Organizational Chart for College of Liberal Arts and Sciences

Dean CLAS
Neil S. Sullivan

Dean's Advisory Council

Advises Dean on strategic plans 3 faculty members appointed by Dean from each of four units

- 1. Humanities
- 2. Life Sciences
- 3. Natural & Mathematical Sciences
- 4. Social Sciences

College Assembly

All faculty members of CLAS + 10 students
Two meetings at least per year in Fall and Spring
semesters or called by Dean or 25 members of
Steering Committee

Officers: President Pro Tempore Secretary of the Faculty

Parliamentarian

Serves as the major forum for faculty input into CLAS operation and "Acts in matters of concern to the whole college"

Should be a principle focus for implementing Shared Governance

Curriculum Committee

Has primary responsibility of academic curricula and programs, and functions with "Shared Governance" from bottom up (faculty to administration). Three members elected from each of the four academic groups and Chair elected from membership

Nominating Committee

Identifies faculty to nominate for committee positions. Membership not clear.

Promotion & Tenure Committee

Three faculty members appointed from each of 4 academic units Reviews PAT guidelines and evaluates faculty triptychs. Chair elected from membership.

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.
- 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.