

UF/IFAS Faculty Advisory Committee Minutes
24 September 2003

Members present: Jim Selph (Chair and Presiding), Doug Archer, Lynn Bailey, Alison Fox, Viv Harris, Tim Hewitt, Gregg Nuessly, Larry Parsons, Jim Preston, and Ken Quesenberry.

Members absent: Millie Ferrer, Celia Hill, and Marjorie Moore.

Meeting called to order at 1:15pm by Chair Jim Selph. The agenda was distributed.

Vice-President Martin attended and made the following comments:

UF Presidential search: Conflicting time-scales are being suggested for the conclusion of the UF Presidential search from early October to mid December. Dr. Martin indicated that has been advised to be able to clear his calendar for interviews on 6-7 October with a possible announcement of the selected candidate on 8 October.

Anticipated change in Dean for Extension: After 8 years as Dean for Extension, Christine Waddill will step-down to become a faculty member in south Florida, possibly as Director at Belle Glade to relieve Ed Hanlon of some of the duties of managing multiple RECs. The directors of all RECs in south Florida have been asked to form a Task Force to propose improvements in the responsiveness of IFAS to the interests of commercial agriculture in the whole region of south Florida. Christine may be assigned a 0.25 FTE as a funding development officer for the region, developing new donor sources as well as the traditional ones. Larry Arrington will become Interim Dean for Extension.

Participation of IFAS faculty in a Union vote: No date has been set for the faculty vote concerning Union representation at UF but it is unlikely before December. President Young has proposed that unlike the last vote in 1978, faculty members in IFAS, Law, and medical research be included in the collective bargaining unit. The Union has opposed this change and the Public Employee Relations Commission (PERC) is evaluating this issue. President Young has proposed to address IFAS state-wide faculty concerning his views on Union-related issues on 16 October. To clarify these issues, Jim Selph will ask Bob Cousins (the IFAS representative on the UF Joint Task Force on Shared Governance) to address the October FAC meeting, and Diana Bitz, President of the UF Chapter of the United Faculty of Florida will be invited to attend in November.

IFAS Legislative requests: For the 2004 legislative session IFAS has requested funds as separate items rather than integrated into the UF request. \$4.2 million has been identified for IFAS under "Profitability and Sustainability of Florida's Natural Resource Industries". In recent years, funds to maintain off-campus facilities built since 1999 were reassigned from being the responsibility of the IFAS budget to being funding in the same way as all campus facilities. This year's budget request proposes that the same treatment be made for all other off-campus facilities. Currently this \$4.7 million annual cost of building maintenance is taken out of general IFAS funds (i.e. reducing faculty positions).

IFAS response to the FAIR report: In December 2002 the Florida Farm Bureau Board issued the final Florida Agricultural Industry Report on UF/ IFAS (FAIR). Joe Joyce recently presented the IFAS response to the 20 items listed in the FAIR report and Dr. Martin said that he would make this material available to the members of the FAC.

Genetics Institute: Ken Burns has been hired as the Director of the Genetics Institute and ground-breaking for the \$85 million building is scheduled for early November with a 2 year construction plan. IFAS is providing funding (via bonds) for 17,000 sq ft of space and four

positions have been identified in IFAS associated with genetics. However, it has yet to be decided which IFAS faculty will be located in the facility. There has been inadequate planning at UF to relocate the IFAS faculty and facilities displaced by the new building but this issue is under negotiation.

Governmental relations: With the resignation of the IFAS Government Relations specialist, Randy Moore, this is an appropriate time to review the efforts needed to help IFAS faculty compete for large federal and state grants, such as the recent \$7million proposal submitted to the USDA Nutrition Research Program.

Tenure and Promotion (T&P) and salary compression: After it was commented that Assistant Professors receive no prior notification about the promotional salary increase associated with achieving T&P, Dr. Martin agreed that the likely timing and amount should be discussed at the annual T&P workshops and in relevant letters. Although Assistant Professors are now being allowed an extra year before applying for T&P, it was clarified that there is no minimum required time in rank before application. While the new promotional level for Professors who have been at that rank for 7 years is helping resolve problems with salary compression, there have been some dissatisfied individuals due to a lack of an appeals process. A mechanism has been proposed that would allow deserving but unsuccessful candidates to be resubmitted for promotion the following year if the deans fully support such action, otherwise candidates have to wait 2 years before resubmission.

Potential road construction in the Natural Areas Teaching Laboratory (NATL): A faculty-oriented Task Force has been established to review the issue of whether UF should agree that a continuation of SW 24th Avenue can be extended to join with Archer Road despite cutting through the SW corner of the NATL, destroying about 10 acres of the 46 acre tract. It is unlikely that this issue, which also involves the City of Gainesville and Butler Enterprises, will be resolved before spring 2004.

New Departmental Chairs: The FAC will make arrangements to meet with new Chairs/Directors, Eric Tripplett in the Department of Microbiology and Cell Science, Tim White in the School of Forest Resources and Conservation, and Brian Scully at the Ft. Pierce REC. In October, Randall Stocker will become Interim Chair of the Department of Fisheries and Aquatic Sciences, allowing Bill Lindberg to step down and seek promotion to Professor.

Regionalization of REC's and County Extension programs: While some extension programs are likely to need to remain organized on a county basis (e.g., Master Gardener), there may be other constituents who would be better served by regionalizing programs (e.g., certain agricultural commodities). Such changes will need to be understood and accepted by the affected County Commissions.

Dr. Martin departed the FAC meeting at 2:40pm.

Members of the FAC summarized the following list of visitors to be invited to future meetings:

- October Bob Cousins, IFAS representative on the UF Joint Task Force on Shared Governance
- November Diana Bitz, President of the UF Chapter of the United Faculty of Florida
- December Ken Burns, Director of the Genetics Institute
 - As available New Chairs/Directors: Eric Tripplett, Tim White, and Brian Scully

The following priorities were identified for future meetings:

1. Role of IFAS faculty in the Genetics Institute; previous, current and future hires and long-term objectives.
2. Efforts to replace Randy Moore and the provision of aid in funding requests; clarification of the role of IFAS faculty members in lobbying activities / government relations.
3. Expected actions to result from reorganization reviews (e.g., Extension, On-campus, Off-campus) and Task Force reports with particular regard to the unit structure of IFAS on campus and regionalization in the counties.

Meeting adjourned at 4:10pm.

Minutes respectfully submitted by Alison Fox, FAC Secretary.