

ACADEMICS

A Monthly Newsletter for the Faculty of the University of Florida

Published by the Faculty Senate

November 2005

Buzz:

Healthy Gators 2010

By: Chaundra Gipson and Wendy Fahsholtz, UF Students



Jill Varnes

On October 26, 2005 the University of Florida kicked off Healthy Gators 2010, a health initiative whose mission is to promote a campus environment supportive of the development and maintenance of a healthy body, mind and spirit for faculty, staff and students.

More than 1,000 people attended events at the Reitz Union Colonnade and on the Student Health Care Center front lawn featuring health screenings, giveaways and a speech by Mrs. Chris Machen, first lady of the University of Florida and chair of Healthy Gators 2010.

Machen, the chairperson of Healthy Gators 2010, is passionate about the initiative's emphasis on prevention. As a former practicing nurse she has seen the consequences of taking health for granted. "This is a proactive effort — do something now to prevent problems later," she said. "Living a long time is only good if we feel good."



Chris Machen

Healthy Gators 2010 is comprised of more than 40 UF departments and organizations concerned about the health and well-being of the campus community.

This multi-year project is focused on reviewing and developing campus health policies, assessing the health status and needs of faculty, staff and students, and raising awareness and accessibility of health services on campus

see Healthy Gators, pg. 5

People:

Kyle Cavanaugh

By: Kyle Cavanaugh, Vice President of Human Resource Services



Kyle Cavanaugh

The last six months have brought significant change to human resource practices at the University of Florida. I am pleased to be leading that change and facing new challenges at the divisional, university, and state levels.

In July, I introduced some initial organizational changes to the former Division of Human Resources—re-named the Office of Human Resource Services—to better reflect the comprehensive responsibilities of this area and its role in the campus community.

In an effort to build an integrated human resource operation, the Academic Personnel office now reports to HRS, while tenure and promotion remains under the purview of the provost. Certain Equal Employment programs also have been realigned to HRS—specifically, sexual harassment and equal employment opportunity investigations, complaints, compliance, and training.

A revamped sexual harassment workshop has been introduced to campus with more than 400 faculty and staff participating to date.

Mark Hollis, associate director for University Benefits and Retirement, was recruited from Phillips Electronics to provide additional leadership and stability to our benefits programs. This most recent Open Enrollment was reportedly enhanced from past years, but we have significant opportunities for further improvement.

see Cavanaugh, pg. 5

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Interdisciplinarity: UF Genetics Institute

By: Kenneth Berns, Director of the UF Genetics Institute



Kenneth Berns

The University of Florida Genetics Institute is an integrated all-campus effort to play an important role in genetics research. Currently there are 144 members of the Genetics Institute and searches are ongoing for additional new faculty.

The Genetics-Cancer Research facility is under construction to bring together a large number of Genetics Institute faculty. We anticipate that the proximity of people from different disciplines will have a synergistic effect, which will foster exciting new discoveries.

In addition to our new building and faculty recruiting, the Genetics Institute is in the process of developing a doctoral program in genetics, which will be universitywide. There will be a core curriculum that emphasizes the fundamental concepts of genetics and the use of modern methods of bioinformatics for the analysis of complex data sets.

Students will be able to do their thesis research projects with any of the Genetics Institute members. We anticipate that the breadth and depth of the faculty will be very attractive to prospective graduate students. The program is expected to have the first class enter in the fall of 2006, just after we occupy our new building.

The goals of the Genetics Institute are to make exciting new discoveries, to be able to apply those findings to new technology, and to then transfer that technology to the market place. Our graduates will provide the cadre who will make this possible.

Kenneth Berns is a Professor of Molecular Genetics and Microbiology in the College of Medicine.

By: Connie Mulligan, Associate Director of the Genetics Institute



Connie Mulligan

As a faculty member in the Department of Anthropology as well as Associate Director of the Genetics Institute, Connie Mulligan uses molecular genetic data to reconstruct the evolutionary history of humans and human disease.

The completion of the human genome sequence has heralded a new era of research that capitalizes on the wealth of genetic data that have become publicly available.

Mulligan's research program uses new genetic data and statistical techniques to investigate a wide range of topics, such as delineation of the migration route taken by modern humans out of Africa, identification of genetic variants that affect the risk of developing alcohol dependence, and use of ancient DNA to directly link ancestral and descendant populations. Her research is highly collaborative and international.

Next spring, she will travel to Eritrea and Oman to collect samples for evolutionary research and she will be accompanied by one of her graduate students who is developing related thesis research to investigate the prevalence of infectious diseases in Eritrea.

Dr. Mulligan also takes her research to the classroom, including a laboratory class where graduate students sequence their own DNA and a lecture class on the genetics of human disease in which UF faculty present their cutting-edge research related to the diagnosis and treatment of genetic diseases.

Connie Mulligan is an associate professor of Anthropology.

By: Eric Triplett, faculty member of the UF Genetics Institute



Eric Triplett

Eric Triplett studies the interactions of bacteria with host plants as well as microbial diversity in the environment. With regard to plant studies, he and his coworkers investigate how certain bacteria that live within plants provide growth benefits that can reduce the

see Genetics, pg. 5

College in Focus: Business Administration

College at a Glance

The following information is provided to increase our mutual understanding of each other's disciplines at the University of Florida. It is not intended to suggest a hierarchy among our colleges, but rather to reflect the intellectual and organizational diversity each college lends to the University.

Total number of faculty (Fall 2003)

- Full-time: 97
- Part-Time: 0

Number of faculty in tenure or tenure earning positions (Fall 2004)

- Tenure: 69
- Tenure track: 21

Percentage of faculty in tenure or tenure track positions

- 93 percent

Number of degrees granted (2003-2004)

- Bachelor: 1,885
- Master: 735
- Doctorate: 16
- Professional: 0

Student credit hours generated annually (2003-2004)

- Lower: 32,426
- Upper: 95,780
- Grad I: 18,215
- Grad II: 1,964

Total student credit hours (fundable units)

- Total SCH majors: 104,038
- Total SCH non majors: 44,223

Enrollment (Fall 2004)

- Undergraduate: 5,161
- Graduate: 1,399
- Professional: 0
- NonDegree: 84
- PostBacc: 10

Student/Teacher ratio

- Lower: 314.9
- Upper: 107.7
- Graduate: 24.9

Funded research expenditures

- Sponsored Research: \$2,977,659
- UF Research Foundation: \$921,918
- Returned Overhead: \$41,224

College development during the last year

- Gifts: \$4,641,976
- Pledges: \$4,817,947

Number of Comparable programs nationally for selected disciplines:

- Business Schools Graduate
US News Rank: 42 Public: 22
- Business Schools Undergraduate
US News Rank: 25 Public: 17
- Accounting Graduate
US News Rank: 19 Public: 8
- Accounting Undergraduate
US News Rank: 11 Public: 7
- Finance Graduate
US News Rank: 21 Public: 5
- Finance Undergraduate
US News Rank: 15 Public: 10
- Management Graduate
US News Rank: 28 Public: 11
- Marketing Graduate
US News Rank: 12 Public: 4
- Marketing Undergraduate
US News Rank: 9 Public: 7
- Real Estate Undergraduate
US News Rank: 8 Public: 6

Significant National Rankings

- 2005 *The Wall Street Journal* Recruiters' Top Business Schools
27 Among Regional Schools
- 2005 *Which MBA?* (*The Economist*)
80 Overall Worldwide
30 Overall within the US
5 Overall in Faculty Quality
- 2005 *Financial Times* EMBA Rankings
UF Overall Worldwide 50 (69 in 2004)
US Overall 29; Publics 9
- Research Ranking
Worldwide 21
US Overall 16; Publics 6
- PhD Ranking
Worldwide 21
US Overall 10; Publics 4
- Salary Increase Ranking
Worldwide 29
US Overall 10; Publics 2

Fellows in major societies or equivalent honors

- **Joseph Alba:** Fellow, Society for Consumer Psychology; Fellow American Psychological Association
- **Timothy Judge:** Fellow, American Psychological Association; Society for industrial and Organizational Psychology
- **David Ling:** Fellow and faculty member of the Weimer School of Advanced Studies in Real Estate; Fellow, Real Estate Research Institute; Fellow, Royal Institution of Chartered Surveyors (RICS)
- **Richard Lutz:** Fellow, Society for Consumer Psychology; American Psychological Association
- **Virginia Maurer:** Fellow, Society for Advanced Legal Studies (UK)
- **Alan Swayer:** Fellow, American Marketing Association Doctoral Consortium
- **Henry Tosi:** Fellow, Academy of Management

College Narrative

By: *Andy Naranjo, Faculty Senator*



Andy Naranjo

The Warrington College of Business Administration is one of the world's top business programs, recognized for excellence by various news and academic sources including *U.S. News & World Report*, *Wall Street Journal*, *Financial Times*, and *The Economist*.

The faculty at Warrington educates future business leaders by promoting mastery of functional areas, developing interpersonal and total management skills, using teamwork, providing opportunities for development of leadership, and fostering the habits that constitute life long learning and a solid work ethic. A major endowment from graduate Alfred Warrington IV (BSBA '58) in 1996 prompted the renaming of the College in his honor.

Warrington offers three undergraduate degrees, seven specialized master's degrees, a doctoral degree, and numerous exchange programs with foreign universities. Since 1927, the College has awarded more than 40,000 degrees. Degree programs offered by Warrington are accredited by the highest authority in business education: AACSB International – The Association to Advance Collegiate Schools of Business.

The College has 13 research and education centers, including the Center for International Business Education and Research that reaches across the University of Florida. UF CIBER is in fact the concerted effort of faculty from 9 colleges, 18 departments, and 8 centers at UF. Warrington graduates choose careers that span the gamut of professional and business opportunities, from large multinational corporations to small businesses.

The College's doctoral student placements include faculty positions at the University of Chicago, the University of Pennsylvania, UC Berkeley, Michigan, Duke, Carnegie Mellon, and New York University, among many other faculty placements.

In addition to high program rankings and student placements, student business clubs have also earned acclaim. Since its formation in 2000, UF's SIFE team has consistently ranked among the top in the nation, garnering three national championships in case competitions, 5 times placing a member in the top 3 finalists for "SIFE Student of the Year," and ranking in the top 15 in the world in 13 special competitions.

Other notable WCBA achievements include:

Since 2000, 45 faculty received national/international awards for excellence in teaching and research.

Also among the faculty are the current editor of the *Journal of Accounting Literature*, *Journal of Public Policy & Marketing*, *Marketing Science*, *Journal of Money, Credit, and Banking*, *Real Estate Economics*, *Southern Economic Journal*, and past editors of the *Journal of Consumer Research*, *Blackwell Encyclopedic Dictionary of Accounting*, *Decision Sciences*, *Managerial and Decision Economics*, *Journal of the American Taxation Association*, and *Journal of Marketing Research*.

Faculty leadership roles include past Chairs of AACSB International and the American Marketing Association; past Presidents of the Academy of Legal Studies in Business, Association for Consumer Research (2), American Real Estate and Urban Economics Association, American Taxation Association and Financial Management Association; as well as current and past President of the American Accounting Association.

Andy Naranjo is a Professor in the Department of Finance.

Laudamus

Five members of UF's marketing faculty were recipients of the American Marketing Association's 2005 Louis Stern Award: **Joe Alba** (UF Distinguished Professor), **Bart Weitz** (JC Penney Eminent Scholar), **Chris Janiszewski** (Jack Faricy Professor), **Rich Lutz** (JC Penny Professor), and **Alan Sawyer** (JC Penny Professor). Their prize-winning article, "Interactive Home Shopping: Consumer, Retailer, and Manufacturer Incentives to Participate in Electronic Marketplaces," was published in the *Journal of Marketing*.



Professor **Harold Benson** was granted the 2004 George Cantor Award, the highest form of recognition from the International Society on Multiple Criteria Decision Making.



Associate Professor **Jason A. Colquitt** was granted the 2004 Ernest J. McCormick Award for Distinguished Early Career Contributions Award from the Society of Industrial and Organizational Psychologists.



Professor **Larry DiMatteo**, Huber Hurst Professor of Contract Law and Legal Studies at the Warrington College of Business, is the first winner of the 2005 Ray August Master Teacher of International Business Law Award sponsored by the Academic of Legal Studies.



Healthy Gators, from pg. 1

The coalition has recently created a "one-stop" Web site showcasing all health-related organizations and services on campus at www.healthygators.hhp.ufl.edu. The coalition is always looking for new members. If interested contact, Dr. Jill Varnes, Vice Chair, at jvarnes@hhp.ufl.edu.

Chaundra Gipson and Wendy Fahsoltz are student coalition members of Healthy Gators 2010.

Cavanaugh, from pg. 1

During the next six months, HRS will be working on a number of new initiatives including streamlining data-entry into PeopleSoft, expanding the myUFL systems training programs, continuing to pursue domestic partner benefits, enhancing graduate student health insurance, implementing a new applicant tracking system, and regularly assessing our policies and services.

This is an exciting time to be at the University of Florida, and we look forward to continuing to serve our outstanding faculty.

Kyle Cavanaugh is the Vice President for Human Resource Services.

Genetics, from pg. 2

application of nitrogen fertilizer agriculture.

High throughput technologies provided by UF's ICBR have been instrumental in this work. Several beneficial bacteria have been isolated and the genomes of two of these bacteria are now being sequenced. How these bacteria avoid plant defenses in order to enter plants is being studied using proteomics and model plant systems.

The vast majority of microorganisms in the environment have never been cultured. Dr. Triplett and coworkers develop new approaches to assess the vast diversity of microbial life in soil and aquatic ecosystems. Organisms previously unknown to science are being cultured and new genetic approaches are being developed to understand the roles of uncultured microbes.

Dr. Triplett is a member of the UF Genetics Institute, an organization that provides the infrastructure and the intellectual synergy that makes much of this work possible.

Eric Triplett is Professor and Chair of the Microbiology and Cell Science Department, IFAS.

Faculty Senate News:

Reports:

Chair's Report

Professor Tanzer reported that the Faculty Senate office renovations are now complete. There will be a nomination period for new members to Senate, Joint and Presidential Committees later this week. Professor Tanzer described Sustainability Day on October 26, 2005. UF is the first campus to receive an Audubon Sanctuary certification. The sustainability committee has arranged to participate in a nationwide Web cast and will award Dr. Machen with the Audubon certification during the day long series of events.

Cammy Abernathy, Associate Dean for Academic Affairs in the College of Engineering, met with Professor Tanzer to discuss the ABC nuclear reactor story. There is no threat to U.F. If senators have questions they may forward them to Professor Tanzer or ask during the question period at the end of the meeting.

The shared governance task force is meeting regularly and working towards building common practices. John Leavey, Chair of the English Department, and Pramod Kragonekar, Dean of the College of Engineering, are the co-chairs for the Humanities working group.

Provost's Report

Dr. Fouke reported on the ongoing searches for new deans in HHP and DCP. The search for a new dean of the College of Fine Arts will begin in the Spring after a report from the cultural plaza committee in December. To aid the search for a new admissions director the University hired a company with experience looking for admissions directors.

The PeopleSoft working group is still working towards finding solutions regarding PeopleSoft issue. Faculty members had a lot of questions following the budget meeting.

The Dean's meeting in December will focus on the Budget. Dr. Fouke asked for volunteers to serve on a committee to evaluate endowed chair policies at peer institutions. Currently, UF does not have an endowed chair policy. This committee will work to create an institution wide policy for handling endowed chairs.

10.20.05 • Meeting Outcomes

Action Items:

Sheila Dickison, Chair Curriculum Committee, presented the following items for approval:

New Degrees

Doctor of Nursing Practice (DNP)

College of Nursing

The motion was approved

Name Changes

Department of Infectious Diseases and Pathology from Department of Pathobiology

College of Veterinary Medicine

The motion was approved

Department of Educational Administration and Policy from Department of Educational Leadership, Policy and Foundations

College of Education

The motion was approved

M.S. major in Real Estate from M.S. major in Business Administration, concentration in Real Estate and Urban Analysis

College of Business

The motion was approved

New Department

Department of Community Dentistry and Behavioral Science

College of Dentistry

The motion was approved

New Major

Migration of Landscape and Nursery Horticulture to a major from Interdisciplinary studies specialization, IDS: Landscape and Nursery Horticulture

College of Agricultural and Life Sciences

The motion was approved

Changes to General Education Requirements

Andy McCollough, Chair General Education Council, presented the following items for approval.

International/Diversity focus and Minimum Grade Requirement for General Education Courses

The motions were approved

Faculty Senate News:
Senate Agenda
November 17, 2005 • 3:00 -5:00 P.M.
Reitz Union Auditorium

Agenda:

Approval of October 20, 2005 minutes.....**Kim Tanzer**, Chair

Reports:

- Chair’s Report.....**Kim Tanzer**, Chair
- President’s Report.....**Bernie Machen**, President

Information Items:

- Faculty Challenge.....**Paul Robell**, VP, Development and Alumni Affairs
- Proposed Constitution Changes Follow up.....**Chris Snodgrass**, Chair Constitution Committee

Action Items:

- Honorary Degrees.....**Barry Ache**, Chair Honorary Degrees Committee
- Curriculum Changes.....**Ken Gerhardt**, Interim Dean Graduate School
 - New Degrees**
 - Move International Business concentration to a major under the Master of Arts degree

College of Business
 - PhD Degree with a major in Genetics.....*Multi-college department of Molecular Genetics and Microbiology*

Open Discussion from Floor of Senate:

- Three minute limit per speaker, floor will be open to Senators first