

# ACADEMICS

A Monthly Newsletter for the Faculty of the University of Florida

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## Chair's Message:

By: *Danaya Wright, Faculty Senate Chair*



*Danaya Wright*

As outgoing chair of the Faculty Senate, I have many items to report. It was a very successful year in terms of shared governance and improving faculty input on academic matters. As you may have heard, the President approved the Senate's recommendation to adopt a new grading policy that will include plus and minus grades. The Provost will keep us in-

formed as to when the computer programming changes have been successfully made so we can implement the new policy.

Nearly every college and academic unit has completed its shared governance task force report which, we hope, was more than an academic exercise. The reason for having the faculty in each unit go through the exercise was to foster a culture in which faculty participate in important governance decisions. As a result of the Senate's initiative this year, a number of colleges have drafted new constitutions and others have significantly revised theirs. The Senate has pushed faculty in many units to get more involved in service in their own colleges and departments and in university governance. The Senate also adopted a resolution at its April meeting that would encourage faculty to get involved in setting budget priorities at their unit level and expect greater budget transparency. A link to that resolution is available on the Senate Web site, through the April, 2007 agenda.

The Academic Policy Council worked closely with the president on revisions to the University Strategic Work Plan and on policies to periodically update and revise the plan. The Board of Trustees is expected to adopt the Plan at its June, 2007 meeting. We have also revised our constitution to include greater student participation on the University committees and councils which should help us better understand the wide panoply of concerns and perspectives represented here at UF.

The Senate office successfully oversaw all the elections for Senators within the academic units and though we did not have overwhelming voter turnout, we are able to better plan for next year now that we know who the incoming Senators are. With this newsletter we are publishing the names of the new members to university councils and committees (see page 2).

The Senate and administration has collaborated on a proposal for the hiring of a dispute resolution officer, who should be in place by fall. That issue took three years to finally resolve. The Faculty Senate resolution last fall requesting greater faculty involvement in the drafting of a strategic plan for the College of Liberal Arts and Sciences resulted in the formation of a number of faculty advisory committees who have worked very diligently to produce a number of important reports that have just been completed. Those reports are available on the CLAS Web site at <http://www.clas.ufl.edu/gov/comm/finance.html>.

*see Wright, pg. 2*

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*Wright from, pg. 1*

There are some who are skeptical about the state of shared governance at UF. I believe we had make tremendous progress this year. Important things have been accomplished and the faculty is coming to expect that it will be consulted on major new issues and that its opinion will carry weight. While I have often felt like a lone voice crying in the wilderness, I have had incredible support from the faculty, and for that I want to personally express my thanks to all of you. It has been a crazy year, but one that could not have been so successful without the dedication of all the faculty to our collective academic mission.

Finally, we are pleased to announce that Dr. Frank Bova, neurosurgery, has been elected the new chair-elect for the 2007-2008 academic year. He will serve as chair of the senate in 2008-2009. And congratulations go to Amelia Hugus, the Senate Secretary, who will be married Saturday, May 12<sup>th</sup>.

**KNOW YOUR BENEFITS!**

The following are highlights of some of the recent changes to UF policies that may affect you.

**Non-Discrimination Policy:**

- Sexual orientation was added to the ND policy two years ago.
- The students, by referendum, overwhelmingly adopted a prohibition of discrimination on the basis of gender identity and gender expression. Adding these to the university policy is a matter to be discussed in the next couple of years.

**Tenure changes:**

- The tenure clock-stopping policy was adopted to give faculty a RIGHT to have their tenure clock stopped if they become new parents or acquire significant care responsibilities for dependant relatives.
- A mandatory Mentoring policy was adopted to require that each unit develop a mentoring policy for untenured faculty to assist them in the tenure process

- A mandatory third-year review was instituted to assist faculty in assessing their progress toward tenure. There are some indications that this review is being used to force faculty out who are perceived not to be making adequate progress toward tenure. This policy must be reviewed carefully to make sure that it is not being used to punish faculty unfairly.

- Each unit was required to have written guidelines and criteria for tenure and promotion and to adhere to those guidelines. The T&P survey indicates that this has not been adequately accomplished in every unit so further attention is needed here.

- Accidental changes were made to UF regulations to require that all college P&T committees consist of tenured full professors back in 2006. Regulation changes are expected to be adopted by the BOT at its June 2007 meeting to go back to the original rule that anyone with tenure can serve, but members could only vote on candidates who are at rank or below.

**Leave Policies:**

- As a result of the non-discrimination policies noted above, University regulations have been modified to include domestic partners for all family and medical leaves, tenure clock-stopping policies, and the like.

**Insurance Benefits:**

- Domestic Partner health insurance has been added, though the pre-tax and-post tax consequences mean there are additional costs for faculty choosing to cover their domestic partners under the university policy.

**Retirement Benefits:**

- Last year community college faculty were allowed a one-time opportunity to buy back into the state retirement plan. The legislature is considering granting this option to SUS faculty as well. The Board of Governors has requested this item but we do not know yet whether it has been passed.

## Council Election Results

### Budget Council

Kathie Price 2010  
Christy Lemak Harris 2010  
Regina Bussing 2009

### Academic Policy Council

Danaya Wright 2010  
David Quillen 2008  
Saeed Khan 2010

### Research Council

Scott Nygren 2010  
Jacob Chung 2010

### Infrastructure Council

Jane Brockmann 2010  
Marjorie Hoy 2010

### Welfare Council

Mary Ann Ferguson 2010  
Rebecca Jordi 2010

## Committee Election Results

### Academic, Freedom, Tenure, Professional Relations and Standards Committee

Regina Bussing 2010  
John Haydu 2010  
Jorge Rey 2010  
Thomas Vickroy 2010  
John Henretta 2010

### Committee on Committees

Mark Bishop 2010  
Blake Landor 2010

### University Constitution Committee

Cathleen Martyniak 2010  
Victoria Pagan 2010

### Curriculum Committee

James McLeskey 2010

### General Education Committee

Melissa Johnson 2010

### Honorary Degrees, Distinguished Alumnus, Awards and Memorials Committee

Kenneth Berns 2010  
Hartmuth Derendorf 2010  
Michael Seigel 2010

### Land Use and Facilities Planning Committee

Saundra TenBroeck 2010  
Robert MacLeod 2010  
Jacqueline Miller 2010

### Lakes, Vegetation and Landscaping Committee

David Hickey 2010

### Preservation of Historic Buildings and Sites Committee

Mary Adkins 2010  
Tom Caswell 2010

### Research Policy Committee

Paul Mueller 2010  
Jorge Rey 2009  
Ruth Steinner 2008

**Senate Nominating Committee**

Florin Curta	2008
Michael Katovich	2009
PK Nair	2010
Jackie Ayers	2010

**Student Petitions Committee**

Mark Brennen	2010
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**Senate Steering Committee**

Ellis Greiner	2010
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**Sustainability committee**

Ruth Steinner	2010
Mickie Swisher	2010

**Transportation and Parking Advisory Committee**

Ronald Siders	2010
Michael Katovich	2010
Sharon Rush	2010

**University Libraries Committee**

Linda Bartoshuk	2010
Rae Jesano	2010
Leah Rosenberg	2010

**Academic Personnel Board**

These candidates were forwarded to the President for appointment.

Douglas Cenzer  
PK Nair  
William Page

## Spring Announcements:

**Associate Provost for Undergraduate Affairs**

Dr. Daniel Wubah, special assistant to the president at James Madison University, has been appointed to serve as Associate Provost for Undergraduate Affairs effective July 1, 2007.

**Dean, College of Medicine**

Bruce C. Kone, M.D., will be the next dean of the College of Medicine. His first day in the position will be May 15th.

**Dean, Graduate School**

Dr. Henry Frierson, Professor of Educational Psychology, Measurement, and Evaluation and Director of the Research Education Support Program at the University of North Carolina at Chapel Hill, has been appointed to serve as Dean of the Graduate School effective May 1, 2007.

**Senior Vice President for Administration**

On April 1, 2007 Kyle Cavanaugh assumed the role of Senior Vice President for Administration. Reporting directly to the Senior Vice President for Administration will be the newly established Vice President and Chief Financial Officer (CFO), the Vice President for Business Affairs, the Vice President for Human Resources, the Chief Information Officer (CIO), and the Chief Audit Executive. In addition to having these responsibilities for the above areas, Kyle will also interface with all other Vice Presidents on strategic issues.

For the immediate future Kyle will continue to operate as Chief Human Resource Officer and oversee the physical move of our Human Resource operation to University Avenue. In addition, he will be working over the next several months on establishing and recruiting the CFO and assist in bringing direction to our Student Information System.

# Council in Review: Faculty Welfare

The Faculty Welfare Council is tasked with making policies regarding “matters that support, encourage, define, and evaluate the quality of the faculty and retention of faculty members, including faculty rights and academic freedom; faculty support programs, such as fringe benefit packages; faculty diversity; and programs that improve the quality of faculty life.”

Probably the three most important tasks of the welfare council this years were:

- Administer a survey to P&T candidates regarding the P&T process to ensure that we are complying with the changes to the policies that were adopted two years ago
- Evaluate and improve the faculty climate survey, and then make recommendations for improvements based on the results
- Evaluate the quality of faculty life around issues as widespread as diversity and child-care and make recommendations for new policies.

With regard to the first item, the Council found that many faculty candidates going up for tenure and promotion were unclear about the procedures, had been given conflicting information, felt that the criteria changed mid-stream, and that they were not always judged based on written and well-understood criteria. Those findings troubled the Council and they have been working with the Provost’s office to address as many of them as they could. They are also planning on sending out another survey this year to see if things are getting better.

With regard to the second item, they will meet first thing in the fall to discuss recommendations resulting from the results of the climate survey that are due out this month.

With regard to the third item, they had Pam Pallas, the director of Baby Gator explain to the faculty senate the state of child-care on this campus (excellent in quality but insufficient in ability to satisfy the needs of all students, staff, and faculty). They are also working with the HR office as the child care operations move from under the umbrella of the College of Education to the Department of Human Resources. They also worked closely with Associate Provost

Debra Walker King regarding implementation of the plan for which we received the \$250,000 Sloan Award on career flexibility.

Despite important changes having been made over the past few years in regard to all of these matters, faculty remain ignorant of their rights and of the new benefits that are available to them. For your information, we are highlighting a number of them on page 2 of this newsletter.

Finally, if you have ideas about ways to improve quality of life here at UF, please send them to Amelia Hugus, the senate secretary, or the chair of the Faculty Welfare Council.

And keep a lookout for the results of the 2007 faculty climate survey. They should be available in late May.

## Contributing Committees:

The chair of each of these committees (or an elected faculty member) is a member of the Welfare Council

### Academic Freedom, Tenure, Professional Relations and Standards Committee

Conduct hearings on charges involving tenure, academic freedom, or matters involving University practice bearing on professional ethics and the general welfare of the faculty as provided in Article V. Standing committee of the University Senate as set forth in the University Constitution, Article III, 6 (B).

### Academic Personnel Board

Advise the President with respect to promotion and tenure nominations, serving in a fact-finding and consultative role.

### Compensation Committee

- Monitor the compensation of UF Faculty relative to that of its peer institutions,
- Monitor procedures by which faculty raises are distributed at UF,
- Monitor the impact of raises on improving the salary profile of UF Faculty.



# Faculty Senate News: Meeting Outcomes

3.22.07

## Chair's Report:

Dr. Wright announced that the Board of Governors and the Board of Trustees will be meeting in Gainesville next week. Shared Governance Task Force reports are due to the Senate office on April 30. Nominations for councils are still open. The minus grades resolution was approved by the President. Nominees for Senators are due to the Senate office on March 23. March 28 will be a take back the night event organized by the students. Dr. Wright recommended that the Senate work to create a process for recognizing student events.

## Provost's Report:

Dr. Fouke reported that the Hub was recently reopened. The renovated building now houses the International Center, Academic technologies, conference rooms and training rooms. The University has hired a new Dean of the Graduate School, Associate Provost for Undergraduate Affairs, Dean of the Libraries and is still searching for a Dean of the College of Medicine. A announcement for applications was recently sent for Dean of the College of Journalism. UF will be accepting 6, 600 freshmen this year. The administration is considering accepting applications based on one deadline. The video boards that are used in the O'Connell center for basketball games will be available for college ceremonies taking place in the O'Connell center. The Academic Enhancement Program made it though one committee. There are 4 more committees to go through.

## Information Items:

### County Extension Faculty

The Senate discussed the County Extension Faculty proposal.

### Graduate council items

- o PhD in Biostatistics
- o Graduate School of Business

The PhD in Biostatistics will be an action item in April. The Graduate School of Business naming was presented as an information item.

**Intercollegiate Athletics Update** Jill Varnes, Faculty Athletics Representative presented a report on the state of student athletics at UF.

**University Curriculum Committee** Sheila Dickison, presented a proposal for the discontinuation of the CIS Major within the BSBA Program, College of Business

**Baby Gator** Pam Pallas, Director Baby Gator presented information on the Baby Gator program.

**Faculty Budget Resolution** Frank Bova, Budget Council Chair presented a faculty budget resolution which will be an action item in April.

### Committee on Committees Recommendations

John Leavey, COC chair presented the following recommendations

Student Memberships and University Curriculum Committee and General Education Committee

## Action Items:

### Sustainability Focus the Nation Resolution

**Eva Czarnecka-Verner**, Chair Sustainability Committee

The Sustainability Focus the Nation Resolution was approved with a vote of 36-34.

### Honorary Degrees Committee Recommendations

**Saeed Khan**, Honorary Degrees Committee Chair

The Honorary Degree candidates Hines and Barish were approved. The Honorary Degree candidate Bush was not approved with a vote of 38-28.

# Faculty Senate News: Meeting Outcomes

4.19.07

## Chair's Report

Danaya Wright reported that the Honorary Degrees Committee met with the President, Provost, General Counsel and the Chair of the Committee on Committees to look at ways to maintain faculty participation, improve the process and maintain confidentiality. No decisions have been made yet. The Senate will be consulted once a proposal has been finalized. The Steering Committee is working with the general counsel and discussing ways to allow for better communication of ideas between meetings. The Student Senate passed a referendum favoring a fifty cent per credit hour energy efficiency fee. The Senate was asked to endorse this fee, but the Steering Committee felt that this issue was not up to the Senate to decide. There is language in the current proposed regulations to change the college promotion and tenure. The current language states that the committees must be composed of tenured full professors.

## President's Report

Dr. Machen reported that the University will look for a way to recognize Lt. Dahlem's service. Dr. Machen also reported on various legislative issues. He also noted that concerns about the textbook bill should be sent to [president@ufl.edu](mailto:president@ufl.edu) or Jane Adams.

## Chair Elect Elections

Frank Bova was elected the Senate chair elect.

## Informaiton Items:

**Regulations Report** Tim Taylor, Constitution Committee Chair presented the constitution committees recommendations on the proposed regulations.

**Nominating Committee Report** Carol Kem, Nominating Committee Chair presented the slate of candidtaes for the available council and committee positions.

**Announcement of New Senators** Danaya Wright, announced the recently elected Senators.

**Strategic Work Plan** Anita Spring, Chair Academic Policy Council updated the Senate on the state of the Strategic Work Plan.

**Graduate council item** Laurence Alexander, Interim Associate Dean Graduate School presented the following information item.

PhD in Epidemiology, College of Public Health and Health Professions

This item was moved to an action item and approved.

## Action Items:

**Graduate council item** Laurence Alexander, Interim Associate Dean Graduate School presented the following action item. The item was approved.

PhD in Biostatistics

**University Curriculum Committee** Danaya Wright presented the following action item. The item was approved.

Discontinuation of the CIS Major within the BSBA Program, College of Business

**Faculty Budget Resolution** Frank Bova, Budget Council Chair presented the budget resolution. The resolution was approved.

## Committee on Committees Recommendations

John Leavey, COC chair presented recommendations on the membership of the University Curriculum Committee and General Educaiton Committee. There was also a recommenation to add student members to the policy councils. The recommendations were approved.



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