

**UF/IFAS Faculty Advisory Committee Minutes**  
**28 July 2004**

**Members present:** Jim Selph (Chair and Presiding), Doug Archer, Alison Fox, Tim Hewitt, Celia Hill, and Larry Parsons.

Members absent: Lynn Bailey, Viv Harris, Carol Lehtola, Marjorie Moore, Gregg Nuessly, Jim Preston, and Ken Quesenberry.

Interim Vice-President Richard Jones arrived at 1:15pm.

Meeting called to order at 1:20pm by Chair Jim Selph. The agenda was distributed.

**The Minutes:** It was decided that the minutes from the June 23 meeting should be sent to all FAC members for approval by email because the number of members in attendance was less than a quorum.

Similarly, the nominations and vote for FAC Chair would be conducted by email.

New members elected to the FAC for 2004-2006 are: Martin Adjei (REC), Lisa Guion (campus), Ed Jennings (county), and Jane Polston (campus). Appointed members were John Davis (campus) and Bob Hochmuth (county). Jim Selph asked Dr. Jones whether in the spirit of shared governance it would be more appropriate for all FAC members to be elected, like the Faculty Senate. Dr. Jones considered that some appointments were necessary to maintain a balance (expertise, geography, experience, etc.) but considered that the number might be halved with only one new appointment per year. The IMM concerning the FAC serves as the by-laws and would need to be revised were such a change considered.

**2004/05 budgets:** Units have been informed that their budgets will be similar to last year but with the switch to PeopleSoft there are problems in getting categories of funding correctly assigned. It was noted that this was just one of many problems with PeopleSoft. At the end of August, the UF budget will no longer be administered by the Provost, but will be moved to the President's Office.

**Salary increases:** Plans for faculty salary increases have been approved by the IFAS administration and will be announced by unit leaders in early August. Increases averaging 3.67% will be retroactive to July 1<sup>st</sup> and should appear in the August 20<sup>th</sup> paycheck. The Provost said that people getting a promotion should not also get the merit raise, but Dr. Jones disagreed and by providing a letter of justification was able to allow unit leaders the freedom to give promoted faculty merit increases that could result in a total increase of more than 12%. IFAS had to contribute \$760,000 to this raise most of which came from the \$1million in the enrollment growth fund (\$300,000 of which Dean Cheek had already allocated to units for graduate assistantships). Dr. Jones will report back about the status of the \$1000 bonus awarded to faculty members by the state legislature. Members of staff are expected to receive a \$1,000 bonus in December.

**2005/06 IFAS budget proposal:** This has been approved by UF and the Board of Governors (BoG). The BoG may request that the state legislature provide a lump sum (\$87million) for all state universities that would be divided up by the BoG. The IFAS administration is developing a formula for research and extension (corresponding to the teaching enrollment growth fund) so that annual funding could increase as faculty become more productive (e.g., as numbers of extension contacts increase). Currently there is an annual 10% increase in productivity so an initial request is being made for a 2.5% funding increase. PICO funds may increase because the current state legislature prefers one-time costs rather than recurring costs. It is expected that the Agronomy/Soil and Water Science building will at least get funds in 2004/05 for planning and possibly initial stages of construction. In the long term, a Natural Resources building is being

considered for the departments of Wildlife Ecology and Conservation and Fisheries and Aquatic Sciences.

**Administrative searches:** The Search and Screen Committee for the Senior Vice President of IFAS awaits the “preferred” deadline for nominations of September 10<sup>th</sup>, 2004. The S&S committee for the position of Extension Dean will meet to discuss the interviewed candidates on August 3<sup>rd</sup>. Replacement of the Research Dean will be initiated after the appointment of the Senior Vice President for IFAS.

**Union vote:** PERC has still not set a date for the Union vote and but is considering whether IFAS, and the medical and law schools should be automatically included in the vote. If IFAS is included, Dr. Jones noted that it is very important for IFAS faculty to understand the importance of voting. He also suggested that the IFAS Forum might include an expert on unions to explain the full potential authority of unions.

**Bonuses and Special Pay Increases (SPIs):** A set of guidelines for faculty bonuses were provided but it was decided to have an email vote on the guidelines for both faculty bonuses and SPIs.

**Changes in SHARE administration:** President Machen was not happy that there were two sets of rules for spending funds via UF or via SHARE. Funds can no longer be spent directly from a SHARE account but will be put into Miscellaneous gifts and grants accounts and thus can only be spent according to UF rules (e.g., via UF vehicle contracts, etc.) It was suggested that someone from the SHARE Office be requested to attend a future FAC meeting to explain these changes in more detail.

Dr. Jones departed the FAC meeting at 2:30pm.

FAC members waited to see if any of the Faculty Senators from IFAS were able to attend the meeting at 3pm (as invited by email a few days beforehand). None of the Senators attended.

The next FAC meeting to which the new members will be invited, will be later than usual at 3pm on August 18<sup>th</sup>, to be followed by dinner at The Sovereign Restaurant at 6pm.

Meeting adjourned at 3:15pm. Minutes respectfully submitted by Alison Fox, FAC Secretary.