

College of Arts and Sciences
Faculty Council Meeting
Friday October 27th, 2023
2:00 – 4:00pm, Microsoft Teams

I. Call to Order

In attendance:

Council members: Corton, Collins, Friedman, Johnson, McCleary, Novoa, Pal, Song, Varma

CAS Dean's office: Kirchman, Michael, Shimizu, Serls

II. Approval of 9/22/2023 Meeting Minutes – Minutes approved

III. Standing Committee Liaisons

- a. Library Committee (Kissi absent to give keynote address at Holocaust conference, Pacific Lutheran University) – No update

- b. Diversity Committee (Novoa)

Last meeting was 10/26/23. A lot of discussion of Florida Senate Bill 266 (SB 266), especially concern regarding legality and implementation.

There is a possibility that a subcommittee will be formed to express and explain pushback against SB 266.

Appears to be significant morale issues among faculty, including anxiety.

Seems unlikely to have the guidelines on implementation of the law very soon, especially as there is a lot of current pushbacks, including in the legal system. As an example, there is a lawsuit initiated by a student and a faculty member from New College that is ongoing and may cause stoppage of implementation.

Other issues include possible violations of federal law. Many granting agencies have diversity, equity, and inclusion rules, and it would be difficult for USF to be in compliance with those.

Concern also expressed over five student protestors who were arrested and accused of felonies. It was expressed that students should be sanctioned academically rather than charged criminally. Also, recommendation that law enforcement not use dogs. Also concern that some student groups may be dismantled for protesting over Israel/Palestine issues or because of actions by their national group.

Some faculty upset because they teach social justice as a component of classes but have the inability to protect students from consequences of protests.

Some Palestinian students (as well as others from Middle Eastern countries, of Arab descent, and/or Muslim) felt left out of President Law's statement on the actions of Hamas and Israel. Suggestion that the President should consult with University experts on such subjects prior to speaking for the USF community.

Concern that students were removed from a recent townhall with President Law for asking questions that were not approved ahead of time.

Suggestion that we invite the Provost and/or President (less likely to happen) to a CAS Faculty Council meeting. General consensus that it would be quicker to get CAS FC concerns to the Provost via the next Faculty Senate meeting, although Provost could be invited to a future CAS FC meeting on a regular (semester?) basis. Jennifer C. will contact Faculty Senate officers from CAS to express concerns and will reach out to Provost to invite to a future CAS FC meeting.

c. Faculty Development Committee (Friedman)
Have not met yet. They will reach out when a meeting is scheduled.

d. Technology Committee (Corton)
Meets twice per semester (this semester on 10/6 and 12/1). During last meeting, they discussed the results of their technology survey. General takeaways: 25% response (which was considered good); general lack of awareness of policies and resources available; many respondents don't know who to ask for resources. Committee will try to increase awareness and mentioned that many upgrades are happening currently.

Problems with power surges. Facilities is aware of issues.

e. Grievance (Cleveland-Roberts absent, update provided by Dean Michael)
Not many so far this semester. Most tend to come at the end of the semester or the beginning of the next one.

V. Associate Dean Toru Shimizu

o Status of the Post-Tenure Promotion Process

Seventy-eight candidates for Post-Tenure Review (PTR) from CAS. Of these, 19 have completed their parts and the process has moved to respective department chairs. Candidates have until 11/20, and department chairs have review period of 11/20 to 12/20. One major change is that there is no longer a page limit to the CV.

Unofficially (from many sources), the compensation now appears to be: \$5k for a "1" and \$2k for a "2." Also appears that USF has tried to reward faculty for good reviews whereas sources at FSU and UF may be using the process punitively, to remove underperforming faculty. USF appears to be speaking more positively about the process.

A noted problem, however, is salary compression, and some have indicated they would rather have the money fix that issue.

Questions as to whether faculty with different research topics will be treated differently, especially if DEI-related research will be frowned upon.

The final rating is determined by the Provost's office, based on the various steps of the process. The final numbers ("1" vs "2," etc.) are sent to the Board of Governors. The University Auditor's office will run an audit to examine the process.

VI. Dean's Remarks

Many of the Dean Michael's comments are embedded in the discussions above. Other issues included:

The Provost's Office has sent e-mails concerning applying for large seed grants (USF Provost Collaborative Research Excellence and Translational Efforts (CREATE) Awards). Randy Larsen is ready to help. Must include members from at least three different colleges and must be new lines of research (not current lines). Funds are meant as seed money to "establish financially sustainable research centers, institutes, and initiatives."

Many leadership positions will be changing in the near future. The previous University Chief Financial Officer, Rich Sobieray, has been asked to focus on USF's partnership with TGH, Jennifer Condon has been named Interim CFO, the second highest member of Human Resources resigned, and there are several Dean searches upcoming (College of Business, CAS, and Engineering).

VII. Fall Assembly (Collins)

The current proposal is to hold the Fall Assembly on 12/8 online (to be inclusive of all campuses), from 2:30 to 4:30 pm. There is interest in also having a social event in spring (debate as to whether on the same or a different day). Slides from previous assemblies will be sent to liaisons for guidance to chair with their Chairs of Committees.

VIII. TEP (Collins)

The proposal for the Tuition Exchange Program (TEP) was submitted to the Provost, but no comments have yet been returned.

Is this a goal we want to continue for the current academic year? Are there other goals that we should have?

A potential goal might be to clarify numerous issues surrounding online courses developed by faculty in conjunction with Innovative Education such as determining who teaches online courses, decisions about who creates these courses and compensation (course release), etc. Jennifer Friedman will help lead the discussion about this potential goal.

IX. CAS URA Centralization (Varma)

Randy Larsen has been working to improve grant administration. CAS Unit Research Administrators (URAs) have been centralized so that they report to the CAS Research Office rather than individual department chairs. This model within the CAS may serve as a potential model for the rest of the University. URAs are assigned based on the workload per department and some URAs may be assigned to more than one department, if needed. URAs will soon have a promotional structure (levels 1, 2, and 3), which should help in retention. The University is working on an overall centralization of Human Resources and Business Services as well.

Comments concerning issues with underperforming staff and the length of time it takes to correct performance or terminate.

X. Faculty Concerns

- Council Member Questions – no further issues (built into previous sections)

XI. Adjourn – at 3:40 pm, next meeting 11/17 at 2:00 pm.