

## USF College of Arts and Sciences Faculty Council

Meeting Minutes from Friday, February 24, 2023, 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			

### Attachments: Faculty Council Agenda 9-23-2022

Agenda Item	Discussion	Action / Follow-Up
1) Old Business	<ul style="list-style-type: none"> <li>Minutes were approved from last meeting held January 27, 2023.</li> </ul>	
2) Dean's Remarks	<ul style="list-style-type: none"> <li>Have been returning to having in-person events and meetings.</li> <li>Asked Tangela Serls to serve as Special Advisor to the CAS Dean on Diversity, Equity and Inclusion as of January 1, 2023. Three great finalists. Very big response and involvement from people at the forums.</li> <li>New Budget Model is being crafted. Next year, they will have a shadow budget. So, we are moving forward, but it is complicated. A&amp;S did receive some additional funds/money that is recurring. Only 3 or 4 Colleges (at USF) got additional funds for Instructor and Advisors. Some advisors had a very heavy load, so we have funds to hire more, as well as to hire 12 to 15 full-time Instructors. We needed the increased teaching capacity for all these new students. The funds discussed are Legislative Budget Requests / "Extra funds". Going forward, there will be one for all three campuses. This is the last year the separate campuses will receive separate allocations.               <ol style="list-style-type: none"> <li>Tampa Campus: Raised the minimum salary for both types of Instructors; Level 1 raised to \$55k, Level 2 raised to \$60k. Other two campuses are in discussions about how to do that in their respective campuses.</li> <li>Funds have been allocated for delayed maintenance. They have been given until late December to organize the maintenance plans. Process will not start until the Spring. Depending on the work, we may have to re-think spaces over the summer (2023).</li> </ol> </li> </ul>	

**Q:** Does any of the maintenance have to do with the air quality (post-COVID concerns) in the buildings.

**A:** #1 is to replace a lot of roofs that were leaking. There was also mention of HVAC systems. + Mention of mold in Cooper Hall that should be addressed.

- c. Created a new lecture series (Civics) in response to the mandate for the state. Help some transfer Civics literacy. Our first lecture is coming next week. Host of PBS, Alex hefner, Nov 15, 6pm, Honors College is the co-sponsor on that.
  - d. Going to enhance the CCE office. Doing a good job, going to expand that office to address the varied and different needs.
  - Dean Michael is on the Space Advisory Committee; plan/hope to make allocations for space more equitable. Proposal for the space request and make a presentation. The President has the ultimate decision. Two different requests last cycle.
  - Center for Excellence in Marine Biology. Plans to reboot the plan. Eisenberg is gathering people who work in various areas. Randy Larsen in representative from CAS. Now they are meeting in November. Here are the issues, how can we build from that. Make sure we don't replicate from something nearby and would be distinctive. Include from the whole university, not just the one campus. Not just about Marine Biology but about everything.
- Q:** Anyone from Geosciences represented in that group, to plan more for the new St. Pete Center?
- A:** Chip Standish and Randy Larsen are in that group. Don't know about who else.
- A. Novoa: Thank you for the consideration and all of the coordination regarding the search for the DEI Advisor. Would like to know if faculty have been advised on the danger of violating the law of HB7. If I [Adriana] reach about Native Americans and/or people being oppressed, I will be violating the law. Question is how you are working on this and the seriousness of nature of this.
- A:** All we have is the law in the way it is written, so are sticking to the law, in that it is very general, that you can't teach your own opinion on the matter.
- A. Cleveland-Roberts: have not heard that General Counsel's perspective has changed. We can teach using the best evidence in our disciplines. GC cannot anticipate how the state is going to implement any kind of actions or enforcement of this. As long as we do not compel others to believe. We share the best evidence in the field.
- A. Novoa: Lack of definition [of the law] is against us [Faculty].
- A. Cleveland-Roberts will speak with General Counsel.
- **Q:** Regarding student enrollments, are certain majors are only offered at the Tampa campus?
- A:** There have always been a limited number of courses offered St. Pete and Sarasota-Manatee. Only know of one major that went away in St Pete and changed to a minor.
- Campus Dean Paul Kirchman: We have a few more majors on the campus, i.e., Biomedical Science are one of the courses. The main thing is that requirements were raised: 1300 SAT, which is increased from 1150 SAT. No dorms and a limited recruitment radius, the total number of students is going down.

	Dropped a bit. Hospitality has expanded on the St. Pete campus. Many Tampa students take our (Sarasota-Manatee) online courses.	
<b>3) Standing Committee Updates</b>	<ul style="list-style-type: none"> <li>Core Facilities (Chair – Clare Dennison) The Core Facilities Committee was reconfigured and are now meeting. Maintenance is something Eisenberg mentioned in his address.</li> <li>Library (Chair – Manu Samnotra)</li> </ul> <p>[Some things are discussed in Faculty Counsel that do not make it back to the Standing Committees. Suggestion of reporting (minutes from the meetings) to the whole faculty.]</p>	
<b>4) Standing Committee Liaisons Updates</b>	<ul style="list-style-type: none"> <li>Diversity Committee (Adriana) – The Committee will invite Adriana to their next meeting. She will report back after that meeting.</li> <li>Faculty Development Committee (Stephan) – Had a meet &amp; greet meeting and will continue to be in touch via email. The big issue is to work with Toru on implementing a mentoring system. Junior faculty should be mentored, when they get a job offer. Stephan will report back. <ul style="list-style-type: none"> <li>[Jennifer Collins: Elizabeth Bell wants to be involved in Faculty Success. Piloting a mentoring program. The one Jennifer proposed something similar to the Michigan model. If it goes ahead, it will be piloted in the Fall and then University-wide the following Fall. Multiple models proposed. Dean Michael suggested involving Stephan in those conversations.]</li> </ul> </li> <li>Technology Committee (Stephen)</li> <li>Undergraduate Grievance (Maria)</li> <li>Graduate Grievance (Razvan) – The Committee met. They do not have an update yet. Razvan will be joining them on Teams.</li> </ul>	
<b>5) Faculty Concerns</b>	<ul style="list-style-type: none"> <li>House Bill 7 – Discussed above.</li> <li>Post-Tenure Review Proposal – Novoa is concerned that it is tied up in the HB7 and that could lead to dismissal. Brought up questions in regards to the specific history courses she teaches. <ul style="list-style-type: none"> <li>Dean Michael: GC says that you can frame it in a way, e.g., here is what the established field thought / said / has published.</li> <li>Mahuya Pal: What is the plan for attracting faculty to teach here, at a public university, particularly for those with children in public schools? Academic Freedom.</li> <li>Adriana’s case being heard is about Critical Race Theory. Government has the power to overrule. Lawyers are stating that there is legal precedent (in the Supreme Court) in which Academic Freedom is very limited and faculty are presenting as employees of the state. Samuel Alito precedent suspended over something the faculty member said. Alito said the faculty member did not have freedom of speech (in that case). According to the judge [in the USF case], faculty <i>do</i> have Academic Freedom.</li> </ul> </li> <li>Salary Compression – Continues to be a faculty concern. <ul style="list-style-type: none"> <li>In St. Pete they are looking into it now. They made adjustments for two of the most egregious cases. On the Tampa campus, there is also a problem of compression. Hopefully next year we can do more. As soon as we get funds, we will work on it.</li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>○ Paul Kirchman stated that they did address certain cases (particularly re: staff) and will have more to put forward the next time, when more cases can be addressed all at once.</li> <li>○ Campuses will do their own adjustments. Not comparable across the three campuses. Staff yes, but not Faculty.</li> <li>○ T. Shimizu: We addressed issues of severe compression, e.g., in which Assistant Professors getting higher than Associate Professors. We need to look at Instructors also, resolved some of the major issues. Next year, look at more at different levels.</li> <li>○ (JC) Can be an issue in terms of retention.</li> <li>○ (MM) Plan on St. Pete plan is to align salary when they get tenure.</li> <li>○ (MP) For Tampa campus, what model, there is salary inequity within departments?</li> <li>○ (TS) Looking at within department or within same discipline including gender, race, years of service, and so on. So yes, model can be used in the comparison of people in same disciplines. Have to be careful how we use the OSU model/statistics.</li> <li>● Tuition Exchange Program Update (Jennifer) – Conversations with Lisa Lamont (HR). Gave her contact information for Kim at UF. It appears complicated; probably won't be able to get answers back for a couple of weeks. How the UF model works does not have to be how we do the work. In the UF model, additional fees of \$5,000 that the employee would need to pay. The requirement is the student does 4 years, at 12 credits. UF has a requirement to have a liaison officer and the person would pay .25 FTE of that position (liaison). Applicants have to be approved by TEP as well as by that university to which they applied. Three students (minimum) over four years. Kim stated it may be more complicated to get <i>out of</i> the program. UF currently at 40 students. Question of per year or flat fee. Will draw up a budget. More updates from Lisa at January mtg. <ul style="list-style-type: none"> <li>○ It could benefit the university; whatever the cost is better than having to do a new hire. Could help with recruitment. Many universities in this program. Chantale presented the idea to Senate. HR was going to get back on whether it was financially feasible, said that they would take the lead.</li> </ul> </li> </ul>	
<b>6) Final Comments</b>	<ul style="list-style-type: none"> <li>● None. Motion to adjourn. Passed.</li> </ul>	

**Next Meeting: March 24, 2023**

**Minutes Submitted by:** Byron Miller

College of Arts and Sciences  
Faculty Council Meeting Agenda  
Friday February 24<sup>th</sup>, 2023  
2:00 – 4:00pm, Microsoft Teams

- I. Call to Order
- II. Approval of 1/27/2023 Meeting Minutes
- III. Standing Committee Liaisons Updates
  - a. Library Committee (Maria)
  - b. Diversity Committee (Adriana)
  - c. Faculty Development Committee (Stephan)
  - d. Technology Committee (Stephen)
  - e. Grievance (Allison)
- IV. Diversity Committee Concerns (Rebecca Johns –Diversity Committee Chair)
- V. Dean’s Remarks
- VI. Faculty Concerns
  - o Council Member Questions
- VII. Adjourn