

USF College of Arts and Sciences Faculty Council

Meeting Minutes from Friday, November 18, 2022, 2:00 – 4:00 pm

Attendees:

Stephen Aikins	✓	Ryan McCleary	✓	Razvan Teodorescu	✓	Magali Michael	✓
Jennifer Collins	✓	Byron Miller	✓	Sameer Varma		Paul Kirchman	✓
Maria Luisa Corton		Adriana Novoa	✓	Allison Cleveland-Roberts	✓	Toru Shimizu	✓
Anthony Coy	✓	Mahuya Pal	✓	Daniel Kanouff		Susan Toler	✓
Meredith Johnson	✓	Thomas Pluckhahn	✓	Randy Larsen			
Jennifer Johnson	✓	Stephan Schindler	✓	Robert Potter			

Agenda Item	Discussion	Action / Follow-Up
1) Old Business	<ul style="list-style-type: none"> Minutes were approved – after one correction to the date listed at the top – from last meeting held October 28, 2022. 	
2) Dean's Remarks	<ul style="list-style-type: none"> The Provost search is being extended and a new position has been created for Senior Vice President of Community, which Eric Eisenberg was chosen to fill. No additional news about the budget. It won't be rolled out immediately. The shadow roll-out will be next year and then there will be quite a few years before we have a new budget out. We made adjustments to Instructor salaries, minimum Professor of Instruction min is \$55K. We are hiring 5 new academic advisors. We had told you that we were faculty salaries. Able to fix 13 of the most egregious salary compression in Tampa. Two salaries were adjusted in St Pete and two people received tenure this summer. We look forward to talking about it more this summer. (In Sarasota-Manatee, one salary was adjusted. Five of the Instructor adjustments have been made.) Will meet with people on all three campuses. Looking at media salaries within departments. Once we come up with that number and how much can we get to meeting that amount. By early December, we'll have something more concrete. Also, there will be an opportunity hire in School of Geosciences, an Instructor position. New major in the Department of Chemistry in the St. Petersburg. The program was launched for Fall 2022, but was suspended, as it required new hires for research labs. Currently that degree program is on hold. Allison Cleveland-Roberts: Enrollments are strong. 	

	<ul style="list-style-type: none"> • Bob Potter: Enrollments overall student credit hrs up 10%, a little higher in CAS. 756 students adds more pressure on the need for courses for spring. • Toru Shimizu: Regarding 2022 faculty awards, congratulations to Jennifer Collins who won an Outstanding Research Achievement Award. Patrice Buzzanell became a Distinguished University Professor. 	
3) Standing Committee Liaison Updates	<ul style="list-style-type: none"> • Library Committee has agreed to have their meetings via email. Maria Corton volunteered for being the liaison for the Library Committee. Byron will put Manu in touch with Maria Corton. • Faculty Development Committee: 10 faculty members, from 8 different departments. Discussed the faculty mentoring program with Toru. • Technology Committee met on Sept 23: Departmental website, computer upgrades, faculty computer needs. Each dept not every CAS does not have a standard re website needs OCC can help website updates. Regarding computer upgrades, Michael will be providing updates regarding statuses and % of requests completed to date. • Marketing and Communication are one group. Technology needs to be more focused. As of January, Michael will be supervising the website portion of tech / marketing support. • Grievance Committee: Each case gets 3 faculty and 2 students. Very few grievances. It's been pretty quiet. We have gotten a lot of integrity violations – the faculty should report and integrity report that automatically generates a message to the student – but they are not being escalated to the College level. Faculty consider it a teaching moment, opportunity to teach about plagiarism. Working to revise those policies, regarding the functioning of the policy and any improvements on the policy. Faculty are still reporting violations, but they are not getting escalated to the College. • Graduate Committee: Nothing to report. 	
4) Faculty Concerns	<ul style="list-style-type: none"> • House Bill 7, thank you for sending out that update, saying they haven't changed their position. Adriana recommends that everyone read the judges opinion. It makes you feel good about being a professor. Clearer picture of the concerns. https://subscriber.politicopro.com/f/?id=00000184-8710-d5eb-a7ef-ff996e440000. • Two cases: Adriana's case and the Critical Race Theory (not illegal to teach that at universities anymore) case. • Post-Tenure Review is a concern as well. The question to the Deans: Is there anything we should do to prepare? If this goes through, there will be something the University will be asking us to do, which is usually very general, but we aren't at that point yet. We're currently in the "Comment Period". • Question from Adriana: Could there be transparency in the process, as to whose salaries need to be increased or criteria as to how those decisions are made, in regarding salaries were adjusted? A: Limited pot of money, which we then had to process. The issue is related to the budget and priority. Category 1: If professor was offered a position outside the university and we need to counter. Category 2: Inversion. Lower rank person, receiving lower than newer same ranked faculty. Category 3: Racial / minority adjustments. It's a complex process, depending on how many years in rank, etc. We were only 	

	<p>able to address a few cases because of the budget limit. Collecting data now and as soon as we have extra money, we will continue this process.</p> <ul style="list-style-type: none"> Salaries are not the same in different fields. Also, there are different kinds of data. OSU Oklahoma State University faculty is one set which we use that as a basis. We also look at the national averages. But that can be an issue when variance is large. The variance is relatively small for new faculty. OSU + 10% is only for newly hired professors. But for other cases, it's more complex. Associate Prof and Full variances are getting bigger because everyone has a different history. When determining priorities, we consult with research with A&S research offices. Highly productive and super compressed salaries were addressed first. Disciplines is another factor disciplines, consult with chairs/directors. Dean Michael was asked to explain the delay in the new budget. A: Started revising the budget before, but it was too complicated. Now they have re-started the process. College gets a certain budget for classes and then we determine how do you pay for everything else (i.e., how do you pay for IT, how do you pay for electricity). Also, departments make money in different ways. President and Vice President want a new budget. No matter who is chosen as Provost, it is moving forward and will be addressed. Anthony Coy: RCM model; performance-based funding will those trickle down to departments. But RCM is based in commercial industries. Whereas there are some departments that don't generate revenue. How do you keep what the university needs and keep this model. We aren't just a business model; we're here to teach students. Example: School of Education was created. 	
5) Faculty Concerns (continued)	<p>Student mental health.</p> <ul style="list-style-type: none"> Students missing class, not doing assignments. What resources do we have, how can we better let students know about these resources. Stress is going to happen. A matter of having to cope with stress. Go to the main page for campus life, then you can go to health and safety: https://www.usf.edu/campus-life/health-safety.aspx. List of resources that you can include in your syllabi and/or canvass page/course page. One faculty member: The resources that we have are insufficient. Recently spoke with a student who was suicidal. Faculty member spoke with them on the phone through most of Christmas. Many students cannot deal with it. In Spring semester, anxiety due to eviction, when students had to move back home / back to remote. We have a housing crisis that needs to be addressed. Our housing / dorms are market value and students can't afford them. This is hampering our efforts to attract new students. It used to be affordable and now it's not. That was part of the impetus to continuous raising of GA salaries. Ties into retention, enrollment, eating/meals, skipping meals due to expenses. There is a food pantry, but students sometimes don't go because they feel it's embarrassing. Ties into DEI efforts, as it particularly impacts minority/BIPOC students. Needs to be kept in conversation. Will bring it to Tangelia Serls' attention. David Himmelgreen brings food to those who needs it. We aren't allowed to spend on E&G money on this. 	

	<ul style="list-style-type: none"> • In many cases, those offices don't report back to those who are concerned and have sent students to get help. Offices should at least let the faculty know they had received the report/email/message. If faculty would like, they can call the office to follow-up or if you are worried, ask Allison Cleveland-Roberts to call and she can assist and perhaps get some information on whether the student is being contacted. No health info shared, just to let faculty know their students are being helped/contacted. • Other university relevant sites: <ul style="list-style-type: none"> ○ https://www.unh.edu/sites/default/files/departments/vice_president_for_finance_administration/combined_rcm_manual_pdf_august_2016.pdf ○ https://cfo.ufl.edu/administrative-units/financial-analysis-and-budget/budget-office/budget-enhancement/ ○ https://www.rutgers.edu/sites/default/files/2021-08/RCMReviewReport-6-10-21_Final.pdf • Variety of situations that students are in, at USF. Compassion and teaching responsibilities and other things can be very difficult to balance for faculty. Compassion fatigue. • Students got used to not being in-person from the pandemic. <p>Tuition Exchange Program</p> <ul style="list-style-type: none"> • Lisa in HR will be working on this. Contacting Kim on this. Creating a budget by mid-December and we'll invite her to the January meeting. <p>Concern from Adriana</p> <ul style="list-style-type: none"> • Read that USF experienced a 42% decline in number of tenured faculty. Are we only hiring Instructors? • Bob: Where are you getting that number? Was it from the faculty senate? We have added Instructors, but those have been <i>in addition to</i> the TT faculty. • Paul: I wonder if it has to do with consolidation. It might be a percentage of all faculty between the three campuses. • USF Health has grown, which has few TTT faculty. So that might lower that percentage of TTT overall. • We did increase significantly the number of Instructors and Visiting Faculty. So those can skew your percent. • Adriana can get percentages and absolute numbers. She will get back to the council after speaking with the chair. 	
6) Final Comments	Comments on the World Cup and the Upcoming Holidays. Cheers.	

Next Meeting: January 27, 2023

Minutes Submitted by: Mieke Zylstra