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**FACULTY SENATE MEETING
MINUTES
March 23, 2005**

Faculty Senate President Susan Greenbaum called the meeting to order at 3:08 p.m. The Minutes from the February 16, 2005, meeting were approved as amended.

REPORT FROM FACULTY SENATE PRESIDENT SUSAN GREENBAUM

President Greenbaum introduced visitors from Florida International University's Faculty Senate, Howard Rock and Martha Pelaez who were in Tampa to attend the Board of Governors (BOG) meeting on March 24th.

President Greenbaum called everyone's attention to two pieces of legislation: (1) House Bill 1001 ("Governance of the State University System") which would return control of the university to the legislatures and would make the Board of Governors (BOG) USF's employer rather than the Board of Trustees (BOT). This bill would call into question the collective bargaining agreement. (2) House Bill 837 ("Academic Bill of Rights") says that professors have the right to academic freedom, but also that students should not "be infringed upon by instructors who persistently introduce controversial matter into the classroom that has no relation to the subject of study and serves no (teaching purpose." President Greenbaum encouraged Senators to familiarize themselves with these bills and to provide feedback to the Legislatures.

The Faculty Senate held its first electronic election this year with some difficulties expected. However, President Greenbaum commented that voter turnout was worrisome to the extent that it looked like faculty apathy instead of inability to adjust to new technology. A few years ago faculty struggled hard to reinstate and put into context the importance of faculty shared governance. President Greenbaum thinks there needs to be some way of reanimating that interest or faculty will stop having that kind of self-governance. She welcomes any suggestions of doing elections in a more spirited fashion and having a stronger appeal to the faculty to put themselves forward as candidates and to be interested in the Senate. The legitimacy is tied to the extent of which the faculty as a whole participates and recognizes its status. At this time, new Senators were asked to stand and introduce themselves.

REPORT FROM PRESIDENT JUDY GENSHAFT

President Genshaft pointed out that with the upcoming accreditation, USF is being looked at as a total university. The SACS team is aware that USF St. Petersburg has submitted an application to be sent forward for separate accreditation. The organization of Sarasota/Manatee and Lakeland has been worked out through the ICAR document. St. Pete now will be structured so that they have their own autonomy both fiscally and academically. The campus has its own admissions, diploma, student affairs, and faculty council, but is part of USF where it shares legal services, library, equal opportunity services, research, and fundraising services. Discussions are currently being held about setting up university-wide coordinating councils.

At this time, President Genshaft gave the following announcements:

- USF's 50th Anniversary Committee will be co-chaired by President Greenbaum and Dr. Anila Jain. Everyone is welcome to be involved in the planning.
- On April 18th at 11:00 a.m. there will be a Memorial Service for Phyllis Marshall. That date was requested by the family. Before Mrs. Marshall passed away, she asked that any service set up be a celebration service. She wanted it to be no longer than one hour. The community and university will be there.
- Two ribbon cutting ceremonies were held: National Environmental Science took place on February 28 and the Business Administration expansion took place on March 3rd.
- Three candidates have been recommended for the Vice President of Student Affairs search. Two will be invited back for final interviews.
- A new program has been started in the advancement area called Women in Leadership in Philanthropy. Juel Smith will serve as the university chair and Carol Morsani will be the community chair.
- The BOG will be meeting on the Tampa campus on March 24th. Everyone was invited to attend.

REPORT FROM PROVOST RENU KHATOR

Provost Khator announced that before the regularly scheduled BOG meeting there would be a strategic planning workshop from 8:00 a.m. until 1:00 p.m. Although the accountability measures will be discussed, the main focus of the workshop will be on the academic learning compacts (ALCs).

The following four issues will be covered at the BOG meeting: (1) access to university programs, (2) number of degrees accepted by the state, (3) targeted degrees, and (4) graduate education and research.

The SACS accreditation team will be on campus April 13 and 14th. Although its main focus will be on the quality enhancement plan, the team may also ask questions on compliance issues. A list of frequently asked questions will be available for the Senate. Senator Gregory McColm suggested that there are people at the university with expertise in these areas and they should be asked to answer related questions and not the BOT. Provost Khator replied that that was a good point, something she had not thought about.

REPORT FROM USF UNITED FACULTY OF FLORIDA PRESIDENT ROY WEATHERFORD

United Faculty of Florida (UFF) President Weatherford commended President Genshaft for the outstanding work she has done on USF's behalf with the Chamber of Commerce and the Council of 100.

Secondly, he welcomed the FIU colleagues and strongly expressed his praise for Howard Rock with respect to summer school appointments. The dean of the College of Education has circulated a memorandum to the department chairs that urges them to try to staff summer school courses with administrators, twelve month faculty, graduate assistants, adjunct faculty or anybody that does not have to get paid a real salary. President Weatherford stressed that it is not good for the university to view what faculty do as a commercial enterprise. In addition, it is not good to turn USF into a diploma mill in order to fund other parts of the university. USF faculty and the union resist this. It is possible that it can be successfully defeated through contractual means, but it is not guaranteed. The university should not have to be forced to do what is right. The existence and authority of the Faculty Senate is established in rules and regulations; the existence and authority of the union depends on the democratic will and the voluntary financial contributions of the faculty. If the faculty are not persuaded that the union is doing a good job in their interest, then the union loses support, membership, and the ability to do a good job.

On the issue of the "Academic Bill of Rights," President Weatherford has been in touch with the national staff of the American Federation of Teachers and the National Education Association and the American Association of University Professors, and it is his intention to speak against the bill. The bill is viewed as an attack on the academic system in Florida. It is artfully crafted, but if faculty do not respond, who will?

REPORT FROM STUDENT GOVERNMENT LIAISON DAVID HOFFMAN

Student Government Liaison Hoffman was not at today's meeting, but the Mr. Hampton Dohrman reported that two general elections took place since the last meeting. The new Student Government will be Maxon Victor as President and Sameer Ahmed as Vice President. In addition, the elections were moved up five weeks to provide more time for the transitional process to take place.

COMMITTEE REPORTS AND ACTIONS

a. Senate Election Results/Officer Solicitations (Kathy Whitley)

Secretary Whitley congratulated the following new Senators for 2005/2006:

College of Arts and Sciences
Rosalie Baum
Daniel Belgrad
Carolyn Eichner
Sondra Fogel

Vicki Gregory
Gregory Mccolm
Sidney Pierce
Manuel Sosa-Ramirez

College of Education
Linda Evans

College of Engineering
Stephan Sadow

Louis de la Parte Florida Mental Health Institute
Tom Massey

College of Medicine
Ardeshir Hakam
Alonso Mesa
Philip Shenefelt
David Thrush

Lakeland Campus
Kim Lersch

Sarasota Campus
Rose Ataya

Vacancies remain for College of Business Administration (1 three-year, 1 two-year, 1 one-year), College of Marine Science (1 three-year) and St. Petersburg (1 three-year). There were no vacant seats in the 2005/2006 for School of Architecture, Libraries, College of Nursing, College of Public Health, and College of Visual and Performing Arts.

Secretary Whitley publicly thanked Sarasota Senator Mary Cuadrado for her assistance with the election on that campus.

Secretary Whitley pointed out that there is now an on-line voting system that actually does work. Turnout was low, and she recommended that over the next year discussion should take place on how to avoid this in the future. One area that needs improvement is communication with faculty. Access to e-mail distribution lists is desperately needed. Also, the authentication process should be publicized for the election a bit more. She suggested having a campaign period. These are issues that are for future discussion and are important to ensure a smooth operating voting process. Suggestions from the floor included communication to the Council of Deans, Council Chairs and then to department chairs that voting for colleagues to be Senators is an important issue for the university in that departments might provide a ten minute window at a monthly department meeting to allow faculty to go to their offices and vote. That might greatly improve the turnout. In

addition, department chairs and college deans should be asked to encourage their faculty to be involved in the voting process. One suggestion was that Senators should also encourage their colleagues to vote.

Secretary Whitley announced that nominations for Senate officers were currently taking place. The deadline for receipt of nominations is Tuesday, March 29th. Paper ballots will then be mailed to Senators who are eligible to vote.

b. University-Wide Committee and Council Recommendations (Ellis Blanton)

Committee on Committees Chair Blanton presented the following slate of nominees for University-Wide Committees and Councils:

**COMMITTEE ON COMMITTEES RECOMMENDATIONS
FOR FACULTY SENATE STANDING COMMITTEES AND COUNCILS**

Academic Computing Committee

Dmitry Goldgof (ENG)

Ilene Frank (LIB)

Commencement and Convocation Committee

Sondra Fogel (CAS)

Christine Probes (CAS)

Graduate Council

C. Victor Fung (VPA)

Honors and Awards Council

Michael Barber (COM)

Susan Heron (LIB)

Warren Jaworski (VPA)

Victor Molinari (FMHI)

Instructional Technology and Distance Learning Council

William Albrecht (ENG)

Maryellen Allen (LIB)

Jennifer Lister (CAS)

Library Council

Nicole Discenza (CAS)

Gail Donaldson (CAS)

Publications Council

Merilyn Burke (LIB)

Research Council

Ruth Bahr (CAS)
Brian Space (CAS)

Undergraduate Council
Dewey Rundus (ENG)

NOMINATIONS FOR PRESIDENTIAL COMMITTEES AND COUNCILS

Athletics Council
Cheryl Paul
William Quillen

Committee on Issues of Sexual Orientation
Jacqueline Leskovec

Status of Women Committee
Linda Detman
Marcela von Olphen
Julie Weitz

Title IX Committee
Sunil Saigal

The slate came to the Faculty Senate with a motion from the Senate Executive Committee to approve. The motion was seconded and unanimously approved.

c. Selection of Committee on Committees Members for 2005-2006 (Ellis Blanton)

Each year at this time, a call for Committee on Committees (COC) members is made. COC Chair Blanton briefly explained the duties and responsibilities of being a member of the COC. The formation of the COC is one Senator representing each voting unit. However, if a voting unit has only one Senator, that individual is automatically the COC representative. Chair Blanton encouraged Senators to decide amongst themselves who would be their representative on the COC and to let him know at the end of today's meeting.

d.. Honorary Degree Recommendations (Darlene Bruner)

Honors and Awards Council Chair Bruner attended today's meeting to present three nominees for consideration of Honorary Degree: Frank Morsani for Doctor of Humane Letters; Carol Morsani for Doctor of Humane Letters; Thabo Mvuyewa Mbeki for Doctor of Humanities. Each nominee was separately considered.

A motion was made and seconded to accept Mr. Frank Morsani's nomination for Doctor of Humane Letters. There was a call to question and the vote was unanimously passed. A

motion was made and seconded to accept Ms. Carol Morsani's nomination for Doctor of Humane Letters. There was a call to question and the vote was unanimously passed.

A motion was made and seconded to approve Dr. Thabo Mbeki's nomination for Doctor of Humanities. Discussion was held regarding his nomination. The majority of the Senators felt that his nomination was not appropriate for an Honorary Degree from USF. At this time there was a call to question and the vote to recommend Dr. Mbeki for Doctor of Humanities failed.

OLD BUSINESS

a. Report from Ad Hoc Committee on Program Expansion (Steve Permut)

As Chair of the Ad Hoc Committee on Program Expansion, Vice President Permut informed the Senate that the committee was charged to look at the current protocol on programs expanding from one campus to another. As a result of meeting and deliberating, a policy statement on program expansion will be forthcoming within the next few weeks. Senators were asked to look at, review, critique and consider the statement for possible adoption at the April meeting. It will come as a full document with background, cover letter, and purpose. Critical is that it begins to recognize the reality of its operation and how to operate within the context of the university system. Vice President Permut asked that the documents be read in the sense of the ICAR document.

b. Ad Hoc Committee on University-Community Engagement Report (Susan Greenbaum)

In the interest of time, this item was tabled for the next meeting.

NEW BUSINESS

a. Academic Learning Compacts (Kathleen Moore)

Vice President Kathleen Moore attended today's meeting to provide information on the Academic Learning Compacts (ALC) This is something that is coming and that the University is required to do. If it is not done correctly, the USF could lose 10 percent of its funding. Policy guidelines were made available for the Senators before the meeting. Vice President Moore explained that this is a guideline for USF to develop an institutional policy on ALC.

The requirement is essentially that for every baccalaureate program the university is expected to produce an ALC for every Baccalaureate degree that identifies the expected core student learning outcomes for program graduates in the areas of content/discipline knowledge and skills, communication skills and critical thinking skills. Dr. Moore pointed out that there is also a note in the document that says the university may decide whether or not to make the critical thinking and communication skills proposals at institutional levels and her office is working with the newly approved general education

curriculum that has within its charge both communication and critical thinking. That is probably a good option for USF as an institution but it will still be the department's responsibility to develop the ALC for its baccalaureate program.

Over the next few weeks Vice President Moore will be working with departments and program heads to develop the compact for each program. The process should be in place no later than Fall 2005. There are two things to be done:

1. Meet the requirements – the institution will develop its own policy on ALC that will be a derivative of this policy guideline.
2. Put in place a timeline to have these compacts developed by the departments approved by the Undergraduate Council and the BOT. The BOT also has to approve the process and the timeline.

At this time, Senator Donchin made the following motion:

The Faculty Senate at USF asserts for the record, and brings to the attention of the BOT and the BOG, that the responsibility for setting academic programs and their content, and the assessment of student performance, is the specific responsibility of the faculty and should not be entrusted to generic "university personnel" as stated in the "Policy Guidelines for the Academic Learning Compacts."

The motion was seconded and opened for discussion. The purpose was to send this motion to the BOG to let them know that USF thinks it acted inappropriately by not involving the faculty in making a decision. The BOG could have invited faculty input.

At this time, there was a motion made and seconded to terminate debate on this issue. The motion passed. There was a call to question and a standing vote was taken. Senator Donchin's motion was approved to be forwarded to the BOG.

b. Proposed Change to Grading Scale (Hampton Dohrman)

Student Senate President Pro Tempore Dohrman presented the following proposal to the Faculty Senate:

Student Government of the University of South Florida recognizes and values the importance of a teacher's right to academic freedom. We feel that the grading scale should reflect this freedom, and appreciate the Faculty Senate's cooperation in originally implementing the scale. Although we value the diversity of the plus/minus scale, the student body feels that the method in which the grading scale is applied has resulted in several unintended consequences:

- "A+" grade distinction carries only theoretical value, and is not equitable with other "plus" grades.
- It is hypothetically possible for a student to receive 119 hours of "A+" grades and one "A-" and not graduate with a 4.0 grade point average.

- This has the effect of hindering our very brightest students, and making them less competitive in applying to graduate schools or seeking national fellowships.

To provide the best possible results for students, faculty, and the University community, Student Government proposes an amendment to the current scale to allow the “A+” grade to carry a weight of 4.33.

- The proposal will be non-retroactive.
- The provision will be made for a student’s *GPA not to exceed 4.0* in either semester or cumulative averages.
- This provides equitable compensation for students earning these grades, and as it moves to achieve a more fair grading scale, yet it will not result in grade inflation.
- The proposal is in line with other similar universities that have recognized the inequity in a system like the one we currently utilize (i.e. University of Georgia, University of Alabama).
- If this proposal is adopted, Student Government will pass a resolution that encourages future administrations to allow an appropriate amount of time before attempting to make any changes to the scale.

Student Government believes the adoption of this proposal will provide for a more appropriate grading system, while still maintaining the highest degree of academic freedom for our professors.

Mr. Dohrman explained that this proposal is the result of a collaborative effort by the Student Government (SG). Starting with an overview, he pointed out that the grading scale is not a new issue. The main problem is the inherent inequity within the system in that the A+ grade is no different than and “A” in terms of quality points. The SG proposal would weight the A+ grade at a 4.33, non- retroactive, and the provision would be made that it could not exceed 4.0 in either semester or cumulative averages. This provides equitable compensation for the students earning these grades and moves to achieve a more fair grading scale. The grading scale should be engineered to provide motivation for students to strive for excellence. In a recent study, over 3,700 students voiced their support for this proposal which is more than 10 percent of the Tampa campus population.

In summary, the benefits are obvious – motivating students, equitable grading system, achievements, twenty percent of universities using this system. The best source is USF’s own data, GPA trends are declining, the relative stability of A+ grades as a percent of total grades, and the increased aversion to issuing the grade as its value rises. These points indicate that the implementation of this policy will have very minimal, if not completely inconsequential, effect on the overall GPA levels. SG feels that the benefits far outweigh the cost. At this time the floor was opened for discussion of the proposal.

Discussion centered on the A+ part of the proposal. A motion was made and seconded to amend the proposal to strike the A+ grade with the final grade in this series being A. After a brief discussion, a motion was made and seconded that this issue be tabled until

the April meeting so that both sides have an opportunity to present their argument without rushing. There was a call to question and the motion to table discussion of the proposed change to the grading scale was tabled until the April Senate meeting.

- c. Supplemental Summer Assignment for Summer 2005 (Steve Permut)

This issue was tabled.

ISSUES FROM THE FLOOR

No issues from the floor were discussed.

The meeting was adjourned at 5:10 p.m.