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UCF Report

Volume 20 • No. 2 • Aug. 8, 1997

A publication for faculty and staff

On the Calendar

Nearly 1,700 students will receive diplomas at three commencement ceremonies on Saturday, Aug. 9.

At last count, 1,252 baccalaureate, 411 master's and 29 doctorate degrees were to be conferred this summer. The total number of degrees awarded since the university's first graduating class in 1970 is 85,769.

Commencement ceremonies are: Colleges of Business Administration and Engineering, 8 a.m.; College of Arts and Sciences, 11:30 a.m.; and Colleges of Education and Health and Public Affairs, 3 p.m.



President vetoes SGA budget

■ Senate's \$4 million proposal included \$480,000 in unspecified reserves

President John Hitt last week vetoed nearly one-fifth of the proposed 1997-98 Student Government Association expenditures in a budget the Student Senate passed over an earlier veto by Student Affairs Vice President LeVester Tubbs.

In exercising his statutory authority, Hitt vetoed \$738,582 from the nearly \$4 million budget that is generated by the student activity fee of \$6.95 per credit hour. Discretionary reserve funds, amounting to over \$480,000, accounted for almost two-thirds of the amount Hitt vetoed.

A recent audit of SGA was highly critical of the Student Senate's recent practice of reserving funds for later, unspecified disbursement. The UCF Inspector General's audit of the first

six months of SGA operations, released in June, noted that Student Government "should recognize all its available resources and adequately allocate those resources" and that "cash accumulations should be for specific, documented plans."

Hitt's budget review left intact all proposed allocations for student clubs and organizations, which amounted to only \$93,461 of the \$3,946,909 budget. Eight student groups were earmarked for support: the Greek Council (\$17,900), Student Wellness Advocate Team (\$5,400), Engineering College Council (\$13,600), Creative School Flex Program (\$12,000), Hispanic American Student Association (\$19,311), Pre-Professional Medical Society (\$3,250), African American Student Union

(\$19,000) and Student Alumni Association (\$3,000).

Also left untouched were proposed allocations for Student Government agencies, which include the Office of Student Activities/CAB, Student Legal Services and Recreational Services. In all cases, the Senate-approved authorizations were below agency requests, as much as 100 percent less than the application for funding by Student Activities/CAB.

All of Hitt's vetoes were concentrated in accounts for Orlando Student Government and the Student Senate, except for his rejection of the failure to fund utilities for building

Please see BUDGET, page 2

Barnes & Noble book on university

UCF has entered an agreement in principle with the nation's largest bookseller to operate the university's bookstore in facilities that will double in size within the next 12-18 months.

"The partnership with Barnes and Noble College Bookstores will greatly expand Bookstore services and provide greater conveniences to customers," said William Merck, vice president for Administration and Finance.

The changeover will not lead to price increases due to UCF ceding management control to Barnes and Noble, Merck said. The agreement requires the company to follow the Bookstore's existing textbook pricing policy, which means prices will not be any greater under new management than they would be under UCF direction.

Jerry McDonald, vice president of Barnes and Noble College Bookstores, said he anticipates that the management change will result in "net savings to students of at least \$300,000 annually." The savings, he said, are derived from the company's ready access to high quality used books and its buyback practices that pay 50 percent of the price

Please see BOOKSTORE, page 4



Fill 'er up

A UCF engineering professor by day, once off campus Bob Hoekstra turns to his hobby of racing. Above, he puts a high-performance fuel into the souped up truck he designed, built and races on drag strips. Story, page 6.

Next issue of The UCF Report is Aug. 29 • Deadline is noon, Aug. 20

Aug.

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Memos

To: All departments
From: Jack Winstead, Purchasing
Subject: Annual contract for domestic overnight mail services (Purchasing Notice No. FY-98-16)

The University of Central Florida invitation to Bid No. 6000DCSA has been renewed with the vendor(s) listed below for the period beginning July 1 through June 30. All acquisitions of these product(s)/service(s) shall be made under the terms, prices, and conditions set forth in this notice.

Vendor: Federal Express, 6035 W. Michigan St., Orlando 32805 Feid: VF 710427007002

Contact: Patricia Johnson, 425-5793

Pricing: Standard overnight service

- Up to eight ounces: a.m. delivery \$8; p.m. delivery \$6
- Nine to 15 ounces: a.m. delivery \$8; p.m. delivery \$6.50
- Over 10 pounds, call for price list.

Requisition Preparation:

1. For existing accounts, type the current nine (9) digit FedEx account.
2. For new accounts, type "Need FedEx Account Number." It takes approximately

10 days to set up a new account. New account numbers will be listed on the blanket purchase order.

3. A list of authorized names on requisition is not needed.

Contact a local FedEx dangerous goods specialist for required documentation and labeling.

Note: Airborne Express chose not to renew its contract.

All questions concerning this contract should be directed to the Purchasing Department, ADM 360, attention Dorothy Straight, 823-2661.

To: All departments
From: Kenneth Sheinkopf, Florida Solar Energy Center
Subject: Solar energy courses

A program leading to a Certificate in Solar Energy will be offered again this fall by the Florida Solar Energy Center (FSEC). Individuals can take one or more courses in the series, but those completing four of the five during the next year will receive the certificate from UCF/FSEC.

Courses will be offered Oct. 13-17 at the FSEC facility in Cocoa. All courses are one day and taught by members of FSEC's research staff and the solar industry. The "required" courses for the certificate program and schedule are:

- Introduction to Photovoltaic System Design (Oct. 13);
- Principles of Photovoltaic System Design (Oct. 14);
- Residential Solar Water Heating Design and Installation (Oct. 15).

In addition, to receive the certificate one of the following must be completed:

- Residential Solar Water Heating Service and Troubleshooting (Oct. 16);
- Commercial Solar Systems (Oct. 17).

The fee for each course is \$145. Continuing Education Units are awarded to all participants, and courses are approved by Florida's Construction Industry Licensing Board for continuing education credit. Full details on the courses, including agendas and information on instructors, is available from the FSEC Continuing Education Office, 1679 Clearlake Road, Cocoa 32922 (www.fsec.ucf.edu/).

To: All employees
From: Joyce Clampitt, Administration and Finance
Subject: Appointment of new building managers

Please correct your building manager lists to reflect the following new appointments:

Building	Bldg. #	Building Manager	Phone
Writing Center	616	Beth Young	823-2525
Computer Center II	29	William Branch	823-2711
Daytona Beach Bldg. 1	801	Jack Rollins	8-372-4010
Trailer	802		
Joint Use Facility	803		
Joint Use Facility	804		

If you require additional information or a current complete listing of building managers, contact Sandra Cherepow, 823-2555.

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

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

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

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

BUDGET, continued from page 1

space occupied by SGA-supported operations. Failure to allocate sufficiently for utilities, Hitt said in his line-by-line veto message to SGA President Keith McDonald, "will result in reassignment of the facilities for use by instructional or research units, which will then pay the utility costs."

Under law, the Senate has 15

school days to respond to Hitt's vetoes. Hitt can approve or disapprove any revisions resubmitted over another 15-school-day period. Failure to agree on any line amount means that the SGA will not have those funds to expend in 1997-98. The funds will carry over to the next year's budget.

— Dean McFall

To: Faculty
From: Barb Compton, Office of Research and Graduate Studies
Subject: Summer funding from ORGS

Four projects were selected to receive summer funding under a new initiative offered by the Office of Research and Graduate Studies.

The funding initiative was developed to enhance research collaboration between college academic departments and the three university research centers: the Center for Research and Education in Optics and Lasers (CREOL), the Florida Solar Energy Center (FSEC) and the Institute for Simulation and Training (IST).

Each project received summer salary for college faculty to develop new collaborative research projects with faculty and staff at one of the centers or institutes.

The winners were selected by Diane Jacobs, vice president for Research and Graduate Studies, after review by ad hoc peer committees comprised of representatives of each center or institute and the departments representing the research interests of the applicants. The winners are:

- Christian Clausen, Department of Chemistry; collaborator, Eric Van Stryland, CREOL; "The Development of a Photoacoustic Method for Detecting Land Mines and Shallowly Buried Ordnance by the Use of Their Chemical Signatures."
- Saleh Naser, Department of Molecular Biology and Microbiology; collaborator, Martin Richardson, CREOL; "Use of Ultrastructural Imaging and Plasma X-Ray Microscopy to Investigate the Pathogenesis of Crohn's Disease."
- Michael Georgiopoulos, Department of Electrical and Computer Engineering; collaborator, Clark Russell Karr, IST; "Adaptive Intelligent Simulated Forces: A Fuzzy Neural Network Approach."
- Amar Mukherjee, Department of Computer Science; collaborator, Mikel Petty, IST; "Future Data Distribution for the High Level Architecture Based on the d-space Intersection of Convex d-polyhedra."

To: All Faculty
From: Barb Compton, Office of Research and Graduate Studies
Subject: University Graduate Enhancement Awards

Five graduate programs have been selected to receive nearly \$150,000 in funding and \$300,000 in matching contributions as recipients of the first University Graduate Enhancement Awards.

The programs were selected for their plans to effectively recruit and retain graduate students, ultimately improving the quality of the programs and allowing them to be more competitive with similar programs at other universities.

The awards, sponsored by the Office of Research and Graduate Studies, replace the Doctoral Enhancement Program sponsored by the office in the past.

Applicants were required to submit to the University Graduate Fellowship Committee proposals outlining the program's recruitment efforts, fellowship criteria and plans for retention of graduate students. Diane Jacobs, vice president for Research and Graduate Studies, selected the five winners based on the committee's recommendation.

Fourteen proposals requesting \$470,588 in funds and providing \$1.1 million in matching contributions were received. The winners are:

Program	Funding	Matching
• Criminal Justice	\$35,000	\$43,343
• Social Work	\$45,000	\$45,219
• Computer Science	\$25,000	\$135,000
• English	\$22,000	\$6,320
• Engineering	\$20,000	\$68,000
Total	\$147,000	\$297,882

To: Faculty, Administrative and Professional staff
From: Marcy Kelley, Registrar's Office
Subject: Commencement — procession of faculty and A&P staff

Commencement ceremonies are scheduled for Saturday, Aug. 9, in the UCF Arena:

- 8 a.m. — Colleges of Business Administration and Engineering
- 11:30 a.m. — College of Arts and Sciences
- 3 a.m. — Colleges of Education and Health and Public Affairs

Line-up for the procession will be 20 minutes prior to each ceremony in the corridor outside room 115. Enter the arena on the first level under the main entrance stairway and proceed down the right corridor. Signs will be posted. Major professors assisting the doctoral hooding join their candidate(s) in the right corridor.

Area roads are heavily congested prior to the ceremonies. Plan accordingly. Your academic regalia will serve as your "parking pass" for reserved parking in lot F-1 on the east side of the arena.

Please call if I may provide additional information.

Official Ballot to Spotlight Employee of the Month

I nominate: _____
 (name) (campus address)

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

Signed: _____
 (name) (campus address, phone)

Cut ballot and return to Human Resources, ADM 230, EOM. (Mark envelope "confidential.")

Short Takes

Back to school assembly planned

The annual assembly and reception for faculty and A&P employees will take place in the Student Union, Cape Florida Ballroom, on Wednesday, Aug. 27. During the assembly, new faculty and A&P employees will be recognized. For information, call 823-2302.

Fair introduces students, faculty

The College of Business Administration will host Project Focus: Business Education Fair on Sept. 26. The fair will take place in the Business Administration Building Atrium, 11 a.m.-1 p.m. Project Focus will give students a chance to meet faculty and administrators from each major area of study within the college. For information, call Kathy King, 823-2184.

City Hall fixes UCF parking problems

Finding an empty parking space in downtown Orlando when visiting the UCF Downtown Academic Center will no longer be a problem. There is now a designated parking area for the center. Motorists with a UCF Downtown Center parking decal (magenta color) can park at the Orlando City Hall employee lot on South Street, two blocks from the center. Parking is only permitted Monday-Thursday after 5:30 p.m., and only during the school semester. The decal also allows motorists to park in campus student parking lots.

Grand celebration for Student Union

The Student Union dedication and grand opening will take place on Monday, Aug. 18, at 9:30 a.m. All UCF employees are invited to the celebration. A community reception will be held at the building on Thursday, Aug. 14, 6-8 p.m.

Upcoming holiday

The dog days of summer have arrived, and with them a long wait before the next universitywide holiday. Mark your calendars: it won't be until Labor Day on Sept. 1.

This issue

This issue of *The UCF Report* is for the weeks of Aug. 8-14, Aug. 15-21 and Aug. 22-28. It is the 2nd issue of fiscal year 1997-98.

The UCF Report

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

David Finnerty, editor
Shella Anderson, editorial assistant
Joanne Griggs, writer
Susan Loden, writer
Jacque Brund, photographer
Beth Plaisted, student assistant

Report: UCF education a bargain

UCF is being touted as a school where students can get the most for their money.

The university is ranked 47th in the country in affordability in the recently published "America's 100 Best College Buys, 1997-1998," which selected colleges based on their costs and the grade point averages of students.

More than 1,400 universities and colleges throughout the country were reviewed. Schools that do not offer the full range of scholarships, Ivy League and NCAA Division III schools were not included in the survey.

The book is part of a student guide series published by John Culler & Sons. Editor Lewis Lindsey selected schools with tuition and room and board costs below the national average (\$13,409) and with incoming freshmen with GPAs above the national average (3.03).

"Students receive a significant value for the cost of an excellent education at UCF," Thomas Huddleston, vice president for Enrollment and Academic Service, says.

"During the last four years, we've done our best to attract more students with higher grade point averages and stronger test scores, which accounts for the GPA averages of 3.3 for our freshmen," he adds.

Tuition costs at Florida's State University System schools remain among the lowest in the nation despite increase in recent years. Florida had the most schools listed — nine, with five of those being sister universities to UCF (Florida, Florida State, Florida Atlantic, North Florida and West Florida). Top schools such as Texas A&M, Clemson and Rutgers also made the list.

— Joanne Griggs



A cool bath on a hot day

Ron Lopez (left) watches as a teammate pours water on his head after a soccer practice. The children were among those attending a soccer camp at UCF this summer.

Expert: Cleaner air might cure illnesses nagging UCF workers

Cockroaches and mold may not be discussion topics of choice for most people, but those and other equally nasty things are at the center of conversation between health officials and Administration Building employees.

In an effort to find a cure for the nagging respiratory problems and rashes that have been reported by some workers in Human Resources and Sponsored Research, employees from those departments were briefed recently on findings of an air quality study conducted by a private firm, Pure Air.

About 20 people have complained of the illnesses during the past two years. Speculation is that those illnesses could be related to irritants in the Administration Building; both Sponsored Research and Human Resources are on the second floor of the building.

Employees from those areas met for two hours with Robert Scarry, vice president of Pure Air, and UCF's Director of Environmental Health and Safety Jim Uhlir.

Pure Air's study found live mold growing inside some areas of the air handling systems. Despite that, air samples taken for mold in the two suites were relatively clean, meaning that much of

the mold is dead and not viable. Scarry said, however, that individuals with allergies may still have reactions to it. Also, a few offices in each suite had elevated levels of fiberglass, cockroach and dust mite residue and dog allergens. Scarry suggested that acutely affected employees have medical tests to determine if they are allergic to any of those substances.

Uhlir said the university is following all of Pure Air's recommendations, which include cleaning and reworking air ducts and flow systems, and thoroughly cleaning the suites. Employees will be notified when various projects are completed.

"I think you're already addressing this very responsibly," Scarry said of UCF's cleanup and plan for the time-consuming and costly work required on the air system. Some of the work has already been done.

"Kind of everything in small quantities is irritating you. It's not going to kill you, but it's irritating you," Scarry told workers. "Let's clean it up and get it out of there. Within one week [after the cleanup] there should be an improvement, if these [allergens found] are truly problems."

— Susan Loden

Introducing Sandra Robinson

■ *The new dean of the College of Education brings fresh approach to job*

Fresh from the posts of interim dean and associate dean at the University of South Carolina, Sandra Robinson took over as dean of UCF's College of Education on July 1. She expects to rely heavily on her personal, diverse experience as an elementary school teacher in five states to help her take teaching professionals from academia into the real world of today's classrooms.

UCF writer Susan Loden talked with Robinson earlier this month. Here's what Robinson had to say:

Q. What are your goals for the College of Education?

A. The key word in the nation today is "partnerships." In a national review, the [UCF] college was awarded an "exemplary" [rating]. It was cited for partnerships with schools, the Orlando Science Center and a variety of agencies. That's absolutely outstanding. My biggest goal is to build a world-class College of Education by capitalizing on past achievements and setting high-level goals for the future.

Q. What attracted you to UCF?

A. The potential, what has already happened here, the area's growth and the technology available — so much of teaching is tied to technology. I'm excited by the energy and enthusiasm of the faculty.

Q. Will you make any immediate changes?

A. I have asked to be able to redesign the building from the slab up. The key is to have each faculty member have an individual office within the learning community. It would be nice to have it all here to create a learning community. I plan to work with two associate deans and one assistant. Before, there was one associate dean and two assistants.

Q. What is your vision for development into the 21st century?



A. We need to look at a different way to prepare educators to deal with all of the changes in the environment, society and the family situation, and the influence of television and drugs. We have to have dynamic teaching methods to keep up with today's society. Those professionals who were prepared 30, 10 or even two years ago need to have a sense of what is up to date.

Q. What is your greatest challenge?

A. Learning about the university. There are so many things going on at UCF; it's very dynamic. My challenge is to learn as much as I can as quickly as possible about all programs, because I am very interested in collaboration with other colleges. I want to learn more about the educational needs of the area and to meet with the school superintendents. There is no question, serving the community is a major goal and challenge. Also, the state has many needs. I want to ensure that our professionals have contact with children in different environments and with different needs.

Community demand spawns unique Ph.D. program

After eight years of planning, an innovative interdisciplinary doctorate program in Public Affairs will open to 24 UCF students in fall 1998.

Regents, on July 10, gave a green light to the program, which for the first time in Florida will integrate public administration, criminal justice, social work, and health administration into a single program. In the past, doctorates in those disciplines have been unavailable at UCF.

Wendell Lawther, chair of the Department of Public Administration, says it is unique for the four disciplines to be linked through a core of seven courses, which will be required of all students seeking the Ph.D. Individually, students will ultimately focus on studies related to a specific field.

"The exciting thing is the interdisciplinary nature," Lawther says. "We will go on to tailor-make

[course] choices that meet career goals of each student. We expect to serve mid-career managers and professionals. Also, we will prepare students to teach at college and university levels.

"The basic philosophy behind the program is to enable government and non-profit managers to better cope with the complex issues and problems they need to solve. We received incredible response from

alumni and students surveyed. With 450 requesting the program, there is a tremendous pent up demand."

Initially, the program will be limited to two dozen students. March 1 is the admissions deadline for the program, which can be completed, along with a written dissertation, in three years. Part-time students could earn doctorates within four to five years, Lawther says.

— Susan Loden

BOOKSTORE, continued from page 1

of a new text for a used book in good condition.

The agreement requires Barnes and Noble to offer employment to all classified, full-time UCF Bookstore employees for a trial period of at least six months at their current salaries and with comparable benefits. The company plans to cross train Bookstore workers and expects some job rotation.

Under the agreement, Barnes and Noble will invest \$925,000 to remodel the existing Bookstore and outfit a new, 25,000-square-foot addition. The \$4.2 million addition, excluding the Barnes and

Noble commitment, will be financed by a bond issue and is expected to be completed no later than January 1999, according to Peter Newman, director of Facilities Planning.

The addition will contain a literary cafe based on the Starbucks coffeehouse model, a general book section with up to 30,000 titles and a technology section featuring educational and other software, as well as terminals for Internet access. The layout is patterned on designs Barnes and Noble has used at Harvard University, Massachusetts Institute of

Technology, Yale University, Boston University and the University of Pennsylvania.

Barnes and Noble also will remodel the existing Bookstore space, which will be used primarily for textbook sales. A major feature will be a separate entrance and facilities for buying used books.

The company's emphasis on service will be evident as early as the coming fall semester rush. Temporary checkout stations will be installed to reduce waiting time.

— Dean McFall



Above, UCF employees (from left) Kathy Winstead, Diane Mullen and Laurie Bennett, being true to the evening's theme, performed a number at the USPS Staff Council Banquet on July 25. This year's banquet theme, by the way, was Knight on Broadway. Left, Jack Winstead, by day UCF's director of Purchasing, dressed appropriately for the banquet.



Rep. Bill Sublette received a hug and a replica fighter airplane as thanks for his work in the Florida Legislature on behalf of UCF employees.



Beverly Warner, senior secretary in the School of Social Work, celebrated after being named USPS Employee of the Year.



Those attending the banquet couldn't resist dancing to the music of the band Surge, which played show tunes throughout the evening.

Knight on Broadway

Show tunes, a song-and-dance routine by Staff Council members to "Take Back Your Mink" from the musical "Guys and Dolls" and 70 door prizes highlighted a Knight on Broadway, the Staff Council Awards Banquet, on July 25 at the Holiday Inn-UCF.

Close to 300 participants enjoyed the sit-down dinner and dancing to live music by Surge, which played Broadway tunes and requests, plus performed musical skits from the "Phantom of the Opera."

Rep. Bill Sublette was presented a plaque by the Staff Council for his efforts to increase salaries for UCF employees. Beverly Warner was named Employee of the Year, which earned her a weekend at Walt Disney's Dolphin Hotel and a reserved campus parking space for a year, and Kathy Winstead was named Staff Council Member of the Year — she also won a weekend at the Dolphin Hotel. Gold pins and crystal clocks were presented to USPS employees who have worked five, 10, 15, 20 and 25 consecutive years at UCF.

— Joanne Griggs



Engineering professor Bob Hoekstra races the clock in his souped up Chevy pickup during drag races at Bithlo Speedway.

Life in the fast lane

It's all work and all play for Bob Hoekstra, whether he's at UCF conducting big-time research on engines or losing track of time in the few seconds he zooms down a drag strip.

"During the week, it's scholarly work. On Saturday, I'm a good ol' boy," says Hoekstra, who calls his racer a rolling laboratory for UCF study of engines.

There's a seamless overlap between teaching, experimentation and his hobby, which consumes weekends and takes him into competition at the Bithlo Speedway or beyond on a national level.

That's when he dons a fire resistant suit and straps himself into the 1950, four-cylinder, half ton Chevy pickup he has lovingly transformed into a completely different animal. His "mean machine" is painted maroon, with a pearl, gold and black flame emblazoned on its hood — that's the cosmetic change to the one-time clunker he found rusting away under a Georgia shade tree.

The real treat is under the hood. There lies a custom-built chassis and a roaring 640 horsepower engine — Hoekstra's own design and build — which rips the less than aerodynamic former workhorse down drag strips.

"We did a little tuning up on it. From the factory, it had 180 horsepower. We're now working on a new engine. It will have 750 to 800 horsepower," Hoekstra says.

At speeds measured in milliseconds, launched

into a race at zero to 60 mph in less than two seconds, Hoekstra frequently flies in a shot at 100 mph into the winner's circle. To triumph in a single race, he must defeat up to 10 challengers in one-on-one, super swift elimination heats.

"There is a sense of everything happening in a flash and it's over with. From the driver's seat, time is suspended. Everything seems to go slowly. A race seems to take half an hour. I can even see the bulbs (in the start signal) begin to light.

"It's a thrill. The front tires lift off the ground and don't set down for 30 or 40 feet. You're flying. Slammed back into the seat. When the 'time machine' kicks in, you want to go faster and faster, because the experience gets better and better the faster you go. It's an adrenaline rush. Sometimes after racing, I go home and can't sleep. The adrenaline is pumping. That's what makes it fun," says the consultant to top NASCAR teams.

Hoekstra, who resists admitting to a need for speed, masterminds UCF's new engineering master's degree program in race car engines, which officially goes by the tongue-twisting name Precision Engineering and Manufacturing Option (MS), with Concentration in High Performance Engines.

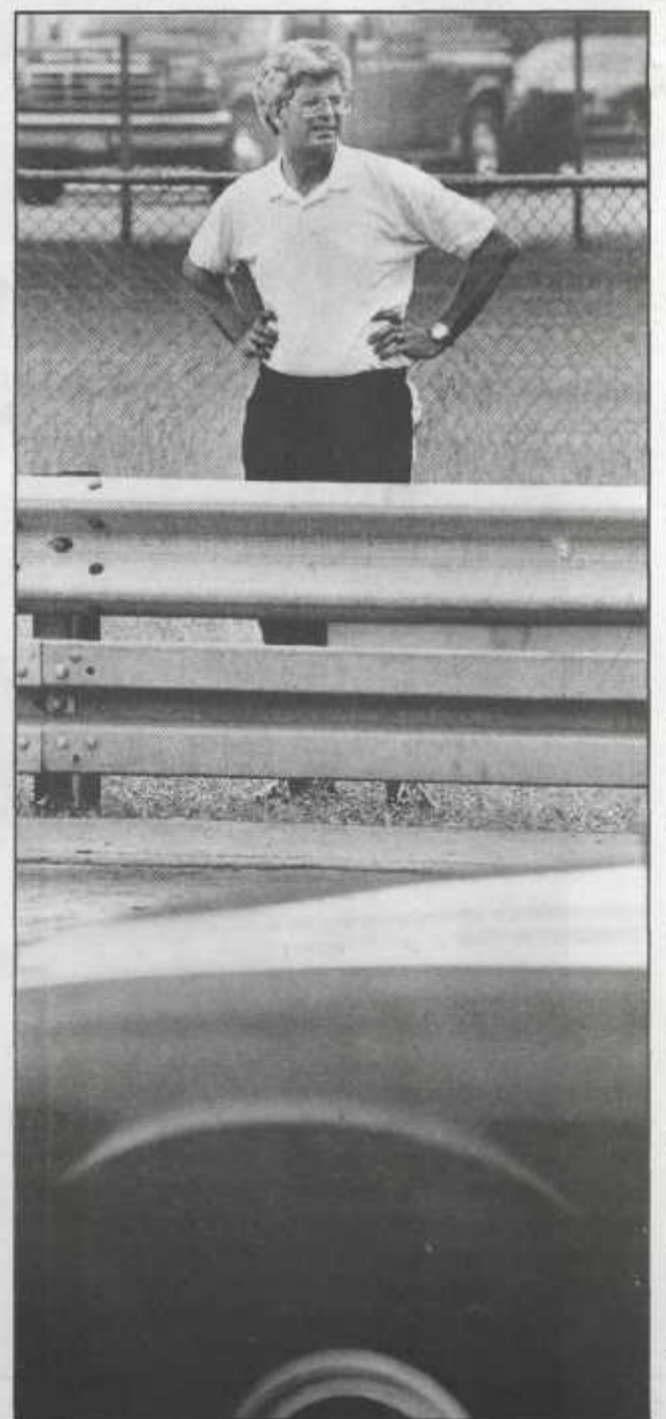
"People associate speed with a death wish," he says. "Speed doesn't win these races. Consistency wins. Drag racing is relatively safe. But, you do accelerate at phenomenal speeds, getting up to clearly dangerous speeds. I'm a 'gear head.' We love motion. There are no second chances in drag racing. Any error at all, you go home and somebody else wins."

A boyhood infatuation with engines and hot rods drew Hoekstra to stock car races in his hometown, Chicago. For decades he has defied serious injury on the track, which he warns is the only place to even think about racing.

Although his wife of 27 years, Shirley, sometimes serves as part of his support crew, along with students, Hoekstra says she can't stomach watching him make a run. "She doesn't want to see it happen, if it happens," he says of a possible mishap.

"She keeps threatening to jump out of an airplane. Is she nuts?" asks Hoekstra. "I'd never jump out of a race car."

— Susan Loden



From behind the safety of a guard rail, Hoekstra watches his opponents zip down the drag strip.

Appointments and Activities

Trevor Brewer, a student in the Finance Department, received the 1997 Medallion for Outstanding Achievement from the Financial Executives Institute (FEI) Orlando Chapter. He was one of six students in central Florida to be honored by the FEI. He will attend Harvard graduate school this fall.

Kimberly Cornett, assistant director of Undergraduate Admissions, has been appointed chair of the past President's Council for the Central Florida American Marketing Association. This will be her fourth year on the board after serving one year as vice president of collegiate relations and the past two as president.

Robert Peale, associate physics professor, presented a paper, titled "Mode-locked Bulk-Germanium Laser at 200 mm Wavelength" at a workshop on semiconductor infrared detectors and emitters at the Institute for Microstructural Sciences, National Research Council in Ottawa in July.

Karen Jennings, director of Constituent Relations, was named the INROADS national Business Advisor of the Year. The award was presented for demonstrating interest in an intern's development and providing coaching and guidance to promote a successful transition into the corporate arena. INROADS' mission is: "To develop and place talented minority youth in business and industry and prepare them for corporate and community leadership."

Michael Johnson, associate physics professor, presented a paper, titled "Edge Magnetoplasmon Modes at Fractional Quantum Hall Edges" at the International Conference Novel Physics in Low-Dimensional Electron Systems in Germany, July 28-Aug. 8.

Olle Heinonen, associate physics professor, presented a paper, titled "Ensemble Density Functional Approach to Quantum Hall Systems," at the international conference Strongly Coupled Coulomb Systems at Boston College, Aug. 4-8.

Ana Leon and Cheryl Green of the School of Social Work, presented a paper, "Bridging the Gap Between Classroom and Field: Integrating Cultural Diversity Content in the Practicum," at the 10th annual National Conference on Race and Ethnicity in American Higher Education in Orlando.

Sue Mahan of the Department of Criminal Justice and Legal Studies presented a paper, "Women of the Shining Path: A New Model for Terrorism in Peru," at the Academy of Criminal Justice Science annual meeting in Louisville, Ky.

Katherine Seidel, English professor, published an article, titled "Madonna of the Marketplace: Art and Economics in Elizabeth Spencer's *The Light in the Piazza*," in the winter issue of *The Southern Quarterly*. She published an article, titled "Picture Perfect: Painting in the Awakening," in *Critical Essays on Kate Chopin*, and an article, titled "The Artist in the Kitchen: The Economics of Creativity in Hurston's 'Sweat'."

David Slaughter, assistant criminal justice and legal studies professor, serves as co-chair of the Orange County Bar Association Teen Education Committee. In February, he arranged a seminar for 150 Orange County public school teachers on "Violence in Our Public Schools: Problems and Solutions." He also served as moderator for a panel discussion on school violence.

M.J. Soileau of CREOL participated in the May joint meeting of the American Association of Engineering Societies and the National Academy of Engineering Government Affairs conferences in Washington, D.C.

Edward Suh, associate social work professor, presented a paper, titled "The Winds of Change: Can We 'Teach' Students to Become Culturally Competent?," at the 43rd annual program meeting of the Council on Social Work Education in Chicago.

Ray Surette, criminal justice and legal studies professor, contributed a chapter, "News from Nowhere, Policy to Follow: Media and the Social Construction of Three Strikes and You're Out" in the book *Three Strikes and You're Out*. Surette published a monograph, titled "Crime Prevention in Hispanic Florida Communities." He served as the keynote speaker on "Crime and the Media — Causes and Cures" in Hague, Netherlands. The Commission of the European Communities and Eysink Smeets and Etman of Holland supported the seminar on crime and its prevention.



Employee of the month

Name: Daniela Calo
Title: Custodial supervisor
Department: Building Services
Length of Service: Four years
Background: Born in Puerto Rico, arrived in New York at age 16 and worked as a seamstress. She worked her way up as a supervisor for her brother-in-law's dry cleaning operation in Bronx, N.Y., from 1972-1989. Calo has been a custodial worker at UCF since she started, and she worked diligently to get her high school diploma in order to move up to the supervisory level. She is currently in charge of custodial services at the Library.

She has two grown children — her son is a dispatcher at the UCF Police Department — and three grandchildren.
Hobbies: Volunteering in church activities, sewing and arts and crafts.
Quote: "I am very happy to be working in an educational environment and enjoy meeting so many different people on campus."

In Praise: "Daniela is dependable, hardworking, and a great problem solver as a supervisor. She gets along very well with her coworkers." — *Miriam Metz, supervisor*

— *Sheila Anderson*

UCF pioneer bids fond farewell

Barth Engert, who crafted commencement memories for thousands of UCF graduates for more than a decade, has called it a day.

His career at UCF, which began on April Fool's Day 1968, is over. Engert retired on July 31.

Engert, hired 29 years ago as director of Housing before there was campus housing, was as busy on his last day — helping orchestrate the Aug. 9 commencement — as he was on his first.

"The exciting thing for me has been to see so many students who are the first college graduates in their families. Graduation ceremonies are such a highlight for a family. I hope I have contributed to these wonderful family memories. I've always tried to make a special effort for those with special needs who would be so easy to overlook," Engert said.

"Today, I've finalized a variety of things that have to happen. I'm going to go home one minute early, at 4:59. Since I'm leaving with 275 days of sick leave on the books, nobody should complain. Actually, I'll probably leave 30 minutes later, because somebody will ask a question.

"Tomorrow, I'm getting out my sign: 'Will work for food,'" he joked when faced with retirement after a total of 34 years in the Florida University System (He spent five years at the University of South Florida prior to coming to UCF). "I'm casually looking into other opportunities. At age 59, I'm not ready to quit."

Engert will have plenty of memories of UCF. In addition to coordinating commencement, he edited the Undergraduate Catalog and directed the United Way Campaign. For an earlier decade, he was director of Public Affairs and also served as assistant to the dean of Undergraduate Studies.

"Mostly, I will miss the people I worked with to make commencement ceremonies happen," he said. "It's been very much the same group for several years. We all knew how each other thought."

"Barth played an integral part in UCF commencement ceremonies," said committee member UCF Registrar John Bush. "His familiar face and input will be missed."

— *Susan Loden*

CALENDAR

August

8-29

• UCF Art Faculty Summer Exhibition, Art Gallery; reception, Aug. 27, 5-7 p.m. 823-2676

9

• Commencement, Arena. 823-3070

16

• Alumni golf outing, MetroWest, 12:30 p.m. UCF-ALUM

Faculty Senate meetings, 1997-98

Location: Student Union Building, Garden Key Room, 4-5:15 p.m.

- Aug. 28 • Jan. 22
- Sept. 25 • Feb. 26
- Oct. 23 • March 19
- Nov. 20 • April 16

No meetings in December due to fall commencement and holidays.

18

• Student Union grand opening. 823-6490

19

• Academic Affairs new faculty orientation, Cape Florida Ballroom, Student Union, 8 a.m. 823-2496

20

• UCF Toastmasters, "The Talking Knights," Research Park Pavilion, 7:30 a.m. 823-3312

• Kick-off luncheon for 1997 football season, Orlando Centroplex, 11:45 a.m.-1 p.m. 823-2086

21

• Classes begin

• Ice Cream Social, Administration Building first floor, noon-1 p.m. 823-6490

• USPS Staff Council meeting, BA 230, 9:30 a.m. 823-5756

25

• UCF Volunteer Fair, Student Union. 823-6471

27

• CAB Activities Fair, TBD. 823-6471

29-31

• Men's Soccer Classic I. 823-2262

• Volleyball vs. South Florida, 7 p.m. 823-2025

30

• Football at Mississippi, 7 p.m. 823-2342

• Volleyball vs. Eastern Michigan, noon. 823-2025

• Women's Soccer Classic. 823-6345

Library Exhibits

• Wedding in a Village in India, by Jagdish Chavda.

• Children and Books, by Jackie Perkins.

• Delivering Primary Health Care, by Elizabeth Stullenbarger.

• Rare Books, by Library Special Collections.

For a more comprehensive, up-to-date calendar: <http://www.oir.ucf.edu/pubrel/calendar/>

CLASSIFIED

For Sale

Beds, queen waterbed, 2 sets of drawers (12 total), w/ matching chest of drawers, \$350. Almond platform queen w/ headboard, Sealy mattress, w/ matching TV stand, \$250. Queen futon sofa/bed, walnut colored frame w/ mattress cover and accent pillows, \$150. 359-9967.

Color TV, 19" Sanyo, black w/ remote, like new, \$125. Janell, 823-2824 or 366-4685.

Computer, Pentium 60 mhz, 16 mb RAM, 14.4 modem, 420 hd, Windows '95, Microsoft Office, 15" .28mm digital color monitor, soundcard, speakers, \$700 obo. 823-6000

Computer table and executive-style fabric/steel chair w/ rollers, both gray, excellent condition. Cost \$250, asking \$125 for both or \$65 each. Janell, 823-2824 or 366-4685.

Daybed, new. Cost \$179, asking \$150. Debbie or Paul, 830-5399 after 6 p.m.

Furniture, glass-top dining table w/ pedestal base and 6 black/white chairs. Excellent condition, \$450 obo. White, queen platform bed w/ mirrored headboard, 2 matching side tables and triple dresser w/double doors, huge mirror. Excellent condition, \$450. 823-2408 or 282-8330.

Furniture, sofa, brown, seats 3, \$50. Overstuffed chair, \$20. Twin bed, firm mattress, \$30. All in good condition. Sunnie, 823-3816.

Furniture, wall unit, 2 pieces, brass, glass shelves, \$65. Table w/ 4 chairs, \$65. White ceiling fan, gold trim, 42" blade, w/ light, good condition, \$15. Jackie, 823-2669.

Grill, Weber, 24" round, matching wood cutting board, accessories. Mint condition, \$45. Gas fish cooker, 2 burner, cast iron elongated pot. Excellent condition, \$25. Pat or Allen 366-4443.

Honda Accord LX, '95, 1 owner, 13.5 k miles, 4-door sedan, rear wing spoiler, gold metallic, auto, A/C, ABS, cruise, 4-speaker stereo/cassette, dual airbags, tilt wheel, power everything, tinted glass. Almost new, garage kept. Must sell, \$15,600. 823-5755 or 657-4504 evenings.

House, 4/2 for sale or rent in Carillon Subdivision, 1 mile from UCF. Screened porch, vaulted ceilings in kitchen, family room. New Carillon Elementary, tennis, volleyball courts, soccer field, playground within walking distance. Would prefer to sale, but will rent for minimum lease agreement of 1 year. \$975.00 mo. Debby, 823-6598.

House, spacious contemporary 4/2 in Tusawilla/Oak Forest. Eat-in kitchen, large family room w/ vaulted

ceiling, fireplace, formal living, dining rooms, screened porch overlooking Greenbelt, 2-car garage, 2,420 sq. ft. under air, many upgrades. Walk to Keith Elementary and Indian Trails Middle. \$142,900. Pat or Bill, 696-2405

House, 3/2 in Twin Rivers subdivision, minutes from UCF. App. 1,700 sq. ft. Formal living room and family room, skylight in dinette area. Many upgrades, 10x30 screened porch w/ 5-person jacuzzi. Fenced in yard in quiet neighborhood. Jim, 942-6462 or 321-5385 evening.

House, 3/2, 1,864 sq. ft. Quiet, wooded community of 21 homes (15 original owners, 7 UCF faculty). Community pool, tennis courts, eat-in kitchen, great room, vaulted ceilings, central vac, fireplace, on cul-de-sac. "No maintenance" yard. \$127,500. 365-9353 or 773-1854

House, 2,200 sq. ft. under roof on 2.5 beautifully wooded acres. 10 min. to Highway 50 and Alafaya. Leo, 894-7117

Mazda MPV, '92, 1 owner, V-6, 34 k miles, 7-seat minivan, auto, dual A/C, ABS, cruise control, 6-speaker stereo/cassette, tilt wheel, power everything, tinted glass, rear defogger and wiper, new tires. Excellent condition, garage kept. \$12,675. 823-5755 or 657-4504 evenings.

Miscellaneous, wicker chair, \$20; bathroom spacer, \$20, metal bed frame, \$10; white curved edging stones, 50 cents each; silk tree, \$10. All in good condition. 275-1551.

Nordic Track Pro Ski Machine, w/computer, excellent condition. Tom, 658-5030 or 365-1815 evenings.

Piano, Baldwin, excellent condition w/ bench and damp chaser, walnut finish. \$1,075. Pat or Bill, 696-2405.

Scientific graphical calculators, new TI82, \$50 obo; HP486X, \$80 obo; printer HP82240A, \$20 obo. 671-8434

VW Beetle, '74, excellent condition, A/C, 79,500 miles, \$7,350. 884-7642 or 823-6114.

Waterbed, king, oak w/ heater, mirrored headboard, mattress, accessories. Excellent condition. Must see to appreciate. \$150 obo. 677-8276.

For Rent

House, fully furnished, available January-June 1998. 3/2 lakefront in residential subdivision, Oviedo, 8 minutes from UCF. 823-6817 daytime, 359-1460 evenings.

House, nice 3/2 in Oviedo. Cathedral ceiling, large eat-in kitchen. Minutes from UCF. \$825 mo. Available Aug. 15. 823-2505 or 273-6176.

Townhouse, in Cambridge Circle, 2 mi. from UCF, 2/2.5, microwave, washer/dryer, \$510 mo. Stephen, 384-6133.

Calendar photo contest

The Office of Public Relations is planning a wall calendar for 1998 and needs your help.

The calendar will feature scenes of campus or obvious UCF events and activities. Photos (slides, actually) are being collected now, and everyone is invited to submit their best photographs.

See information below.

Entry Information

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

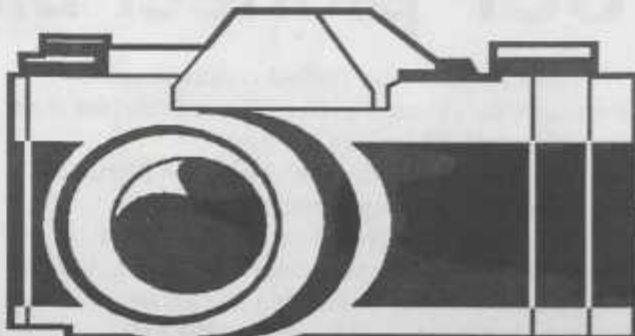
The First UCF Calendar Photo Contest Entry Form

Name: _____ Address: _____
City: _____ State: _____ Zip: _____ Phone: (day) _____ (eve) _____

Please print or type

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

Sign here: _____ Date: _____
Deadline: Sept. 26



Message from the provost

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

Please be advised that if minor adjustments in the timetable are needed, they can be made with the concurrence of the concerned chair and dean, provided

that all substantive requirements are met. However, January 8 is the firm date for submission of all promotion and tenure files to Academic Affairs.

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

Affairs.

If you have any questions regarding either tenure or promotion, please call Frank Juge, 823-2496.

Gary Whitehouse
Provost

Please pull out this section and retain for your records.

Promotion/Tenure Schedule for 1997-98

Monday, Aug. 4

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

Friday, Aug. 15 (or sooner if possible)

Promotion/Tenure reviews requested from outside experts (due Sept. 25).

Friday, Sept. 19

Promotion/Tenure application file completed.

Thursday, Sept. 25

Due date for outside reviews.

Friday, Sept. 26

Promotion/Tenure evaluation file (with outside reviews) transmitted by department chair to Department Promotion and Tenure Committee.

Friday, Oct. 3

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

Thursday, Oct. 9

Department chair sends written notice of Department Promotion and Tenure Committee's recommendation with copy of report. (Candidate's signature required.) Candidate may respond within five calendar days. For tenure, form AA-18—for promotion, form AA-16.

Wednesday, Oct. 15

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

Friday, Oct. 17

Promotion only—department chair sends copy of chair's response form AA-18, Section A-F with a letter of transmittal. (Candidate's response is due within five calendar days.)

Tenure only—department chair by letter notifies candidate of:

- vote of tenured faculty in department/college and
- send candidate copy of chair's recommendation and

comments, and obtains signature of candidate. Candidate may respond within five calendar days.

Thursday, Oct. 23

Promotion/Tenure—from department chair to college dean

Friday, Oct. 24

Dean forwards files to college committee

Monday, Nov. 17

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

Wednesday, Nov. 19

Promotion/Tenure—dean notifies candidate by letter of College

Promotion and Tenure Committee, providing candidate with a copy. Candidate's signature is requested on AA-16. Candidate may respond within five days.

Tuesday, Nov. 25

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

Friday, Dec. 12

Promotion/Tenure—dean formulates recommendation AA-19, Section A&B and sends a copy with transmittal to the candidate (copy to department chair), requests candidate's signature. Candidate may respond by Jan. 7, 1997.

Wednesday, Jan. 7

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

Thursday, Jan. 8

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

Friday, Jan. 9

Promotion/Tenure—files available to University Promotion and Tenure Committee

Friday, Feb. 6

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

Wednesday, Feb. 11

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

Thursday, Feb. 12

Files forwarded to Provost

Feb. 12 through March 6

Provost interviews promotion and tenure candidates

Thursday, March 12

Provost forwards recommendation to President

Thursday, March 19

President provides recommendation to Provost

Tuesday, April 7

Notices sent to promotion/tenure applicants

Friday, April 10

Tenure recommendations forwarded to Board of Regents

SUPPLEMENT

6C7-3.011 Tenure.

1. Scope.

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

2. General Policy.

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

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

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

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

(e) Under the BOR/UFF Collective Bargaining Agreement, these criteria shall be effective June 15, 1995. In accordance with provisions of Article 15.4(b) of the BOR/UFF Collective Bargaining Agreement, if an employee has at least three (3) years of tenure-earning credit as of June 15, 1995, the employee shall be evaluated for tenure under the criteria as it existed prior to modification unless the employee notifies the university at least thirty (30) days prior to the commencement of the tenure consideration that he/she chooses to be evaluated under the newly adopted criteria.

3. Tenure Criteria.

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

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

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

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

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

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

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

4. Procedure for Granting Tenure.

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

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

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

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

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

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

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

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

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

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

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

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

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

process may request to include the annual tenure appraisals.

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

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

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

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

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

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

5. College of Engineering.

In addition to the university-wide criteria for promotion and tenure, as detailed in this rule, the following criteria shall be applicable for all Professional Engineering Faculty nominations.

(a) Current professional registration as:

1. An "Engineer-in-Training" for the rank of Assistant Professor of Engineering, and

2. A "Professional Engineer" for the ranks of Associate Professor of Engineering and Professor of Engineering under the laws of a state or territory of the United States. Professional Engineering faculty shall give evidence of being registered in Florida.

(b) Evidence of continuing education and professional development activities that clearly demonstrate that the individual faculty member has obtained relevant professional competence in an appropriate discipline.

(c) Evidence of active professional service with one or more of the "Participating Bodies" of ABET (Accreditation Board for Engineering and Technology), formerly the Engineer's Council for Professional Development. Such service herein defined as participation in the affairs of the professional/learned/technical society as an officer, committee member, or by presentation of papers.

(d) The annual review of faculty by the Dean of the College of Engineering shall include certification to the Provost or his designee that the faculty member has satisfied "continuing qualifications" to be a member of the "Professional Engineering Faculty".

(e) Recognizing that some of the current engineering faculty/educators may have different personal objectives OR that it may be appropriate to appoint certain applied scientists to the engineering faculty in the future, an exception to item (a) shall be allowed provided that:

1. The affected faculty member shall be appointed "_____ of Engineering Science," and

2. The same requirement for professional development and professional service shall be maintained as a requisite for membership in the "Professional Engineering Faculty".

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

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

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

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

6C7-3.017 Promotion.

1 Policy.

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

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

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

2 Nomination Eligibility.

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

(b) Promotion to associate professor.

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

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

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

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

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

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

3 Procedures for Recommending Faculty Members for Promotion.

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

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

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

1. The department chair and the department promotion and tenure committee shall jointly select a panel of four outside reviewers; and the faculty member being considered for promotion shall nominate a panel of four outside reviewers. The final panel of outside reviewers

shall consist of four persons: two selected by the faculty candidate from the panel proposed by the chair and the promotion and tenure committee, and two selected by the chair and the promotion and tenure committee from the panel proposed by the faculty candidate. When a department chair is under consideration for promotion, his/her dean shall appoint a person to participate in the promotion process in the role of the chair's supervisor.

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

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

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

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

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

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

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

(e) Department promotion and tenure committee:

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

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

(i) nepotism,

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

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

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

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

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

(i) a copy of the record of attendance,

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

(iii) the evaluation file.

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

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

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

(f) College promotion and tenure committee:

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

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

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

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

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

(i) nepotism, and

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

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

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

(i) the college faculty,

(ii) the department chairs, and

(iii) the vice president for academic affairs.

7. The committee chair shall be a member of the committee elected by a majority vote

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

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

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

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

(i) a copy of the record of attendance,

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

(iii) the evaluation file.

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

(g) University promotion and tenure committee:

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

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

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

(i) nepotism; nepotism, and

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

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

3. The committee chair shall forward to the Vice President vice president for Academic Affairs academic affairs the following (unless the member chooses to terminate candidacy at department or college level):

(i) A copy of the session call

(ii) A (i) a copy of the record of attendance,

(iii) A (ii) a written recommendation,

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

(iv) the evaluation file.

4. Promotion Decision and Notification.

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

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

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

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

5 College of Engineering.

In addition to the university-wide criteria for promotion and tenure, as detailed in this document, the following criteria will be applicable for all Professional Engineering Faculty nominations:

(a) Current professional registration as

1. an "Engineer-in-Training" for rank of Assistant Professor of Engineering, and

2. a "Professional Engineer" for the ranks of Associate Professor of Engineering and Professor of Engineering under the laws of a state or territory of the United States. Professional Engineering faculty shall give evidence of being registered in Florida.

(b) Evidence of continuing education and professional development activities that clearly demonstrate that the individual faculty member has obtained relevant professional competence in an appropriate discipline.

(c) Evidence of active professional service with one or more of the "Participating Bodies" of the Engineer's Council for Professional Development. Such service herein defined as participation in the affairs of the professional/learned/technical society as an officer, committee member, or by presentation of papers.

(d) The annual review of faculty by the Dean of the College of Engineering shall include certification to higher authority of "satisfaction of continuing qualifications" of a faculty member to be a member of the "Professional Engineering Faculty."

(e) Recognizing that some of the current engineering faculty/educators may have different personal objectives OR that it may be appropriate to appoint certain applied scientists to the engineering faculty in the future, an exception to item (a) shall be allowed provided that:

1. The affected faculty member shall be appointed "_____ of Engineering Science,"

2. The same requirement for professional development and professional service shall be maintained as a requisite for membership in the "Professional Engineering Faculty."

(6) (5) New Rules.

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

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

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

History—New 10-8-75, Amended 11-10-77, 9-27-79, 11-14-83, 8-4-85,

12-9-85, Formerly 6C7-3.17, Amended 8-14-88, 8-2-89, 5-17-90, 2-8-93.

BOR Tenure/Promotion Rules

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

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

(2) Promotion

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

Specific Authority 240.209 (1), (3)(r) FS.

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

6C-5.940 Tenure and Permanent Status.

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

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

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

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

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

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

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

(g) Time spent on a joint appointment or approved personnel exchange program of the university, or a special assignment which benefits the university shall be counted toward tenure eligibility. Time

spent away from the University for other purposes shall not be counted toward tenure eligibility.

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

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

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

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

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

Specific Authority 240.209(1), (3)(r) FS.

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

ARTICLE 15.5

BOR/UFF COLLECTIVE BARGAINING AGREEMENT

15.5 Recommendations and Procedures.

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

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