



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees
Educational Programs Committee
February 9, 2021
Virtual Meeting
REVISED MINUTES**

CALL TO ORDER

Trustee Kenneth Bradley, chair of the Educational Programs Committee, called the meeting to order at 3:30 p.m. Committee members present were Trustees Joseph Harrington, Sabrina La Rosa, and Harold Mills. Board of Trustees Chair Beverly Seay also attended.

MEETING MINUTES

The Educational Programs Committee approved the meeting minutes of October 14, 2020, and November 18, 2021, by unanimous consent as written.

REPORTS

Inspirational Spotlight

Trustee Harold Mills noted two people who had inspired him in life. He cited a middle school teacher that provided transportation for him and fellow students. Through this kindness, she inspired success among the group of peers. Trustee Mills said his son, Daniel, inspired him to work on and seek those things that bring joy to his life.

Provost Update

In his provost update, Interim Provost Michael Johnson began with good news.

- UCF faculty member Peter Delfyett was elected to the prestigious National Academy of Engineering. Dr. Delfyett is a Pegasus Professor in the College of Optics and Photonics who also has a joint appointment in Physics. The university has hired other National Academies members, but Dr. Delfyett is the first to earn this honor for work done at UCF.
- UCF received 1,000 doses of vaccine administered to eligible people in several groups, including faculty, staff, health care workers, and students.
- He introduced Mr. Matthew Hall as the new CIO and Vice President for Information Technology.
- Johnson said a COVID relief package will bring more than \$85 million to UCF. This is the second-highest amount in the nation among four-year universities.

COVID-19 Pandemic

Interim Provost Johnson continued with COVID-19 information, which remains at the forefront as the spring semester unfolds.

Our campus community's behavior in coming weeks will determine how well the university will navigate the pandemic in the spring semester. Diligence will be required in following the campus protocols that include wearing masks and physical distancing. If the campus cooperates, the outlook is positive for successful spring.

He added that successful student learning outcomes through the pandemic are essential. Johnson shared information on student course outcomes, comparing undergraduate student course outcomes for fall 2020 with the previous fall. Several academic indicators suggest a reason for optimism.

He said the faculty's concern for students in these stressful times has been crucial for student success. Faculty members have received instructions on how to help students who fall ill or quarantined. The key is to eliminate the need to decide for themselves the appropriate steps in dealing with these situations.

Continuing with pandemic information, Johnson indicates reported COVID cases at UCF are reasonably low, down last week after a small increase the previous week.

UCF established a process for faculty to seek exemptions from teaching, requiring medical evidence of a condition on the CDC's list known to cause complications if COVID is contracted, or alternatively being 70 or older.

Random testing of students at residence halls has tended to be higher in cases, showing a 3 percent positivity rate. UCF will continue random testing this spring, as well as testing of sewage discharge.

Course Planning

The update continued with spring 2021 courses; more than 2,200 sections are in-person, up from 1,400 in fall. There are in-person options for 79 percent of the classes that were on campus last spring. A typical spring semester would have 16,000 students in class during the busiest class hour. This spring, that number maxes out around 4,400 students. Planning for summer and fall courses will be completed in coming weeks. Summer A is likely to be similar to spring in the blend of in-person and remote courses and will include all COVID-19 precautions. Currently, the plan is to return to the regular term by Summer B and fall.

Degree Programs and Enrollment Planning

Johnson continued with developments in two other areas. One is planning for new degree programs. A new strategic approach combines flexibility that programs need to make changes and considers UCF's strategic direction along with regional and state needs.

Secondly, UCF is working hard to develop a framework for strategic enrollment management. For many years, the approach was to grow 2 percent per year; this is no longer the goal.

Upcoming Campus Events

The provost highlighted two events that showcase student and faculty excellence.

- Student Research Week is March 29 to April 2, 2021, showcasing some of UCF's best undergraduate and graduate students. They will have the opportunity to present extraordinary research, scholarship, and creativity.
- The other event is Founders' Day on April 7, 2021, celebrating the very best among faculty for outstanding teaching, advising, mentoring, and service. The event will also include the announcement of the newest Pegasus Professors and Reach for the Stars honorees.

Chair Bradley recommended trustees participate in these events if possible.

Interim Provost Johnson concluded the update with the success of faculty members who have worked to save students money by using and developing open educational resources.

- In fall 2020, faculty helped students save over \$750,000 by using open-source materials in courses involving more than 30 faculty and 6,000 students across four colleges.
- Since 2016, our commitment to provide free and low-cost course materials has saved more than 50,000 students nearly \$11 million.

Annual Plan Mid-Year Assessment (INFO-1)

Chair Bradley presented this item and noted modifications and additions.

NEW BUSINESS

Emerging Issue – Faculty Mix (INFO-2)

Chair Bradley introduced the committee staff to present this information item. This the fourth phase of the emerging issue presentations.

Interim Provost Johnson outlined the presentation with a recap of the previous three phases. He indicates that this fourth phase topic would include: a Fall 2020 ratio update; 2019-20 Faculty Snapshot and trends; recruitment and hiring; COACHE Survey; and faculty retention initiatives.

Student Faculty Ratio Over the Years

Student numbers grew while the number of faculty members decreased; reasons for the difference include COVID-19 survey results predicting a significant drop in student enrollment, which prompted UCF to change enrollment practices, and a faculty hiring freeze. In the end, UCF enrollment was at an all-time high, at 71,948 students, over 2400 more than the 69,525 students enrolled in 2019-2020. The student-to-faculty ratio jumped from 29 to 31.

Year-Over-Year Faculty Status

Turnover in faculty levels has improved (decreased) over the past decade: 2010-2011 8.3 percent turnover versus 2019-2020 5.4 percent turnover. The total number of faculty increased from 1,249 in 2010-2011 to 1,650 in 2019-2020.

Year-over-year faculty turnover results from retirements, pursuing opportunities elsewhere, receiving negative evaluations, and deaths. Approximately 100 faculty members are hired and depart yearly, often with departures and hiring being equal.

The university makes considerable investments in hiring and retaining faculty; achieving our goals for faculty will require more work.

Trustees made several recommendations:

- Department chairs and deans should continue to focus on retaining excellent faculty and staff.
- The university must address recruitment, hiring, and retaining of diverse faculty.
- Encourage the State University System to collect and disseminate data on faculty hiring and retention, which allows for comparisons to state and national benchmarks.
- Establish a systematic mechanism for exit interviews for all faculty leaving the university to determine trends and improve retention.

ADJOURNMENT

Chair Bradley adjourned the Educational Programs Committee meeting on February 9, 2021, at 5:00 p.m.

Reviewed by: Alex Martins
Alex Martins
Chair, Educational Programs Committee

4.28.21
Date

Submitted by: Janet Owen
Janet Owen
Associate Corporate Secretary

Date