



## USF System Faculty Council

October 17, 2019, 9:30-12:00

Minutes

USF Sarasota-Manatee, Chancellor's Conference Room

Call in: Zoom

Present: Deanna Michael (SFC President; later joined by phone), Fawn Ngo (Vice President, USFSM), Debra Sinclair (USFSP), Robin Ersing (USFT), Steve Lang (UFF), Jim Garey (Vice Provost), Sandra Stone (USFSM), Michael Gillespie (USFSM), Greg Teague (SFC past President), Ray Arsenault (USFSP), Barbara Hansen (USFT)

On the phone: Tim Boaz (USFT), Patricia Pettijohn (USFSP), Jenifer Schneider (USFT, first part of meeting)

Guests: Anthony Coy (USFSM), Jenna Luque (USFSM), Steve Prevaux (Ombuds Officer), Jay Michaels (USFSM, via phone)

### Agenda

1. Call to order 9:36 am
2. Introduction of Guests
3. Approval of Agenda
4. Approval of Minutes from last meeting
5. Consolidation Information/Consultation (*moved to second item based on time constraints*)

The SFC took a few moments to review the letter and information that came from President Steve Currall just before the meeting began. The document gives more information about the structure of colleges/departments and clarified a lot of elements that people have sought clarification on. A big factor was the authority for the regional chancellors that was clearly outlined. Additionally, a transparent process was for budget allocation that would be posted and easily accessible.

SFC Deanna Michael asks for specific questions from the group to take forward to a meeting with the USF President and Regional Vice Chancellors. Key themes/concerns that emerged from the initial review:

- Tenure and Promotion at Regional Campuses: regional faculty having an additional layer of review with the Regional Chancellor on the way to the Dean.
- The process for faculty hiring at regional campuses; SFC President Deanna Michael gave a current example of hiring at USFSM in partnership with Tampa and USFSP.
- It was clarified that Instructor promotion does not go beyond the College Dean.

SFC President Deanna Michael asks about consultation on reorganization 10-055, clarifying the 90-day period ends in two weeks. A motion is made that consultation has occurred under 10-

055 of the consolidation of the old USF system to a new USF; the motion was seconded, and motion passes unanimously.

6. President's Charge

a. T&P Guidelines – Instructor Promotion Guidelines- Mike and Tim

It was asked that Instructor Promotion Guidelines be shared with instructors at USFSP and USFSM – it is suggested that committee members from those campuses share the documents. Vice Provost Garey suggests the group work from the Tampa document to ensure the group meet with Tim Boaz, Mike Gillespie, and someone from St. Pete to refine the document.

The process was mapped: The subcommittee will be 6 people (3 Faculty Senate reps from each campus, 3 instructors from each campus); the team will come up with a revised document to be circulated to the union, System Faculty Council, instructors and all faculty for feedback, and Vice Provost Garey's Office. A motion is made to formalize and implement a process (laid out above) to revise and approve the instructor promotion guidelines for moving forward as one USF; this all needs to happen by July 2020, but ideally the end of the semester. The motion is seconded, the motion passes.

b. New governance structure-Tim, Mike, Patricia (*moved to start the meeting with this item*)

Tim Boaz gave a summary from the work group and gave an explanation of the apportionment structure, Senate Executive Committee membership, campus councils, and a council for inter-campus collaboration and consolidation challenges. Virtual meeting attendance and participation was included, as well as rotation of SEC meetings to include one meeting a year at each branch campus. It was clarified that that the campus councils would also advise the USF Faculty Senate, Regional Chancellors, and the Provost. The group agreed the list was to be included under each additional council. A point was made that it was intentional to balance representation without creating a service burden. A motion was made and seconded for the documents to be finalized and be sent on to the faculty senates for processing. The documents will go to the senates for processing, from there it will go before the faculty for two weeks, and there will be an up-down vote. Motion passes.

A question was asked about meeting the SACS deadline, Provost Wilcox and SFC President Deanna Michael agreed previously that the general faculty would have their full processing time and the documents that faculty are considering will be included in the SACS documentation with an update. A question was asked if a motion to put this forward to in the SACSCOC document, and clarifying the timeline for as the USFT Senate will see the document on 10/23, vote at the 11/20 meeting, and then go to vote with the general faculty. A motion was made and seconded to include this document as a draft with the SACSCOC documents; motion passes.

## 7. Old Business

### a. Reports from System Committees—Faculty Success, Graduate Student Success, and Digital Eco System

#### i. Faculty Success (Mike)

Mike Gillespie will send out the most recent update, but pointed out the creation of an Office of Faculty Success to implement and support the action items that come from the committee. A question was asked about the structure of the Office of Faculty Success; there were some different ideas shared, but the committee has not narrowed that down. Instructor titles and exploring viable career progression was also a point in the meeting, this is included in the Collective Bargaining Agreement and some of these titles are statewide.

#### ii. Graduate Student Success (Vice Provost Garey and Sandra Stone)

Sandra summarized the main topics that were discussed at the last meeting: recruiting, funding, mentoring, and program structures. The group is breaking into subgroups on each of these, they are gathering information and will identify recommendations.

#### iii. Digital Ecosystem (Deanna)

The group is working with EduCause to do a student and faculty survey to gather a context of digital functions on campus, with that information the group will make recommend

### b. Instructors Promotion Guidelines

See item 6a.

### c. Website for SFC

The website is live and can be found at <https://www.usf.edu/system/about/system-faculty-council/index.aspx>. A full meeting schedule and membership list is posted, archived materials are still being collected and posted.

### d. Potential new titles for Instructors – CBA

There was a discussion about titles across USF and the SUS; it was included in the Promotion guidelines and could be an issue for instructors. This is something can be revisited in the future.

## 8. Postponed Business

### a. Kognito from the BOG

9. Office of System Provost – Jim Garey

Dr. Garey shared that there are a lot of things coming together or coming to the forefront as consolidation approaches. The new plan emailed this morning is the result of a lot data and work coming together, it can provide a framework for the SFC to work through the details of the plan. This document answers questions that the campus has asked about what USF will look like, and there is an opportunity to now work within that.

10. UFF Report—Art Shapiro and Steve Lang

The UFF has approved an MOU contract that is virtually the same to set the stage for 2019-2020 and take the coming year to examine and negotiate other issues that come up. UFF and administrators are trying to address unique situations as they arise to be effective.

10. Institutional Updates

a. Tampa – Tim Boaz/Jenifer Schneider

Greg Teague shared a brief summary that the documents were approved, and shared the assessment of general ed courses.

b. St. Petersburg – Ray Arsenault/Patricia Pettijohn

There have been a lot of conversations about the campus councils and what that will look like. Some examples of local faculty challenges were shared, and that will be valuable moving forward. Faculty have been focused on consolidation and the new document from President Currall should provide a lot of information to move campus forward.

c. Sarasota Manatee – Mike Gillespie/Sandra Stone

Many of the key conversations from USFSM have already been shared throughout the meeting.

11. Issues from the floor.

Adjournment at 11:49am

Future meeting dates: <https://www.usf.edu/system/about/system-faculty-council/meetings.aspx>

November 21, 2019 USF Tampa, Marshall Student Center 3700 (Teams; the link below saying “Join” can open the meeting)

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