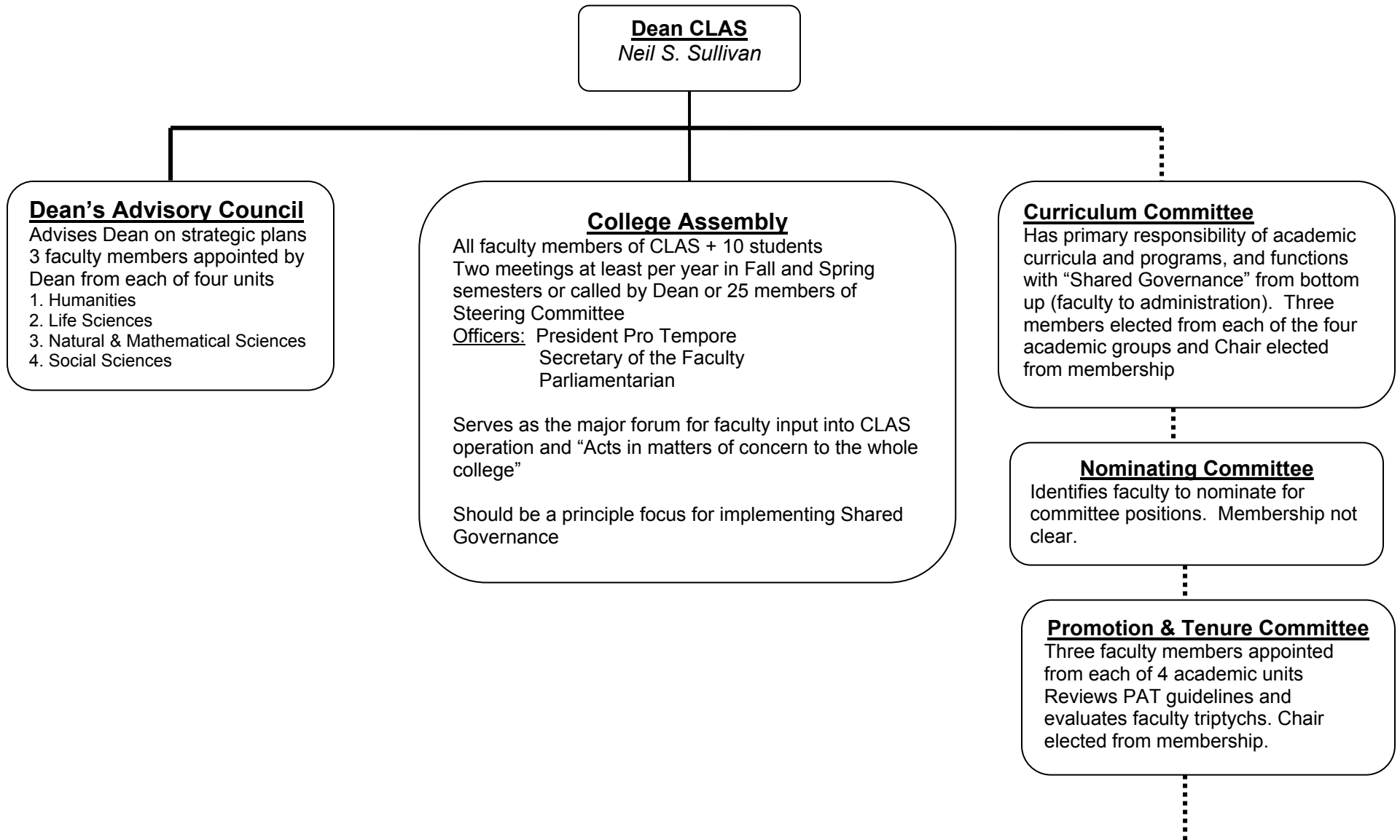


## Organizational Chart for College of Liberal Arts and Sciences





**Constitution Review Committee**

Reviews CLAS constitution and bylaws and formulates proposed changes

Chair by Parliamentarian  
Members are Dean, Secretary, immediate past President Pro Tempore



**Special Committees**

Are created by Faculty or Dean to deal with special issues not covered by standing committees



**Undergraduate Committee**

Associate Dean for Advising  
Deals with academic matters (not conduct)

Chair elected from membership; undergraduate coordinators from departments and 4 students



**Petitions Committee**

Deals with all student petitions and requests. Membership & Chair determined by Dean



**Steering Committee**

Helps formulate agenda for College Assembly meetings  
Chaired by President Pro Tempore  
Members are Dean, Chairs of Curriculum, P&T, Nominating Undergraduate CMTs, Secretary and

## **PERVCEIVED STRENGTHS AND WEAKNESSES OF CLAS FOR SHARED GOVERNANCE**

### **Strengths**

1. CLAS has a defined organizational chart that addresses most key academic and personnel issues, and the structure is implemented.
2. Faculty members determine (or have significant input into) standard academic issues with advice and final approval of Dean through standing committees: curriculum, undergraduate, petitions, steering, and constitutional review committees - consistent with principles of Shared Governance.
3. Steering Committee can raise academic issues that are important to faculty members through College Assembly format.

### **Weaknesses**

1. Strategic planning issues are addressed by Dean's Advisory Committee which may have minimal input from the Faculty – not consistent with Shared Governance concept for guiding academic programs.
2. In principle, salary increases (decreases) are based on merit (meritocracy). Each department sets its own standards for merit and evaluates faculty members. Usually, raises have some across-the-board component and some merit component. United Faculty of Florida (UFF) represents the overall financial interests of the faculty, and UFF usually favors more across-the-board component than merit component. Clearly written standards for evaluating meritorious performance appear to not appear to be widely available nor a defined process to resolve salary disputes with Chairs.
3. College Assembly seems to meet too infrequently to adequately serve as a conduit for issues identified by faculty members. Surveys of Faculty are not commonly done.
4. Promotion and tenure committee (personnel issues) members should be elected by faculty (currently appointed by Dean) and more detailed criteria for promotion and tenure in each department should be developed by faculty with the advice of the Dean.