

**Minutes  
Board of Trustees Meeting  
University of Central Florida  
September 22, 2005**

Chair Nunis called the meeting of the Board of Trustees to order in the Cape Florida Ballroom of the UCF Student Union at 1:00 p.m. The following members attended the meeting:

The Honorable Judith Albertson	The Honorable Hector Perez
The Honorable Willie Bentley, Jr.	The Honorable Harris Rosen
The Honorable Olga Calvet	The Honorable Conrad Santiago
The Honorable Manoj Chopra	The Honorable Richard Walsh
The Honorable Patrick Christiansen	The Honorable Al Weiss
The Honorable Phyllis Klock	The Honorable Thomas Yochum

**BUSINESS MEETING**

Chair Nunis welcomed the members of the board and called the meeting to order. He called on President John Hitt who introduced **Representative Dorothy Hukill**, of New Smyrna Beach. Representative Hukill was recently appointed by the Speaker of the House to the Colleges and Universities Committee, chaired by Representative David Meador, who was also in attendance.

Chair Nunis called for approval of the minutes of the July 28, 2005, meeting and the August 25, 2005, telephone conference call meeting. Trustee Christiansen requested that the minutes from the August 25, 2005, conference call contain more substantial detail. The minutes will be revised and brought before the board at the next meeting for approval.

Deviating from the agenda as the first order of business, Chair Nunis called on Provost Terry Hickey to present the following items for approval:

- **EP-1b – New Degree Program Proposal – Doctor of Medicine** – A motion passed approving the proposed Doctor of Medicine degree. The new degree proposal supports the goals and strategic initiatives of the university and provides a high-quality medical program that targets the Florida Board of Governors’ strategic plan.

In conjunction with the approved degree program, the Board enthusiastically approved a proposal for a UCF College of Medicine that would house the Doctor of Medicine degree program. If the college is approved by the Board of Governors on November 17, 2005, it would be established in Fall 2006, and after two years of development, would begin classes in Fall 2008. The College of Medicine at UCF would produce about 120 new medical school graduates each year, contribute to the creation of new medical and surgical residencies, and

enhance the economic development of Central Florida and the State of Florida, all with innovative partnerships designed to minimize costs.

The Doctor of Medicine degree and the medical college would capitalize on the university's strengths in biomedical sciences, modeling and simulation, and optics and photonics, while fulfilling the community's need for more physicians. The four-year curriculum is an integrated, interdisciplinary approach to the study of human disease and its treatment and is a well-defined and appropriate program. Clinical education would begin in Fall 2008 with UCF medical students having opportunities to study at the University of Puerto Rico School of Medicine, to participate in summer research, and in clinical clerkships in Puerto Rico, and to access library and laboratory facilities at the University of Puerto Rico.

Through private fund-raising, UCF would be able to cover most of the initial facility costs. The university has already raised \$10 million that, with a state match, will help pay for the Burnett Biomedical Sciences building. UCF plans to raise another \$20 million that, with a state match, would pay for a second building for the college. The university would request about \$4.7 million in state appropriations in the first year. In the third year, once tuition revenues are realized, UCF would be able to produce medical students with a headcount enrollment cost of \$37,894 per student, a sum almost identical to the cost of expanding enrollment in existing medical schools in other institutions. The ongoing state appropriation for the medical school when it is in full operation would be \$18.2 million a year, which, according to Provost Terry Hickey, is a very cost-effective approach to providing medical education to meet the needs of the State of Florida.

- According to a study by MGT of America, Florida needs at least two more medical schools to address the growing demand for doctors in the state. The annual need for new physicians in Florida is expected to grow from 2,800 in 2003 to 4,200 in 2021. A medical college in Orlando, the largest metropolitan area in the country without such a school, would improve healthcare in Central Florida and inject millions of dollars into the area economy, Hickey said. The Central Florida healthcare community is a strong partner in supporting the proposal. In fact, two of the largest hospital systems in America are located in Orlando and will be actively involved. In concert with this proposal, both hospitals are increasing residencies in order to produce more physicians for the state. Other medical schools in the state average more than \$2.7 billion each in annual economic impact.

Provost Hickey acknowledged the heroic efforts of Patricia Bishop, Vice Provost and Dean of Graduate Studies, Julia Pet-Armacost, Assistant Vice President of Information, Analysis, and Assessment, and Joyce Dorner, former Associate Dean of the College of Health and Public Affairs, in preparing the UCF partnership-based medical school proposal for submission to the Florida Board of Governors.

President Hitt echoed the provost's remarks and also thanked Provost Terry Hickey and Vice President and Chief of Staff Beth Barnes for their leadership and commitment to this effort.

### **REMARKS:**

In his opening remarks, President Hitt mentioned that UCF has allowed college students displaced by Hurricane Katrina to register for classes on a space-available basis. Students who were enrolled this fall at universities that have been closed because of the hurricane were able to apply to UCF by 5 p.m., Friday, September 9. Because UCF started classes August 22, admissions staff worked one-on-one with 38 displaced students--35 undergraduate and 3 graduate students--to expedite admission, enrollment, and financial assistance processes. Application fees were waived, and students will pay in-state tuition rates. UCF will provide guidance and tutoring assistance, as well as referrals for housing and other necessities. He urged everyone to welcome these students into our community and make their transition as smooth as possible.

President Hitt stated that the September issue of *Hispanic Business Magazine* lists UCF as the third best engineering school in the nation for Hispanics. The University of Texas is ranked number one. Georgia Tech is number two. The magazine noted that the college's Minority Engineering & Computer Science Programs Office is committed to improving the recruitment and retention of minorities and their earning undergraduate and graduate degrees. UCF is the only Florida university on the list.

Hitt announced that he is pleased to accept the Carnegie Corporation of New York's invitation to join the *Teachers for a New Era* program. The program will provide for a number of initiatives to facilitate teacher education, address the teacher shortage in the Central Florida region, and focus on educational issues in selected student populations. Working in partnership with local community businesses and other educational institutions such as Valencia Community College, the university will engage in initiatives supporting summer term enrollments for education majors, transitioning of military personnel to classroom teaching, developing highly qualified mathematics and science teachers in the middle grades, addressing the critical shortages of qualified teachers for the School District of Osceola County, and addressing the critical shortages in qualified exceptional education teachers state-wide to serve children with high-incidence disabilities.

With Chair Nunis' concurrence, Hitt was pleased to announce to UCF's faculty and staff that, in addition to the regular winter holidays of December 26 and January 2, the university will be closed on Friday, December 23, and Friday, December 30. This action results in an additional 16 hours of paid personal leave for non-OPS employees.

President Hitt called on John Schell, Assistant Vice President and Dean of Undergraduate Studies, who presented the UCF 2005-2007 common theme, *The New America*. Schell explained that the Common Theme Committee created an initiative that would strengthen the UCF community by encouraging discussion among students, faculty, and staff across

disciplines and colleges. Schell distributed the UCF Common Reader, Fall 2005 Edition, *The New America* T-shirts, and a calendars of events to the trustees. Hitt thanked Schell for his leadership in enriching the education of our students.

## **INTRODUCTIONS**

President Hitt recognized **Clara Rivero**, who has been selected as this year's winner of the American Ceramic Society's Norbert J. Kreidl Award for Young Scholars. The award acknowledges excellence in research and is the highest honor that the society's Glass and Optical Materials Division gives to students. Only one such recognition is made per year. In addition, he congratulated **Dr. Robert Folger**, professor of Management in the College of Business Administration, the sole recipient of the 2005 Distinguished Scientific Contributions Award from the Society for Industrial and Organizational Psychology, and **Mary McKinney**, Executive Director of the Office of Student Financial Assistance, who was recently given the Nelnet Full Circle Award for professional excellence. In addition, Hitt further recognized **Dr. Joel Hartman**, Vice Provost for Information Technologies and Resources, and his distributed learning team, who received the 2005 Educause Teaching and Learning Award. They are **Dr. Chuck Dziuban**, Director of the Research Initiative for Teaching Effectiveness; **Barbara Truman**, Director of the Course Development and Web Services; and **Dr. Steve Sorg**, Director of the Center for Distributed Learning. The award recognizes transformative improvements in the campus teaching and learning culture and honors replicable, sustainable, technology-based programs and practices that have helped move institutions toward effective, enterprise-wide, learner-centered instructional systems.

President Hitt referenced a recent Educause article entitled, *If Higher Education Listened to Me*, showcasing UCF students and the impact that technology has on their lives and educational experiences. The students acknowledged in the article were: **Kitzzy Aviles**, **Tim Rosenblatt**, **Bill Phillips**, and **Jessica Vargas**. The trustees were given their baseball cards that were featured in the article.

And finally, President Hitt extended his congratulations, once again, to **Dr. Chuck Dziuban** who will be given the individual achievement award this November at the Sloan-C International Conference on Asynchronous Learning Networks, which is co-hosted annually by UCF, and he also congratulated UCF's employee of the month for August, **Vanessa Butts**, a Registrar Specialist in the university Registrar's Office.

## **REPORTS:**

President Hitt continued the business meeting by introducing the following report:

*Strategic Brand Initiative* – Tom Huddleston, Vice President for Marketing, Communications, and Admissions, discussed the development of the UCF Strategic Brand Initiative that began in the spring of 2004. The genesis of the task was to be able to explain our university message and to define the audience to whom we wish to deliver it.

Huddleston then called on Terry Helms, Assistant Vice President of Marketing, who shared the intelligence gathering that led to the UCF brand tag line, *UCF Stands For Opportunity*, which will serve as the foundation for a university-wide effort for integrated marketing.

### **ADVANCEMENT COMMITTEE**

Trustee Patrick Christiansen, chair of the Advancement Committee, discussed the following committee items:

- **ADV-1 – Naming of Engineering III: Harris Corporation Engineering Center**  
– A motion passed approving the naming of the Engineering III building the *Harris Corporation Engineering Center*, effective with the funding of the gift. The Harris Corporation recently signed a memorandum of understanding agreeing to contribute \$3,000,000 to enhance the College of Engineering’s newest facility, the Engineering III building. The facility will house the School of Computer Science and the Department of Electrical and Computer Engineering. Specifically, the gift will be used to equip laboratories that support the teaching and research initiatives of the college. Harris Corporation’s gift will allow the college to develop a state-of-the-art technology center that will transform the college. The gift is expected to be fulfilled over a five-year period. The first \$600,000 installment was received this past June. The gift of \$3,000,000 is eligible for state matching funds of an additional \$3,000,000, for a total of \$6,000,000. The Harris Corporation supports many charitable interests, but higher education is a major interest for the company.
- **ADV-2 – The Dr. P. Phillips School of Real Estate – College of Business Administration**  
– A motion passed, with enthusiasm, approving the naming of 1) the School of Real Estate the *Dr. P. Phillips School of Real Estate*, and 2) the *Dr. P. Phillips Institute for Research and Education in Real Estate* in the College of Business Administration at the University of Central Florida, effective with the funding of the gift. Dr. Phillips, Inc., represented by trustees Ed Furey, Jim Henson, Ann Manley, and Dr. Margaret Miller, present in the audience, will invest \$2.5 million to establish the *Dr. Phillips School of Real Estate* in the College of Business Administration at UCF. When the gift is combined with an anticipated state match, it will create a \$5 million endowment for the school. The endowment will support the *Howard Phillips Eminent Scholar Chair in Real Estate*, the *Dr. P. Phillips Institute for Research and Education in Real Estate*, and the *Dr. P. Phillips Scholarships* for real estate students. Dr. Phillips, Inc., is committed to enhancing the quality of life in Central Florida by using its resources to address the needs of the community and the people who have made it their home.

## GENERAL BUSINESS

- **BOT-1 – Compensation and Assessment Committee Report and Recommendations** – A motion passed approving the acceptance of the Compensation and Assessment Committee’s report and recommendations to:
  - A. revise the Presidential Performance and Compensation Review Policy (See section entitled “Outcomes,” on page 50 of the committee report. A portion of the paragraph has been lined through and is being deleted because it is redundant.)
  - B. endorse the recommended assessment of the president – in summary, comments were “overwhelmingly positive” with continued enhancement encouraged in the review and oversight of athletics, lobbying efforts in Tallahassee, and equity accountability, followed by a recommendation for a rating of *outstanding*
  - C. endorse the recommended compensation of the president to include a \$50,000 one-time incentive bonus with no additional change in base salary and a new five-year contract to ensure the University of Central Florida’s continued momentum

The final new five-year contract will be submitted to the board for review and approval.

Trustee Thomas Yochum noted that this was the second year that the president was evaluated by the committee. In the third year, an external consultant will be hired to perform a much more extensive review of the president’s performance and compensation.

## FINANCE COMMITTEE

Trustee Conrad Santiago, chair of the Finance Committee, stated that a few items required discussion only and were covered during the morning session of the Finance Committee. For informational purposes, he listed those report topics and their presenters:

- update on the UCF 2005 campus master plan – William Merck, Vice President Administration and Finance. Merck reported that the master plan is going through the amendment process with no negative responses
- status of the operating budget – Vanessa Fortier, Director, University Budget Office, reported that there were no major issues to discuss
- update on campus construction – William Merck, Vice President for Administration and Finance, highlighted the following items:
  - Engineering III
  - Alumni Center
  - CITF bundle projects
  - Expo Center remodeling
  - indoor practice facility
  - storm water project
  - Phase I housing at the Convocation Center complete; Phase II underway
  - Rosen College of Hospitality Management housing is complete

Student Health Center renovation  
CREOL expansion1  
Parking Garage V  
Psychology Building under construction  
planning work on the football stadium  
intramural fields  
softball field under construction

Trustee Santiago reported that the \$44 million portion of bonds that are taxable on the Convocation Center project came in at 5.74 percent. The remaining non-taxable bonds (approximately \$63 million) were issued at 4.77 percent. These numbers are “very, very attractive” reports Trustee Santiago since the first bond issue back in August 2004 for Phase I housing had an interest rate of 5.03 percent and the second issue for Phase II housing in June 2005 had an interest rate of 4.74 percent.

- **FIN-1 – Revised list of projects requiring legislative authority to sell bonds –**  
A motion passed approving the revised lists of projects requiring legislative authority to sell bonds or to be financed and constructed by a DSO. At the July 28, 2005, meeting, the board approved the five-year capital improvement plan for the university, along with schedules listing projects to be funded by bonds or to be financed and constructed by a DSO. Since that meeting, additional projects have been identified for inclusion in these schedules. The additional projects include office buildings, student housing, and retail property (see Attachments A & B). The revised lists must be approved by the University Board of Trustees and the Board of Governors before these projects can be included in the 2006-2007 Appropriations Authorization Bill.

### **EDUCATIONAL PROGRAMS COMMITTEE**

Trustee Judy Albertson, chair of the Educational Programs Committee, discussed the following committee items:

- **EP-1a – New Degree Program Proposals – Master of Arts in Applied Experimental and Human Factors Psychology –** A motion passed approving a master of arts degree in applied experimental and human factors psychology. The degree will be awarded only to those enrolled in the doctoral program in human factors psychology. The M.A. will be awarded to students who successfully complete all of the doctoral degree requirements except the dissertation. Awarding the M.A. as the student is en route to the doctoral degree will enhance the recruiting of high-quality students and faculty members, provide a safety net to those who may not finish the doctoral program, and allow students in their internship experiences to earn higher wages than they would have with a bachelor’s degree alone. Across the nation, at least half of all doctoral programs in human factors psychology also grant a master’s degree to students en route to the doctorate.

- **EP-2 – Tenure with hire** – A motion passed approving tenure with hire for the following faculty members:

College of Arts and Sciences

Dr. David Borst  
 Dr. Elizabeth Grauerholz  
 Dr. Thomas Krise  
 Dr. Sanku Mallik

Burnett College of Biomedical Sciences

Dr. Zixi (Jack) Cheng  
 Dr. Steven N. Ebert

College of Business

Dr. Vicky J. Arnold  
 Dr. Ujjayant Chakravorty  
 Dr. Steve G. Sutton

College of Education

Dr. Rex E. Culp

College of Engineering and Computer Science

Dr. Ni-Bin Chang

College of Health and Public Affairs

Dr. Theodore Angelopoulos

College of Optics & Photonics

Dr. Dennis Deppe

Each year, a few faculty members are hired with tenure without going through the formal university tenure process. Department faculty and the university's administration must be in favor of offering these faculty members tenure. Normally, those faculty hired with tenure have earned tenure at their previous institutions and more than meet UCF's tenure requirements. Tenure is a normal and expected part of the hiring package when senior faculty members are hired for administrative positions.

- **EP-3 – Consortium agreement with Brevard, Lake-Sumter, Seminole, Valencia Community College** – A motion passed approving a joint resolution of the District Boards of Trustees of Brevard, Lake-Sumter, Seminole, and Valencia Community Colleges and the University of Central Florida Board of Trustees indicating their commitment to a strategic consortium designed to increase access to higher education in the State of Florida through an innovative partnership.

Because of upward trends in population growth, high school graduation rates, and postsecondary participation rates, statewide demand for higher education is projected to increase significantly in the next two decades, with the need in Central Florida outpacing other regions. UCF and the community colleges named in this agreement are committed to Florida's nationally renowned 2+2 articulation model as the region's answer to this important opportunity. Through this joint resolution, all five partners are committing to collaborate on the principles of



increased access for students, economic and workforce development for Florida, innovative partnerships, and unsurpassed stewardship of taxpayer and tuition dollars. The principles in this resolution will provide the basis for joint strategic planning among consortium partners in the coming months.

- **EP-4 – Academic Learning Compact Calendar** – A motion passed approving the Academic Learning Compact calendar. In July 2005, the Board of Trustees approved the UCF policy on Academic Learning Compacts for baccalaureate degree programs. This proposed calendar supports the UCF policy and complies with the state directive on ALCs. The directive requires Board of Trustees’ approval of the calendar.

And, in her final comments, Trustee Albertson outlined the following informational items covered during the morning session of the Educational Programs Committee:

- overview of the UCF 2005-2006 to 2012-2013 Enrollment and Degree Plan – Dr. Robert Armacost, Director, University Analysis and Planning Support
- Public Safety Technology Center – Provost Terry Hickey
- Institute for Economic Competitiveness – Provost Terry Hickey
- Florida Energy Institute – Provost Terry Hickey
- merger of School of Computer Science and Department of Electrical and Computer Engineering – Provost Terry Hickey
- Research funding exceeds \$100 million - Dr. M. J. Soileau, Vice President for Research, Office of Research & Commercialization
- Quality Enhancement Plan – Dr. Martha Marinara, Director, Composition Studies, English Department, and Dr. Chuck Dziuban, Director, Research Initiative for Teaching Effectiveness
- SACS update – Provost Terry Hickey

#### **ANNOUNCEMENTS AND ADJOURNMENT**

Chair Nunis encouraged one hundred percent attendance of the board at the November 17 meeting of the Board of Governors in Jacksonville when the UCF medical proposal will be presented.

The meeting was adjourned at 2:55 p.m.

Respectfully submitted: \_\_\_\_\_ Date: \_\_\_\_\_

John C. Hitt  
Corporate Secretary