Faculty Senate Meeting

November 20, 2008

Approval of October 2008 minutes

Chair's Report
3:05-3:15 PM

Governor Crist <u>Proposes</u> New State University Reforms

- The proposal would provide stability to the state university system by clarifying university governance at the local and state level, giving university boards of trustees authority over day-to-day operations and personnel while giving the Board of Governors power over longer-range planning
- There will continue to be a legislatively set base tuition that will be covered by Bright Futures.
- The tuition changes would not affect families that have purchased Florida Prepaid College Plan contracts
- Each BOT may recommend raising the base tuition for resident undergraduates up to 15% per year, for 7 years or until they have reached the national average for tuition.
- This "differential" will not be covered by Bright Futures.
- Each BOT may consider recommending different tuition levels for different disciplines.
- 30 percent of the differential tuition revenues would go toward need-based student aid Recommendations will be submitted to the BOG for approval

Tuition = 25.61% Lottery = 6.43% Appropriations = 67.96%

FEO Program

- FEOs are intended to <u>advance the academic/professional/scholarly</u> abilities of faculty members. Thus they are similar in intent to sabbaticals. However, FEOs are <u>intended to be more flexible in nature and duration than traditional sabbaticals</u>. Thus FEO funds are to be expended primarily for salary/benefit offset, travel costs and/or fees for conferences or similar learning experiences. Some portion of summer salary can be requested for those on 9 month contracts who propose summer FEOs. FEO funds are generally not intended to fund such things as equipment/supply purchases, pilot studies, GRAs or similar items for which other sources of support are available.

- http://www.senate.ufl.edu/senate/documents/SabPolSenateProposal.pdf

FEO Committee Members

Name	Department/College	Title	Appointment
Kenneth Anusavice	Department of Dental Biomaterials, College of Dentistry	Distinguished Professor and Associate Dean	HSC VP appointee
Richard Heipp	School of Art and Art History, College of Fine Arts	Professor	Faculty Senate appointee
Jean Larson	Department of Mathematics, College of Liberal Arts and Sciences	Professor	Provost appointee
Kathleen Ann Long	College of Nursing	Professor, Dean and Associate Provost	Provost appointee
Susan Percival	Department of Food Science and Human Nutrition, College of Agricultural and Life Sciences	Professor	IFAS VP appointee
Kim Tanzer	School of Architecture, College of Design, Construction and Planning	Professor	Faculty Senate appointee
Richard Yost	Department of Chemistry, College of Liberal Arts and Sciences	Professor	Faculty Senate appointee

FEO Criteria
(Draft 11/13/2008)

Criteria	Rating
1. Goals are clearly stated	1-4
1. FEO plan is clear and realistic for goal achievement	1-4
1. Benefit to the applicant's academic/professional/scholarly growth are clear and specific	1-4
1. Benefits to the University are clear and specific	1-4
1. Budget is clear and appropriate for proposed goals and outcomes	1-4
Scoring Range	0-20

Long,Kathleen Ann email:**longka@UFL.EDU**

Compensation Committee

- **<u>Appointment:</u>** The Compensation Committee shall have six faculty members who shall represent a broad range of academic disciplines and units. The members shall be elected by the Faculty Senate from the Faculty at large. The committee shall have one administrative representative appointed by the President to serve as a liaison able to provide the required information to carry out the committee's responsibilities.

- **<u>Chair:</u>** Elected by the committee.

- **Responsibilities:** <u>**The committee shall evaluate and report on compensation relative to peer institutions, raise results and salary structures at the University, and make recommendations with respect to raise procedures at the University**</u>.

- **<u>Term:</u>** Three years staggered

Compensation Committee Members

Member	Academic Home	Term
Ellie Bushhousen	HSC Library	2009
Betsy Creveling	PKY	2011
Florin Curta	History	2010
James Maruniak	Entomology and Nematology	2009
Paul Mueller	Geology	2011
Eric Wachsman	Materials Science Engineering	2010

SPP Review Committee

Members

- Kathy Long
- Ramesh Reddy
- Henry Baker
- Steve Dorman
- David Denslow
- Tony Brennan
- Sue Percival
- Pierre Ramond

Charges

- Is the program a valuable tool to reward senior faculty for outstanding achievement?

- Should the process by which people are considered for the award be "tweaked"?

Established Criteria

- **Salary Pay Plan for Senior Faculty 2007-2008**
- **Design:** The Salary Pay Plan for Senior Faculty is designed to recognize highly productive performance in teaching, scholarship, and service. This award is meant for those who have contributed to the full life of the university, consistent with the faculty member's assignment

- Under this program, senior faculty are eligible for a nine percent pay increase based on the performance standards for promotion to Professor. The pay increase is for the state portion of the contract.

- **Eligibility for Consideration in 2007-2008:** Professors, including Eminent Scholars, Graduate Research Professors, Distinguished Service Professors, Curators, Librarians, and Extension Agents IV, are eligible to submit a packet for this award in AY 2007-2008 if they *first* held the current academic rank in 2000-2001. To qualify, a senior faculty's record should provide clear evidence that s/he has been highly productive in teaching, scholarship, and service during the previous seven years.

- Distinguished Professors are eligible for consideration for this salary increase after having held this title for three years. Those who held the title of Distinguished Professor prior to 2004/2005 and who have not received an award are eligible for consideration this year.

- **General Eligibility Considerations.** This program is designed to evaluate senior faculty based on performance. Faculty who apply for this award but do not receive it may apply for consideration again after three years have elapsed. Faculty who receive this award will not be eligible for consideration until after seven years have elapsed.

- **Process for Evaluating Senior Faculty:** The Provost's Office will send a list of eligible Faculty to the colleges. The process for selecting faculty for this pay adjustment will parallel the University's tenure and promotion process.

- **Packet Guidelines:** Candidates must submit a promotion packet prepared according to the "Guidelines and Information Regarding the Tenure, Permanent Status and Promotion Process for 2007-2008," and these supplemental guidelines: (1) no internal or external letters of evaluation should be included in the packet, (2) information should be included in the packet for the preceding seven years, except in the case of teaching evaluations, which should be included for the preceding five years, and (3) a prescribed cover memo should be attached to the front of the packet with the faculty member's name, UFID, department/school, campus address and phone number, academic rank, date of most recent promotion, and the candidate's signature. Candidates should highlight their activities since the date of their promotion to full Professor or the date of their most recent promotion (e.g. to Distinguished Professor).

- **Process in Departments:** All eligible candidates will be evaluated initially in their departments and programs by chairs and program/center directors, with the assistance of the tenure and promotion committee(s) where possible (and using departmental promotion criteria, where available). If all full professors are eligible for this award in a department or program, then only the chair or program/center director will review the eligible candidates. Chairs, program/center directors, and committees should review a faculty member's packet, focusing especially on the faculty member's activities during the preceding seven years. The chair and/or program/center director should also submit a letter ranking all the candidates submitting packets and a statement explaining the ranking of each candidate. Each statement should be no longer than one-half page, single-spaced. If the chair or program/center director is eligible for the salary increase, the dean will rank that person separately. Assistant and associate deans who are eligible will be evaluated within their departments. Chairs and assistant/associate deans will be evaluated on the basis of their teaching, research, and administrative service.

- **Process in Colleges:** The recommendations of the departments and programs/centers will be reviewed by the deans of the colleges, with the assistance of their college tenure and promotion committees. If all full professors or a significant majority of full professors on the college tenure and promotion committee are eligible for the salary adjustment, the dean may appoint other full professors to advise him/her. **The deans must submit a ranked list of all candidates, indicating which candidates are most qualified, with a brief statement explaining why.**

- The names of all eligible professors submitting packets, whether recommended or not by the dean, shall be sent forward to the provost on or before February 20, 2008. Only those packets recommended by the dean for the special pay increase will be reviewed by the Academic Personnel Board. Packets will be due in the Academic Personnel Office, HRS building, 903 West University Avenue on February 20, 2008. The final decision on these pay raises shall be made by the president and the provost. The salary increases will take effect in the 2008-2009 fiscal year.

Nominating Committee

– The Committee submits names which are advanced by the Nominating committee assignments,

– Around 40% of the names suggested are actually assigned to the suggested committees

"..problem ..is ..that there is little feedback to the committee on why the appointments are made.."

After the submission the Provost will meet with the Nominating Committee Chair and explain the criteria used to fill committee assignments

http://www.uff.ufl.edu/Documents/Document.asp?DocID=1827

Open Source Text Committee

Charge:

- To explore the opportunities for faculty adoption of open source text

- How can UF make open source text attractive for faculty and students

- A First Course in Linear Algebra (A Free Textbook) http://linear.ups.edu/
- Four Reasons Textbook Costs Will Drop E-books, textbook rental services, and new laws could help students save money this fall http://www.usnews.com/articles/education/2008/07/21/four-reasons-textbook-costs-will-drop.html
- Harvard Law School open access motion http://cyber.law.harvard.edu/node/4289
- Free digital texts begin to challenge costly college textbooks in California
   http://www.latimes.com/news/local/la-me-textbook18-2008aug18,0,4712858.story?page=2
- Flat World Knowledge LLC http://www.flatworldknowledge.com/minisite/

Provost's Report
3:15-3:30 PM

Dianna Fuller Morgan
Chair of the University of Florida Board of Trustees

- 30-year career with the Walt Disney World Co,
  - Sr. Vice President of Public Affairs, with responsibility for Media Relations and Government Relations
  - Sr. Vice President of Human Resources
- Board of Directors for CNL Bancshares, Inc.
- Board of Directors of Orlando Regional Healthcare System
- Vice-Chair of the national board for Children's Miracle Network
- The Dianna Morgan Children's Champion Award (an award that Disney created to recognize her love for her community)
- Disney created a special award recognizing her love for her community, The Dianna Morgan Children's Champion Award
- Winter Park Chamber of Commerce Glass Ceiling Award
- Appointed to the University of Florida Board of Trustees in 2001, elected Vice Chair in 2001 and Chair in 2007

Board of Trustees Update

Dianna Morgan, *BOT Chair*

3:30-3:45 PM
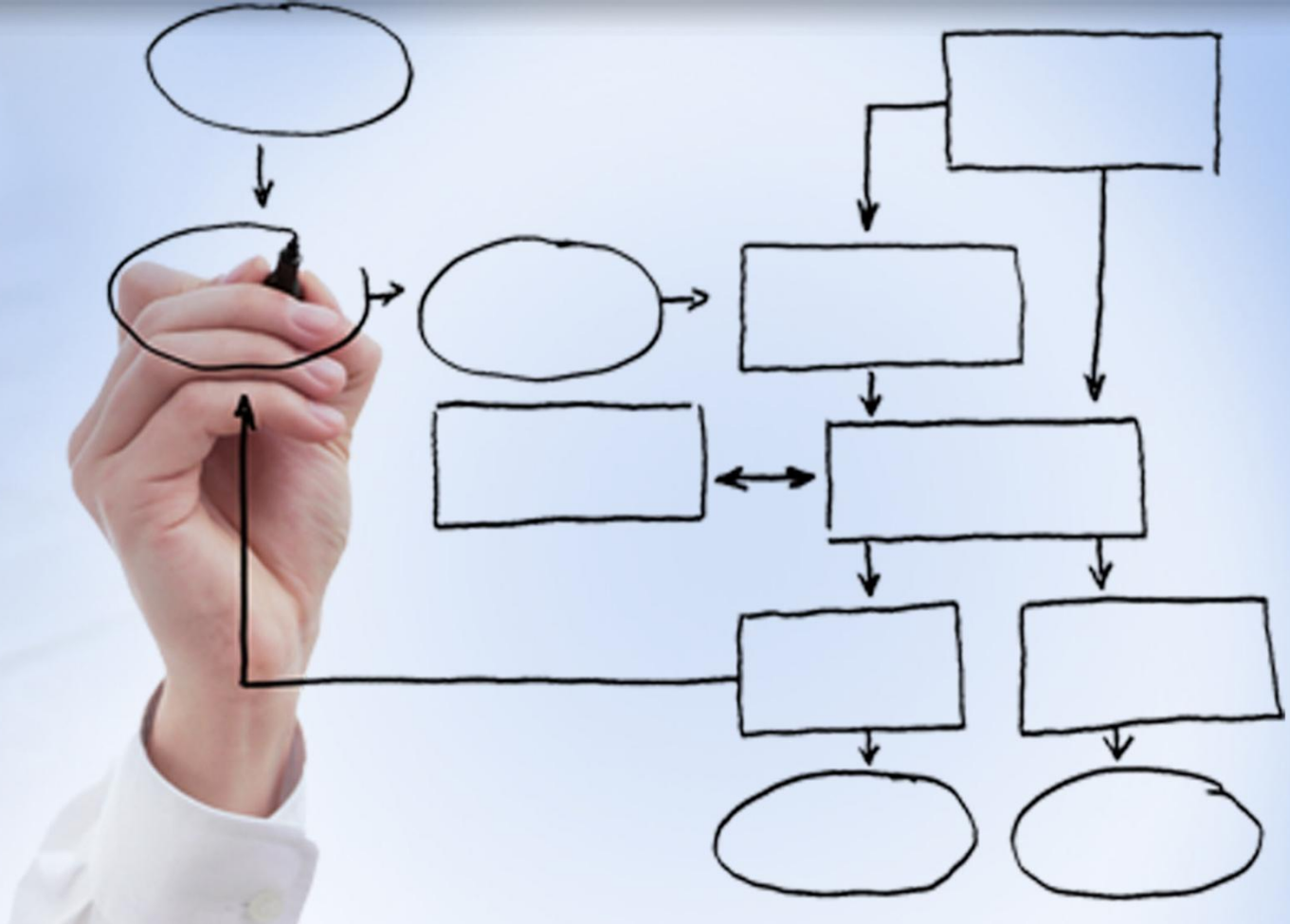
Focus on UF IT, Chuck Frazier
Interim CIO
3:45-4:00 PM

The Charge

"I will be putting a major focus on improving information technology this year."

President Bernie Machen

"...to develop a set of actionable recommendations that will structure UF IT to operate under a CIO and build a firm base for further development. I will ask you to look at issues such as sustainable funding, efficiency and performance measurement, IT governance and priority setting, combining like functions and services, and cost effectiveness. "

SVP Kyle Cavanaugh

A Vision for UF IT

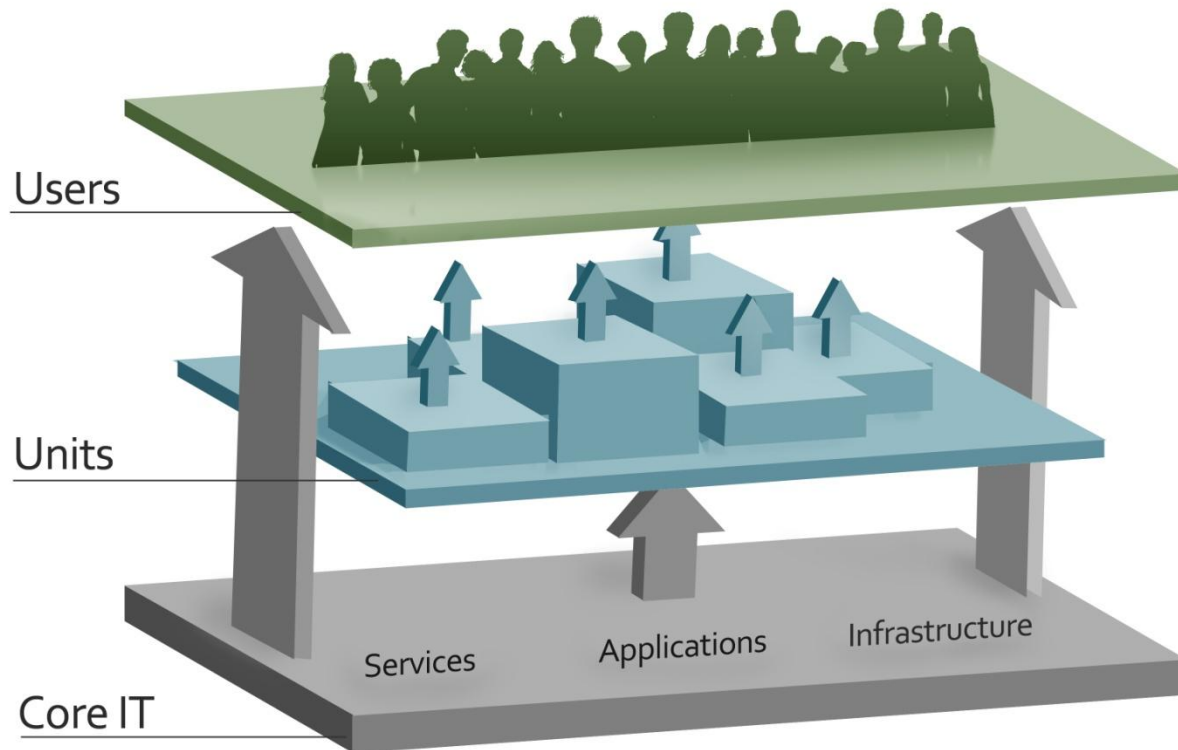An academic community empowered by IT to discover, teach, learn and engage.

Mission

Provide UF stakeholders with IT services that facilitate and improve research, teaching and engagement outcomes.

Core and Decentralized Services
## as appropriate to the UF mission

Groups Executing the Charge

IT Steering Group

Unit	Member	Role
Senior VP, Administration	Kyle Cavanaugh	Chair
Senior VP and Provost	Joe Glover	Member
Senior VP, Agric. and Nat. Resources	Jimmy Cheek	Member
Senior VP, Health Affairs	Doug Barrett	Member
VP, Research	Win Phillips	Member
VP and CFO	Matt Fajack	Member
VP, Finance and Administration	Ed Poppell	Member
Faculty Senate President	Frank Bova	Member
Interim CIO	Chuck Frazier	Member

IT Action Plan Task Force

Unit	Member	Role
Interim CIO	Chuck Frazier	Chair
Academic Technology	Fedro Zazueta	Member
Bridges	Mike Corwin	Member
Computing and Networking Services	Tim Fitzpatrick	Member
Data Infrastructure	Mike Conlon	Member
Faculty Senate	Mark Orazem	Member
Health Science Center	Jan van der Aa	Member
IFAS	Joe Joyce	Member
Office of the Provost	Bernard Mair	Member
OIT	Dan Shields	Recorder

Plan and Process
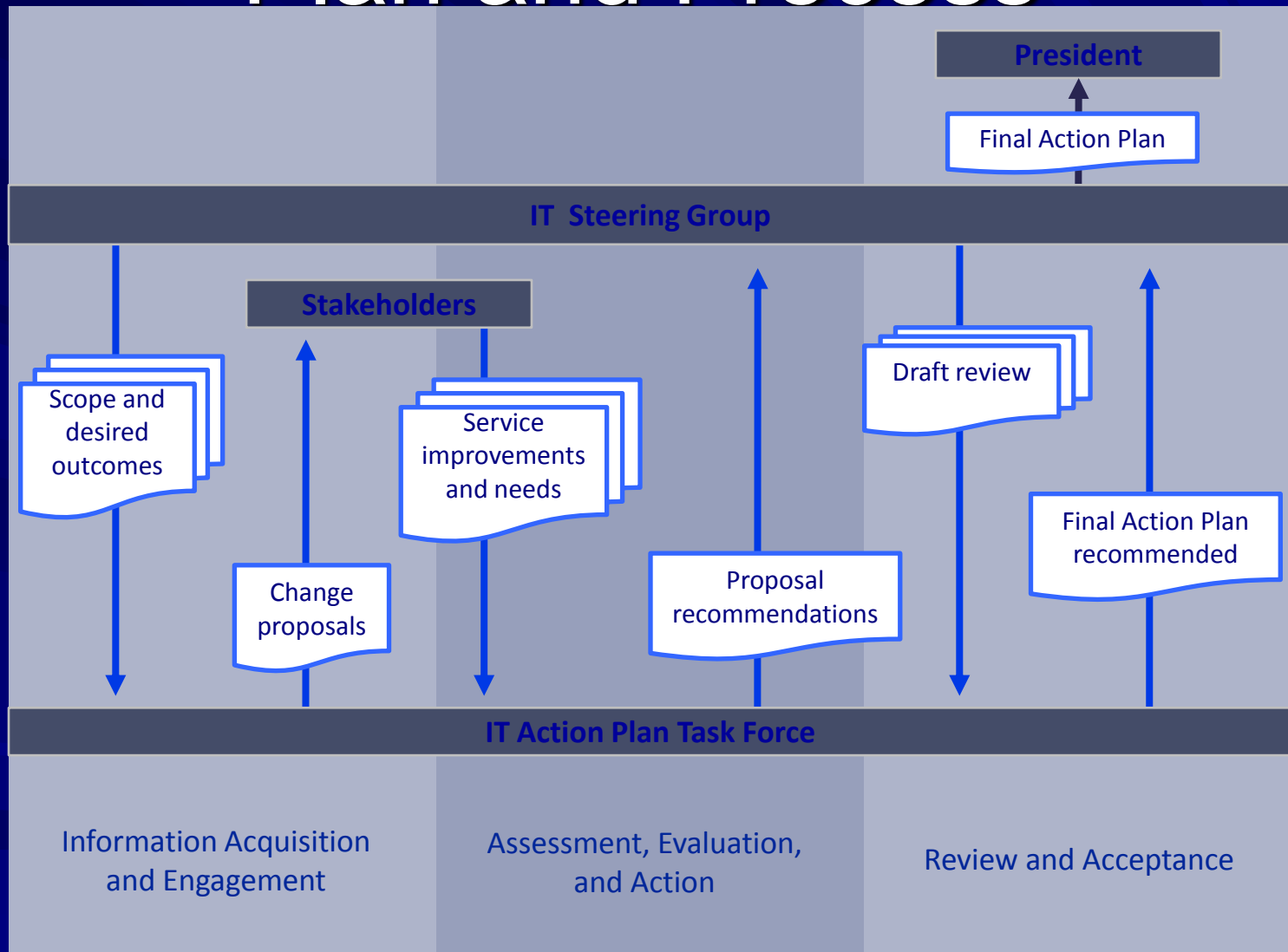
The Big Issues

Governance
Organization
Funding
Engagement
Operations
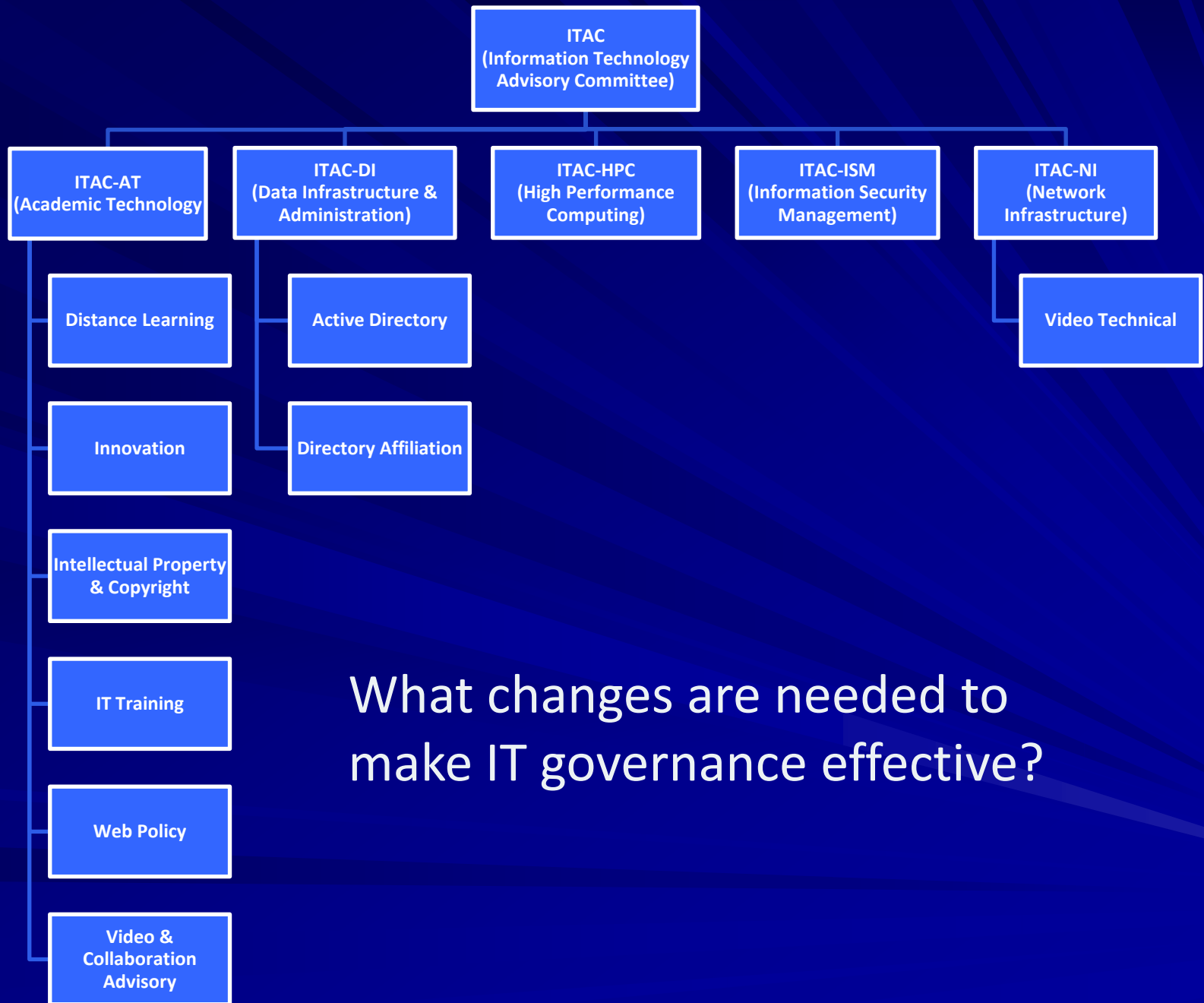
Faculty Participation in ITAC (2007)

Data Infrastructure & Administration (ITAC DI)

Name
Al Amirin
Judy Bousquet
Jeff Capehart
David Carlson
Jim Cobb
Mike Conlon
Mike Corwin
Bill Covey
Dan Cromer
Bill Dolamore
Nick Dunham
Tim Fitzpatrick
Paula Fussell
Joe Gasper
Kris Kirmse
Norma Kuhr
Bernard Mair*
Azfar Mian
Steve Pritz
Richard Rathe
Christine Schoaff
Jan van der Aa*
Fedro Zazueta*

Academic Technology (ITAC AT)

Ex-Office Voting Members (Position-Based)	Position	Area
Anne Allen		
David Burdette		
Randy Graff		
Laurie Taylor		
Christine Schoaff		
Fedro Zazueta*		
Ken Osfield		
Kris Kirmse		
TBA Fall 08		
TBA Fall 08		
Voting Members		
Joe Burley		
Tracey Choulat		
Bruce Clary		
Raymond Issa (Chair)		
Kathleen Price		
Ian Tebbett	Professor	
Bernard Mair*	Associate Dea...
Charles Williams	Professor	
Kelly Jeck		
Ex-Officio Non-Voting Members		
Charles Frazier	Interim CIO	OIT
Steve Pritz	Registrar	University Registrar's Office

Network Infrastructure (ITAC NI)

Member	Title	Area
Charles Benjamin		
Clint Collins		
Dan Cromer		
Erik Deumens		
Tim Fitzpatrick		
Craig Gorme		
Stephen Kostewi...		
Shawn Lander		
Steve Lasley (Sec...		
Chris Leopold		
Tom Livoti		
Dan Miller (Chair...		
Dr. John Sabin		
Hansford Tyler		

Information Security Management (ITAC ISM)

Member	Title	Area
Jan van der Aa*		
Avi Baumstein		
Charles Benjamin		
Mark Bergeron		
Colleen Ebel		
Kathy Bergsma		
Rodger Hendricks		
Wayne Hyde		
Bob Johnson		
Chris Leopold		
Michael Lucas		
Tim M. Nance		
Eric Olson	Associate	College of Business
Robert Staats	IT Expert	Academic Affairs PV – Comp Support
Matthew Wilson	Database Admin	Research and Graduate Programs – IFAS
Allan West	System Admin	College of Liberal Arts and Sciences
		Student Government

High Performance Computing (ITAC HPC)

Members	Title	Unit
Alan George (Chair)	Professor	Engineering Elect/Comp
Paul Avery	Professor	CLAS Physics
Ed Braun	Asst. Professor	CLAS Zoology
Jack Sabin	Prof. assoc Dean	CLAS Physics
Bala Balachandar	Professor	COE Mechanical / Aerospace
Sanjay Ranka	Professor	COE Comp/Info Sci
Susan Sinnott	Professor	COE Materials Sci
Henry Baker	Professor	HSC Molecular GENTCS
Frank Bova	Professor	HSC Neurological Surgery
Betsy Shenkman	Professor	HSC
Erik Deumens	Scientist	LS Chemistry

Engagement

Major Stakeholder Groups and Engagement / Communication Mechanism	
Stakeholder Groups	Engagement Mechanism
SVPs, VPs, Deans, and Directors	Report to SVPs, VPs, Deans, and Director's Meetings
Faculty	Report to Faculty Senate, ITAC subcommittees, direct communication, Newsletters, Website, and Wiki
Students	Discussions with Student Government, direct communication, Website, and Wiki
Administrative Units and Service Providers	Direct communication with IT Action Plan Task Force
IT Community	Town Hall Meetings, Newsletters, Website, and Wiki

> **UF IT Action Plan Task Force**

> **Charge Letters**
> President Bernard Machen, SVP Kyle J, Cavanaugh

> **Narrative of Proceedings**

> **Reports**
> Committee, Sub Committees, Supporting Documents

> **Wiki**

> **Suggestion Box**

> **Members**

> **Links**
> 2002 Strategic Computing Plan, 2003 OIT Strategic Achievement Report

UF IT Action Plan

Wiki Guidelines

The IT Action Plan Task Force welcomes suggestions within the topic of improving UF computing as an enterprise system. Departmental level issues and benefits, although important, are not within the scope of this group.

Appropriate Language
- No obscene or derogatory language.

Appropriate Content
- Stick to the wiki subject.
- Edits should correct mistakes or add value to the content.
- No commercial (advertisements) or personal use, or political commentary.
- Disagreements are okay, personal attacks are not.
- Use a neutral tone - do not use the Wiki as a platform for political or personal views/opinions, personal publishing projects, or shameless self-promotion (get a blog for that).
- We reserve the right to delete any content that violates the above stated guidelines.

IT Action Plan Task Force Wiki

page | discussion | edit | history

UF IT Action Plan Wiki

(Redirected from Main Page)

About the UF IT Action Plan Wiki [edit]

The IT Action Plan Task Force welcomes suggestions within the topic of improving UF information computing as an enterprise system. Departmental level issues and benefits, although important, are not within the scope of this group.

Instructions [edit]

To comment, click the "Edit" tab at the top of the page. For additional, more detailed instructions, see MediaWiki Help

Comments [edit]

- For discussion of governance issues, see Governance
- For discussion of funding, see Funding
- For discussion of services, see Services

UF IT Action Plan Site

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More to come…

www.it.ufl.edu/UFITactionplan

Information Item: Budget Principles
4:00-4:15 PM

David Quillen Budget Council Chair

Draft Guiding Principles for Future Budget Cuts

From the Faculty Senate Budget Council:

November 12, 2008 revised after Steering Committee Meeting November 6, 2008

Charge: President Machen has requested input from the Faculty Senate Budget Council on principles for potential future budget cuts from decreased state appropriations. In light of the almost 10% cuts over the past 2 years, Dr. Machen has noted that further cuts would be difficult and potentially threaten the quality of the UF education. Despite the past and potential future cuts, we must at a minimum, maintaining our current high quality of education and ideally move forward with excellence.

Draft Guiding Principles for Future Budget Cuts

Allow units flexibility to engage in revenue generating activities. Off-book offerings Distance education Incentives for faculty to generate additional revenue Graduate tuition to meet market pricing Use revenue generated by a Unit to "buy down" debt Evaluate using adjunct professors to help reduce the cost of delivering a curriculum

Seek permission/advocate at all opportunities to increase undergraduate tuition Numerous legislative constraints (inability to raise undergrad tuition, etc) How vigorous should we be in advocating for a change in philosophy on the part of the legislature; e.g., As the sole AAU institution of higher education in the State of Florida, UF is a resource that can be used to attract businesses, research institutions, and skilled workers to the state; however, it cannot reach its potential to benefit the state unless it joins the ranks of the best public universities, including the University of Michigan, UVA, UNC-CH, and Cal-Berkeley. To do that, tuition caps resulting from Bright Futures should be lifted, and the University should be encouraged to recruit nationally and internationally.

Draft Guiding Principles for Future Budget Cuts

Cuts within college units should be planned following principles of shared governance and agreed upon by college administrators and faculty council/budget council; if agreement cannot be reached, the President should mediate the final decision on cuts. President needs to assume final authority for all budget cuts within the University

Vertical cuts preferred over horizontal cuts
- Eliminate duplicative programs within UF
- Eliminate duplicative programs that exist at other state schools
- Merge units where synergy exists and cost savings can be achieved; mergers are appropriate when the new combined unit is better than the sum of the separate units.
- Cost/Value; while cost can be readily measured, value is quite difficult to assess. Various indicators of value include demand for graduates, State of Florida educational needs, ranking of programs with respect to peers, national and international recognition of programs, impact on state and community.
- Cuts should align with strategic direction of the university

Draft Guiding Principles for Future Budget Cuts

Other issues:

- Look closely at PECO funds
- Is building for new programs appropriate?
- Re-building or renovating for lower overhead cost
- Capital Campaign
- Charitable giving directed to cover "temporary" budget cuts

Information Item: APC Textbook Report
4:15-4:30 PM

Danaya Wright, APC Chair

Action Item:
University Curriculum Committee
4:30-4:35 PM

Proposal to Create a [Department of Dermatology](#) at the University of Florida College of Medicine

FY09 Budget -- Fund P&L

29050500 - MD-DERMATOLOGY

	Restricted	Unrestricted	Fund Source
State General Revenue	$0	$35,282	$35,282
State Trust Funds	0	0	0
House Staff Revenues	0	0	0
Contracts & Grants Revenue	0	0	0
Other Restricted Revenue	0	0	0
UF Foundation Revenues	11,310	0	11,310
UF Research Foundation Revenue	0	0	0
Oth Clinical Fees	0	0	0
Non Exempt Clinical Fees	0	2,647,006	2,647,006
Miscellaneous Income - MISCINC	0	52,853	52,853
Total Revenues	**11,310**	**2,735,141**	**2,746,451**
University Overhead	0	6,327	6,327
Administrative Overhead	0	144,262	144,262
Clinical Overhead	0	1,272,725	1,272,725
Affiliates Overhead	0	0	0
Assessment Fee Income	0	0	0
Total Overhead	**0**	**1,423,314**	**1,423,314**
Faculty Salaries and Benefits	0	1,162,079	1,162,079
TEAMS Salaries and Benefits	0	233,664	233,664
UFP Salaries & Benefits	0	0	0
OPS	11,310	0	11,310
Total Salaries & Benefits & OPS	**11,310**	**1,395,743**	**1,407,053**
Contractual Services	0	48,872	48,872
Repairs & Maintenance	0	1,305	1,305
Data Processing	0	0	0
Office Supplies	0	4,683	4,683
Medical Care & Subsistence	0	0	0
Rent Expense	0	6,338	6,338
Printing & Reproduction	0	2,951	2,951
Postage & Freight	0	60	60
Insurance Expense	0	16,349	16,349
Telephone Expense	0	3,806	3,806
Educational & Medical Supplies	0	912	912
Dues & Subscriptions	0	2,000	2,000
Food Expense	0	5,541	5,541
Advertising Expense	0	0	0
Corpus	0	0	0
Tuition Expense	0	0	0
Travel Expense	0	14,533	14,533
Miscellaneous Expense	0	1,005	1,005
Total Operating Expense	**0**	**108,355**	**108,355**
Capital	0	1,500	1,500
Transfers In	0	0	0
Transfers Out	0	0	0
Total Transfers	**0**	**0**	**0**
Total Expenditures and Transfers	**11,310**	**1,505,598**	**1,516,908**
Cash Basis Income(Loss)	0	(193,771)	(193,771)
State Over(Under) Expenditure	0	0	0
Adjusted Income(Loss)	**$0**	**($193,771)**	**($193,771)**

Cash Basis Income(Loss)	0	(193,771)	(193,771)
State Over(Under) Expenditure	0	0	0
Adjusted Income(Loss)	**$0**	**($193,771)**	**($193,771)**

Division of Dermatology

Department	Education Type	Hours	Dollars
Dermatology	PA Students	120	$15,839
Dermatology	Medical Student Advisor	40	$5,280
Dermatology	Medicine Clerkship	3	$396
Dermatology	Senior Medicine Clerkship	3	$396
Dermatology	Clinical Director	21	$2,772
		187	$24,683
Dermatology	GME Director		$10,599

Total State Dollars Received for Education & GME	$35,282
Total Divisional Revenue Budget	$2,746,451
State Dollars as a % of Total Divisional Revenue	1.28%
Teaching Effort as a % of COM Education Effort	0.09%

Department of Urology

Department	Education Type	Hours	Dollars
Urology	Classroom (BMS 6823)	48	$5,531
Urology	Clinical Student Teaching	322	$37,105
		370	$42,636
Urology	GME Director		$13,780

Total State Dollars Received for Education & GME	$56,416
Total Departmental Revenue Budget	$10,447,448
State Dollars as a % of Total Departmental Revenue	0.54%
Teaching Effort as a % of COM Education Effort	0.17%

Action Item: [Constitution Committee Proposed Changes](#)

4:35-4:40PM

Jim Seale, Constitution committee chair-elect

Open Floor Discussion
4:40-5:00 PM