

Academic Freedom, Tenure, Professional Relations and Standards Committee
Meeting Minutes
January 8, 2007

Present: H. Baker, E. Bolton, D. Cenzer, C. Hannah, M. Heft, J. Harrison, R. Segal, S. Smith, C. Stopka, B. Wingo.

Excused: S. Berg, B. Roberts, G. Schultz, T. Taylor

1. Chair Marc Heft brought the following to the attention of the committee:
 - a. The proposal to establish the DRO position was given as an informational item at the last faculty senate meeting and is scheduled to be presented as an action item at the next senate meeting.
 - b. Chair Heft reported that he “decoupled” the issue of “timing” from the DRO proposal. The timing issue concerns the period of time in which a person who feels grieved may file a complaint. Heft will meet with Kyle Cavanaugh to discuss this topic further. Based on the outcome of that meeting, Cavanaugh may be asked to visit the Committee to discuss the various points of view further and the strengths and weaknesses associated with the different time periods (e.g., 30 days, 45 days, 120 days), and strategies for introducing a change in “timing.”
 - c. Based on his attendance at the Welfare Council meeting, Chair Heft reported the university climate survey will be re-administered during the spring.
 - d. Chair Heft recommended that each committee member review a document titled “Principles for the University of Florida Budget Allocation Model” which may be found at <http://www.aa.ufl.edu/pbac/>
2. The Committee discussed a series of issues concerning the possible involvement of the Committee in addressing ethics/professionalism among the faculty.
 - a. Barbara Wingo noted several areas in the University of Florida rules that address conflicts of interests such as UF rule 6C1-1.011 concerning disclosure and regulation of outside activities and financial interests.
 - b. Committee members recognized that instances in which faculty demonstrate egregious behavior concerning conflicts of interest may be addressed by enforcing existing rules rather than by creating new rules. However, Barbara Wingo did invite the Committee to study the existing rules and offer suggestions concerning modifying their content.
 - c. Chair Heft recommended that the university consider developing a short on-line course about professional ethics and conflicts-of-interests for department chairs. Heft will discuss this idea further with Debra Walker King and also suggest that these topics be included in a curriculum that is presently under development for university administrators. Topics under consideration include: faculty/student relationships, faculty imposed required resources for courses, fiscal responsibility (proper use of UF appropriated resources),

consulting (roles, time, money, COI), responsible time assignments for faculty (9 months, 12 months), nepotism.