emphasis upon teaching and teaching-related scholarship. In this regard, the institution shall ensure that teaching is evaluated broadly, including assessments by peers and students, and that teaching performance is prominently considered in the award of tenure.

(c) Tenure shall be held as ranked Faculty in an academic department/unit and shall not extend to administrative appointments.

(d) Appointments to the ranks of assistant professor, associate professor, and professor are tenure-earning when they do not include the appointment status modifier of acting, adjunct, joint, provisional, visiting, research, clinical, courtesy, honorary, or affiliate. Appointments which include the appointment status modifier of multi-year, joint, provisional, visiting, research, clinical, or affiliate are ordinarily nontenure-earning, however, employees with these appointment status modifiers may earn time toward tenure as determined by the Chief Administrative Officer at the time of appointment. If an employee is initially appointed to the rank of instructor or to a nontenure-earning rank and is subsequently appointed to a tenure-earning position, all or a portion of the prior service in such nontenure-earning position may be counted toward tenure, provided the Chief Administrative Officer agrees to credit such service.

(e) The decision to nominate an employee for tenure shall ordinarily be made during the fifth year of continuous full-time service or equivalent part-time service in a tenure-earning position. At the employee's option and with the concurrence of the appropriate administrative officials, the employee may elect to be considered for tenure during the sixth year. Full-time service for the purpose of tenure eligibility shall mean employment at 1.0 FTE during at least 39 weeks of any twelve-month period. Part-time service shall mean employment during at least one semester of any twelve-month period.

(f) At the time of employment, the Chief Administrative Officer may credit an employee with tenure-earning service from another institution of higher education, however, such credit shall be limited to not more than two years of tenure-earning service for an assistant professor, not more than three years for an associate professor, and not more than four years for a professor. All prior SUS tenure-earning service shall be credited toward tenure unless otherwise agreed at the time of employment.

(g) Time spent on a joint appointment or approved personnel exchange program of the university, or a special assignment which benefits the university shall be counted toward tenure eligibility. Time spent away from the university for other purposes shall not be counted toward tenure eligibility.

(h) Time spent on paid leave shall be tenure-earning unless otherwise agreed at the time of such leave. Time spent on unpaid leave shall not be credited as tenure-earning except as approved by the Chief Administrative Officer.

(i) A tenure-earning employee shall be recommended for tenure at the end of six years of continuous full-time, or equivalent part-time service or given notice that further employment will not be offered. Upon the employee's request, the Chief Administrative Officer shall provide a statement of the reason the employee was not recommended for tenure.

(j) The recommendation of an employee for tenure shall signify that the Chief Administrative Officer is satisfied the employee will continue to make significant professional contributions to the university and the academic community. Upon recommendation by the Chief Administrative Officer and approval by the Board, tenure shall be awarded.

(k) With sufficient justification, tenure may also be recommended by the Chief Administrative Officer and approved by the Board at the time of initial appointment or prior to the fifth year of tenure-earning service.

(l) Transfer of tenure shall be at the discretion of the university to which the employee is transferring.

Specific Authority 240.209(1), (3)(r) FS.
Law Implemented 240.209(1), (3)(f), 240.227 (1), (5), (19) FS.
History—New 1-24-96, Amended 1-30-97.

ARTICLE 15.5 BOR/UFF COLLECTIVE BARGAINING AGREEMENT

15.5 Recommendations and Procedures.

(a) Recommendations for the awarding of tenure shall be made by the employee's supervisor and shall include a poll by secret ballot of the tenured members of the employee's department/unit. The performance of an employee during the entire term of employment at the institution shall be considered in determining whether to grant tenure. Recommendations regarding tenure shall include a copy of applicable tenure criteria, the employee's annual assignments and annual evaluations, and, if the employee chooses, the employee's tenure appraisals. The reviewers at any stage in the review may request to review the appraisals. Prior to the consideration of the employee's candidacy, the employee shall have the right to review the contents of the tenure file and may attach a brief and concise response to any materials therein. It shall be the responsibility of the employee to see that the file is complete. The provisions of Sections 11.2 through 11.8 of this Agreement shall apply to the contents of the tenure file.

(b) After the commencement of consideration of an employee for tenure, material may be added to the file no sooner than five (5) days after the material has been transmitted to the employee by personal delivery or by mail, return receipt requested. The employee may attach a concise response to any such material within five (5) days after it has been transmitted to the employee. The only documents which may be considered in making a tenure recommendation are those contained or referenced in the tenure file.