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UCF Report

Volume 19 • No. 15 • Feb. 21, 1997

A publication for faculty and staff

In This Issue

Community leaders gather on UCF campuses for expert teach-ins. See page 4.

■ The Orlando-UCF Shakespeare Festival will be featured at the Friends of the Orange County Library System's Second Saturday program on March 8 at 10 a.m. at the Orlando Public Library. Tony Simotes, director for the festival's upcoming production of "The Merry Wives of Windsor," will talk about the production and the performing arts. The program is free and open to the public. Refreshments will be served. For information, call 425-4694, extension 496.

■ The annual Women's Enrichment Clinic will present "Investing in Ourselves — Women in the 21st Century," featuring Judy Woodruff, award-winning political broadcast journalist, on March 5, starting at 10:30 a.m. in the Presidential Ballroom at Church Street Station. Cost is \$28 per person, \$15 for students with valid student I.D. Registration deadline is today. For information, call 823-2573. Registration forms are available at the Humanities and Fine Arts Building, room 511.

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. **Joanne Griggs**, editor
Mindy Colton, design consultant
Shella Anderson, editorial assistant
Jacque Brund, photographer
Beth Plaisted, student assistant



Left, Chancellor Charles Reed was introduced as the key speaker at the Greater Orlando Chamber of Commerce luncheon by Tico Perez at the UCF Arena last week. Perez, a former UCF Alumni Association president and a partner with the law firm Baker & Hostetter LLP, is the president of the Greater Orlando Chamber of Commerce.

Chancellor Reed outlines the challenges facing the educational system in Florida

Chancellor Charles Reed issued a challenge to the citizens of central Florida asking them, "What are you doing for your state, your schools and for UCF?" Addressing almost 200 members of the UCF community and leaders at a Greater Orlando Chamber of Commerce luncheon in the UCF Arena, Reed stressed the importance of increasing the involvement of citizens in the educational process. The luncheon was sponsored by the UCF Alumni Relations Office.

"We've been asking the presidents of our universities and the faculties to look at the kind of state we're building," he said. "We believe that our educational system will have a lot to do with the kind of place Florida becomes."

Reed cited the value of educated citizens to the economy and overall prosperity and well-being that they bring to society.

"Those who hold bachelor's

degrees are healthier, commit less crimes and work harder to raise their children than those with less education. A high school dropout on average earns \$19,000 a year; a high school graduate, \$31,000; and college graduates, \$52,000," Reed said. "More educated graduates only help our economy."

But educating all of the citizens that will be clamoring to enter the state's universities and community colleges will tax the state's resources.

"In the next 15 years, our enrollment will skyrocket," Reed said. "How will we fund it? If someone doesn't figure out how we're looking at a train wreck," he warned.

Reed said that the State University System will focus on two main issues: the connection between the SUS and economic growth and job opportunities; and working to improve the entire educational system in Florida.

Some of the issues already being

addressed are the setting of standards for student achievement, how to fund the construction of schools for all levels and education for very young children.

"Research has shown that the most important years of forming intellectual ability occur in the first three years," Reed said. He would like to see schooling available to children starting at age 2 to tap into those critical years.

But, Reed said the problems are serious because of the immense size of schools in Florida and what that does to the quality of education for individual children.

"Florida has the largest elementary schools in the U.S. and the second largest high schools in the country. Bigger elementary schools produce more students who can't read and bigger high schools produce students who have lower SAT scores," he said. "Lots of delinquents

Please see REED, page 3

Next issue of The UCF Report is March 7 • Deadline is noon, Feb. 26

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Feb.

MEMORANDUM

To: University community
From: USPS Staff Council
Subject: Staff Council 1996-97 highlights

- The Staff Council with its president, Sandy Hall, Finance Department, has been working very hard addressing several important issues affecting the USPS staff employees. Hall represented the Staff Council and was a member of the Salary Enhancement Committee, which initiated a special pay increase given to some of the USPS employees on Jan. 1.
- This year's council started with its annual USPS Awards Banquet held last July, chaired by Carolyn Rogers, honoring employees with five, 10, 15, 20 and 25 years of continuous employment at UCF.
- Mickey Mullen, Economics Department, is the Staff Council chair for the Legislative/Salary Committee. She is our spokesperson at the Orange and Seminole County legislative meetings. She attends all legislative meetings with other council members, asking our senators and representatives to support the Competitive Area Differential for UCF USPS staff employees. Although Mullen announced her retirement from UCF Jan. 23, she promised to continue helping the Staff Council on this issue.
- USPS Employee of the Month, USPS Awards Fund, Retiree Reception, Web Page, Staff Assembly, Career Enhancement, Awards Banquet, Homecoming, Birthday Cards, Charter, Calendar/Publicity, and Special Activities are the committees established by this year's Staff Council whose primary goal is to stimulate and maintain a spirit of unity and open communication between the USPS employees and the administration of UCF.

If you have any questions, comments, or concerns, please contact your Staff Council representative. Staff Council holds its regular meeting every third Thursday of each month in the Business Administration Building, room 230, at 9:30 a.m.

1996-1997 Staff Council Officers:

- Sandy Hall, president, Finance Department, 823-5756
- Lois Engley, vice president, Health and Public Affairs, 823-6060
- Deodith Mapas, secretary, Continuing Education/SOC Campus, 823-6105
- Marty Rouse, treasurer, Business Services, 823-2624
- William Merck, assembly sponsor, Administration and Finance, 823-2351
- Mark Roberts, council adviser, Human Resources, 823-2771
- Laurie Bennett, council liaison, Human Resources 823-3730

To: All faculty
From: Gary Whitehouse, Academic Affairs
Subject: Open faculty meetings

I will be hosting two open faculty meetings for the purpose of discussing current items of interest to faculty. These meetings will be held from 3:30-5 p.m. in the Administration Board Room. They will be held on March 10 and April 1. I hope you will be available to attend one of these meetings. I look forward to seeing you there.

To: University community
From: Wilson Rosario, Finance and Accounting
Subject: Connecting to the mainframe

Instructions for connecting to the mainframe to access Finance and Accounting CICS on-line system is as follows:

Small Business Development Center Workshops and Seminars

823-5554

February

21

- Sources of Financing, 9 a.m.-noon, free

22

- Getting Started in Business, 9 a.m.-5 p.m., (\$49 if paid in advance)

27

- EDI Orientation, 8 a.m.-noon, free; Tax Forum, 8-10 a.m., free; Issues in EDI Implementation, 1-5 p.m., free

Know a Great Employee?

Submit your nomination for the Florida Salute to State Employees by March 7. Informational brochures and nomination forms are available from the Employee Recognition Programs in Human Resources, Administration Building, room 230.

1. Request an identification number and password from Dan Coleman, Administration Building, room 384. The department chair, dean, director or office manager can do the request in writing or via e-mail. The request should include the person's name, Social Security number, account number and office location. After the initial approval is done, it is sent to Computer Services for review and implementation. Tim Larson, Computer Services, will contact the person after the I.D. is established.

2. After the I.D. and password are assigned, the Departmental Authorized Signature list form #41-566A should be prepared, indicating the person's name and Social Security number. The system will be available for inquiry functions only.

3. Select the on-line system that the person will have access (column 7). For example, Property System (PRPTY), Purchase Requisitions (PROMS), Travel (TARS), etc.

4. In column 8, indicate what access code the person will have (e.g., I = Inquire, C = Custodial, A = Approval, etc.).

5. In column 9, indicate the CICS user I.D. number assigned.

6. The form should be sent to Mary Andersen, Finance and Accounting, Research Park, suite 300, for input. After input is made, the person will have access for update to the on-line systems requested (e.g., Property, Surplus, PROMS, etc.).

If you have any questions, call me at 384-2022.

Faculty Senate Meetings

Faculty Senate

March 20, 4-5:15 p.m.

Administration Building Board Room

Steering Committee

March 6, 4-5:15 p.m.

March 27, 4-5:15 p.m.

Phillips Hall, room 206

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Do you have an idea that would save UCF money, generate revenue or just improve campus conditions or safety?

Faculty, students and staff can submit those ideas to the Suggestion Award Program. Adopted suggestions could win you prizes or cash. Whether your suggestions are adopted or not, you could win a prize through the Suggestion of the Month Contest. This contest is ongoing. Suggestion forms are available in the University Human Resources Office, Administration Building, room 230.

UCF Art Exhibition Schedule

• "Women, Courage and Resistance: Ravensbruck Concentration Camp Memorial Installation"—UCF Art Department instructor Julie Terwilliger curated this memorial exhibition which celebrates the courage and creative visions of the inmates of the Nazi's infamous concentration camp for women. Terwilliger supplements her own painterly homages with a multimedia presentation which is both a work of commemoration and serves to educate about terror, oppression and resistance. It will be showing until March 7.

UCF Art Department, Art Gallery

All events are free and open to the public.

For information, call 823-2676.

Interested in joining the UCF's Women's Caucus?

The group will define primary issues for women in the university community and design an organizational framework to address those issues. For information, call Joyce Lille at 823-2608 or Kathleen Bell at 823-5416.

Short Takes

FREE RIDES TO TRAINING PROGRAMS OFF CAMPUS

Bus-2-Train is a system to transport faculty and staff between the main campus and the Research Pavilion in the Central Florida Research Park when they require transportation to attend training programs. Employees who register for a training program at the Research Pavilion will be able to ride the Laser Lynx free of charge. The buses are wheelchair accessible. At the time of registration, request a bus ticket. A week before your program, you will receive a reminder of the program, a bus ticket and bus schedule. During your training program, you will be given a return bus ticket. If you choose to commute to your training program, you will not be eligible for travel expenses, except in extenuating circumstances. This transportation is provided by Administration and Finance Division, Lynx Central Florida Regional Transportation Authority and the University/Alafaya Corridor Transportation Association. For information, call Human Resources Training and Development at 275-4301 or Quality Initiatives at 275-4330, or e-mail at: training@ucflvm.cc.ucf.edu

SAFE GOLF CART OPERATION A CONCERN

In an effort to maintain a safe campus environment, the following actions will be taken in regard to the use of golf carts on campus:

1. All carts will be marked with easily visible numbers.
2. All carts will also be marked with a statement that reads, "How's my driving?" and the Police Department phone number.
3. The Police Department will have a list of cart numbers and the departments to which they are assigned. If negligent operation is observed and reported, the police will notify the appropriate office so that corrective action can be taken.
4. The Police Department will conduct operator training for campus use of the golf carts.

SPRING EXAMS SCHEDULE REVISED

In observance of religious holy days, the spring final examination period is being changed. Exams scheduled during the 24 hours beginning at 1 p.m. on April 21 and ending 1 p.m. on April 22 are being rescheduled. If an instructor has any questions, he or she should call Schedule and Space Administrator at 823-5257. Exams must be given during their scheduled times, and instructors are responsible for notifying students.

THIS ISSUE

This issue of *The UCF Report* is for the weeks of Feb. 21-27 and Feb. 28-March 6. It is the 15th issue of fiscal year 1996-97.

UPCOMING HOLIDAY

The next holiday will be on Monday, May 26, for Memorial Day. This will be a universitywide holiday.

Famous psychosexual therapist Dr. Ruth to speak at UCF next month

In celebration of Women's History Month, psychosexual therapist Dr. Ruth Westheimer will give a lecture titled "Sexually Speaking with Dr. Ruth" on March 21, at 8 p.m. in the UCF Arena. The event, which is sponsored by the Campus Activities Board, is free and open to the public.

Dr. Ruth has used the media to spread what she has labeled "sexual literacy." She helped pioneer the field of media psychology in 1980 with her radio program "Sexually Speaking." Her television programs include "Never Too Late," broadcasted on Nostalgia Television and "The All New Dr. Ruth Show," which won an Ace Award in 1988.

Her column, "Ask Dr. Ruth," which is syndicated by King Features, is seen in newspapers worldwide. She is the author of 11

books, including her autobiography, "All in a Lifetime," and her most recent book, "Dr. Ruth's Encyclopedia of Sex." Dr. Ruth is also a contributing editor for *New Woman* magazine.

A two-time Entertainer of the Year award winner, she was born in Germany in 1928 and immigrated to the U.S. in 1956. She trained as a sex therapist at New York/Cornell University Medical Center and earned a Doctorate of Education at Columbia University. Dr. Ruth is currently an adjunct associate professor at New York University and has her own practice as well.

She frequently lectures at universities across the country and has twice been named the College Lecturer of the Year.

For information, contact Mike Bosley at 823-6471.

United Faculty of Florida presents speaker on health care reform

The United Faculty of Florida will present Irving Vinger, who will speak on "Health Care Reform: the Single Payer Alternative." A question-and-answer and open discussion period will follow the presentation. It will be held on Thursday, Feb. 27, at 1:30 p.m. in the Administration Board Room. The forum is free and open to the public.

Vinger, who is the chair for the political committee Floridians for Health Security for

Single Payer Health Care, taught and practiced family medicine in Canada before the Canada Health Care Act of 1971. He has taught and practiced family medicine in Miami since 1976. Then-Gov. Bob Graham appointed Vinger to the District 11 Long Term Care Ombudsman Council in 1979. Vinger then served as chair for that council from 1980-84. For information, contact Jay Jurie at 823-2604 or fax at 823-5651 or e-mail: jurie@pegasus.cc.ucf.edu

REED, continued from page 1

come out of these schools."

Consequently, there is a great need for remedial education after students finish high school.

"Community colleges are doing a lot of the work that wasn't done in the high schools," Reed said. He suggested that maybe the community colleges should be targeted to take over the teaching of 11th and 12th grade students, adult education and all technology studies.

"We need to change what we're doing, so we also face the huge task of training our current teachers," he said.

Reed also emphasized the importance of continuing to make central Florida an attractive location for companies to relocate, so that the area has job opportunities for educated citizens. He

cited the Central Florida Research Park adjacent to UCF as the most successful research park in Florida and the many technological companies that have moved to the area over the last few years.

"We need to think about how education can serve the people of this state. How can it improve the quality of our lives?" Reed asked.

Reed encouraged his audience to contact their legislative representatives. "Let political leadership from this area know how much we appreciate their hard work to help education. Hearing from you will provide them with support and it will mean more than you will ever know," he said. "They can make it possible to build a high-quality educational system."



Left, Ben Moss, owner of Florida Brace and a long-time contributor to UCF, finalizes an agreement to give deferred gifts exceeding \$1.5 million to UCF. On hand for the signing are, right, President John Hitt, background left, Carol Becker, of the UCF Foundation, and former President Trevor Colbourn.

Distinguished Lecturer Week features 100 business leaders teaching on campus

Leaders from business, the arts, government and the media traded their normal job assignments this week for stints as lecturers in UCF classrooms as part of the first Distinguished Lecturer Week on the main campus, Daytona Beach campus and the Brevard campus.

About 100 participants lectured on subjects in their fields to offer students practical insights into career fields.

According to Dan Holsenbeck, vice president for University Relations, the weeklong event is "another example of what being a partnership metropolitan university means. We benefit from the business community's expertise, and they experience the excitement of contributing in a meaningful way to education."

Karen Jennings, director for Constituent Relations, who coordinated all the lectures and activities, said that the concept was the brainchild of Cynthia Sucher of Ivanhoe Broadcast, who is the chair of the Awareness Committee for the UCF Foundation.

"We thought it might be a good way to continue to build partnerships with the community by giving them the opportunity to interact with students and to have them experience and see what we're doing on our campuses," Jennings said.

Students were given evaluation forms, and Jennings said that the responses were very positive.

"Students have expressed the desire for lecturers to return and speak to their classes again in the near future," she said.

Participants included Philip Crosby, internationally recognized authority on quality management; Al Weiss, president for Walt Disney World Resort; Thomas Yochum, president and CEO for Barnett Bank, Central Florida; Bob Opsahl, WFTV Channel 9 anchor; Sondra Quinn, president and CEO for Orlando Science Center; and Rick Walsh, senior vice president for Corporate Relations, Darden Restaurants.



Al Weiss, president for Walt Disney World Resort, lectured to a class on guest services for hospitality management students at UCF during the Distinguished Lecturer Week on campus. Weiss, a UCF graduate, shared his experiences in creating quality and services for his company.

Space institute wins DOD grant for satellite

The newly formed Florida Space Institute to develop small satellites and other space experiments received a Department of Defense grant for \$500,000. The funds will be used by the institute in 1997 to design a small satellite to test laser communication technologies. The Photon satellite payload will be built by Florida universities with assistance from the Spaceport Florida Authority and Boeing Corp., which are sponsoring the development of the institute at Cape Canaveral.

"Florida's Involvement in the space program must expand beyond the launch industry," said Dave Weldon, vice chair of the Space and Aeronautics subcommittee in the Legislature. "Increased research and manufacturing activity, including university involvement in payload development, are key to establishing a robust, diversified space industry in the state."

Initial funding for the Photon satellite project

was supported by several members of the Florida congressional delegation during 1996, including Dave Weldon, Joe Scarborough, Bill McCollum and Bill Young. The project will be based at Cape Canaveral, using laboratory facilities and other support provided by the Air Force 45th Space Wing, the Boeing Corp. and the Spaceport Authority. One of the facilities, Hanger AM, includes cleanrooms and labs that will be prepared for the institute's payload projects with a \$60,000 defense-conversion grant from Enterprise Florida.

The Florida Space Institute was established in 1996 as a partnership between the Spaceport Authority, UCF, Florida Institute of Technology, Brevard Community College and the NASA-sponsored Florida Space Grant Consortium. The goal of the institute is to establish Florida as a world-class center for space education and research.

History Symposium

The History Department, the Women's Studies Program and Alpha Gamma Chi chapter of Phi Alpha Theta invite members of the community to a one-day local history symposium on Feb. 22 from 9:30 a.m. to 3 p.m. in the Business Administration Building, room 119. Faculty, graduate students and alumni will present their research on the history of central Florida. Topics will cover Slavia, women's suffrage, the League of Women Voters, the Kissimmee River Project, the Civil Rights movement in Sanford and Brevard County and the Dixie Highway. Admission is free. A light buffet lunch will be served.

9:30-10 a.m. — Registration

10-11 a.m. — Keynote address on "Slavia," by Paul Wehr

11 a.m.-noon — A panel on "Reform Movements in central Florida," chaired by Shirley Leckie. Panel members include: Eric Martin, "Women Suffrage in central Florida"; Victoria Ott, "Foundation of Strength: A History of Women Voters, 1921-37"; and John Catron, "The Kissimmee River Project: A Short History."

12:30-1:30 p.m. — Lunch

1:30-3 p.m. — A panel on "Building Communities in central Florida," chaired by Kari Frederickson. Panel members include: Patricia Dillon, "Community Activism and Civil Rights in Sanford, Florida"; Paine Dempsey, "Civil Rights in Brevard County"; and Brad Keller, "Central Florida and the Dixie Highway."

This event is funded by the Florida Humanities Council, National Endowment for the Humanities and the College of Arts and Sciences.



William Merck, vice president for Administration and Finance, presents a plaque to James Moody, fire chief for the Orange County Fire Department, in recognition of the fire/emergency services that the county provides to the UCF campus. On hand for the ceremony were, right foreground, Richard Turkiewicz, director for the UCF Police Department, and members of the UCF police force.

Consultation, United Faculty of Florida/UCF Administration

Nov. 12

Present: Kay Allen, UFF; Janet Balanoff, Equal Opportunity and Affirmative Action Programs; Dave Fernandez, UFF; Dave Gurney, UFF; Charles Harpole, UFF; President John Hitt; Rosie Joels, UFF; Frank Juge, Academic Affairs; Jay Jurie, UFF; Kathy King, Leadership Enhancement Program; Shirley Leckie, UFF; Mary Beth Liberto, University General Counsel; Bill Merck, Administration and Finance; Mark Roberts, Human Resources; Provost Gary Whitehouse; and Denise Young, Academic Affairs.

I. Allen addressed the issue of the recent notice she received indicating that faculty must pay a fee of \$75 to use the campus recreational facilities. Whitehouse noted that the administration was also surprised, and Hitt noted that when he first saw the notice he had asked for a delay.

In assessing this issue, there are several factors to bear in mind. First, student fees pay for the facilities, and the fees assessed faculty using such facilities elsewhere in the state are actually higher. Nonetheless, since the director of Recreational Services acted unilaterally, the central administration will take up this issue with Vice President Lee Tubbs to obtain a better idea of how the fees are being imposed.

II. Jurie noted that the UCF/UFF chapter wanted to thank Hitt for his strong stand in favor of the faculty in the matter of post-tenure review and to let him know that the members of UFF deeply appreciated his stance.

III. Harpole stated that in terms of grievances regarding evaluations, he has seen little or no research on the part of the hearing officer. Instead, in his view, the hearing officer repeats what the chair has said and is reluctant to substitute his judgment for that of the chair.

Juge responded that he disagrees that there is a lack of research, but he said that he does not substitute his opinion or evaluations for those of the chair. He looks at other material, but the chair is responsible for making a judgment. Juge said the question is: Was there a violation of Article 20 or another article? He also noted that it is possible to disagree with the evaluation, but to find that all provisions of the contract have been followed. Finally, he said, the chair is in the office every day and talks with students and others. Thus, an arbitrator would not substitute his or her judgment either. If, however, a provision of the agreement has been violated, that would be a different matter.

Jurie noted that he remembers that grades were an extensive part of one low evaluation. However, Juge noted that they were only one line, and he has to go back to the issue: Was there a violation of contract? Harpole then asked if Juge was saying that there is no redress if the procedure has been followed. Juge responded that he goes back over the records to see if a violation has occurred. If not, he is not prepared to substitute his judgment.

Liberto, at this point, noted that Juge is stating that he looks at the procedure and the facts. There are two aspects of this review — the substance, which relies primarily on the facts; and the procedure, which relies on following contractual agreement. When Juge is pressed for a judgment, it should be based on the facts that are in the file.

Harpole stated that, "In my sincere judgment, as Juge practices the procedure, it is flawed. Often, the asserted 'rightness' of the administrative position is simply restated with no real examination of both sides of grievances." He also noted that judgments often come back as a rewriting of step one. Juge replied that his actions are intended to be constructive. The way in which a grievance is handled is extremely important. Some grievance representatives spend a great deal of time going back to the parties to try to resolve issues. He also reassured those present that he is committed to trying to find a resolution and takes whatever time is necessary. In many cases, he can provide constructive relief. Also, both sides can still try to settle grievances.

Juge also noted that in terms of step two of the process, "The further up the ladder we go, the harder it becomes to resolve the issues satisfactorily." Jurie added that what he thinks Harpole is trying to say is that there is a perception that a climate exists that makes it hard to resolve issues. Harpole expressed appreciation for efforts, which have resulted in the resolution of several grievances.

IV. Those present discussed a memorandum that Hernandez drew up for the UFF/UCF Consultation regarding Phased Retirement Benefits, dated Nov. 12.

Juge indicated that the university needs to communicate better with phased retirees. Regarding the issue of the removal of phased retirees from committees, it should be noted that they gave up tenure and cannot serve on committees in the same way they served earlier. Regarding an issue that deals with evaluation procedures, Juge noted that this matter is a "local issue," but if phased retirees wish to receive a merit raise, they need to be evaluated. Hernandez added that the faculty needs to know this.

Overall, both sides agreed that more effective communication and consultation is needed. Regarding Hernandez's suggestion that a consultation take place as soon as possible to address the four problem areas, Juge indicated that if this is a UFF proposal that they can put together a small group and he will work with that group toward that end. He also stated that at forthcoming meetings, he will talk to deans about this matter.

V. Those present then turned to the issue of e-mail. Joels said that while she is now getting her e-mail, it took four months for the equipment to be set up or the work orders filled from Computer Services. Juge noted that is a valid concern, and that he will ask Joel Hartman for an update about his progress in filling eight vacancies among his staff.

VI. The next item on the agenda concerned the matter of TIP credit awarded to administrators. Union representatives asked if it makes sense, in the spirit of the award, for a dean or someone at the dean's level to receive this award.

Juge noted that Rose has sent one case to Whitehouse, who is investigating it since it may involve a situation where an administrator had students on a class list, but did not actually teach them. However, central administration believes that any administrator who is good enough to handle the job of being an administrator and also teach enough students to qualify should be encouraged. Juge noted that one chair, for example, took on a full load in addition to his other duties to help another faculty member who was starting on research. Juge also noted that the Faculty Senate has recommended that the minimum load of department chairs should be two courses a year and if any administrator teaches a course sufficiently large enough to qualify, that person should be eligible.

Hernandez noted that he knows administrators who although eligible, have refused to apply. Hitt added that the question is: If someone can work to the productivity level demanded and they are evaluated as worthy of an award, he would not wish to discourage them. Joels, however, added that it can be demoralizing to the faculty if administrators are in the position to sign off on students who are not actually in contact with them. She noted that three faculty members talked to her about such situations, and she agreed to convey further information to Whitehouse about that.

VII. Regarding the issue of the notification of salary, Juge explained that the salary will be retroactive to Jan. 1. However, this is subject to the Legislature and Board of Regents. He noted that many faculty have wanted to know as much as possible. It is his understanding that the hearing officer will render a decision early in December. Then each party has 10 days to respond, making it about 20 days in all. (Editor's note: This matter has since been resolved.)

Jurie noted that faculty has been asking about raises for promotions. Juge noted that TIP and PEP awards have been identified, and the university can implement those raises. Concerning the question about whether PEP will be computed on the old or new rate, Juge stated that it will be recalculated on the basis of one's salary at the beginning of the year. Hitt added that the administration does not have a say in this. Juge indicated that the unfair labor practice language precludes any statement about any raise at this time.

Liberto added that universities can't say anything because to say anything would violate collective bargaining agreements. "This language makes it clear that they cannot say what will happen; that has to be bargained."

Nonetheless, Juge and Liberto will work together to put out a statement to the faculty that informs them of the situation as fully as they possibly can, given the restrictions. "They must be careful not to put out any statement that looks like an attempt to bargain," Liberto said. (Editor's note: This matter has since been resolved.)

VIII. Merck reported on the progress on building a parking garage. So far, construction has been off to a slow start, but he is satisfied with the progress made. Before starting an increased number of parking spots, about 1,500 or so were created in remote locations.

He also noted that the university has approval to begin the second garage. He expects that to be started in six or seven months.

Hitt added that he sees the need for a plan for building adequate parking facilities, not simply a plan for the next garage. He noted that "while the building of parking facilities will cause inconveniences, we are at the point that if we don't build these facilities as fast as possible, the problems later will be even worse. Furthermore, the adequacy of parking is tied to the adequacy of fees. Thus, fees will go up."

Jurie asked if the university was committed to providing more parking because of bonded indebtedness and thus had not explored as fully as possible mass transit options. Both Merck, and Hitt indicated that the university is not past the point of no return. All issues will be explored. Hitt also commented that if "we think about the kind of campus we want, structural parking is always better than flat lots."

Looking for New Members

Are you currently looking for some excitement in your life? Something really different? Well, why not get certified in scuba diving and then join our dive club and go on discounted trips? To be eligible for membership, you must be already certified and be staff or faculty. Membership is only \$10 per semester. Meetings are held every other Wednesday in the Student Activities Center, room 214. For more information, please e-mail at cmw88548@ao.net or Jpeirsa@pegasus.cc.ucf.edu.

PEOPLE

Appointments and Activities

Beth Barnes, senior executive assistant to the president and associate professor of English, published "Enterprising Starships: Urban and Metropolitan Universities Face the New Millennium," *Metropolitan Universities Journal*.

Carol Bast, assistant professor for the Department of Criminal Justice and Legal Studies, recently published the article "Eavesdropping in Florida: Beware of a Time-Honored but Dangerous Pastime," *Nova Law Review*.

David Brunner, associate professor for the Department of Music, was the conductor of the Volusia All-County Honors Chorus and the Florida Community Colleges Honors Choir in January. Boosey and Hawkes Inc. has recently published three of Brunner's compositions: "After the Fire," "Toucans Two," and "Never a Child Has He."

Dan Jones, associate professor for the English Department, published an anthology titled "Defining Technical Communication" in the August issue of *Society for Technical Communication*.

Lisa Logan, assistant professor for the English Department, published a review of "Her Wild American Self" by M. Evilina Galang in *The Review of Contemporary Fiction*.

Anna Lillios, associate professor for the English Department, was elected vice president of the International Lawrence Durrell Society. She presented a paper titled "Alexandria Mirages: Durrell's and Cavafy's Refracted Views of the City," at The International Lawrence Durrell Conference, Alexandria, Egypt, on June 27.

Kevin Meehan, assistant professor for the English Department, presented a paper titled "Caribbean vs. U. S. Racial Categories in Three Caribbean-American Coming of Age Stories," at the American Studies Association national meeting, Nov. 1.

Stuart Omans, professor for the English Department, has established "Tomorrow's Promise: The Original Company," a reformation of UCF Orlando Shakespeare Festival's "Young Company."

Paul Puccio, assistant professor for the English Department, presented a paper titled "Thugs, White-handed Boys and Puny Exotics: Transgressive Boys at the Age of Manliness" at the Central New York Conference on Language and Literature in October. He was also elected to the Executive Committee of the Conference on College Composition and Communication for a three-year term.

John Schell, professor for the English Department, was awarded a grant of \$1,000 from the Florida Division of Cultural Affairs for the publication of two issues of *The Florida Review*.

Gerald Schiffhorst, professor for the English Department, was named associate editor of *Seventeenth Century News* for a five-year term.

Ernest Smith, associate professor for the English Department, presented a paper titled "Jazz, Blues Elegy: Improvisation and Responsibility in Michael Harper's Poetry of Loss" at the conference celebrating Harper at Bowdoin College in October. He also presented a paper titled "John Berryman's 'Programmatic' for The Dream Songs and an Instance of Revision" at the conference of American Poets of the 1950s at the University of Maine in June and a paper titled "The Legacy of Form in New Formalism" at the Conference on The New Narrative and New Formalism at West Chester University in June.

Betty Sommer, associate professor for the English Department, completed three certificate courses at the Summer Institute for Intercultural Communication in Portland, Ore. in August, which is supported by a \$7,447 grant from UCF's Strategic Planning Award Program. She served as co-chair of the University Diversity Committee of the central Florida chapter of the American Society for Training and Development and as director for Intercultural Communication for Florida Sister Cities.

Don Stap, associate professor for the English Department, published an article titled "Returning the Native," in the December issue of *Audubon*.



The College of Education Community Council launched its "Let's Do Lunch" program, where business and community leaders host students for lunch in various locations. Center, back row, Don Poynter, vice president for community relations at Sprint United and a vice president of the council, hosts the first event. Also on hand for the first luncheon are, left to right, front row, Patrick Cermeno, Melissa Cooper, Terrie Stravener, Beverly Litka and Carmen Humphrey; second row, Wendy Gray, Cheryl Ally, Poynter, Scott Schoenrock and Shaun Henderson.

Knight Ambassadors Program

Applications for the Knight Ambassadors Program are now available in the office of Multicultural Student Services, Administration Building, room 145. The program is open to students who will be full-time students for the 1997-98 academic year, have junior or higher standing, have an overall GPA of 3.0 or higher, and are available to attend a summer training program and weekly meetings.

The program promotes academic excellence, leadership skills, direct community service and mentoring. Fifteen students will be selected for the program.

Participants will represent UCF at university and community functions, serve as mentors to other students, participate in a leadership development training and perform community service. Students will receive a stipend for each semester that they serve in the program. For information, call DeLaine Priest at 823-2716 or e-mail: knightam@pegasus.cc.ucf.edu

Official Ballot to Spotlight the UCF 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.")

CLASSIFIED

For sale/rent

Beach bike, 26" women's with wide saddle, pink, excellent condition, \$30. Paul, 658-5599 or 275-2670.

California king snake, 2 years old, 3 to 4' long, complete with tank and heater, \$100 OBO. Canon Electric Typewriter, like new, \$30. Bob, 823-6369 or e-mail at : rgreed@pegasus.cc.ucf.edu

Condo for sale, 2 bedrooms, 2 baths, minutes from UCF. Upstairs, end unit in Hunter's Reserve, currently owned by professors, clean and vaulted ceiling, finished deck overlooking lake, \$57,500. 823-0819.

Engagement ring, ladies, 14 K, two-toned, 1.19 cts., European cut, round diamond solitaire, 6-prong setting, SI clarity, H-1 color. OBO. 977-0176.

Exercise bike, Ergometer, digital readout, excellent condition, sold for \$300 new, asking \$125 OBO. Photo available. Donna, 823-6834, or leave message.

Fish tanks, with everything except stand and fish: 29 gallons, \$30; 20 gallons, \$25, or both for \$50 OBO. Ken, 823-5656 or 365-7458.

Ford Mustang convertible, '87, a/c, cassette AM/FM. Runs great, \$2,200. 673-1165.

Guinea pig cage, 25" x 17" x 16", top opening, enamel wire cage, plastic bottom, used 4 months with supplies. New, \$60, asking \$35. Paul, 658-5599.

Honda Accord LX, '88, pony, new paint, brakes and tires. Cold air. \$2,800 OBO. 823-6893 or 359-5617.

House for sale with lease option, lakefront home, seawall and dock, 5 bedrooms, 2 and a half baths, 3,280 square feet, spectacular views and home, all amenities, community tennis, pool, playground and boat ramp. Ten minutes to UCF,

easy access to downtown, 767-82202 or 678-6917.

House for sale by owner, 3 bedrooms, 2 baths, split plan, 1,300 square feet with screened porch, deck, jacuzzi, fenced private backyard on greenbelt, many upgrades, newly painted inside and out, 4-year old roof, excellent schools, great no-outlet neighborhood, 2-car garage, appliances, close to UCF and beltway, great starter home or retirement, \$89,500. Barbara, 823-2401 or 679-8878.

House for sale, Union Park area, 5-years old, 3 bedroom, 2 baths, living room, dining room, eat-in kitchen, 2-car garage, furnished, lakeview, 6 miles from UCF, \$165,000. 382-3485.

House for sale, Tusawilla, 1110 Oselot, Hi-ranch, by owner, 5/3 or easy to convert to mother/daughter, 1-plus acre, new baths, carpet, paint, kitchen appliances and more, \$160,000. Marilyn, 699-0232, extension 0218 or e-mail at: <http://longwood.cs.ucf.edu/~porthous/sale.html>

House for sale, Apopka area, nice 3-bedroom, 2-baths, 1,600 square feet on 91'x124' lot; 24'x12' patio; security system; smoke alarm; sprinkler system; garage; laundry room; central heat/AC; chain link fenced backyard; 2 1/2 blocks to elementary school; 3 blocks to middle school; 1 mile to high school; convenient location for shopping. \$79,500. Call 884-7642 or 823-6114.

House for sale, on cul-de-sac, Maitland/Casselberry area (no city taxes), 4 bedrooms, 2 baths, eat-in kitchen, living room, dining room, family room with fireplace, satellite dish, wooded backyard, 2-car garage, all appliances, \$120,000. 339-7758.

Printer, Epson dot matrix, 2-years old, barely used, \$50 OBO. 671-1190.

Sofa, striped with wood trim; coffee and end tables, light-colored wood; floor lamp, brass. All in excellent condition, \$150 OBO. 823-5027 or 696-2565.

Waterbed, super single, mattress, heater and sheets are new, \$85. 823-2754 or 273-7856.

Waterbed, California king, black leather-look sleigh

with top of the line Land and Sky lumbar coil support mattress, 1 year old. Cost \$800, asking \$185 OBO. Must sell. Janell, 823-2824 or 366-4685.

Wooden ladder, 10'. Helen, 823-5094.

Wanted/Misc.

Dog house, wood or plastic for a large dog. Lori, 788-3684 or Page, 570-1739.

Engineering professional, early 50s, seeking a small 1-bedroom apartment or room in house for 4 nights per week. Commute to work weekly from Tampa. Size of room not a factor. 823-5027.

Honda Elite 80 motor scooter, used, in good condition. Frances, 275-5696 or leave message.

Kitchen equipment needed. The kitchen in the Ying International Center is finished. Donations of used pots, pans, baking pans, any kind of kitchen equipment, dishes, cutlery, silverware, bowls would be welcomed. Will take in any condition, from new to used. Joanna, 823-5504.

Macintosh Powerbook 170, 140 or 165 (with bad motherboard). Need only the LCF screen to replace a damaged screen. Paul, 658-5599 or 275-2670.

Ladies golf clubs, full set with woods, putter and bag, used, good condition. No pick clubs please. Jan, 275-4330.

Orange juicer, manual or electric. John, 679-9519.

Roommate wanted, female, to share 3 bedroom, 1 bath house in Sanford, \$240 per month plus 1/2 of utilities. 323-4625.

Roommate wanted, mature female, responsible, nonsmoker to share a 5-bedroom, 2 1/2 bath house with pool, screened back porch, 5 minutes from UCF, furnished except bedrooms. Choice of bedrooms, share main bathroom, \$400 per month plus half of utilities. Move in right away. Melisa, 380-6967 and leave message.

Texas Instrument 85 calculator. M. Thompson, 658-5005.

Editor's note: Classified ads can be faxed (823-3403), mailed or delivered to Public Relations, Administration Building, room 338. They must be received no later than copy deadline date printed on the bottom of page 1. No ads will be taken over the phone. Ads are run free to faculty and staff, only. Ads normally run at least two to three times, but can be repeated upon request if space permits. For further information, call 823-2504.

HOME PAGE DESIGN FOR THE INTERNET

Does your department need a home page? For just a modest fee, the Technical Writing program students are available for home page design services. To see an example of their work, refer to the English Department home page: <http://pegasus.cc.ucf.edu/~english>

Contact the English Department at 823-2212.

Or you can design your own home page with a little help from the publication "Using the Pegasus Mail Server," which students and staff can purchase at the Computer Store.

Got a new home page? *The UCF Report* will publish some of the new addresses.

Surf the Net With Us

Public Affairs World Wide Web Addresses (URLs)

- Public Affairs Home Page* - <http://www.oir.ucf.edu/pubrel/>
- Calendar - <http://www.oir.ucf.edu/pubrel/calendar/>
- UCF Report - <http://www.oir.ucf.edu/pubrel/UCFReport/>
- Experts Guide - <http://www.oir.ucf.edu/pubrel/experts/>
- Fact Finder - http://www.oir.ucf.edu/pubrel/fact_finder/
- Pegasus magazine - <http://www.oir.ucf.edu/pubrel/alumni/pegasusm>

* All related sites can be accessed via the Public Affairs Home Page

Join UFF Event

The United Faculty of Florida will host a social on Thursday, Feb. 28, 3:30 to 6 p.m. at the Holiday Inn-UCF, Quadrangle Lounge. All faculty and professional staff are invited.

CALENDAR

FEBRUARY

21

•Community College Relations welcomes community college counselors. 823-2231

21-22

•CAB dance marathon, Student Center Auditorium. 823-6471

22

•Black History Month: Community Fun Day, Recreational Services, 10 a.m.-2 p.m. 823-2450/3910
•CAB concert: 1964 Tribute to the Beatles, Student Center Auditorium, 6:30 p.m.
•Bowl-A-Thon, Aloma East, 3-6 p.m. Registration: 317-7725
•George Washington's Birthday
•Trumpet workshop, Visual Arts Building, 1-5 p.m. 823-2869

23

•Black History Month: worship services, Washington Shores Presbyterian Church, 3600 Rogers Drive, 11 a.m. 823-2450/3910
•CAB movie, "Posse," Student Activities Center, 6:30 and 9 p.m.
•Holi (Hindu)

24

•World Writers Series: Edward Albee, Visual Arts Building Auditorium, 8 p.m. 823-2212
•Recreational Services: wrestling, 823-2408

25

•Black History Month: trivia contest, round two. 823-2450/3910
•CAB TKL: Geoff Brown, Student Activities Center, 8 p.m. 823-6471

26

•Black History Month: Market on the Green, 9 a.m.-5 p.m., forum, University Dining Room, 3 p.m. 823-2450/3910
•CAB movie, "The Nutty Professor," Student Activities Center, 6:30 and 9 p.m. 823-6471

27

•Black History Month: closing candlelight vigil, Reflecting Pond, 7 p.m. 823-2450/3910

28

•Withdrawal deadline

Special Events

Arena

21

•Project Create, 10 a.m.-2 p.m. 823-2236

22

•Southeastern Consortium for Minorities in Engineering Regional Competition, 8 a.m.-1 p.m. 823-6606
•Intramural Track and Field, 4 p.m. 823-2408

Art

Until March 7

•Women, Courage and Resistance: Ravensbruck Concentration Camp Memorial Installation, Art Gallery. Reception Thursday, Feb. 13, 5-7 p.m. 823-2676

Theatre

27, 28 and March 1, 2, 6, 9
•"Oklahoma," by Richard Rogers and Oscar Hammerstein. 823-1500

Library exhibits

•Fan Xin Lin: The Well-known Chinese Artist, by Fan Xin Lin.
•Black History Month, by Andrea Patterson.
•Florida Before Written History, by Bill Wildfong.
•You are a Mechanical, Materials or Aerospace Engineer, by Louis Chow.
•Edward Albee, by Cheryl Mahan, Library.
•UCF Exchange Students Abroad, by Karl-Heinrich Barsch, Office of International Studies.

MARCH

1

•CAB: Miss UCF, Student Activities Center, 8 p.m. 823-6471

2

•CAB movie: "Trainspotting," Student Activities Center, 6:30 and 9 p.m. 823-6491

3

•CAB movie: "Independence Day," Reflecting Pond. 823-6471

4

•TKL: Felicia Michaels, Student Activity Center, 8 p.m. 823-6471
•Student leader luncheon, President's Dining Room, 11:30 a.m.-1 p.m. 823-6490
•Knights roundtable meeting, University Dining Room, 3 p.m. 823-6471

5

•Wellness Expo: Health and Wellness Fair, on the Green. 823-5841
•Robinson Observatory open 7:30-10:30 p.m. 823-2805

6

•CAB concert: Indie Knights Moonfest, Lake Claire, 8 p.m. 823-6471
•Steering Committee meeting, Phillips Hall, room 206, 4-5:30 p.m.

7

•Challenge 2000 deadline. 823-6471

9-20

•Alumni Membership Phonathon, UCF-ALUM

10

•Eastern Orthodox Lent begins (Eastern Orthodox Christian)

10-14

•Spring break

13

•Library: Welcome Mt. Dora/Tangerine Friends, 823-5982
•Financial Aid Forum, Business Administration, room 119, 4 p.m. 823-5729

13-15

•Mathematics International Conference, Business Administration Building, 8 a.m.-5:30 p.m. 823-2754
•Purchasing booth, 1997 Matchmaker Conference, Orange County Convention Center. 823-5348