

UF/IFAS Faculty Advisory Committee
Wednesday, December 13, 2000
102 Poultry-Dairy Science Conference Room
1:15-4:00 p.m.
Dee Wilkins, presiding

Members present: Dee Wilkins, Chair, Bill Hill, Pat Hogue, Jack Rechcigl, Grover Smart, Don Maynard, Ron Barnett, Dorota Haman, Mary Collins, Sue Percival

Members absent: Peter Hansen, Katy Sieving, and Clayton Hutcheson

The minutes of the November 30 meeting were approved with the following corrections: Sue Percival is a member of Dr. Martin's informal evaluation sub-committee and Hillary Swain's last name was misspelled.

In the future, a draft of the minutes will be sent to the committee for approval so that they can be posted on the Web in a timely manner.

The FAC will be sending a letter to the Faculty Senate indicating that it is not clear why there is a waiting period for application for the salary adjustment program if one did not apply when they were eligible. This waiting period does not appear to be in the best interests of the University.

The new IFAS directory is at the printers. Units will be responsible for corrections.

Distance Education fee waivers and graduate status for county faculty are items that are still being looked into.

Dr. Martin handed out a list of qualifications and benefits for the UF/IFAS Senior Fellows program. He would like to induct the first class of Fellows at the Florida FIRST meeting in June 2001.

Dr. Martin also handed out a summary of Phase I of the Salary Study.

The state of IFAS address is moving forward. We will invite Drs. Young and Colburn to make a few comments about IFAS prior to Dr. Martin's address. Targeted date and time for the address is early January, Tuesday afternoon. We will ask the deans to be a panel to answer questions that might come after the address.

Future Faculty Development is going to be a critical issue – IFAS will have a huge demand for faculty members just when the supply is lowest. To avoid not finding quality faculty to hire, IFAS plans to be proactive and has suggested to develop its own faculty by hiring and training our best seniors, our best graduate students, or post-docs. IFAS will observe affirmative action guidelines in the initial hiring process. However, this discussion once again brought up the issue of possible downsizing IFAS.

Dr. Martin passed around a brochure regarding the Research Delivery Unit (RDU) Index. This is a high priority for IFAS and is equivalent to the Enrollment Growth Index but designed for research and extension. It will result in significant recurring dollars for IFAS if it passes the legislature. This emphasizes outputs rather than inputs.

Special Pay Increases for staff are limited to 10%. One-time bonuses are encouraged.

The report on the SUS is expected by late December or early January. It looks like there will be a super board and then local boards of trustees for the individual Universities.

Subcommittee reports:

- Evaluation sub-committee –several approaches were suggested and the subcommittee will consider all of them and develop an evaluation instrument.
- Future Faculty Development sub-committee – Mary Collins, Grover Smart, and Pete Hansen prepared some comments and concerns regarding the memo by Dr. Martin of November 7, 2000.

Drs. Frazer and Bennett have been invited to the FAC meeting on January 16th. I have communicated that Pat Hogue will attend the FLORIDA FIRST meeting to be held on January 8th.

Respectfully submitted,
Sue Percival