

USF College of Arts and Sciences Faculty Council

Meeting Minutes from Friday, January 27, 2023, 2:00 – 4:00 pm

- November minutes approved

Lisa Lamont

- Lisa Lamont from USF HR introduced herself. She spoke to Rob Shore about the TEP program. She also spoke to UF. At UF, the program works by providing an offer of three open spots for candidates for full-time tuition. UF offers only to undergrad dependents. Fee of \$5,000/ per semester to those who are accepted into the program to support the import of students and it goes through the foundation.. Lisa said Shauna in HR does the budget. 4-year in-state tuition = \$61,000 , >\$100,00 out-of state. Tuition liaison officer is put in charge of the program who costs about \$21,000 for their time. There are other administrative costs like FAFSA and someone in admissions. Lisa will be reaching out to University of Tampa again to get information on their program. Step-children count as dependents (she confirmed in answer to Meredith's question). For tuition remission program, employees only are offered six credits per semester and this program would be much more than that. The employee tuition program is greatly utilized. We do not have to use the UF funding model (\$5k), but USF would need some way to fund the program. Lisa provided her email and said she can give us an update after speaking with Shauna (2/24/2023).

Standing Committee Liaison Updates

- Library committee update – Maria got a message from the chair
- Diversity committee update – met with the committee to discuss the teaching with HB 7. There was a vigorous discussion. People are scared to speak in meetings and there is plenty of censorship going on. We can recommend to the dean that ____ or replace the committee all together. Texas has a law that bans money being spent on diversity and allows students to sue faculty that may come to Florida. It was noted that is it disturbing the General Counsel was not there to answer questions about faculty liability. Banning of AP African American History related to HB7 law. Thankful to Eric Eisenberg for writing a document that shows support to the staff.
- Faculty Development committee update – met with research office to discuss the travel awards. Will meet with dean Toru for faculty mentoring program next week.
- Technology committee update – first meeting will be 2/10 and again in April.
- Undergraduate grievance committee update – Maria had no update. Allison Cleveland-Roberts said they don't meet and a liaison is unnecessary since they can't speak on things. Allison would be willing to give us updates and provide the committee an assessment if we need but no need to. Committee supports Allison's recommendation to give periodic updates and/or assessments to the committee as needed without a liaison.
- Graduate committee update – nothing to report by Razvan Teodorescu.
- Mentoring program update by Jen Collins – worked with Elizabeth Hordge-Freeman and recommended a mentoring program that the old leadership was excited about but things are on hold especially until new Provost comes in. There is a budget related issue.

It was proposed to the CAS too bit they currently don't have the budget to support the initiative. This is separate from the faculty development committee mentoring program.

Dean's Remarks

- Attended the Dean's advisory council with donors that advise the university.
 - The state is requiring we do more work in the area of career development. Having department chairs share the majors each department has. Also presented requests for money for the college. Wanted them to also know more about the humanities institute. It's too small given the size of the university and the importance of the institute, especially relative to other R-1 institutions. Meeting with development and research offices to raise funds. Also asked the university space committee for more space for the humanities institute
 - We have a new Provost – Prasant Mohapatra – from UC Davis. Most recent role is VP of Research. One worry is that he has never been a dean as most provosts have been. Has supported the humanities and social sciences in his roles, and has experience with a multi-campus university.
 - Busy time in the college as departments are hiring but worried that politics may impact recruitment. Some good people have been hired. T&P at the college will be due to the provost soon, so the new provost will be looking at the T&P binders. Tangela Serls has begun her position, at training for hiring, diversity, and mentoring through Penn State and will be bringing that information back to the CAS departments.
 - Allison – curriculum deadline fast arriving and the reviews are going well. Pre-requisite changes are being made to streamline student registration.

Faculty Concerns

- Dean Michael - recommends generating power in numbers. we need to get together with the faculty senate to work on these issues. Reach out to our professional organizations.
- Only sent the name of those in the DEI office.
- No update on RCM and it will not be used this year as originally proposed. Maybe next year but they are still working on the model.
- Salary compression – on the Tampa campus, 13 people were addressed who were most compressed and most highly productive. St. Pete campus meeting in February, addressed the four assistant professors going up for tenure, Sarasota has addressed the minimum for the instructors and trying to address the 15 faculty members who lack salary equity before the fall. Paul and Thomas said they can be contacted directly if people have questions.
- Leadership Titles – (Toru) stipend differences between stipends and course releases, which are related to job description. Wants each department to determine these.
- Open Questions – (Stephen Aikens) we need collective action with the Faculty Senate, and the Faculty Senates across the State of Florida need to work together.
- Meeting adjourned.