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AY 1998/1999 FS meetings minutes: 1998-10-21

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FS Minutes

21 October 1998

FACULTY SENATE MEETING

October 21, 1998

MINUTES

President Moore called the meeting to order at 3:05 p.m. The Minutes from the meeting of September 9, 1998, were approved as presented.

PRESIDENT'S REPORT AND ANNOUNCEMENTS (J. Moore)

President Moore's report included the following announcements:

- Official notification has been given that the policy on the "Selection of Distinguished Research Professors and Distinguished Service Professors at the University of South Florida" (USF), dated October 3, 1995, has been replaced with the revised document entitled "Selection of Distinguished Professors at the University of South Florida." The new document is dated August 8, 1998.
- The Graduate Council has a new web site with a link to the Faculty Senate web site. This web site will allow the Graduate Council to be more accessible to the faculty and the university at large. Items on the Graduate Council web site include agendas, their approved minutes, information on new initiatives or subcommittees under the Council, course proposal forms, and other information from the Graduate School. This web site is being maintained by the Graduate School and should assist the university in strengthening graduate programs. In addition, there is also an Undergraduate Council web site which has been operating for some time. This web site can be accessed through the Undergraduate Studies Department.
- A recommendation has been made by the Senate Executive Committee (SEC) to the Honors and Awards Council to look into monitoring the Silver Room at the Marshall Center. This room was designated the Silver Room by a student organization some years ago with the intent to recognize faculty with 25 years or more service at the university. The student group which had originally initiated the project is no longer functioning, so maintenance of the room has fallen by the wayside. The Honors and Awards Council has been asked by the SEC to review this request and report its findings.
- On October 29, 1998, the First Annual Graduate Awards Reception will be held in the Campus View East Room of the Marshall Center. The reception will honor the

recipients of the outstanding thesis prize, the outstanding dissertation award, and the Fullbright Award. Recognition will be given to both students and faculty advisors for their exemplary work. • On October 30, 1998, the Annual Honors Convocation will be held in the Special Events Center at 2 p.m. to recognize our outstanding undergraduate and honor students. Faculty awards will also be presented. Everyone was encouraged to attend.

- On November 19-20, 1998, the Board of Regents (BOR) will hold its fall meeting at USF. Items on the agenda include final discussions and voting on the new State University Strategic Plan for 1998-2003. In addition, at this meeting the BOR will acknowledge a USF faculty member, a student, and a USF student organization for distinguished community service. The awards will be presented at the BOR dinner. Nominations for these awards are being coordinated by David Carr, Faculty Assistant to President Castor. A draft of the State University Strategic Plan is available in the Faculty Senate Office for perusal.
- As President of the Faculty Senate, President Moore is serving on an Ad Hoc Institutional Effectiveness Committee that is chaired by Assistant Vice President Kathleen Moore. This committee is specifically working to revisit the university's long-term goals and objectives and to develop an internal process of checks and balances throughout the university to strengthen our institutional effectiveness. This is, in part, to prepare for long term accreditation concerns of the university, as well as to better the university overall.
- Five proposed academic calendars for the years 1999-2004 have been distributed. The Faculty Senate Office has a copy for Senators who would like to comment on any of the calendars or make recommendations to the University Registrar's Office. Some features of the 1999-2000 academic calendar are final examinations end before commencement in Fall and Spring semesters, and all terms and sessions begin on Monday and end on Friday. To accommodate these guidelines, the Fall semester will be 77 days in length, while the Spring semester is 80 days. Suggested changes to the 1999-2000 calendar need to be made to the University Registrar's office by the end of October.
- An executive summary of the State University System's (SUS) 1999-2000 Legislative Budget Request has been submitted to the BOR. A copy of this budget request is available in the Faculty Senate Office.
- A special meeting was called to consult with the SEC on September 18, 1998, at which time President Moore received their vote of confidence on her continuation as the Faculty Senate President in light of possible changes in her duties at the university as Associate Dean of the College of Fine Arts. A memo containing the excerpt from the minutes of that meeting was included with today's materials. This was done in order to clarify that this action has taken place and to draw the Senators' attention to it. Notification has been followed by the terms as outlined in the Bylaws to the Constitution of the Faculty of the University of South Florida.

PRESIDENT CASTOR

President Castor stated that she is very impressed with the new Chancellor, the progress he is making and the job that he is performing. The Chancellor has recently reorganized his staff to include four Vice Chancellors: Chief Vice Chancellor is Pat Haynie; Vice Chancellor for Academic Programs is James Mau; Vice Chancellor for Administration and Finance is Carl Blackwell, and Vice Chancellor for Planning and Policy Analysis is Judy

Hample. President Castor added that the Chancellor continues to be a very strong proponent of the master plan to allow universities to grow at the Ph.D. level., as well as a strong proponent of USF as a Research I institution.

Election Day is two weeks away, and President Castor called everyone's attention to the revisions to the Florida Constitution which will be on the ballot.

Chancellor Herbert is in the final stages for the selection of a new President at the University of North Florida in Jacksonville. In addition, a search committee will be forthcoming for the presidency of Florida Gulf Coast University.

President Castor's staff has been working on a non-discrimination policy to try to convince the BOR and Chancellor Herbert to explicitly include sexual orientation as one of the classes to be discussed. In the past when USF attempted to have an all inclusive, non-discrimination policy, the BOR objected saying that the State Legislature had never really granted that explicit authority to State agencies. President Castor pointed out that in the last few years there have been some very important cases at the United States Supreme Court level which give cause to think that the BOR ought to reconsider. In addition, Florida has passed a hate crime law which does include sexual orientation. All of this rationale has been put into a letter to Chancellor Herbert. President Castor hopes that her colleagues around the State and the BOR will think this is important enough that they will either give up the authority to do this at the individual level, or institute a new Board policy.

President Castor announced that University Libraries Director Sam Fustukjian continues to be hospitalized at Tampa General Hospital. She strongly recommended that cards and letters would be a meaningful way to respond.

PROVOST TIGHE

Provost Tighe took this opportunity to update the Senators on the current issues and approaches that are being taken with regard to system-wide measures of accountability or performance based budgeting (PBB). Over of the past several years, the Legislature has allocated a certain amount of money for PBB contingent upon how a university stands with respect to measures of productivity. Those measures typically involve the number of baccalaureate degrees produced, enrollments, retention of students, etc. The measures themselves have not been the most problematic aspect of PBB, but the fact that these measures have been applied across the institutions in a uniform manner despite wide differences in the missions of the institutions and student populations. The measures have been the topic of much dispute and much discussion. This year, there are two things that have changed: (1) The allocated 3.3 million dollars set aside on the basis of the performance factor is going to be made available for increments in faculty salaries. (2) The current measure for allocating these funds would be based on baccalaureate degrees per full time equivalent (FTE). Discussions were held about these measures among the Chancellor and university presidents and a compromise was reached. Ultimately, University of Florida's President John Lombardi was asked by the Chancellor to take the framework created by the provosts and university presidents, articulate it, and express a new system of measuring accountability for the State University System (SUS). The new approach to be proposed to the Legislature this year is one that says "let's try to devise measures that treat the system as a whole not each institution in it" (such as enrollment, retention, graduation rate, number of degrees produced, etc.). The Provost recommends moving away from looking at the individual universities at the Legislative level, leaving it in the hands of the Chancellor, setting system-wide expectations for PBB, and stopping efforts to merge all of the universities together.

At this point, the Provost distributed an articulation statement of that kind of approach of accountability. He pointed out that if this idea is accepted by the State Legislature, each institution would agree to devise some plan for allocating resources in relation to productivity. These individual institution plans would not be shared with the State, but would be reviewed at the level of the BOR or Chancellor. Provost Tighe welcomed comments on the framework which will be considered at the BOR meeting in November.

REPORTS FROM OFFICERS AND COMMITTEE CHAIRS

Committee on Committees (Chair Barbara Loeding)

Chair Loeding presented the Committee on Committees' nominations for Faculty Senate Standing Committees and Councils as of October 7, 1998. She pointed out that with these twenty-two nominations, there are still twenty-nine remaining vacancies. Chair Loeding encouraged everyone to either self-nominate or nominate colleagues for these vacancies. A motion was made and seconded to accept these nominations. The motion was unanimously passed.

ISSUES FROM THE FLOOR

Senator Charles Arnade brought up the issue of age discrimination and age insensitivity. He mentioned that during the allocation of raises, the raises often go to the younger faculty. He pointed out that the Federal guidelines on age discrimination are very strict. Senator Arnade repeated some insensitivity statements such as "When are you going to retire?" "Don't you think you have to make room for the younger people?" "It wouldn't be a good idea to apply for PEP because you're going to retire." He asked that his comments be recorded in the minutes of the Faculty Senate. Senator Arnade indicated that he has no intention of bringing up a lawsuit, but this should act as a warning. He recommended having sensitivity training on this issue. He would also like to have this issue addressed by the Council of Deans. He indicated that he is beginning to keep a record of all of these things. Senator Arnade warned that this is on the horizon and that the university needs to deal with age discrimination.

Along those same lines, Senator Elton Smith brought up the issue of the salary equity procedure. He stated that it is perfectly possible for a person who has been here a long time to have more publications than somebody else who is his or her counterpart. However, if a 5 year period was chosen, it might be a period in which there was nothing being produced by the professor who was very productive over the long term. Senator Smith indicated that this was a factor which was present in the College of Arts and Sciences equity study, and he felt it invalidated the study this past year.

Senator James Lewis brought up the issue of longevity, or tenure, and the hiring of new faculty. He stated that the argument is well taken that in order to acquire new faculty, certain perks must be part of the deal, such as computers, printers, video equipment, etc. On the other hand, there are many faculty who are not equipped to do their work because they do not have the proper equipment. This, in turn, brought up another issue of one's loyalty to the university. Senator Lewis asked where are the benefits to those who are loyal? He indicated that sometimes these benefits do not exist and are not forthcoming. He feels this situation has to do with tenure, longevity, and age discrimination. President Moore added that there needs to be more attention given to assisting senior faculty in obtaining new technology and other things which they need in order to perform their jobs.

Senator Elton Smith raised the issue of the need for more notice of the Honors Convocation to professors. Dean Sullins responded that the event has been advertised via the university calendar and university publications. In addition, the issue was raised that faculty are invited and encouraged to Commencement, but this does not appear to be the case with the Honors

Convocation. President Moore added that faculty are welcome and encouraged to attend the Honors Convocation. Dean Sullins stated that he will look into this and make sure that next year a better job is done of notifying people about the Honors Convocation.

Dean Johnson announced that in order to recognize the outstanding dissertations and outstanding theses, the First Annual Graduate Awards Reception will be held on October 29, 1998. Invitations were sent to all Faculty Senators. The reception will recognize outstanding students, as well as faculty mentors, and will complement the main Honors Convocation.

President Moore indicated that the issues that were brought up today will be re-examined by the SEC.

OLD BUSINESS

There was no old business to be discussed.

NEW BUSINESS

a. Proposed Policy Changes for Designation of Honors at Graduation

President Moore pointed out that these policy changes are an effort to serve students in a more equitable manner. The policy changes have been endorsed by the Council on Academic Advising and the Undergraduate Council. In addition, the SEC has approved the recommended changes and presents them to the Faculty Senate. No discussion was held. A motion was made and seconded to accept these proposed changes. The motion was unanimously passed.

b. Proposed Changes to Amnesty and Salvage Policies

President Moore pointed out that these proposed changes are an effort to clarify information on the Amnesty and Salvage policies. The SEC has approved these changes and recommends them to the Faculty Senate. A motion was made and seconded to accept the proposed changes as presented. Dean Sullins added that the two current policies on Amnesty and Salvage are not clearly stated. He indicated that by combining the two policies, the policy will be easier to understand and to administer. The motion was unanimously passed.

c. Importance of Teaching at USF: Report and Recommendations

President Moore stated that the SEC endorses the broad concepts of the report submitted to the Provost by the Committee on the Importance of Teaching (CIT), and recommends it to the Faculty Senate for its consideration and discussion. The floor was opened for discussion. Senator Arnade recommended that any changes should be submitted in writing to the chair of the committee. Dean Sullins responded that since the report has already been submitted to the Provost, and that the committee no longer exists, recommended changes should be submitted to the Provost.

At this time, Provost Tighe took the floor and distributed a one-page summary of "The Importance of Teaching at USF: Report and Recommendations" compiled by Dr. Marsha Vanderford, a member of the CIT. Provost Tighe reiterated that any comments for changes in the report should be submitted directly to him. He will then, in turn, share them with the committee. The Provost then focused on the essence of the committee's recommendations. The CIT was created in response to comments the Provost had received on the current system of evaluating teaching which does not

reflect the real efforts and teaching qualities of the faculty. The question the committee was charged with answering was how is teaching best evaluated at USF and can it be improved? The committee members came up with the idea that maybe the focus should be on the outcome of learning and the means by which the students have learned. The end result was to try and experiment with the recommendations made by the CIT. The Provost and the committee would like for the Faculty Senate to review this document and make any suggestions for changes. Deans Sullins indicated that the main point that the committee would like to get across is to get more of a composite evaluation by department, by college, and by university in terms of what is accomplished. The idea is to get away from the "individual as entrepreneur" concept and to start thinking more in a larger context, i.e., looking at how courses prepare a student for their ultimate goals in their major. The Provost pointed out that the committee would like for a number of departments to try different approaches within the general framework of the principles of this report, evaluate their success, with the outcomes being shared across the university. Then, departments would be free to make use of it as a model or incorporate it as they go along. The Provost added that the committee is basically saying, "What is the learning we want to produce and how do we get together to produce it?"

President Moore concluded the discussion by recommending to the Senators that they read the long document. The topic will be brought up again at the next Senate meeting under Old Business. Dr. Vanderford will be invited to the meeting to talk about the whole process. President Moore encouraged everyone to talk with their departments about the possibility of volunteering as a pilot group. The Provost added that editorial suggestions may be forwarded to him.

The meeting was adjourned at 4:25 p.m.

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