

1998

AY 1997/1998 FS meetings minutes: 1997-11-19

Faculty Senate

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FS Minutes - 19 Nov 1997

FACULTY SENATE MEETING

November 19, 1997

MINUTES

President Moore called the meeting to order at 3:16 p.m. The minutes from October 15, 1997, were approved as corrected.

PRESIDENT'S REPORT AND ANNOUNCEMENTS (J. Moore)

President Moore congratulated everyone on their participation in the Community Campaign. Contributions exceeded this year's goal of \$250,000. The Campaign is officially closing, but donations are still being accepted for those who have not had the opportunity to contribute.

President Moore announced the Grassroots Forum was scheduled to take place on November 20, 1997, in the Marshall Center Ballroom. The Forum is open to faculty, staff, and students who are interested in cultivating change in the USF community. The information which has been distributed by the Grassroots Committee relays a message of moving things in a positive direction and one way to do this is through communication. President Moore encouraged Senators to attend and support this combined effort.

President Moore announced that the third Faculty Forum Town Meeting will be held on November 21, 1997, in the TECO Room of the College of Education. Topics to be covered include budget issues, the comparison of USF's budget to other universities' budgets, and the impact of expected changes on teaching due to enrollment increases. President Moore recommended that the Senators attend so they can participate in the discussion of these important issues.

President Moore brought the GEMS (Global Employment System) program to the Senators' attention. It is a major effort by one of the university's re-engineering teams. The one-page summary describes the payroll/personnel/information systems that are targeted to be implemented by January 1999. Professor Louis Bowers, Chair of the Information Technology Council, will be the liaison with this re-engineering team and the Faculty Senate.

President Moore announced that the roster of the Ad Hoc Committee to establish procedures for the sustained performance evaluations is available in the Faculty Senate office. She encouraged Senators to contact any member of the Ad Hoc Committee to offer their input concerning the sustained performance evaluation.

President Moore announced that Past President Michael Knox reported on the recent meeting of the Advisory Council of Faculty Senates for the State of Florida. Regent Chair Uhfelder announced the members of the search committee for the new Chancellor. There were no faculty included in this committee. President Moore informed the Senators that the costs for this search are being paid for by the State universities.

The General Council has mailed out copies of proposed policies to be reviewed by the Senate Executive Committee. The policies will be reviewed at the next meeting of the SEC. President Moore indicated that anyone interested in reviewing these policies should contact the Faculty Senate office to request a copy. Comments should be submitted to any SEC member before their next meeting on December 3, 1997.

President Moore announced that serious strategic planning for the direction of the university has recently been

undertaken. Both the Provost and the President have addressed the SEC on these issues. This initiative was modeled after the 1992 document titled "Shaping Our Future." President Moore welcomed any comments about important critical areas to be considered for the strategic planning process.

President Moore announced that Dr. Kofi Glover will be the new Chair of the Governmental Relations Committee. This Committee will be working closely with Associate Vice President Kathy Betancourt of the Government Relations Office, as well as with members of the Legislature, on behalf of the faculty.

President Moore indicated that past tradition has been to cancel the December Faculty Senate meeting due to final exams and other time constraints on people's schedules. Therefore, the SEC has voted to tentatively cancel the December 10, 1997, meeting. However, if there are any pressing matters that warrant a meeting, President Moore asked that the Faculty Senate Office be contacted.

President Moore announced that there is an opening on the President's Leadership Council. President Castor has asked for nominations from those faculty who are tenured, know the university well, and are familiar with leadership positions. President Moore would like nominees who support the Faculty Senate and are familiar with the idea of faculty governance. She asked that nominations, along with a curriculum vita, be sent to the Faculty Senate office by December 1st. Nominations will be screened by the SEC and then forwarded to President Castor.

PRESIDENT CASTOR

President Castor reiterated President Moore's gratitude and appreciation in the University Community Campaign this year. This is the fourth year in a row that USF has exceeded its goal.

President Castor thanked the Faculty Senate for last month's meeting with the Legislators and their staff. As a consequence of this meeting, Representative Casey who is also Chair of the Higher Education Committee, sponsored the bill on the House side for obtaining support for the new psychiatric center. He was able to get the bill passed in the House for 1.6 million dollars, which is money that will not have to come off the top of USF's PECO allocation. President Castor expressed her thanks to Associate Vice President Kathy Betancourt for her assistance to Representative Casey in getting this bill passed.

President Castor announced that the charter school proposal was approved at the BOR meeting the previous week. This will be a direct support school which is something that has never been done in Florida. The idea behind the charter school is to operate an educational enterprise outside the rules and regulations of the school board and the university. None of the funding will come from any of university sources, nor from PECO.

President Castor announced that a firm has been hired to conduct the Chancellor's search. Although this search is exempt from the Sunshine law, there will be hearings held in central Florida on the search to allow for public input.

President Castor announced that there will be thirty-four EXCEL participants in the year long semi-intern program. This program is an opportunity for faculty and staff to learn about their university. This year there will also be representatives from the Hillsborough Community College and St. Petersburg Junior College.

President Castor announced that there will be five graduations this year, two of which will be on the Tampa campus. Speakers for the ceremonies will be Marsha Vanderford, recipient of the Jerome Krivanek Distinguished Teacher Award, and Steven Spector, recipient of the Ashford Distinguished Scholar Award. In addition, graduation ceremonies will be held at the St. Petersburg and Sarasota campuses, and there will also be a special program at the Fort Meyers Gulf Coast University facility.

President Castor announced that the Phi Beta Kappa faculty have submitted an application to have a chapter at USF. She thanked Dr. Jean Linder who was instrumental in putting the application together, as well as Jan Platt, Hillsborough County Commissioner, for her support.

President Castor addressed issues on the legislative front. Copies of the Florida Budget Taxation and Appropriations were distributed as a reference. She drew the Senators' attentions to the last page of this document which showed how

the Governor's staff prepared their budget funding. The total budget for the State of Florida is \$42 billion. USF is in the area called general revenue. "USF Legislative Priorities" is another document to which reference was made by President Castor. This document will be used between now and the legislative session. It combines the priorities of the BOR to USF priorities with certain areas earmarked for funding, such as (1) faculty and staff support salaries, challenge grants, enrollment growth, library resources, technology, and (2) two Type I centers. Under the PECO category, the funding includes the completion of the psychology/CSD lab facility. The construction of the WUSF-TV facility does not come out of USF's PECO allocation, but from another part of the budget which was provided in 1997-1998. The engineering building is on the second year and not this year. President Castor also addressed a few non-PECO areas, such as the USF/Tampa Port Authority facility and the State Department of Health Regional Lab/CPH partnership. The last item on the list of priorities was the SUS Management Efficiency Initiative (HB 755) in which any local fees would be deposited first in the State treasury before they would come to the university.

President Castor indicated that one of the goals in the years ahead is to develop an allied health specialty. Faculty and staff will be brought together to begin talking about health science areas and decide which ones to tackle first and which are realistic.

President Castor presented an overview of the long-range planning process of where USF would like to be in 2010. The BOR has requested each university to justify how many students they can absorb and where they will go. The plan that President Castor presented calls for such things as expanding partnerships with the 14 community colleges within the service area, beginning an honors humanities program on the St. Petersburg campus, utilizing distance learning technology, and funding for developing teaching capabilities in the Pasco/Hernando county area. President Castor indicated that plans for the future will be costly, growth should be occurring faster at the graduate level, and a commitment should be made for cooperation with the community colleges. The BOR would like the current institutions to grow rather than to build new facilities.

President Castor expressed an interest in identifying individuals to work with the administration as a conduit to faculty.

PROVOST TIGHE

Provost Tighe reviewed the basic strategic directions of the university which were last addressed in 1992 in the document "Shaping Our Future." He presented the proposal for approaching this process. To date, discussions have taken place with the SEC, the President's Leadership Council, and the Council of Deans. The Provost would like to integrate on-going planning activities in a cohesive manner so that the process is more of an expansion of existing strategies rather than new ones. Focus would also be placed on the most critical areas for the future of the university as defined by some consensus judgment. Once the critical areas have been defined through broad dialogue with the university community, task forces will be formed. These task forces would deal with each of the focal areas identified and be charged with bringing recommendations on the future strategic directions of the university. Feedback from the Faculty Senate on either the general framework of the process or input on the focal areas can be forwarded to President Moore. The time frame for completing this strategic planning process is one and one-half years.

UFF REPORT (S. Singh)

Senator Singh reiterated the three areas that need to be worked on, including (1) due process, (2) academic freedom, and (3) the undervaluing of intellectual labor. Since the last Faculty Senate meeting, issues that have been addressed by the BOR and the Faculty Advisory Council are tenure procedures, grievance and arbitration procedures, and benefits issues. Senator Singh announced that the BOR and USF have agreed to engage in the resolution of any and all conflicts in grievances. In addition, agreement has been made that no unilateral decisions will be made by either party. Senator Singh's wish list includes that both parties will adopt an agenda that promotes academic freedom and empowers faculty in higher education in general; thus, instituting a healthy, working condition in order to provide a quality education for our students. In addition, Senator Singh would like both parties to advocate to generate political wealth and seek the resources to improve the condition of undervalued, intellectual labor. Senator Singh made a personal appeal that the Faculty Senate, the UFF, and the administration work together to achieve these academic goals in order to improve faculty working conditions and faculty salaries. He indicated that it is time to address these issues

and not to be modest about doing so.

REPORTS FROM OFFICERS AND COMMITTEE CHAIRS

Committee on Committee

Chair Cranston-Gingras presented the new charge for the Research Council. She made the motion that the Faculty Senate approve the revised charge. The motion was seconded and unanimously passed.

Chair Cranston-Gingras presented the list of nominees for vacancies on University-Wide Committee and Councils. She asked that these be approved. The list was approved unanimously. Chair Cranston-Gingras drew the Senators' attention to the fact that there are still numerous vacancies on various committees and councils. She encouraged senators to recommend nominees to fill these existing vacancies.

OLD BUSINESS

President Moore revisited the issue of tenure and promotion. She indicated that dialogue should be taking place within the departments and at the college level. President Moore opened the floor for discussion on the proposed changes to the tenure and promotion guidelines. One topic of interest was the lengthening of the probationary period. However, due to the fact that this area is being collectively bargained, it was inappropriate to discuss it at this time.

Discussion was held regarding the voting procedure during the tenure process. One issue to be considered is the need for guidelines to deal with the fact that some people vote on the same person more than once at different levels. Another issue needing discussion is that of a proposed faculty review board.

Time was not sufficient to deal with all the T&P issues today. Therefore, Senator Banoob made the motion that there be a special meeting set aside exclusively to consider the proposed changes to T&P guidelines. He moved that this special meeting be held December 10. The motion was seconded. Discussion was held regarding the time table for responding to proposed changes to tenure and promotion guidelines. Provost Tighe encouraged full discussion at the department level. The Provost would like to see continued discussions with department faculty over the latter part of this semester and the early part of the spring. Then he would revise the proposal in light of the feedback, and have a special session devoted to the revised set of proposals. Nevertheless, the motion for the FS to discuss this sooner was unanimously passed. President Moore confirmed that the Faculty Senate will meet December 10th to discuss the proposed changes to the tenure and promotion guidelines.

ISSUES FROM THE FLOOR

The format of the Faculty Senate meetings was discussed. President Moore will address this issue with the SEC and report back to this group.

Mention was made regarding the distribution of the Minutes for the Faculty Senate meetings. The minutes, in addition to other pertinent information on the Faculty Senate and SEC, will be available on the Senate web page by the end of this semester.

NEW BUSINESS

President Moore asked that anyone with critical areas to be considered in the strategic planning process to send them to the Faculty Senate Office. The SEC will report back to this group regarding this process on a regular basis.

Senator Sara Mandell announced that she has been attending the ad hoc Faculty Forum meetings as FS liaison, but would not be able to attend the next one. Therefore, a replacement will need to be found. President Moore indicated she would attend this meeting.

The meeting was adjourned at 5:14 p.m.



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