

UF/IFAS Faculty Advisory Committee Minutes
29 October 2003

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

Members absent: Millie Ferrer, Viv Harris, Celia Hill, and Larry Parsons.

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

The Minutes: from the August meeting were reviewed. The motion to accept them, made by Jim Preston and seconded by Marjorie Moore, was approved unanimously. The Minutes from the September meeting were also reviewed and a motion to accept them with minor corrections was made by Ken Quesenberry, seconded by Lynn Bailey, and passed unanimously.

Ken Quesenberry agreed to be Vice-Chair in case Jim Selph was unexpectedly unable to attend a meeting. Prior to the arrival of Vice-President Martin, some concern was discussed about the role of IFAS in the new Genetics Institute, given the strong medical interests of the new Director.

Vice-President Martin joined the committee at 1:50pm and made the following comments:

Faculty pay-raises: Subject to legal review, it is expected that faculty pay-raises will be 2% with a minimum of \$500 (unless receiving an unsatisfactory rating) and maximum of \$1,400. The minimum amount of \$500 will off-set the increase in health insurance premiums. The UF President and Provost are considering a \$1million pool for supporting merit bonuses but this is unlikely to be available to County agents. IFAS is considering a similar bonus program that would include county agents. Part of these pools will attempt to bring all existing Assistant Professors up to the current base-salary of \$66K for new hires. This will be decided once IFAS has calculated the available funds that are also intended to support 10-18 new positions and correct some structural issues. Since staffing in the IFAS Office of Business Services is being reduced from 32 to 6 positions due to technological advances, it is intended that some of these savings will be used to provide bonuses for remaining staff who have greater responsibilities.

Participation of IFAS faculty in a Union vote: There is still confusion about who at UF will be included in the Union vote (current proposal includes Law School and IFAS faculty on campus but not Shands Clinicians) so this is likely to be postponed until the spring. IFAS county agents are currently excluded from the Senate and Union vote despite the fact that they sign UF faculty contracts when hired. Dr. Martin suggested that there is a lack of understanding of the role of county agents in Tigert Hall and suggested that there is concern that their inclusion in the head-count for the Senate would make IFAS too influential. He proposed that Senate apportionment based on FTE would be more helpful. Dr. Martin expressed his opinion that among the UF faculty there is little collective experience of shared governance but he will go on record as opposing the acceptance of Union representation because he thinks that the diverse UF faculty will be better served by shared governance.

Mid Florida REC - Apopka: Donn Shilling will become Chair of the Department of Crop and Soil Sciences at the University of Georgia on 1st January 2004. Mary Duryea will Chair the Search and Screen Committee for a rapid internal search to replace Donn as Center Director. The deadline for nominations will be November 15th.

Orientation of the new UF President: Dr. Martin has met with the incoming President, Dr. Bernie Machen, who admitted to little knowledge of IFAS but he had been told that it functions well. Dr. Machen has no plans to make immediate changes in IFAS but expressed interest in examining how programs outside IFAS might tap into the IFAS Extension network to deliver more

programs throughout the state (like the College of Pharmacy program at Apopka). Within his first month at UF, Dr. Machen plans to meet with all the Deans, a group of Agriculture and Natural Resource leaders and to visit at least one REC and County Office.

Faculty grievances: As Chair of the UF Faculty Senate Committee on Academic Freedom, Tenure, Professional Relations and Standards, Joe Layon has expressed concern that there have been 31 grievances filed by IFAS faculty in the last 5 years. Dr. Martin does not consider this surprising out of about 900 faculty members and suggests that most of these cases arise because IFAS is rigorously maintaining sustained performance standards.

Royalties associated with cultivars: The question was raised as to why faculty can continue to draw patent royalties after they leave UF (e.g., CentriCon termite control), but personal royalties on cultivars are not retained. There is a difference in patents that are organized through the UF Foundation, who allow faculty to collect up to 40% of royalties personally, but provide no programmatic support, and the FL Foundation Seed Producers, Inc, who provide 20% of royalties personally and 70% (up to \$50K) to support the faculty member's research program. It is a complex issue with questions of: Who is bearing the risk? How to provide an incentive to faculty? How to avoid a two class system of teachers and breeders? Who else in a laboratory should share the royalties? To clarify this issue, David Day Director of the UF Office of Technology Licensing and Berry Treat of the IFAS Office of the Dean for Research should be invited to a FAC meeting.

Attendance of FAC by Poly Com: This is a good idea that Dan Cromer's staff can arrange.

FSHN interest in interdepartmental programs: Dr. Martin encourages faculty to develop proposals for interdepartmental programs like the Plant Molecular and Cellular Biology program, especially with the College of Business. Let the Deans and administration sort out how to make the programs work.

Slow running of IFAS server/email: It is claimed that the IFAS server capacity is being expanded fast enough to cope with the increasing traffic but Dr. Martin suggested that Dan Cromer should be invited to a FAC meeting to address the recent concerns.

Genetics Institute: IFAS is in the process of filling four positions that have been released by the Provost's Office and expressions of interest for being located in the new building are invited from IFAS faculty members (this process can be discussed with Rob Ferl the IFAS Liaison to the Genetics Institute). The medical school provided \$35million for the building and IFAS is responsible for \$313,000 per year on our share of the bonds for 17,000 sq ft. This can be paid from any source such as new grant overhead, royalties, or renting space back to the medical school. IFAS faculty members are encouraged to make proposals as to which faculty and programs should be located in the new building.

Dr. Martin departed the FAC meeting at 3:15pm.

Shared governance and the UF Faculty Senate: Tony Brennan (Chair of the Faculty Senate) and Bob Cousins (IFAS representative on the Presidential - Faculty Senate Joint Task Force on Shared Governance) joined the FAC for some extensive discussions about shared governance at UF. Throughout his presidential term, it has been a high priority with Dr. Young to encourage shared governance at UF. Hence the formation of the Presidential - Faculty Senate Joint Task Force on Shared Governance which produced a set of recommendations available in Draft 5 of their Report http://www.senate.ufl.edu/shared_gov_task_force.htm. It is intended that based on this report the Faculty Senate (special meeting on Nov 6th and Senate meeting on Nov 20th) and Board of Trustees will formally accept the concept of shared governance. If so approved, Senate committees will need to be developed to review the details of the recommendations and to

identify necessary changes in the UF Constitution, which will be several years of work. (This Task Force report is not to be confused with the report provided to the Faculty Senate, and distributed by email, by the *Ad hoc* committee on Senate Structure and Effectiveness that recommended the dissolution of the Senate.)

A major issue occupying much of time of the Task Force revolves around how to define "the Faculty" with regard to inclusion in the Faculty Senate. This is an important issue for IFAS because currently, based on Dr. Martin's recommendation to the Task Force, county agents are NOT included. Apportionment for the Colleges in the Senate is an issue (FTEs are considered too complex to use), and a concern that most Senate discussion concerns campus affairs and non-campus representation could dilute the role of IFAS in deciding what happens on campus. This issue is still open to debate and also relates to the Union vote. Tony Brennan and Bob Cousins share concerns that it will be difficult to institute effective shared governance if the faculty votes to approve Union representation.

Meeting adjourned at 4:50pm. Minutes respectfully submitted by Alison Fox, FAC Secretary.