

UF/IFAS Faculty Advisory Committee Minutes
10 December 2003

Members present: Jim Selph (Chair and Presiding), Lynn Bailey, Alison Fox, Celia Hill, Carol Lehtola, and Larry Parsons.

Members absent: Doug Archer, Viv Harris, Tim Hewitt, Marjorie Moore, Gregg Nuessly, Jim Preston, and Ken Quesenberry

Meeting called to order at 1:24pm by Chair Jim Selph. The agenda was distributed.

Carol Lehtola (Agricultural and Biological Engineering) was welcomed as a new committee member, replacing Millie Ferrer who became an Interim Associate Dean for Extension. Jim Selph expressed his appreciation for the wonderful support of the "IFAS Family" during his recent bereavement.

The Minutes: from the November meeting were reviewed. The motion to accept them, made by Lynn Bailey and seconded by Larry Parsons, was approved unanimously. It was noted, however, that the number of members present was one less than a quorum.

Dates for 2004 FAC meetings: The following Wednesday dates in 2004 have been established for FAC meetings:

- Jan 21st
- Feb 18th
- March 17th
- April 21st
- May 19th
- June 23rd
- July 21st

Vice-President Martin attended and made the following comments:

Bonuses and Special Pay Increases (SPI): One-time faculty bonuses have been distributed but the feasibility of a SPI planned to bring all Assistant Professors up to \$64K was still being investigated.

Administrator replacements and new faculty positions: Two internal candidates, Bob Stamps and George Tanner, are being considered for directing the Mid Florida REC. Eugene Trotter has moved into Melda Bassett's position as Assistant Vice President for IFAS/SHARE development. Two candidates are being considered to replace Gene as Director of the Wedgworth Leadership Institute for Agriculture and Natural Resources. After January 1st, 8 – 12 faculty positions will be released on campus to be filled by July 1st. This only represents 12 of 140 positions needing to be filled in IFAS so all units are being asked to reaffirm the hiring priorities that they have previously submitted.

Draft IMM for 9 / 11 faculty appointments: A draft IMM is being prepared for review by FAC (for a faculty perspective) and Unit Heads concerning the options for faculty to be appointed for 9 / 11 months at 10 / 11 month's worth of salary. The benefits issue has been resolved so that 9 / 11 appointments in IFAS will be recognized by UF as full-time appointments. While the plan somewhat follows the Penn State and Illinois models, their seasonal work patterns are very different. Unit leaders have concerns about the implementation of this plan although it is expected that salary savings will be used in units for support and /or for providing bonuses/SPI for

faculty who are unable to switch to 9 / 11 appointments. FAC members will be asked to consult with other faculty to provide input via Jim Selph particularly concerning whether the plan is reasonable, how the IFAS consulting policy may need to be modified, how the process will be regulated, and what faculty appeals process might be needed to review conflicts of interest.

New President: Informal discussions between Dr. Martin and incoming-UF President Bernie Machen suggest that a more distributed authority and accountability model may be implemented at UF, with three Provosts, one each for Health Sciences, IFAS, and the rest of UF. This would include a respective separation of the procedures for Tenure and Promotion and the Salary Performance Program (SPP).

Term limits for County Extension Directors (CED): It was suggested by a faculty member that the terms for CEDs be limited to 8 years but with the possibility to reapply for a second term. This must be investigated separately for each County as they have different MOUs and laws. IFAS must provide three nominees for each CED. This topic should be discussed with Larry Arrington at a future FAC meeting.

Faculty Accountability System (FAS): At the March FAC meeting, Dr. Martin would like FAC members to review the FAS2 and report whether it is better than FAS1. If there is still significant dissatisfaction it may be necessary to purchase a new off-the-shelf system (e.g., as used at Washington State University). FAC members must provide to Joe Joyce a nominee for the Information Technology Policy Advisory Council.

Replacing absentee FAC members: It was noted that FAC members who frequently miss meetings can be replaced at the committee's discretion. Dr. Martin would write to the replaced member and appoint an alternative.

Legislative funding: After discussions with Florida Senator King, it is thought unlikely that recurring fund requests will be supported this year, and a fall-back position of requesting \$2.5million in non-recurring physical operations and maintenance (PO&M) funds for off-campus IFAS facilities may be more successful. Joe Joyce will provide a 1-2 page information package for faculty to use in the counties to generate support. At the national level, there is an \$8million request for funding from USDA to develop a Human Nutrition Center at UF. Once this is funded, a request will be submitted for support to provide a building to be shared with ARS.

Dr. Martin departed the FAC meeting at 2:35pm

Information Technology (IT) for IFAS: Acting Director of IT for IFAS, Dan Cromer, attended the FAC meeting. Training for campus faculty for FAS2 starts in mid January/February. FAS2 will be web-based and should be easier to use than FAS1. The possibility of inserting tables will be investigated.

At midnight and noon, reports are prepared and sent to faculty concerning spam email that has been detected. Faculty can opt-out if they do not wish to receive these reports (none is generated if no spam messages are detected). Email is now considered an official mechanism of correspondence for UF/IFAS. IFAS receives 46,000 emails per day of which 15,000 are blocked as spam and about 500 of these (false positives) are subsequently retrieved by faculty. Blocked messages are held for two weeks before deletion. Black list messages are from known spam sources and are automatically blocked, white list messages from sources such as .gov, .edu, etc, and are always sent through. Messages that are received by users are added to the white list. The IFAS servers also try to block internet "pop-up" spam.

Dan reported that the @gnv.ifas.ufl.edu address will be deleted on January 31st, and that the "mail" prefix is no longer needed for IFAS email addresses (thus, @mail.ifas.ufl.edu can be

automatically shortened to @ifas.ufl.edu). Joe Joyce will be sending messages to Unit Heads about the new web-based PeopleSoft system that will be implemented at UF for financial and personnel systems in July 2004 and student systems in 2006. The myUFL portal will be used to access this software and information about minimum system requirements are available by searching for PeopleSoft at <http://my.ufl.edu>

IT suggestions made to Dan included: Providing access to Outlook contact lists in webmail; providing a lay-person's explanation of how Wi-Fi works and how best to use it; sending out a general explanation of how to use the SODA shoppe and UF Software Licensing facilities (<http://software.ufl.edu>) for both office and personal use; provide an explanation of use of the Virtual Private Network (VPN) for faculty use when away from the office (<http://notebook.ifas.ufl.edu/vpn/>); and provide one night a week when the IFAS HelpDesk stays open until 7pm for those faculty needing help in making home connections.

Genetics Institute: Ken Berns, Director of the UF Genetics Institute <http://www.ufgi.ufl.edu/> attended the FAC meeting. Ken provided a summary of his career (including at UF, Chair of Microbiology Dept in College of Medicine and Dean for College of Medicine in 1997). He noted that with 285,000 sq ft, the combined wings of the Cancer Research and Genetics Institute (GI) building will be the largest research building on campus with an expected capacity in the GI for 30-35 faculty members equally distributed between CLAS, IFAS, and the Health Center. There are currently 80-85 members of the GI (based on email responses to a request for expressions of interest) and it is hoped that 20-25 faculty will be located in the building (in addition to the 12 members of the executive GI committee), including a mixture of new hires and established UF faculty. Four genetics positions were released by the Provost to be filled by July 2004 with more new positions promised for release then.

The active executive GI committee (including IFAS representation) is developing a concise strategic plan focused on the role of the GI in: involvement in research program development; a genetics graduate program with a core curriculum that is generic across UF (there is no current plan for an undergraduate major); and an active seminar series. The GI strategic plan will also try to support current UF strengths such as gene therapy in the Health Center, and plant genetics in IFAS. For example, UF is the only major land-grant university with genetics and cellular biology programs located in the tropics, so topics such as citrus genomics and citrus disease evaluation may be very important. To allow UF to develop a strong, unique genetics program, new faculty will be sought from fields complementary to current strengths (e.g., in bioinformatics, statistical genetics, comparative genomics, and epigenetics.)

It is planned to have a "News Center" on the GI website (currently a half-time public relations position is provided by the Health Center) and opportunities to gather and disseminate relevant information throughout the state will be sought via IFAS Extension programs. An endowment fund of \$100million is being generated to provide \$5million per year to support several Endowed Chairs. Most gifts are likely to be programmatic rather than directly to the GI and so are likely to be administered by college deans through departments to faculty located in the GI.

Groundbreaking occurred on December 1st, 2003 and construction is expected to be completed by February 2006. The GI will occupy 140,000 sq ft, 60% of which is useful (e.g., not staircases, etc.) with 24,000 sq ft dedicated to central core facilities open to everyone. IFAS will have a minimum area of 17,000 sq ft.

Meeting adjourned at 4:15pm. Minutes respectfully submitted by Alison Fox, FAC Secretary.