

Introduction:

The Warrington College of Business Administration is a college whose mission is "educational and research programs that enhance leadership and competence among business people". The academic units of the college are Decision and Information Sciences; Economics; Finance, Insurance & Real Estate; Management; Marketing; and Accounting. The college has a number of distance learning degrees which are taught by regular faculty with oversight by the same committees as the regular degrees in the department. There are 9 four credit core courses taught on the electronic platform for undergraduates - the faculty is very efficient.

There are 15 research centers and institutes. The college has about 80 faculty; it has shrunk over the past ten years from a former size of 115; the college has around 5000 undergraduate majors and around 1000 graduate students.

The college has an entrepreneurial culture and is results oriented. The faculty is "relatively comfortable" focusing on their research and teaching with administration left to the administration. Faculty play major roles in hiring, tenure and promotion, and curricular issues.

Notable practices:

1. Transparency/disclosure: The dean holds lunch meetings with groups of faculty at which he distributes a yearly report which discloses in great detail data about the college.
2. Practices that reduce payoff of "rent seeking behavior":
 - (a) equilibrium size of academic units, so departments do not compete with one another for hiring opportunities;
 - (b) accounts for tenure track faculty that may be used for travel to meetings, journals, professional dues, course related expenditures.
3. There is an elected Faculty Advisory Council with representation from all the units.
4. Counter-offers: rate money associated with faculty lines vacated by retirement has been used to make 17 counter offers in last 10 years, of which all but one has been successful.
5. Revenue generating off-book programs: the college has a variety of external degree/certificate programs that generate revenue for the college; they are managed by the college administration, taught on an overload basis by regular faculty, using curricula and courses approved by regular faculty using same structure as for the traditional degrees.
6. Electronic evaluation form: the dean who makes results known to faculty (approximately every three years). The dean has been in place for around 14 years.
7. Faculty input into resource allocation: the research Committee (faculty) makes decisions on allocation of summer research grants; otherwise resource allocations are made administratively.
8. Absentees: attendance at faculty meetings may be around 25% (quorum is 1/3) based on vote of faculty on motion related to

Tenure and Promotion in fall 2005; also Faculty Senate representatives frequently do not attend Senate meetings; there is no mechanism for reporting back to college or college administration.

The rest of this report is a list of resources and names of committees.

Resources

My WCB for Faculty/Staff:

<http://www.cba.ufl.edu/mywcb/facstaff/>

(includes links to Faculty Bylaws (under review, last revised three years ago), Agenda & Minutes of Faculty Meetings, list of committees & their members, college and university T&P guidelines, guide for completing the T&P packet, policy and procedure for peer evaluation of teaching, latest State of the College Report, latest Program Review, various electronic teaching resources, college mission statement)

Committee Structure:

``Administrators' Meetings'': Dean, Associate Deans, Academic Unit Heads meet at least twice/semester with summary report distributed to faculty.

Faculty Advisory Council: elected with 2 tenured faculty from each unit, chair elected by committee. (No dean, director, academic unit head is eligible.) In practice, serves as constitution committee when needed, strategic planning committee.

Promotion and Tenure Committee: six members, half elected, half appointed.

Research Committee: six members, half elected, half appointed.

University Senate Representatives: elected

All other committees are appointed by the Dean.

Committees concerned with curriculum, instruction, degree programs: Graduate, Masters, MBA, Teaching, Undergraduate

Other committees: Information Resources, Minority Affairs, Sabbatical

Jean Larson, November 2, 2005