



UNIVERSITY OF CENTRAL FLORIDA

College of Engineering & Computer Science

4328 Scorpius Street
Orlando, FL 32816

CECS Equity, Inclusion, and Diversity Task Force Memorandum of Understanding

August 21, 2020

Statement of College- and Department-level Commitment to Equity, Inclusion, and Diversity: The College of Engineering & Computer Science (CECS) is showing its commitment to equity, inclusion, and diversity (EID) by forming and supporting the efforts of a new CECS EID Task Force. The purpose of this Memorandum of Understanding (MOU) is for the Dean and Department Chairs of CECS to explicitly express their support and commitment to this new task force, which will be comprised of CECS students, staff, and faculty.

EID Task Force Mission: The mission of this task force will be to identify and implement actionable strategies to transform the culture of the CECS into one that celebrates equity, diversity, and inclusion, as well as promoting the success of under-represented groups within STEM.

Statement of Commitment to Students: Students will receive a \$500 stipend at the end of one year of active service on the task force. Task force activities will be treated as official university sponsored activities that allow for a reasonable number of excused absences and make-up assignments from class. To participant, students may need the prior approval of the EID Task Force Chair and their course instructors as guided by per UCF policy 4-401.2¹.

Statement of Commitment to Staff: Staff members will receive a \$500 stipend at the end of one year of active service on the task force. This stipend will be dispersed as One-Time Performance Payments² (OTPP). However, staff will need the prior approval of their direct supervisor to serve on the task force. With such approval, active task force service will be acknowledged on annual performance evaluations.

Statement of Commitment to Faculty: Participation on the task force will be acknowledged as service on Faculty Annual Reviews (FARs) and Cumulative Performance Evaluations (CPEs) for faculty as fulfilling college and/or department-level service commitments. A letter from the EID Task Force Chair can be provided to attest to the active role of each faculty member on the committee.

¹ <https://policies.ucf.edu/documents/4-401.pdf>

² <https://hr.ucf.edu/files/OTPP.pdf>

In addition to upholding these MOU commitments, by signing this letter, the Dean and Department Chairs personally commit to supporting the efforts of the EID task force and its mission.

**Michael
Georgiopoulos**

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