

REVISED-II
University of Central Florida
Board of Trustees Meeting
January 23, 2014
Live Oak Center
Agenda
9:30 a.m. – 4:00 p.m.
Lunch 12:00 p.m.
800-442-5794, passcode, 463796

COMMITTEE MEETINGS

9:30 – 10:00 a.m.	Advancement, Richard Crotty, Chair
10:00 – 11:00 a.m.	Educational Programs, Robert Garvy, Chair
11:00 a.m. – 12:00 p.m.	Finance and Facilities, Marcos Marchena, Chair

BOARD MEETING

	1:00 – 4:00 p.m.
1. Welcome and call to order	Olga Calvet, Chair
2. Roll call	Rick Schell, Associate Corporate Secretary
3. Minutes of November 14, 2013, and January 8, 2014, meetings	Chair Calvet
4. Public Comment	Rick Schell, Associate Corporate Secretary
5. Remarks and introductions	John C. Hitt, President
6. Reports	
A. WUCF TV	Grant Heston, Associate Vice President for Communications and Public Affairs Polly Anderson, Executive Director, WUCF TV
B. Student Government Association	Trustee Melissa Westbrook

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| 7. | Information | | |
| | INFO-1 | Information | Revised Committee and Direct Support Organization Assignments (Calvet) |
| 8. | Consent Agenda | | |
| | ADV-1 | Approval | Wayne Densch Center for Student Athlete Leadership (Holmes) |
| 9. | Advancement Committee report | | Rich Crotty, Chair |
| 10. | Audit, Operations Review, Compliance, and Ethics Committee report | | Jim Atchison, Chair |
| 11. | Compensation and Labor Ad Hoc Committee report | | John Sprouls, Chair |
| | CL-1 | Ratification | Collective Bargaining Agreement Between The University of Central Florida Board of Trustees and United Faculty of Florida for Article 3 and Article 23 (Sprouls) |
| 12. | Educational Programs Committee report | | Robert Garvy, Chair |
| 13. | Finance and Facilities Committee report | | Marcos Marchena, Chair |
| 14. | New business | | Chair Calvet |
| 15. | Announcements and adjournment | | Chair Calvet |

Upcoming meetings:

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| Board of Governors meetings | February 20, 2014
(University of South Florida, if in person) |
| | March 19-20, 2014
(Florida State University) |
| Board of Trustees meeting | March 27, 2014
(Live Oak Center) |
| AGB National Conference on Trusteeship | April 12-14, 2014
(Hyatt Regency Orlando, former Peabody Orlando) |

Minutes
Board of Trustees Meeting
University of Central Florida
November 14, 2013

Chair Olga Calvet called the meeting of the Board of Trustees to order at 1:00 p.m. in the Live Oak Center on the UCF Orlando campus.

The following board members attended the meeting: Trustees Clarence Brown, Richard Crotty, Alan Florez, Robert Garvy, Marcos Marchena, Reid Oetjen, John Sprouls, and Melissa Westbrook. Trustee Ray Gilley attended via teleconference.

WELCOME

Calvet reminded the board that the meeting was covered by the Florida Sunshine Law and that the public and press were invited to attend.

She welcomed the board members and called on **Dr. Rick Schell**, Associate Corporate Secretary, to call the roll. Schell announced that a quorum was present.

Calvet called for approval of the September 26, 2013, board meeting minutes, which were approved as written.

Calvet congratulated **Dr. John C. Hitt** for receiving two community awards this week. At its mid-Florida Business Hall of Fame Awards ceremony, Junior Achievement of Central Florida presented Dr. Hitt with its Laureate Award. And, the NILE Foundation will honor Dr. Hitt with its Global Vision and Education Award for his many efforts in making UCF a beacon of cultural change and understanding in Central Florida.

Calvet called on President Hitt for remarks and introductions.

REMARKS

Hitt announced that the UCF women's soccer team claimed the first American Athletic Conference championship in women's soccer. He congratulated the team for its outstanding performance.

Hitt reported that the No. 3 seeded UCF men's soccer team defeated the No. 6 seeded Memphis team in the opening round of the American Athletic Conference Championship and will advance to the semifinals against the No. 2 seeded University of Connecticut. He congratulated the team on its performance.

In football news, Hitt announced that after Saturday's 19-14 win over Houston, UCF remained the last unbeaten team in the American Athletic Conference. The Knights' national rankings jumped to No. 15 in the Associated Press Poll and No. 19 in the *USA Today* Coaches' Poll.

Hitt also reported that UCF recently secured the trademarks for the terms “America’s Leading Partnership University” and “America’s Partnership University.”

Hitt thanked the trustees who would be attending the Board of Governors’ inaugural Trustee Summit in Miami on November 20, and he expressed his appreciation for their participation and support.

INTRODUCTIONS

A. Faculty and Staff

Hitt recognized and congratulated the following individuals for their accomplishments.

Richard “Josh” Murdock, a junior in the Burnett Honors College majoring in mechanical engineering, was selected as a 2013-14 Astronaut Scholarship recipient. The award, with its \$10,000 prize, was created to ensure that the U.S. maintains its leadership in science and technology by supporting outstanding science and engineering students.

Ian Turgeon, Zach Berry, and Dr. Francisca Yonekura have been awarded the Wiche Cooperative for Educational Technologies Outstanding Work award for Obojobo, their e-learning system. The system was created by UCF’s Center for Distributed Learning as a platform for the widespread sharing across the university of online instructional components.

The Leadership Enhancement Program is a successful program coordinated by the Office of Diversity Initiatives under the direction of Interim Director Barbara Thompson.

Hitt congratulated this year’s LEP members who were in attendance:

Lacey Carter
Angela Edwards-Johnson
Monique Gregory
Joy Kittredge
Usha Lal
Rebecca Morales
Patsy Moskal
Judith Ramos
Maureen Vance
Doshie Walker
Anjella Warnshuis
Chelsea Worthington

Hitt announced that **Helen Donegan**, Vice President for Community Relations, was recently awarded vice president *emerita* status. Hitt presented her with a plaque, and he thanked her for her service to his office and to the university.

B. Employee of the Month

The Employee of the Month for October was **Tashina Walters**, an office manager in the Center for Distributed Learning.

The Employee of the Month for November is **Missy Anderson**, program assistant for Undergraduate Admissions.

INFORMATION

INFO-1 New Committee and Direct Support Organization Assignments

INFO-2 2012-13 UCF Annual Report

CONSENT AGENDA

A motion was made to accept the consent agenda, and members of the board unanimously approved the following actions.

- **CL-1 2010-13 Goal Accomplishments** – Approval of the 2010-13 goal accomplishments documented by the University Audit Office.
- **CL-2 Performance Unit Plan Payments for the 2010-13 Cycle** – Approval of the Performance Unit Plan Payments earned by participants for the 2010-13 cycle for accomplishment of the three-year performance measures set by the Board of Trustees on November 10, 2010.
- **CL-3 2013-16 Performance Incentive Measures and Goals** – Approval of the 2013-16 Performance Incentive Measures and Goals for the president and senior officers.
- **CL-5 2013-16 Performance Unit Plan Awards** – Approval of the 2013-16 Performance Unit Plan awards.
- **CL-6 Article 13: Workday, Work Period, and Overtime and Article 29: Wages of the Collective Bargaining Agreement with the Central Florida Police Benevolent Association** – Ratification of the reopened articles of the collective bargaining agreement between the University of Central Florida Board of Trustees and Central Florida Police Benevolent Association.
- **CL-7 Collective Bargaining Agreement Between University of Central Florida Board of Trustees and the American Federation of State, County, and Municipal Employees** – Ratification of the Collective Bargaining Agreement between the University of Central Florida Board of Trustees and the American Federation of State, County, and Municipal Employees.

- **EP-1 Conferral of Degrees** – Concurrence with the conferral of degrees at the Fall 2013 commencement ceremonies.
- **FF-1 Minor Amendment to 2010 Campus Master Plan – Facilities Support Building** – Approval of a minor amendment to the University of Central Florida Master Plan to construct a two-story, 9,000 sq. ft. facilities support building.
- **FF-2 Minor Amendment to 2010 Campus Master Plan – Facilities and Safety Warehouse Building** – Approval of a minor amendment to the University of Central Florida Campus Master Plan to construct 6,800 sq. ft. of building and dock space adjacent to the existing Facilities and Safety Warehouse.
- **FF-3 Minor Amendment to 2010 Campus Master Plan – Greenhouse Building** – Approval of a minor amendment to the University of Central Florida Campus Master Plan to construct a 1,000 sq. ft. greenhouse in the arboretum.
- **FF-4 Renewal of Capital Projects Line of Credit for UCFAA** – Approval of new terms for the UCFAA continuing line of credit with Fifth Third Bank.
- **FF-5 Request to Amend Established Market Tuition Rate** – Approval of the request to amend an established market-tuition rate.
- **FF-6 2014-15 Performance Funding Model, Board of Trustees Choice Metric** – Approval of the 2014-15 Performance Funding Model, Board of Trustees Choice Metric.

ADVANCEMENT COMMITTEE REPORT

Rich Crotty, Chair of the Advancement Committee, reported the highlights from the committee meeting earlier in the day.

- **Dr. Dan Holsenbeck**, Vice President for University Relations, reported that the president spoke at the Seminole County delegation meeting last week about UCF's priorities for the 2014 legislative session. He noted that Dr. Hitt will be speaking at the Orange County delegation meeting next week and at the Central Florida delegation meeting later in November.
- **Robert Holmes**, Vice President for Alumni Relations and Development and Foundation CEO, reported on homecoming activities hosted by the Alumni Association.
- Holmes congratulated Trustee Marchena for being the recipient of the *Service to UCF* award at the annual Black and Gold Gala.
- **Al Harms**, Vice President for Strategy, Marketing, Communications, and Admissions, reported that fall enrollment was 59,777 and that recruitment for Fall 2014 was underway.
- Harms reported that fundraising for WUCF TV is on the rise. The committee requested a more detailed overview of current donor participation compared to the pro formas that were presented prior to the purchase of the station.

AUDIT, OPERATIONS REVIEW, COMPLIANCE, AND ETHICS COMMITTEE REPORT

Alan Florez, Vice Chair of the Audit, Operations Review, Compliance, and Ethics Committee, announced that there was no report for the committee.

COMPENSATION AND LABOR AD HOC COMMITTEE REPORT

John Sprouls, Chair of the Compensation and Labor Ad Hoc Committee, noted the items approved in the consent agenda and presented highlights from the committee meeting held earlier in the day. He also reported that the committee met on October 23, 2013, and provided highlights of that meeting.

Sprouls presented the following item for board approval.

- **CL-4 Report on the Assessment of the President's Performance and Recommendation for Compensation.** A motion was made and passed unanimously to approve CL-4.

EDUCATIONAL PROGRAMS COMMITTEE REPORT

Robert Garvy, Chair of the Educational Programs Committee, noted the items approved in the consent agenda and reported the highlights from the committee meeting earlier in the day.

- Garvy reported on a series of meetings he had with UCF students regarding their overall experience at UCF.
- **Dr. Diane Chase**, Executive Vice Provost, provided an overview of the academic program review process. A summary of the review will be submitted to the Florida Board of Governors in December 2013.

FINANCE AND FACILITIES COMMITTEE REPORT

Marcos Marchena, Chair of the Finance and Facilities Committee, noted the items approved in the consent agenda and reported on the committee meeting held earlier in the day.

NOMINATING AND GOVERNANCE COMMITTEE REPORT

Ray Gilley, Chair of the Nominating and Governance Committee, announced that there was no report for the committee.

STRATEGIC PLANNING COMMITTEE REPORT

Florez, Chair of the Strategic Planning Committee, announced that there was no report for the committee.

ANNOUNCEMENTS AND ADJOURNMENT

Calvet announced the following upcoming meetings:

Trustee Summit 2013	November 20 (Florida International University)
Board of Governors meeting	November 20-21 (Florida International University)
Board of Trustees teleconference	December 4 (TBA)
Holiday Gathering	December 4 (Burnett House, 6:00-8:00 p.m.)
Board of Governors meeting	January 15-16, 2014 (Florida Gulf Coast University)
Board of Trustees meeting	January 23, 2014 (Live Oak Center)
AGB 2014 National Conference on Trusteeship	April 12-14, 2014 (Orlando)

Calvet adjourned the board meeting at 1:31 p.m.

Respectfully submitted: _____ Date: _____
John C. Hitt
Corporate Secretary

Minutes
Board of Trustees Teleconference Meeting
University of Central Florida
January 8, 2014

Chair Olga Calvet called the meeting of the board of trustees to order at 10:45 a.m. in the President's Boardroom, Millican Hall, on the UCF Orlando campus.

The following board members attended the meeting via teleconferencing: Trustees Olga Calvet, Jim Atchison, Clarence Brown, Richard Crotty, Alan Florez, Robert Garvy, Ray Gilley, Alex Martins, Beverly Seay, and John Sprouls. Trustee Reid Oetjen attended in person.

WELCOME

Calvet welcomed the board members and called on **Dr. Rick Schell**, Associate Corporate Secretary, to call the roll. Schell announced that a quorum was present.

Calvet called on **Dr. Tony Waldrop**, Provost and Executive Vice President, for information to present to the board.

INFORMATION

Waldrop and **Dr. Paige Borden**, Assistant Vice President for Institutional Knowledge Management, reported on the 2014-15 Performance Funding Model.

NEW BUSINESS

Calvet called on Borden who reported on the UCF Annual Accountability Report, which was then presented for board approval. A motion was made, and members of the board unanimously approved the following action.

- **FF-1 2012-13 UCF Annual Accountability Report** – Approval of the 2012-13 UCF Annual Accountability Report.

ADJOURNMENT

Calvet adjourned the board meeting at 11:15 a.m.

Respectfully submitted: _____ Date: _____

John C. Hitt
Corporate Secretary

University of Central Florida
BOARD OF TRUSTEES

SUBJECT: Revised Committee and Direct Support Organization Assignments

DATE: January 23, 2014

PROPOSED BOARD ACTION:

Information only.

BACKGROUND INFORMATION:

The board may establish committees to assist in carrying out its responsibilities. The board chair will determine the membership of the committees and its chairs.

Supporting documentation: University of Central Florida Board of Trustees'
Committee Assignments

Prepared by: Rick Schell, Vice President and Chief of Staff

Submitted by: Rick Schell, Vice President and Chief of Staff

009a

**University of Central Florida
Board of Trustees
Committee Assignments
January 2014**

<u>Advancement</u>	<u>Audit, Operations Review, Compliance, and Ethics</u>	<u>Compensation and Labor, Ad Hoc</u>	<u>Educational Programs</u>
<p>Minimum of five members</p> <p>Development and alumni relations, public and governmental relations, marketing, communications, and admissions</p>	<p>Minimum of three members</p> <p>Financial practices and management, internal controls, and standards of conduct for university and affiliates</p>	<p>Minimum of three members</p> <p>Conduct periodic compensation and assessment reviews of the president and develop recommendations to the board for its consideration; review and approve discretionary compensation plans and deferred compensation plans, if any, for senior executives of the university, and oversee the collective bargaining responsibilities of the board</p>	<p>Minimum of five members</p> <p>Academic and student life, components of the university, athletics, and strategic planning</p>
<p>Rich Crotty, Chair Alan Florez, Vice Chair Clarence Brown Alex Martins Beverly Seay Melissa Westbrook</p>	<p>Jim Atchison, Chair Alan Florez, Vice Chair Reid Oetjen Beverly Seay John Sprouls</p>	<p>John Sprouls, Chair Marcos Marchena, Vice Chair Jim Atchison Clarence Brown Ray Gilley</p>	<p>Robert Garvy, Chair Ray Gilley, Vice Chair Rich Crotty Reid Oetjen Melissa Westbrook</p>
<p>Olga Calvet (Ex Officio)</p> <p>Staff: Robert Holmes Dan Holsenbeck</p>	<p>Olga Calvet (Ex Officio)</p> <p>Staff: Rhonda Bishop Scott Cole</p>	<p>Olga Calvet (Ex Officio)</p> <p>Staff: Scott Cole Marvin Pyles</p>	<p>Olga Calvet (Ex Officio)</p> <p>Staff: Tony Waldrop</p>

Finance and Facilities

Minimum of five members
Budget, finance and accounting, financial services, purchasing, business services, DSO oversight, human resources, environmental health and safety, facilities planning, landscape and natural resources, physical plant, police department, business services, and parking and transportation services

Marcos Marchena, Chair
Jim Atchison, Vice Chair
Robert Garvy
Alex Martins
Reid Oetjen
John Sprouls
Melissa Westbrook

Olga Calvet (Ex Officio)

Staff: William F. Merck II

Nominating and Governance

Minimum of five members
Trustee assessment, trustee nominations, election procedures, presidential search procedures, and governance

Ray Gilley, Chair
Rich Crotty, Vice Chair
Alan Florez
Marcos Marchena
Beverly Seay

Olga Calvet (Ex Officio)

Staff: Scott Cole

Strategic Planning

Minimum of five members
Provide support and guidance regarding strategic planning and the implementation of strategic plans

Alan Florez, Chair
Clarence Brown, Vice Chair
Robert Garvy
Reid Oetjen
Melissa Westbrook

Olga Calvet (Ex Officio)

Direct Support Organizations

Athletics – Robert Garvy
Convocation – Alan Florez
Finance – Rich Crotty
Foundation – Olga Calvet
Golden Knights – Ray Gilley
Lockwood Community – John Sprouls
Medical College –
Research Foundation – Marcos Marchena

University of Central Florida
BOARD OF TRUSTEES

SUBJECT: Wayne Densch Center for Student Athlete Leadership

DATE: January 23, 2014

PROPOSED BOARD ACTION:

Approval to name The Center for Student Athlete Leadership (Center) the Wayne Densch Center for Student Athlete Leadership.

BACKGROUND INFORMATION:

Wayne M. Densch Charitable Trust recently signed an Agreement to contribute \$4,000,000 to construct the University of Central Florida's and UCF Athletics newest facility. Specifically, the gift will provide for moving expenses, construction of the building, and equipping and furnishing the Center. The building for the Center will contain approximately 24,000 square feet of space with estimated cost of \$6.5 million.

This gift from the Wayne M. Densch Charitable Trust, which is the largest charitable gift commitment in the history of UCF Athletics, is expected to be fulfilled over a fifteen-year period. The first \$500,000 installment will be received by March 31, 2014.

In recognition of the Wayne M. Densch Charitable Trust's generosity, the University will name the facility the Wayne Densch Center for Student Athlete Leadership upon receipt of \$2,000,000.

Supporting documentation: Excerpt from the Florida Board of Governor's Naming of Buildings and Facilities

Prepared by: Margaret J. Cole, Foundation Legal Counsel

Submitted by: Robert J. Holmes, Jr., Vice President for Development and Alumni Relations

9.005 Naming of Buildings and Facilities

The naming of any building, road, bridge, park, recreational complex, other similar facility or educational site, as defined in Board regulation 8.009, (collectively referred to as a "University Facility") of a state university for individuals or groups who have made significant contributions to the university or the state of Florida is the prerogative and privilege of the State University System of Florida and is vested in the Board of Governors. The Board of Governors hereby delegates such approval authority to each university board of trustees provided that the board of trustees establishes procedures for the naming of such University Facilities to include the following elements:

- (a) The naming of any University Facility must be approved by the board of trustees as a noticed, non-consent agenda item.
- (b) Non-gift related honorary naming of a University Facility should be reserved for individuals who have made significant contributions to the university or to the state of Florida or to the fields of education, government, science or human betterment and who are of recognized accomplishment and character. Honorary naming of a University Facility is not allowed for any active board member or employee of the Board of Governors or any active employee, student, or trustee of the university.
- (c) Gift-related naming of a University Facility requires a donation which makes a significant contribution to the cost of the University Facility, or for an existing facility, significant improvements, both as established by the board of trustees' policy. The limitations set forth in paragraph (b) are not applicable to gift-related naming of a University Facility.

Authority: Section 7 (d), Art. IX, Fla. Const., History-Formerly 6C-9.005, 11-3-72, Amended 12-17-74, 8-11-85, Amended and Renumbered as 9.005, 3-27-08. Amended 11-21-13.

**University of Central Florida
BOARD OF TRUSTEES**

SUBJECT: Collective Bargaining Agreement between the University of Central Florida Board of Trustees and the United Faculty of Florida for Article 3 and Article 23

DATE: January 23, 2014

PROPOSED BOARD ACTION

Ratification of Article 3 and Article 23 of the Collective Bargaining Agreement for 2012-15 between the University of Central Florida Board of Trustees and the United Faculty of Florida.

BACKGROUND INFORMATION

A three-year collective bargaining agreement between the Board of Trustees and United Faculty of Florida for the period 2010-12 expired in 2012. The bargaining teams for the board and the UFF have come to tentative agreement on Article 3 and Article 23 as attached.

Supporting documentation: Article 3 and Article 23

Prepared by: Scott Cole, Vice President and General Counsel

Submitted by: John Sprouls, Chair of the Compensation and Labor Committee

ARTICLE 3 UFF PRIVILEGES

3.1 Use of Facilities and Services. Subject to the rules and policies of the University, the UFF shall have the right to use University facilities for meetings and to use all other services of the University on the same basis as they are generally available to University-related groups and organizations. For purposes of this Agreement, University-related Groups and Organizations are groups that are directly related to University operations or the University community and that may or may not receive budgetary support. Examples of such groups include student organizations, honor societies, fraternities, sororities, alumni associations, faculty committees, and direct support organizations.

3.2 Communications.

(a) UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards but on at least one bulletin board per building where a substantial number of employees have offices. Specific locations shall be mutually selected by the University and the local UFF Chapter in the course of consultation pursuant to Article 2, Consultation. All materials placed on the designated bulletin boards shall bear the date of posting and may be removed by the University after having been posted for a period of thirty (30) days. In addition, such bulletin boards may not be used for election campaigns for public office or exclusive collective bargaining representation.

(b) The University will place a link to the UFF web site in an appropriate place on the University web site, as determined by the University.

3.3 Leave of Absence -- Union Activity.

(a) At the written request of the UFF, provided no later than May 1 of the year prior to the beginning of the academic year when such leave is to become effective, a full-time or part-time unpaid leave of absence for the academic year shall be granted to up to two (2) employees designated by the UFF for the purpose of carrying out UFF's obligations in representing employees and administering this Agreement, including lobbying and other political representation. Such leave may also be granted to one (1) employee for the entire summer term, upon written request by the UFF provided no later than March 15 of the preceding academic year. Upon the failure of the UFF to provide the University with a list of designees by the specified deadlines, the University may refuse to honor any of the requests which were submitted late.

(b) No more than two (2) employees from any college/unit, nor more than one employee per fifteen (15) employees per department/unit, need be granted such leave at any one time.

(c) The UFF shall reimburse the University for the employee's salary, fringe benefits, and retirement.

(d) Employees on full-time leave under this paragraph shall be eligible to receive salary increases in accordance with the provisions of Article 17. Employees on less than full-time leave under this paragraph shall be eligible to receive salary increases on the same basis as other employees.

(e) An employee who has been granted leave under this Article for two (2) consecutive academic years shall not again be eligible for such leave until two (2) consecutive academic years have elapsed following the end of the leave. One (1) employee, designated by the UFF, shall be exempt from the provisions of this subsection. Other exceptions may be granted at the discretion of the University upon prior written request by the UFF.

(f) The University shall not be liable for the acts or omissions of said employees during the leave and the UFF shall hold the University harmless for any such acts or omissions, including the cost of defending against such claims.

(g) An employee on such leave shall not be evaluated for this activity nor shall such activity be considered by the University in making personnel decisions.

3.4 Released Time.

(a) The University agrees to provide released time each calendar year to full-time employees designated by the UFF for the purpose of carrying out the UFF's obligations in collective bargaining negotiations,

representing employees and administering this Agreement. The Parties will take coordinated action to facilitate an adequate and mutually convenient bargaining schedule. ~~A maximum of five (5) units of released time shall be granted for such purposes per fall or spring semester or four (4) units during the summer term.~~ A maximum of three units of released time shall be granted for summer 2014, and four units of released time for fall 2014. The UFF may designate employees to receive released time during the year subject to the following conditions:

(1) A maximum of three (3) released time units per semester shall be granted to employees in any one (1) college.

(2) The UFF shall provide the University with a list of designees for the academic year no later than May 1 of the preceding academic year. Substitutions for the spring semester shall be made upon written notification submitted by the UFF to the University no later than November 1.

(3) Released time shall not become part of the status quo.

(b) (1) Each "unit" of released time shall consist of a reduction in teaching load of one (1) course per fall or spring semester for instructional employees or, for non-teaching employees, a reduction in workload of ten (10) hours per week, which shall include a 25% reduction in assigned duties. One unit of released time may be used during the summer term at a rate of 12.5% of the employee's nine-month salary and shall be considered the equivalent of one summer term course's FTE for instructional employees. For non-teaching twelve-month employees, one unit of summer released time shall include a reduction in workload of ten (10) hours per week, which shall include a 25% reduction in assigned duties.

(c) Released time shall be used for conducting UFF business, at the University or state level, and shall not be used for lobbying or other political representation.

(d) Employees who are on leave of any kind shall not be eligible to receive released time.

(e) Upon the failure of the UFF to provide a list of designees by the specified deadlines, the University may refuse to honor any of the released time requests which were submitted late. Substitutions submitted after the November 1 deadline shall be allowed at the discretion of the University.

(f) An employee who has been granted released time for either or both semesters during four (4) consecutive academic years shall not again be eligible for released time until two (2) academic years have elapsed following the end of the fourth academic year in which such released time was granted.

As an exception to this limitation, three (3) employees designated by the UFF shall be eligible for released time for responsibilities at the UFF state level for one (1) additional year. These employees shall not again be eligible for released time until two (2) academic years have elapsed following the end of the fifth academic year of released time. These employees shall be identified by the UFF no later than May 1 of the preceding academic year; substitutions may be approved by the University at its discretion.

(g) Employees on released time shall be eligible for salary increases on the same basis as other employees. Their released time activities shall not be evaluated and the University shall not use such activity against the employee in making personnel decisions.

(h) Employees on released time shall retain all rights and responsibilities as employees but shall not be considered representatives of the University for any activities undertaken on behalf of the UFF. The UFF agrees to hold the University harmless for any claims arising from such activities, including the cost of defending against such claims.

ARTICLE 23 SALARIES

23.1 Policy. The parties of this Agreement recognize the importance of providing appropriate compensation as an essential component in the delivery of quality higher education programs and quality scholarship that is recognized nationally and internationally. To that end, the parties are committed to working toward the common goals of the University of Central Florida. This policy statement is not subject to Article 20, Grievance Procedure.

23.2 Promotion Increases.

(a) Promotion salary increases shall be granted in an amount equal to 9.0% of the employee's previous year's base salary rate in recognition of promotion to one of the ranks described below:

- (1) To Assistant in _____, and Assistant University Librarian;
- (2) To Associate Professor, Associate Instructor, Associate Lecturer, Associate Scholar/Scientist/Engineer, Associate in _____, and Associate University Librarian;
- (3) To Professor, Senior Instructor, Senior Lecturer, Scholar/Scientist/Engineer, and University Librarian.

(b) Promotion salary increases shall be effective on August 8 for promotion approved during that year.

23.3 Legislatively Mandated Increases.

(a) In accordance with state law, effective October 1, 2013, the University shall provide a \$1,400 increase in base salary to all eligible employees whose September 30, 2013 base salary was \$40,000 or less. Effective October 1, 2013, the University shall provide a \$1,000 increase in base salary to all eligible employees whose September 30, 2013 base salary was more than \$40,000. However, in no instance shall an employee's base rate of pay be increased to an annual amount less than \$41,400.

(b) As provided for in the Governmental Appropriations Act of 2013 the top 35% of employees in each department shall be provided a \$600 bonus payment. The plan will be administered beginning with the lowest paid employees in each department who have achieved an Outstanding overall evaluation (or if there is an insufficient number of employees with an Outstanding evaluation, then Above Satisfactory), on their most recent annual evaluation.

23.4 Across-the Board Salary Increases. Effective ~~upon ratification of this article~~ January 17, 2014, each eligible employee shall receive a ~~one~~two percent (~~2~~1%) increase to the employee's base salary. An employee shall be eligible if the employee's most recent annual evaluation, if provided, was *Satisfactory* or above; the employee was in an employment relationship with the University prior to July 1, 2013; and the employee remains in an employment relationship at the date of implementation. Employees employed in 2012 and not evaluated shall be provided with an evaluation for that period and shall be eligible for the increase.

~~**23.5 One-Time Payment.** Each eligible employee shall receive a one-time payment equal to one percent (1%) of the employee's base salary to be paid no later than two (2) months after ratification of this article. An employee shall be eligible if the employee's most recent annual evaluation, if provided, was *Satisfactory* or above; the employee was in an employment~~

~~relationship with the University prior to July 1, 2013; and the employee remains in an employment relationship at the date of implementation. Employees employed in 2012 and not evaluated shall be provided with an evaluation for that period and shall be eligible for the increase.~~

23.65 Incentive Award Programs. Incentive Award Programs shall be implemented as set forth in Paragraphs (a) through (c) below, to recognize and promote faculty excellence and productivity that respond to and support the mission of the University of Central Florida. The president shall give the final approval for awards to the successful faculty. Regardless of the contract length (9 months through 12 months), award recipients shall receive a \$5,000 increase to their base salary retroactive to the start of the employment agreement for the academic year in which the award was given. These awards shall be made according to existing criteria and procedures.

(a) UCF-Teaching Incentive Program. The UCF-Teaching Incentive Program (“UCF-TIP”) rewards teaching productivity and excellence. Each academic year the University shall award up to forty (40) new UCF-TIP awards (additional awards may be given as a result of rounding, e.g. a college allocated 5.5 awards would round up to 6 awards) in addition to recycled awards.

(b) UCF-Research Incentive Award program. The UCF-Research Incentive Award (“UCF-RIA”) program recognizes outstanding research, scholarly, or creative activity that advances the body of knowledge in a particular field. Each academic year the University shall award up to twenty (20) new UCF-RIA awards (additional awards may be given as a result of rounding, e.g. a college allocated 5.5 awards would round up to 6 awards) in addition to recycled awards.

(c) Scholarship of Teaching and Learning Program. The Scholarship of Teaching and Learning (SoTL) program recognizes success in research related to the scholarship of teaching and learning. Each academic year the University shall award up to ten (10) new SoTL awards in addition to recycled awards.

23.76 Excellence Awards. The University shall implement the merit-based bonuses set forth below to recognize and promote faculty excellence and productivity that respond to and support the mission of the University of Central Florida.

(a) Trustee Chair Professorship. The UCF Trustee Chair Professorship is a multi-year appointment awarded to faculty with an extraordinary record of accomplishment in the three primary areas of academic endeavor: teaching, research and service. The objective of this appointment is to recognize and celebrate outstanding performance with a title and resources commensurate with accomplishment.

(1) Award recipients shall receive an annual stipend of \$50,000 funded by the University. Up to \$25,000 can be used as a salary supplement. These chairs have a five-year renewable appointment.

- (2) Each academic year, the University shall award up to eight (8) Trustee Chair Professorships.
- (3) These awards shall be made according to existing criteria and procedures.
- (b) Pegasus Professor. The Pegasus Professor award recognizes excellence in the three primary areas of academic endeavor: teaching, research and service.
- (1) Award recipients shall receive a one-time payment of \$5,000 from Foundation funds as well as a Pegasus statue.
- (2) Each academic year, the University may award Pegasus Professor awards.
- (3) These awards shall be made according to existing criteria and procedures.
- (c) Excellence Awards
- (1) Award recipients shall receive a one-time payment of \$2,000.
- (2) Each academic year, the University shall award Excellence in Undergraduate Teaching awards, one (1) University Award for Excellence in Undergraduate Teaching, Excellence in Graduate Teaching awards, one (1) University Award for Excellence in Graduate Teaching, two (2) University Awards for Excellence in Faculty Academic Advising, one (1) University Award for Excellence in Professional Academic Advising, Excellence in Research awards, one (1) University Distinguished Research award, two (2) University Awards for Excellence in Professional Service, and one (1) Excellence in Librarianship award.
- (3) These awards shall be made according to existing criteria and procedures.

23.87 Salary Increases for Employees Funded by Contracts and Grants.

- (a) Employees on contracts or grants shall receive salary increases equivalent to similar employees on Education and General funding, provided that such salary increases are permitted by the terms of the contract or grant and adequate funds are available for this purpose in the contract or grant. In the event such salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not provided, the president or president's representative shall seek to have the contract or grant modified to permit or fund such increases.
- (b) Nothing contained herein shall prevent employees whose salaries are funded by grant agencies from being allotted raises higher than those provided in this Agreement if such increases are provided by the granting agency.

23.98 Administrative Discretion Increases. ~~Upon ratification of this article~~ ~~On May 8, 2014,~~ through ~~December 23~~ ~~August 31,~~ 2014, the University may provide Administrative Discretion Increases up to ~~one percent~~ ~~three quarters of one percent~~ ~~(+0.75%)~~ of the total salary rate of education and general (E&G) employees who were in an employment relationship with the University on the 6th of May, 2013. Any Administrative Discretion Increase provided to contract and grant (C&G) employees, any court-ordered or court-approved salary increase, any prevailing wage adjustment for the purpose of qualifying for immigration status, or any salary increase to settle a legitimate, broad-based employment dispute shall not be subject to the terms and limitations of this Section.

(a) The University may provide Administrative Discretion Increases for verified written offers of employment, special achievements, compression and inversion, equity and market equity considerations, and similar special situations, to employees in the bargaining unit.

(b) UFF Notification. At least 14 days prior to the effective date of any such increase, the University shall provide to the UFF a written notification of the increase which states the name of the employee, the rank and discipline of the employee, the amount of the increase, and the reason for the increase.

(c) The University's ability to provide Administrative Discretion Increases shall expire on ~~August 31~~ December 23, 2014, and shall not become part of the status quo.

23.109 Report to Employees. All employees shall receive notice of their salary increases prior to implementation.

23.110 Type of Payment for Assigned Duties.

(a) Duties and responsibilities assigned by the University to an employee that do not exceed the available established FTE for the position shall be compensated through the payment of salary, not Other Personal Services (OPS) wages.

(b) Duties and responsibilities assigned by the University to an employee that are in addition to the available established FTE for the position shall be compensated through OPS wages, not salary.

23.112 Twelve-Month Payment Option. The parties agree that a twelve-month payment option for 9-month employees shall be offered. The plan shall allow for employees to select a fixed savings amount to be deducted from each of the nineteen (19) full bi-weekly paychecks received during the Fall and Spring semesters with a change in that amount to account for those paychecks from which double premiums are deducted. The total savings shall be returned to the employee in equal amounts for the five (5) full bi-weekly paychecks received during the Summer semester. The University shall provide an online calculator and assistance as reasonable, taking into account time and resources, to assist the employee in determining a savings amount and fixed reduction amount that will allow the employee's net paychecks to remain approximately level across the 24 pay periods. Pay received for supplemental summer assignments shall be unaffected by this plan. This pay plan is subject to tax limitations.

23.132 Administrative Salary Stipends. A temporary salary increase which is provided to an employee as compensation for performing a specific, titled administrative function shall be permitted under this agreement as an Administrative Salary Stipend. At least 14 days prior to the effective date of any Administrative Salary Stipend, the University shall provide UFF a written notification of the stipend which states the name of the employee, the rank and discipline of the employee, the amount of the stipend, and the reason for the stipend. If all or part of the stipend is later added to the employee's base salary, the amount so converted shall be treated as an Administrative Discretion Increase during the year in which the conversion takes place and shall be subject to Section 23.8.

23.143 Salary Rate Calculation and Payment. The biweekly salary rate of employees serving on twelve (12) month (calendar year) appointments shall be calculated by dividing the calendar year salary rate by 26.1 pay periods.

WUCF

January 23, 2014



- PBS and WUCF Local Programming (video)



- Station Update
Polly Anderson
Executive Director, WUCF TV



- The PBS landscape nationally –
 - More people are watching PBS
 - PBS is Number 1 in public trust
 - Universities are a vital part of the PBS network
 - Web and mobile PBS content and usage is growing

WUCF

- Locally produced programs:



WUCF

- WUCF TV four program channels:

– 24.1 = 

– 24.2 =  create®

– 24.3 =  **WORLD**

– 24.4 =  vme

All channels are 24/7/365

WUCF

- Education Services



- Over 1,000,000 teachers use *PBS Learning Media*
- Offered in Central Florida only by **WUCF TV**



Explore best-in-class digital content when you search PBS LearningMedia by subject area, grade, and media type.

pbslearningmedia.org



- **Education Services**
- ***Martha Speaks Reading Buddies***
 - A statewide research project coordinated by the Florida Public Broadcasting System (FPBS)
 - Paired 1st graders with 4th grade “Reading Buddies”



WUCF

- “Results of the study concluded that children who participated in the *Martha Speaks Reading Buddies Program* demonstrated greater gains in the acquisition and comprehension of new vocabulary words than children in the comparison group.”



WUCF

Student Involvement with WUCF





Financial Performance – Projected vs. Actual



**WMFE-TV
Purchase and Financial Projections**

	2013	2014	2015	2016	2017	Total
Purchase cost	\$1,400,000	\$950,000	\$950,000	\$0	\$0	\$3,300,000
Operations						
Current Funding	\$1,664,280	\$1,770,458	\$1,886,122	\$2,012,186	\$2,149,654	
Operating Costs	-4,409,680	-4,130,994	-3,921,215	-3,901,258	-3,966,077	
Funding Need	-\$2,745,400	-\$2,360,536	-\$2,035,093	-\$1,889,072	-\$1,816,423	
Fundraising	\$1,183,000	\$1,549,000	\$1,940,000	\$2,936,000	\$3,306,000	
New Funding	1,562,400	811,536	95,093	0	0	

Note: These projections were approved at the June 18, 2012, UCF Board of Trustees meeting



- Financial Performance – Revenue –
2013 – 14

- Individual donors and corporate sponsors = \$892,239
- Production income, car donations, small grants = \$157,945
- Grants from Florida Department of Education
and the Corporation for Public Broadcasting = \$801,698
- Total 2013 - 14 revenue = \$1,851,882



Financial Performance – Results

- 2013 projected revenue = \$1,183,000
- 2013 actual revenue = \$1,851,882
- 2013 Results = 57% over projection

- Current YTD results = 59% over prior year
(first five months of 2012 vs. first five months of 2013)

WUCF

The WUCF Team



WUCF

January 23, 2014