

CAS Faculty Council Minutes

Meeting time: 09/22/2023 from 2:00-4:00pm

Meeting location: MS Teams

In attendance

Council members: Allen, Corton, Heydt, Kissi, Collins, Friedman, J. Johnson, M. Johnson, McCleary, Novoa, Pal, Song, Varma

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

Agenda

I. Call to Order

II. Approval of 8/25/2023 Meeting Minutes

III. Decide Process: Standing Committee Liaisons or Committee Chairs update

a. Library Committee

b. Diversity Committee

c. Faculty Development Committee

d. Technology Committee

e. Grievance Committee

V. Associate Dean Toru Shimizu

o Status of the Post-Tenure Review Process

VI. Dean's Remarks

VII. Faculty Concerns

o Council Member Questions

VIII. Adjourn

Notes

- Minutes from previous meeting approved—unanimous
- Novoa agrees to continue to be the liaison to the Diversity committee
- Corton agrees to be the liaison to the Technology committee
- Kissi agrees to be the liaison to the Library committee
- Friedman agrees to be the liaison to the Faculty Development
- It was decided that no liaison was necessary for the Grievance committee

- Shimizu updates:
 - o Post Tenure Review (PTR)
 - Each department and unit developed criteria for PTR
 - 79 people from CAS were selected for PTR this year—candidates for PTR come from two groups: people who received comprehensive review in 2018 (Associate to Full, Assistant to Associate) *and* a randomly-selected group that gets the total of PTR candidates up to 20% of eligible faculty members (i.e. those who are five years or post five years latest comprehensive review)
 - The PTR process is leveraging annual reviews to avoid too much extra work, though PTR will look at the arc of the record over five years and will use its own set of unit criteria
 - Emphasis that PTR is *not* using the same criteria as promotion to associate or full professor
 - Committee discussion of PTR update:
 - Concern expressed about CV limit of 5 pages as putting extra burden on faculty
 - Concern of whether the “randomly-selected” faculty for PTR are actually random
 - o Dean Michael emphasized that I.T. had created a method for randomization using non-identifying information
 - Some committee members requested the method of randomization that was used

- Question: What happens if faculty don't participate in PTR?
 - Deans Michael and Shimizu suggested that this is uncharted territory, but that this is also a requirement and sanctions are possible (e.g. letter of counsel or letter of reprimand)
- Michael updates:
 - Faculty are winning many awards—internal and external; we have a lot of good things happening among the faculty
- Faculty concerns
 - M. Johnson and Friedman: union membership is low enough to threaten decertification by March 2024
 - Collins: power surges are interrupting work as computers shut down
 - No updates on T.E.P.
 - Question from faculty member in geoscience about the new budgetary process and problem of salary inequity and compression
 - Dean Michael: Hired 30 people in CAS last year; hiring 59 this year. Also raised the minimum salary for instructional faculty to \$55,000. There is currently little money available to address salary compression.
 - Varma: It sounds as if we've been losing a lot of valuable administrators to Moffitt. Is that something that you've been seeing?
 - Dean Michael: Yes, we have been losing some because Moffitt and USF Health often pay more.
- Adjournment at 3:46.