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# AY 2007/2008 FS meetings minutes: 07 Nov 14

Faculty Senate

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**FACULTY SENATE  
MINUTES  
November 14, 2007**

The meeting was called to order by Faculty Senate President Michael Barber at 3:07 p.m. The Minutes from the October 17, 2007, were not available for today's meeting and will be presented at the January meeting.

**REPORTS BY OFFICERS AND COMMITTEE CHAIRS**

Committee on Committees (COC) Chair Philip Shenefelt presented six nominees for membership on Faculty Senate Standing Committees and Councils. These nominations came to the Senate with a recommendation to approve from the COC and the Senate Executive Committee (SEC). A motion was made and seconded to approve the six nominations. The motion was unanimously passed.

**OLD BUSINESS**

- a. Tenure and Promotion Guideline Reform for Community Engagement (Susan Greenbaum)

Past President Greenbaum addressed the Senators about the process of tenure and promotion guideline reform, what she envisions it encompassing, and how to proceed. She explained that engagement refers to scholarship and student learning that is involved with either the local community or with partners in a non-local setting, i.e., doing engagement in globalized research. Because USF is an urban institution and has Colleges of Medicine, Public Health, and Education, and a number of very strong applied programs there is a great deal of interest from people in the larger community in partnering with USF to help identify and resolve problems that fall within the range of expertise found at the university. This is an area that the university has been formalizing its identity for some time. USF is now identified as one of the sixty-three universities involved in Carnegie Community Engaged scholarship.

Now that USF has adopted this emphasis and is part of the Strategic Plan, as well as being recognized by Carnegie as a strength of the university, the ad hoc committee chaired by Past President Greenbaum looked into the issue of tenure and promotion guidelines. One of the products of this review is an executive report on the annual review, promotion and tenure. This type of research is something a tenure professor can do and not worry about people understanding the value and the nature of the work. However, this is not necessarily the case with junior faculty members. Within departments where not a lot of this type of work is done and within colleges where there may be other paradigms for evaluating merit, research, and teaching, then there is a need for a proactive approach to ensuring that people who do this kind of work are appropriately rewarded for it and are not discouraged at the time of tenure and promotion.

Past President Greenbaum pointed out that this was an information item only, not something to be voted on because it is not that kind of issue. As the Strategic Plan needs to be aligned with these kinds of dimensions of university functioning and as many of the existing documents and procedures fail to take this into account, what the ad hoc committee would like to do is create a new kind of approach to how tenure and promotion guidelines are both structured and implemented.

When Past President Greenbaum spoke with Provost Khator about this issue, it was also suggested that there are a lot of other issues that need to be visited within the process of tenure and promotion, the guidelines, and the way it is implemented. Vice Provost Smith responded that working a community engagement component into the guidelines is relatively easy.

Past President Greenbaum commented that this may be a two-step process where there are revisions to the wording of the guidelines. Then people in the colleges and departments should be contacted about what are the definitions, criteria, and disciplines of the specific applications. This would create a more collaborative approach so that there is agreement on this and that there is understanding of what the value of it is. This is the real purpose of this reform. Past President Greenbaum was interested in any ideas and thoughts on the issue, as well as anyone who is eager to be involved in the process to let her know. Faculty Senate President Barber asked that ideas on how to start the initiative be sent to either Professor Paul Terry, Chair of the Committee on Faculty Issues or Past President Greenbaum.

b. Class Schedule Template (Emanuel Donchin)

At the request of the SEC, the Council on Educational Policy and Issues (CEPI) reviewed the proposed class schedule template. Chair Donchin commented that CEPI appreciated the effort that went into the design of the system and the flexibility which the plan displayed. The SEC approved the proposal from CEPI to include an explicit requirement that in three years the system will be evaluated. There has also been a firm commitment from the administration that every room utilized in instruction will be properly equipped with up-to-date technology. CEPI also discussed the meaning of the verb “consult with” The council felt that the consultation process by which this schedule was developed was not to its liking. Therefore, CEPI will develop a proposal for those policies that have to do with the quality of education which will outline what it expects the administration to do to ensure that all the appropriate groups are consulted on policies. At this time, Chair Donchin announced that the proposed class schedule template, with its recommendations approved by the SEC, was presented to the Faculty Senate for approval. The floor was opened for discussion.

Vice Provost Wilcox addressed the question raised regarding space utilization. Three-hour block courses create significant problems for students that take a full load. If a student is locked into a three hour class one day a week and other required classes are spread out over a multi-day schedule, that individual is penalized. It makes it almost impossible for an undergraduate student to get the twelve to fifteen hours needed in order

to graduate in a timely manner. The primary focus is ensuring that students can get the classes they need. However, a second major consideration is additional classroom space. When the university demonstrates an improved utilization of space to a level of its peer institutions, more funding will be more likely.

Suggestions offered from the floor:

- In order to increase graduation rates, more summer classes should be made available.
- If the new schedule increases space utilization, then more faculty should be hired.
- Areas that are used to teach, i.e., department conference rooms that are not currently on the instructional space inventory, should be moved onto the official space inventory so the university receives credit for instruction continuing in that space.

There was a call to question. A motion was made and seconded to approve the class schedule template with the recommendations made by CEPI. The motion passed.

## **NEW BUSINESS**

### a. Meeting Location for Spring Meetings

Faculty Senate President Barber announced that the Faculty Senate will not be meeting in December. The next regular meeting will be January 23, 2008. A motion was made and seconded as to whether or not the Senate would like to return to the Westside Conference Center for their spring meetings or stay in Business 115. The motion was unanimously passed to continue meeting in the College of Business.

## **ISSUES FROM THE FLOOR**

There were no issues from the floor.

## **REPORT FROM PRESIDENT JUDY GENSHAFT**

President Genshaft reported on the following items:

- Vice Provost Smith was acknowledged for an outstanding job for setting up the Awards and Honors Reception held in November. She congratulated Robert Weisberg as recipient of the Distinguished Professor Award, Michael Barber as recipient of the Distinguished Health Professor Award, John Ward as recipient of the Distinguished Service Award, and Linda Whiteford as the awardee of Women in Leadership and Philanthropy.

- Governor Crist signed the 5 percent tuition increase effective spring semester 2008. The issue of differential tuition is still in the discussion stage.
- The Board of Governors (BOG) is putting more emphasis on performance evaluation as defined by retention and graduation rates. The BOG is looking at a six year graduation rate, as well as a three year graduation rate for transfer students. This is critical in allowing the university to obtain E & G funding.
- A building dedication will take place in the near future for the CW Young Hall. A dedication will also be held for the opening of a physician office/clinical practice building at Tampa General Hospital.

### **REPORT FROM RENU KHATOR**

Provost Khator was pleased to pass the baton of Provost and Chief Academic Officer to Ralph Wilcox. President Genshaft announced that there will be an open celebration for Provost Khator on November 29, from 4:00-6:00 p.m. at the Lifsey House.

At this time, Senators expressed their appreciation with a round of applause to Provost Khator for working with them over the past years and to wish her the best in Houston.

### **REPORT FROM PROVOST PRO TEMP RALPH WILCOX**

A decade ago the average funding per FTE student in the Florida State University System was 5 percent than it is today when adjusted for inflation. Revenue generation will be his number one priority. Striving for excellence in all that is done at USF is critical. Vice Provost Dwayne Smith will be continue working with Provost Designate Wilcox to provide ongoing academic leadership.

### **REPORT FROM STUDENT GOVERNMENT LIAISON (Nicole Randazzo)**

Student Government Senate Vice President Randazzo reported on the following activities:

- A Confucius Institute will be set up on campus. The Institute will bring in \$1 million in grants. The only cost to USF is classroom space.
- Student Government recently approved the allocation of approximately \$1 million to create a Martin Luther King Plaza enhancement.
- There was a campus Night Walk to locate and report unsafe areas.
- A forum was held to gather student concerns.
- More recycling is being encouraged on campus by adding bins in the dormitories, as well as in additional common areas such as the Library and Marshall Center.

- The plus/minus grading system is being revisited.
- SAFE Team has been revamped by hiring a new director.
- The Florida Student Association has been lobbying for better language for the technology fee, better safety on campus, and Bright Futures sustainability.
- The addition of more seats outside the library is being pursued.
- Five thousand safety whistles will be distributed with the assistance of the Advocacy Program.
- Work is being done on better parking in Greek Village.
- Attempts are being made to bring back the Miss USF contest to campus.
- Justices are needed on the Supreme Court. Senators were asked to encourage students to apply.
- The majority of students are in support of the proposed new class schedule in order to create more structure.

## **REPORT FROM USF UNITED FACULTY OF FLORIDA PRESIDENT SHERMAN DORN**

President Dorn reported on the following issues:

- The proposed new class schedule does not affect the terms and conditions of employment, but it will cause some inconvenience on the part of the faculty.
- In terms of community engagement and tenure and promotion (T&P), there is nothing in the collective bargaining agreement that defines what the criteria for tenure are because of the broad, multiple university structure. It does have a procedure for transitions, i.e., change in promotion standards and change in tenure standings. There are transition issues to work with if T&P guidelines are formally opened up at the university level.
- There is currently language in the collective bargaining agreement that sets up three levels of instructors: Instructor I, Instructor II, Instructor III. In order for the three levels to be implemented, there need to be criteria for who is eligible for promotion and how that happens. Second, there needs to be an appeal process for those people who feel they have been put into the wrong level.
- From a UFF perspective, there are several items that should be in the business portion of the Strategic Plan: (1) fund raising for sabbaticals, (2) bridge funding, (3) fund raising to raise money to help new faculty with permanent residency status, and (4) attention should be paid to the need for faculty salaries for existing faculty.

- The process of giving merit raises needs to be more uniform. There is a need to address valid needs and multiple dimensions of the majority of the faculty. There needs to be an assurance to employees of “across the board” raises for specific categories.

**REPORT FROM FACULTY SENATE PRESIDENT MICHAEL BARBER:**

- The process of giving merit salary increases needs to become more uniform and USF will continue to consider the issue.
- A new parking building has been dedicated to former Board of Trustees Chair Richard Beard.
- Future committee issues to be addressed by the SEC are: Courtesy Faculty policy; appointment terminology relating to non-academic personnel; Emeriti/Emerita title usage; career ladder for instructors; BOG Green Environment Initiatives (climate neutrality); and decreasing the time involved in the nomination process for committee appointments.
- A new Dean of Libraries has been hired and will be joining USF in the near future.

The next Faculty Senate meeting will be held on January 23, 2008.

There being no further business, the meeting was adjourned at 5:04 p.m.