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FS Minutes

February 16, 2000

FACULTY SENATE MEETING

February 16, 2000

MINUTES

The meeting was called to order at 3:12 p.m. The Minutes from the January 19, 2000 meeting were approved as corrected.

FACULTY SENATE PRESIDENT'S REPORT AND ANNOUNCEMENTS (Jesse Binford)

Due to the number of items on the agenda, President Binford did not give a report in order to allow time for discussions. In addition, Interim President Peck and Provost Tighe were both away from campus.

PROVOST'S REPORT (Tennyson Wright)

In the absence of Provost Tighe, he delegated Vice Provost Wright to present a report which consisted of the following:

- The search committee for the Dean of the College of Engineering has been formed and is primarily composed of members of the faculty from the College of Engineering. Advertisements have been posted in the Chronicle of Higher Education. The process is well underway with the receipt of a number of applications.
- The School of Architecture search is in its final stages. The Provost expects to receive the short list of candidates to be interviewed within the next two weeks.
- The Institute of Black Life search is underway. Advertisements have been posted and the committee, composed primarily of faculty, will be reviewing those applications as they are received.
- The Executive Director of the Research Foundation search is nearing the review of a finalist. Three individuals have been recommended to the Provost who will make the final appointment within the next few weeks.
- Currently under consideration by the Provost is whether or not to appoint one director or senior administrator for all of the Libraries. This item is on the agenda of the Council of Deans and a search could begin later this spring. The regional campuses have raised concern as to whether or not to support one director or to have individual

directors as is currently the case. However, a final decision to appoint a committee to conduct a search has not been made, but the process of the consideration is still underway.

- Dr. Brenda Townsend was introduced as an intern of the EXCEL Fellowship Program in the Office of the Provost. Dr. Townsend is an Associate Professor in the Department of Special Education in the College of Education. She will be with the Office of the Provost until early fall.

Senator Arnade returned to the issue of whether to appoint one director or senior administrator for all of the Libraries. He pointed out that in the past a director was hired two times to perform this job, and both times it failed. Senator Arnade commented that the administration was reinventing the wheel because it failed two times in the past, so why should it work now. Senator Tyson added that as Chair of the Library Council in 1993 this issue was studied and the conclusion was to arrange the Libraries under one directorship. She indicated that the council's decision was submitted to a Vice Provost who promised to do something about it, but it was postponed so many times that it finally went away. Senator Tyson will send to Provost Tighe a copy of the memorandum written by the Library Council addressing this issue.

UNITED FACULTY OF FLORIDA REPORT

There was no report given at today's meeting.

REPORTS FROM OFFICERS AND COMMITTEE CHAIRS

Presidential Search Advisory Committee-Faculty Senate (Nancy Jane Tyson)

Chair Tyson announced that the Presidential Search Advisory Committee-Faculty Senate (PSAC-FS) interviewed all of the active candidates for the University of South Florida (USF) presidency. She reported that each of the candidates' dossiers were carefully reviewed, and some discrete background inquiries were made. Then, after a brief and intense period of deliberation, the PSAC-FS issued a report on January 27, 2000, which was received by the Chancellor, the Regents Selection Committee and the members of the Presidential Search Advisory Committee. Dr. Tyson also sent a copy of the report via electronic mail to the Faculty Senate list. The report favors three candidates: Dr. Antoine Garibaldi of Howard University, Dr. Sharon Brehm of Ohio University, and Dr. Thomas George of the University of Wisconsin at Stevens Point. Dr. Tyson indicated that a minority report was also included opposing the advancement of Dr. George.

Dr. Tyson reported that the Presidential Search Advisory Committee received the PSAC-FS's report so graciously that they used it as a partial basis for their consideration and, indeed, made the same recommendations for the cut to three. However, the Regents Selection Committee differed from both the PSAC-FS and from the Chancellor's Search Advisory Committee by preferring Dr. Judith Genshaft of SUNY-Albany over Dr. Sharon Brehm.

Dr. Tyson pointed out that the PSAC-FS did state in its report that they believed the selection process was misappropriated. That is, the selection process should have gone from the outset to the constituencies of this university including the faculty working together with members of the Tampa community. The PSAC-FS also stated, however, its belief that in spite of the misguided process any of the five remaining candidates would be at least satisfactory for the position. Dr. Tyson indicated that even if the PSAC-FS intervention as a voice of the faculty at USF had no influence at all, in the end it had to be done. If not, USF would have participated in its own loss of right.

Senator Mandell asked if there was any rationale given to the preference of the Regents Selection Committee over the one recommended by the PSAC-FS. Dr. Tyson responded that the Regents Selection Committee projected that Dr. Genshaft would be better able to raise funds. In addition, Dr. Genshaft has more credentials and more of a distinct record in fund raising than Dr. Brehm.

Dr. Tyson was asked to elaborate on the minority report for Dr. George. The minority report primarily stated that Dr. George did not have good people skills, that is, his answers to the questions were misdirected. Dr. Tyson pointed out that when he was prompted for a follow-up, Dr. George still evaded the issues. He appeared to the writer of that report insensitive to ideals and human concerns. In addition, Dr. George appeared not to have good rapport with areas such as humanities and arts. Dr. Tyson pointed out that the minority report is attached to her electronic message she sent to all Senators.

Past President Janet Moore announced that all candidates have been given the opportunity to return to USF, and there are expectations that they are doing that to see the campus a second time.

At this time, President Binford congratulated Dr. Tyson and the PSAC-FS for an excellent job and asked for a round of applause from the Senators.

ISSUES FROM THE FLOOR

There were no issues from the floor at today's meeting.

OLD BUSINESS

a. Faculty Advisor Resolution (Fredric Zerla and Ed Silbert)

Senator Zerla presented the background on the Faculty Advisor Resolution. The issue was brought before the Senate Executive Committee (SEC) by Ms. Laurie Woodward, Associate Director of Student Affairs at the Marshall Center. While many students would like to form student groups, they all go through the Students Affairs Office at the Marshall Center, and the requirement is that the students have a faculty advisor. Some of the students are stymied from forming groups because there are so few faculty who are willing to work with students, so Ms. Woodward approached the SEC to ask if the Faculty Senate could encourage faculty to participate. Therefore, President Binford appointed Senators Zerla and Silbert to work with Ms. Woodward which resulted in the following resolution:

**FACULTY ADVISOR RESOLUTION
SENATE EXECUTIVE COMMITTEE
RECOMMENDATION TO THE FACULTY SENATE
February 16, 2000**

The Senate Executive Committee recommends that the Faculty Senate support the following resolution:

Whereas, the Board of Regents/United Faculty of Florida contract stipulates all assigned duties serving as the basis for annual evaluation of faculty be enunciated formally, rarely do duties involving faculty as mentors or advisors to student organizations get included. The result is that, although faculty service as advisors of student organizations has historically been recognized as a legitimate function of their professional activities, fewer faculty are making

themselves available for such service today.

Whereas, the option of faculty working with student organizations as advisors is allowable as a credible assigned faculty duty under the current Board of Regents and United Faculty of Florida Contract, and said service is meritorious, recognition should be made by university officials that such involvement with student organizations requires a commitment in time, talent and energy by the faculty member which should be acknowledged by the university. At the University of South Florida, faculty members have research and teaching as priorities. Ideally, community service, especially service to our students outside the classroom, should be a priority as well.

Whereas, the rewards to the faculty member associated with advising a student group are numerous. The faculty member gains a sense of contributing to the development of the maturity of students, the opportunity to relate to students in a positive and rewarding way, informal teaching opportunities, social interaction, and participation in the University of South Florida community spirit.

Therefore, be it resolved that the Faculty Senate encourages academic administrators (chairs, deans and directors) to recognize that involvement with student organizations has historically been a part of the function of a faculty member and to encourage this involvement. The option of making involvement with student groups part of the assigned duties of a faculty member is allowable under the current Board of Regents and United Faculty of Florida Contract. This recognition should be manifest in the annual evaluation of faculty and should be taken into consideration in terms of financial rewards. Further the Faculty Senate asks this appreciation of faculty effort be shown at the College, Departmental and Divisional levels in order to encourage more of our faculty members to become involved as advisors of student groups.

Dr. Zerla pointed out that the first "Whereas" speaks of the Board of Regents/United Faculty of Florida contract. Although faculty duties have been more formally defined with the onset of union bargaining, the contract arrangement allows for faculty to be assigned as part of their duties to advise student groups. The second "Whereas" states that faculty working with student groups is valuable to the university. Dr. Zerla stated that this is something good for the university and requires effort on the part of faculty. In addition, working with students outside the classroom should also be a priority along with research and teaching. The third "Whereas" points out that beyond the money there are emotional rewards to faculty for working with student groups. The motion was made and seconded to adopt this resolution. The resolution was then discussed.

Senator Harry Vanden stated that an insult and a degradation to faculty is the fact that student groups do not extend the same courtesy to faculty in that faculty have to pay extra money to use the Recreation Center, pay as an outsider to attend student events, etc. He pointed out that this creates an alienation that both students and faculty experience. Senator Vanden indicated that this could be an issue to be discussed at a later date with Ms. Woodward and others. This resolution could be a way of overcoming that division and alienation. Senator Zerla pointed out that the Faculty Senate does not control a budget, but the Student Government does and is, therefore, able to make rules.

Senator Mandell expressed concern that a new person could be misled into thinking he/she is required to be a faculty advisor in addition to all the other duties and responsibilities that he/she has to do. He strongly urged that young professors must be allowed to keep focused on what is needed in order to achieve tenure and not be misled.

The motion was passed with one no vote.

b. Proposal to Revise USF's Academic Renewal Policy (Ed Silbert)

As Chair of the Undergraduate Council, Senator Ed Silbert presented a Proposal to Revise USF's Academic Renewal Policy. The motion was made and seconded to adopt the proposal. The motion was unanimously passed.

c. Proposal to Delete USF's Restriction on Drops (Ed Silbert)

As Chair of the Undergraduate Council, Senator Ed Silbert presented a Proposal to Delete USF's Restriction on Drops. The motion was made and seconded to adopt the proposal. The motion was unanimously passed.

d. Proposal to Require 48 Hours at the Upper Level (Ed Silbert)

As Chair of the Undergraduate Council, Senator Ed Silbert presented a Proposal to Require 48 Hours at the Upper Level. The motion was made and seconded to adopt the proposal. The motion was unanimously passed.

e. Proposal to Implement a Plus/Minus Grading System (Ed Silbert)

As Chair of the Undergraduate Council, Senator Ed Silbert presented a Proposal to Implement a Plus/Minus Grading System. The Undergraduate and Graduate Councils have reviewed this proposal and the Faculty Senate has, several times in past years, approved a similar kind of plus/minus system. The problem used to be that USF did not have the computer to accommodate such a system. However, that problem has now been remedied. The motion was made and seconded to adopt the proposal and the floor was open for discussion.

The question was asked if at the other State Universities whether the faculty use this system at their discretion, or if all of the faculty are required to use the plus/minus system. Dean Sullins responded that the system is not optional at a number of the institutions, however, the registrars of those institutions asked how to make it not optional if faculty members can choose whether or not to use plus/minuses. One of the considerations in regard to this would be to ask departments who offer multiple sections of the same course to make it optional as a department rule but not a rule within the grading system. Senator Mandell pointed out that the plus/minus system would allow students to focus more on the educational process rather than pushing for additional points. Senator Silbert reiterated that the new system would allow faculty more of a spectrum on grading by putting them in control of gradation. A call to question was made to take a vote on the issue. The motion was unanimously passed to adopt the plus/minus grading system.

f. Easing Deadlines for Submission of Course Grades (Ed Silbert)

Senator Silbert gave a report on the issue of faculty being pressured at the end of finals week in regards to turning in grades. To this end, Senators Fredric Zerla and Ed

Silbert met with USF's Registrar Ms. Angela DeBose regarding easing deadlines for submission of course grades. Senator Silbert pointed out that the concern is basically with those faculty who have finals scheduled for Thursday or Friday of finals week or who have particularly large classes and are required to turn in their grades by 9 a.m. on the following Monday.

During their meeting, Ms. DeBose indicated that she is under pressure with her staff to get all the grades collated into the computer system so that students can have their final grades sometime during the week after finals. The purpose being that students concerned about taking the next course in a multi-course sequence would be able to make final adjustments before leaving campus. Ms. DeBose prefers to leave the deadlines as the stated ones, but would be willing to include on the information to the faculty that if they have a problem meeting the 9 a.m. Monday deadline, she should be sent an electronic mail explaining to her that a few more hours are needed. As long as she is aware of the necessity, Ms. DeBose would be accommodating and would allow the additional hours until noon on Monday. In addition, Ms. DeBose indicated that she is responsive to those faculty who have large classes and would allow those grades to be turned in no later than noon on Tuesday. Medical problems and/or unanticipated family problems will also warrant an extension of the deadline. Ms. DeBose will include her electronic mail address on the cover memorandum that accompanies the final grade sheets so that she can be contacted if a faculty member is having difficulty meeting the deadline.

Senator Zerla added that Ms. DeBose stated that the main hold-up is the transfer of the grade from the grade sheet to the computer. This is now done by hand. Dean Sullins indicated that there are discussions currently taking place on whether or not to move toward direct entry of grades by faculty. Senator Silbert added that another dimension which would assist the Registrar's Office is if each department would systematically send over the final grades as they are received and not all at one time. Vice Provost Wright suggested that this information regarding easing deadlines for submission of course grades be advertised through multiple sources so that it reaches as many of the faculty as possible.

NEW BUSINESS

Written Report from Ad Hoc Committee on Broadcast Recommendations (Victor Peppard)

Due to the fact that there was not enough time to fully discuss these recommendations, the motion was made and seconded to table the discussion until the March Faculty Senate meeting. The motion was unanimously passed.

The meeting was adjourned at 5:03 p.m.

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