

UF/IFAS Faculty Advisory Committee Minutes
21 January 2004

Members present: Jim Selph (Chair and Presiding), Doug Archer, Lynn Bailey, Alison Fox, Viv Harris, Tim Hewitt, Celia Hill, Carol Lehtola, Marjorie Moore, Jim Preston, and Ken Quesenberry.

Members absent: Gregg Nuessly, and Larry Parsons.

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

The Minutes: from the December meeting were reviewed. The motion to accept them with minor editorial corrections, made by Ken Quesenberry and seconded by Celia Hill, was approved unanimously

Jim Selph reported that he had recently met President Machen when he had accompanied Dr. Martin to a Cattlemen's Association meeting in Kissimmee. It was suggested that Dr. Martin invite President Machen to a FAC meeting. Jim also mentioned that Larry Arrington has 26 county positions that need filling but they lack matching funds from UF which have to be provided by legislative funding. While this was stalled in Tigert Hall last year, it did not seem to be held up there this year.

Review of administrator reviews: After review of the December minutes there was a discussion about whether the need for "term-limits" for County Extension Directors (CED) was the real issue or whether there needed to be an examination of the program for performance evaluations of administrative positions. There was concern about the lack of feed-back to the faculty and a questioning of whether the evaluations were useful and acted upon.

Ken Quesenberry made the motion, seconded by Doug Archer, that the committee members discuss with Dr. Martin the issue of administrator reviews. The motion was approved unanimously.

A variety of other topics were noted to be discussed when Dr. Martin arrived. Ken also agreed to try to find the list of long-term FAC agenda items that had been prepared in June/July 2003 so that appropriate items could be reviewed with Dr. Martin at future meetings.

Vice-President Martin arrived at 3:10pm and made the following comments:

Information items: Dr. Martin provided a copy of a letter he wrote to The Independent Florida Alligator on January 20, 2004, responding to an article about the Union vote in which he was quoted out of context. He also provided the January 20, 2004, listing of unfilled faculty positions in IFAS.

Legislative funding: For the first time in three years the IFAS budget was not cut in the Governor's Budget. President Machen recognizes that IFAS has its own line in the legislative budget in which \$4.7 million were requested. He supported the additional request for \$1.6 million for matches to County positions.

Administrator replacements: National searches have been established for the Dean of Extension and Chair of the Department of Fisheries and Aquatic Sciences (DFAS). A Task Force chaired by Wayne Smith is exploring ways in which faculty members of DFAS might move to campus while some staff would maintain the facilities at Millhopper Road

Agriculture mini-summit: On January 13th, IFAS hosted an agriculture mini-summit in Apopka with 45-50 representatives of commodity groups convened by Martha Roberts. Parallel to the Florida First objectives, participants at the mini-summit identified maximum profitability and environmental sustainability as their top priorities for research and education. Participants expressed a need to challenge NAFTA, CAFTA (North American- and Central American- Free Trade Agreements) and the World Trade Organization and were reminded that UF cannot act as an advocate for any particular policy position but can work to help mitigate the impacts of such agreements on Florida agriculture.

IFAS representation on Faculty Senate: Jim Selph was directed to send out a message on the IFAS Listserve to alert faculty to the following day's Faculty Senate discussion about who should be represented on the Faculty Senate, including County faculty.

Genetic Institute: The IFAS representatives on the Genetic Institute (GI) Executive Board are Rob Ferl, Donald McCarty and Indra Vasil. It was proposed that Richard Jones be directed to establish a broader group of IFAS faculty who could meet with Rob, Neil and Richard to discuss the role of IFAS faculty in the GI. It is generally assumed that the more basic research would be linked with the GI while more applied work would remain in the departments. But IFAS faculty in the GI would not be constrained in their research area and their likely strengths would be to enhance the economy and ecology of Florida including the development of commercial crops for tropical environments.

Union vote and shared governance: Dr. Martin reported that President Machen is committed to include IFAS in a Union vote but he thinks that such a vote is unlikely before fall. There is a suggestion that legislation may be proposed to keep IFAS, Medical School and Law School out of the Union. Some members of the FAC expressed concern that for many IFAS faculty only one side, shared governance, had been heard and the lack of Union input was leading to confusion. It is planned to invite the Union representative, Diana Bitz, to a FAC meeting but it was also suggested that an open-forum be arranged for IFAS faculty at which 3 -5 Union representatives and a similar number of proponents of shared governance could present both sides of the discussion and answer faculty questions. Colleagues from Land Grant universities with unions could be invited in and the Faculty Senate Leader, Tony Brennan, would be asked to suggest suitable representatives to address shared governance. Dr. Martin indicated that his office would provide technical support if the FAC decides to organize such an event. The timing will depend upon when the Union vote is scheduled and preferably at a time when off-campus faculty might be in Gainesville.

Administrator reviews: Dr. Martin explained how the current triennial review system works including a meeting with unit faculty for a general discussion of their administrator's evaluation (he does not review CED and District Extension Directors). The timescale for reviews is flexible because it is not contractual, so the suggestion to make them every 5 years rather than 3 years could be adopted. This timing might encourage a more decisive evaluation of whether the administrator really was performing satisfactorily because a 3 year cycle seems to be too short. Jim Selph should meet with the Deans and VP to work out how to implement this change.

Bonuses and Special Pay Increases (SPI): Dr. Martin expressed concern about the ad hoc and haphazard manner in which faculty and staff members receive bonuses and SPIs. This is a significant financial issue with \$79,000 being paid in bonuses this year. He suggested that policies are needed, especially for the long-term SPI, so that there is some consistency and a mechanism of appeal for failed requests. He requested that the FAC treat bonuses and SPI separately and develop either a draft policy or broad parameters.

Dr. Martin departed the FAC meeting at 4:05pm.

Subcommittees were established to address the policy issues for: Bonuses - Celia Hill and Marjorie Moore; SPI – Lynn Bailey and Tim Hewitt.

There was also some further discussion about organizing a forum to discuss the Union vote and shared governance.

Meeting adjourned at 4:25pm. Minutes respectfully submitted by Alison Fox, FAC Secretary.