

1-1-2009

AY 2008/2009 FS meetings minutes: 08 Aug 20

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**FACULTY SENATE MEETING
MINUTES
August 20, 2008**

The meeting was called to order by Faculty Senate President Larry Branch at 3:05 p.m. President Branch welcomed everyone to the first meeting of the Faculty Senate for the 2008-2009 Academic Year. The Minutes from the meeting of April 16, 2008, were approved as presented.

MOMENT OF SILENCE FOR DECEASED FACULTY – Larry Branch

President Branch asked for a moment of silence to remember the following colleagues who had passed away during the 2007-2008 Academic Year: **Dr. Trevor Purcell**, College of Arts and Sciences, September 24, 2007; **Dr. Richard Bowers**, College of Business, November 28, 2007; **Dr. Joseph Carr**, College of Arts and Sciences, January 4, 2008; **Dr. Christopher Phelps**, College of Medicine, January 26, 2008; **Dr. James A. Chambers, Sr.**, College of Education, February 24, 2008; **Dr. Elton E. Smith**, College of Arts and Sciences, July 2, 2008; and **Dr. Gail Harley**, College of Arts and Sciences, July 7, 2008.

REINTRODUCTION OF PARLIAMENTARIAN PROCEDURES – Larry Branch

President Branch asked that the Senate return to some of the parliamentary practices used in the past which include: speakers should stand, state their name, and college; when speaking face in the direction where the majority of the audience is sitting; stay within the prescribed time limits; one opportunity per person to speak per topic before given a second opportunity to speak on the same topic. President Branch introduced Senator Kenneth Cissna from the College of Arts and Sciences who will be replacing Parliamentarian Graham Tobin when he begins his new appointment as Associate Vice President for Academic Affairs on August 25, 2008. The Senate extended a round of applause for his Parliamentarian work these past two academic years.

REPORTS BY OFFICERS AND COMMITTEE CHAIRS

a. Status of Standing Committee and Council Nominations – Ellis Blanton

Committee on Committees (COC) Chair Blanton announced that the Faculty Senate Office has sent out to all USF faculty a solicitation for nominations to fill vacancies on Faculty Senate Standing Committees and Councils. He asked the Senators to encourage their colleagues to review the list of vacancies and turn in nominations by September 26, 2008 to the Faculty Senate Office.

b. Faculty Senate Vacancies – Michael Barnett

Secretary Barnett announced that there are eleven openings on the Senate in the following areas: School of Architecture (1), College of Arts and Sciences (2), College of Education (1), College of Engineering (1), FMHI (1) and College of Medicine (5). He asked that Senators who know of anyone interested to contact him.

OLD BUSINESS

a. USF Commitment to Honor Statement – Janet Moore

Dr. Janet Moore, Associate Dean of Undergraduate Studies, attended today's meeting to enlist the aid of the Faculty Senate in disseminating the USF Commitment to Honor Statement to the university community. She explained that the statement was established with the approval by all the appropriate groups in 2006, including the Faculty Senate. The idea was that from 2006 onward a big momentum would occur and people would know about it. However, in 2007 Dr. Moore was receiving inquiries as to whether or not such a statement existed. Dr. Moore felt it would be a good gesture if the Faculty Senate would assist in promoting the Commitment to Honor and asked for guidance on how to do this. Discussion was held. Suggestions included posting it on the USF home page, as well as faculty posting it on course web sites. Student Government Liaison Jerry Trotter will direct Dr. Moore to the Director of Marketing for Student Government. At this time, a motion was made and seconded that the Faculty Senate endorses the USF Commitment to Honor statement and commend it to publication for all students and their organizations. The motion unanimously passed.

b. Report on Ad Hoc Task Force to Review Administrative Structure – Gene Ness

Senator Ness announced that the task force was constituted with membership during the summer. The first meeting will be held in September with a report to be given at the next Faculty Senate meeting.

NEW BUSINESS

a. Recommendation of Policy 10-051-Procedures for Changing University Structure – Emanuel Donchin

As Chair of the Council on Educational Policy and Issues (CEPI), Senator Donchin presented a draft proposal for Academic Policy 10-051 on Procedures for Changing University Structure. CEPI was charged by the Senate Executive Committee (SEC) to draft a policy that would specify the procedures to be followed in order to submit proposed changes in the "status quo" of the university structure. The draft, approved by the SEC at its July 23, 2008 meeting, was presented at today's meeting for consideration and recommendation to the administration that the procedure be adopted as policy.

CEPI Chair Donchin explained that this document was a reaction of the SEC, along with several colleges, to the realignment which was announced in June. There was mutual agreement that it would be useful to spell out in detail the appropriate process that should be followed if anyone wishes to recommend, implement, or execute any type of change in the structure of the status quo of the university. It has to be a process that is agreed upon and perceived by everybody to have been followed when such a change is about to take place. Guidance came from USF Policy 10-050, Academic Freedom and Responsibility,

which was adopted in 2003. CEPI Chair Donchin pointed out that the proposed procedure does not address who has the authority to do what. It only specifies the process that should be followed when a change is recommended to be made. At this time, he proposed the motion that this draft procedure comes to the Faculty Senate with a recommendation from the SEC for approval and adoption. The motion was seconded and the floor was opened for discussion.

President Branch added that the SEC is operating under the assumption that if this procedure is approved, President Genshaft will be requested it be submitted under the Policies and Procedures Manual so that it could be an official statement about what the Faculty Senate's preference would be for a process to be followed for such a restructuring of the academic organization.

It was pointed out that this document could have unintended consequences. Before voting on the document, clarification was needed as to what the definition is of "university community" as stated in II. 2. After discussion, a friendly amendment was offered to read "administrator, or an officially constituted body of the University."

Clarification was asked for II. 8. which states "All modifications with clear Educational Policy implications should have the Senate's approval prior to implementation?" It was recommended that it read "... should have such Senate consideration... ."

It was suggested that II. 4. contain an implementation plan for modification in a detailed timeline. Recommended wording was "A proposed implementation time line for implementation of the changes."

Senator Prithish Mukherjee recommended that this is an important enough issue that it should be sent to faculty members to get feedback.

At this time, Provost Wilcox was given the floor to comment on the discussion. He reiterated the importance of the issue and appreciated the Faculty Senate initiating a conversation. In general, he is supportive of the principle and the processes that are laid out in the proposed document. Whether or not it subsequently rises to the level of university policy is something that needs to be carefully thought through. The Provost asked that he go on record, as he has with the SEC, in response to the suggestion that perhaps there was inadequate consultation over the past six or seven months. In the absence of a predetermined process such as laid out in the proposed document, given the relatively short timeline in which there was a challenge to balance the budget at USF, he is absolutely convinced that there was both breadth and depth of consultation with the faculty of the university before decisions were announced. Clearly, there was unevenness across the campus, in both breadth and depth of consultation within certain colleges, and there was unevenness in timing. In some colleges the deans and chairs stepped forward very early in initiating such consultation, in others not. Did he listen to voices? He stated that absolutely he did. He added that one might argue that there are ample voices to this day that are most supportive of the realignments that have occurred over the past

few months as there are those detractors or those that are yet to be convinced of the value, strategic and budgetarily speaking, of the realignments.

Provost Wilcox was pleased to see some of the deans at today's meeting who are much more capable of speaking to the process and where USF stands at this to moment. He added that in some cases the realignments are moving forward as planned; however, in other cases conversations are continuing and he anticipates some refinements to the realignments as things move forward. He reiterated that it is important that everyone recognize that given the unprecedented budget cuts and the relative shortness of time in which to address those cuts and the breadth of opportunity that was provided from one-on-one meetings between the Provost and faculty members, his visiting department and college-wide meetings, and the campus-wide communications, there certainly was adequate communication and consultation. He ended by commenting that although the goal of universal consent is dreamed of in higher education, it is seldom ever reached.

It was agreed that given the importance of this issue, President Branch accepted CEPI Chair Donchin's recommendation that Senators take the proposed issue to their departments for discussion and bring it back to the Senate next month.

b. Motion from Senate Executive Committee Regarding SACS Agreement – Larry Branch

President Branch stated that the Senate Executive Committee (SEC) realized that it is not sufficiently informed about the current SACS agreement. At the recommendation of Provost Ralph Wilcox, Dr. Kathleen Moore will give a presentation at the September Senate meeting so that everyone will be informed to the degree that they need to be.

REPORT FROM STEPHEN KLASKO, DEAN AND VICE PRESIDENT OF USF HEALTH

Dean Klasko reported on the following items:

- As of August 23, pending approval by the Board of Trustees, there will be an affiliation agreement with all of USF and the Johnnie B. Byrd Sr. Alzheimer's Center and Research Institute. This is the outcome of negotiations that have been taking place since spring. Dean Klasko will assume the role of CEO for the Center. A fiduciary board has been appointed. The Center will work across every aspect of Alzheimer's disease.
- The Carole and Frank Morsani Center is now open as an academic ambulatory care center. It will not only be about clinical care but a place for clinical research.

REPORT FROM PRESIDENT JUDY GENSHAFT

After extending a welcome to the new Senators, President Genshaft's report consisted of the following items:

- Today was the first day that the new student Marshall Center opened. It will have all kinds of facilities, including meeting rooms for use by USF departments and groups.
- She will be giving her State of the University Address on September 10, 2008 in the new Marshall Center. For those who are unable to attend, the address will be web-cast.
- Dr. Linda Whiteford has been appointed to the newly created position of Associate Vice President for Global Strategies and International Affairs. She will continue to hold her current title, Associate Vice President for Academic Affairs, with responsibility for sustainability and community initiatives. The new position carries no increase in salary.
- Dr. Karen Liller has been appointed as Interim Graduate Dean and Associate Vice President for Research and Innovation. She will begin her new duties and responsibilities on Monday, August 25, 2008.
- Draper Laboratories will be building their own facilities in the USF Research Park. They will be working closely with USF faculty to market and commercialize products. USF received funding from the county, the state, Pinellas County, and the Florida High Tech corridor.
- Dr. Jeff Krischer received a new NIH grant in the amount of 127 million dollars for his research into juvenile Type 1 diabetes.
- Last year's fundraising goals for the Faculty/Staff Campaign were met with a yearly achievement of 81 million dollars. There was more participation than there has ever been in this campaign which surpassed the set goal by approximately 3.4 million dollars.
- Two consultants were brought in to observe the business and finance functions of USF to identify and align the duties and responsibilities for the position of Executive Vice President for Business and Finance. Dr. Karen Holbrook is chairing the search committee. Seventy-six applications have been received which will be narrowed to a list of 15 to be interviewed before narrowing it a second time.
- The Latino Scholar Awards event will be taking place this evening.
- Senators were asked to nominate the best national and international people they know within their disciplines for the honorary degree. It gives honor to the university by bestowing a degree upon these well-deserving individuals.
- The State of Florida is down 1.8 billion dollars in revenue. At the beginning of the July 1 allocation, USF was told to expect another 1 percent cut each quarter which targets last year's predicted 15 percent reduction.

- A new initiative has been created called “Don’t Stop, Don’t Drop” to help students overcome financial difficulties and to enable them stay in school. Although the program does not provide financial resources, it does provide information on how students can take advantage of resources already available to them.

In light of the newly appointed faculty to administrative positions, Faculty Senate President Branch asked President Genshaft for the next Senate meeting to give a five year history and a five year prospective of what she thinks the staffing pattern in the President, Provost, and Vice President for Health offices are likely to be. This information would be helpful to the task force on administrative structure. President Genshaft replied that she would be willing to give an overview campus by campus because it is very important to understand the USF system.

REPORT FROM PROVOST RALPH WILCOX

Provost Wilcox first commented with regard to taxing students and the “Don’t Stop, Don’t Drop” initiative. He pointed out that new, in-coming undergraduate students this semester will be paying 15 percent more in tuition at a time when the economy is at an all time low. USF is extremely concerned about students’ ability to afford to continue their education.

He then followed up on the veiled assertion that there may be a proliferation of administrators at USF. One observation he pointed out that in the relatively short time he has been associated with USF, he has seen nothing but immense growth in all areas of the university from student enrollment to a global initiative in the Strategic Plan.

An invitation was extended to everyone to attend the Fall Faculty Assembly scheduled for 2:30 p.m., Friday, August 22, in the Marshall Center Ballroom. The purpose is three-fold: (1) to bring faculty up-to-date on developments that have been occurring over the past few months; (2) to set and clarify priorities for the coming year; and (3) to invite faculty together with the onslaught of the new semester. A reception will follow.

Dr. Graham Tobin will be moving into the new position of Associate Vice President for Academic Affairs. His focus will be (1) responding to the concerns expressed about the inherent barriers that USF as an institution present to interdisciplinary initiatives whether in the classroom or in the research environment, and (2) to work on the alignment of strategic and budget planning through compact planning. This will be an opportunity to fully engage faculty in planning for the future of the university.

Provost Wilcox announced that it is anticipated USF will be embarking upon searching for a good number of tenure and tenure earning faculty. He is committed to the belief that tenure and tenure earning faculty represent the foundation of any great and strong university. That base needs to be broadened at USF. Some new revenues are anticipated from tuition increases and the commitment is to devote those revenues to hiring more tenure and tenure earning faculty.

The Provost pointed out that faculty retention is his number one priority for the coming year. USF cannot afford to lose any more tenure and tenure earning faculty. Ways need to be found to work with the Faculty Senate and the United Faculty of Florida to stem the “brain drain” at USF.

There will be a SACS review in 2010-2011. USF needs to continue to strengthen the system structure to meet the rigors and standards and principles that SACS expects to be met. The second focus will be on the second five-year interim report that will focus explicitly on institutional effectiveness and assessment learning outcomes. The Provost pointed out that the focus has shifted from faculty credentials to learning outcomes consistent with the philosophy across the United States. It is not unique to SACS or any of the other regional accrediting agencies.

The three task forces that will be moving forward in the coming academic year have not yet been credentialed, but work has been done throughout the summer by steering committees that have been charged with setting the charge, the process, the membership and the timelines associated with the work of the following task forces: (1) Faculty Roles, Responsibilities and Rewards chaired by Senior Vice Provost Dwayne Smith; (2) USF World Initiative co-chaired by Associate Vice President Linda Whiteford and Dr. Donna Petersen, Dean, College of Public Health; and (3) Institutional Barriers to Interdisciplinary Initiatives, co-chaired by Associate Provost Tapas Das and Associate Vice President Graham Tobin. Provost Wilcox added that as the steering committees conclude their work and prepare to move into full implementation of the task force activities, the chairs would be willing to keep the Senate apprised of any developments.

Associate Vice President Whiteford announced that there were two other initiatives that were not mentioned. They are the Community Engagement Initiative and the Sustainability Initiative. Both initiatives are moving forward. She invited everyone to participate in as many of the committees under those initiatives as they would like to. Any students, faculty or staff interested in being involved in any of these initiatives should contact Ms. Diana Trueman at dtrueman@acad.usf.edu.

REPORT FROM USF UNITED FACULTY OF FLORIDA PRESIDENT SHERMAN DORN

Before UFF President Dorn took the podium, President Branch commented that the Faculty Senate is the place where the three legs of the academic stool come together to discuss issues – administration, faculty and the union. In the movement to have a unified USF, President Branch asked last year to have both the Provost and Vice President for USF Health present at these discussions because they are the core of academic issues at the university. He expressed his appreciation that such a large number of administrators attended today’s meeting.

UFF President Dorn’s report consisted of the following:

- After reviewing the in-unit size and comparing it to where it was three years ago, USF is better off than other areas in the State of Florida.

- Collective bargaining is continuing. There is a session scheduled for Friday afternoon that both teams have agreed to.
- On September 23, UFF is bringing one of the premier writers and discussants of academic freedom to campus. Michael Berube will be conducting an open public lecture that evening.
- The language in USF Policy 10-050 Academic Freedom and Responsibility is similar to the contractual language in Article V of the collective bargaining agreement. It includes individual rights, discussions of responsibilities, and language about the university's responsibility to make sure that there is an environment conducive that in matters of academic affairs the professional judgment of the employee shall have primary input on academic matters. The issue for UFF here is not about the precise shape of USF in terms of college or departments. The issue at the moment is the process; when several faculty members approached UFF about what appear to be meritorious concerns that they have not had a chance to have input on academic affairs that they should have under the collective bargaining agreement, UFF represented them in grievances. He reiterated that the issue is about the process and not about the precise shape of USF's academic organization.
- During the summer consultation, UFF raised with the administration the concern of the chapter about the realignment process. Based upon several concerns, UFF put together a survey in early July in which over 600 employees participated, including more than 300 in the UFF bargaining unit. Members of the bargaining unit will receive a copy of "Uncommon Sense" which will have some of the survey results and a link to survey results about budget reductions.

REPORT FROM FACULTY SENATE PRESIDENT LARRY BRANCH

A motion was made and seconded to approve the establishment of a Bylaws Committee. Secretary Michael Barnett will be the chair. Three faculty members are needed to serve. Interested persons should e-mail Secretary Barnett directly. The motion unanimously passed.

A motion was made and seconded to establish an Ad Hoc Committee on University Finance. Vice President Steve Permuth will be the chair of this committee. The motion unanimously passed.

President Branch reminded everyone of the Fall Faculty Assembly on Friday, August 22nd, at 2:30 p.m. in the Marshall Center Ballroom. It will be co-hosted by the Provost's Office and the Faculty Senate.

Senator Pritish Mukerjee requested that the SEC consider making drafts of its meetings available prior to the Faculty Senate meetings so that it will have a fuller understanding of what happens during those meetings.

There being no further business the meeting was adjourned at 5:05 p.m.