

**UF IFAS Faculty Advisory Committee (FAC) Meeting
February 22, 2005
Minutes**

Members Present: Douglas Archer (Chair and Presiding), Lisa Guion, Celia Hill, Larry Parsons, Martin Adjei, Heather McAuslane, Mike Sweat, Bob Hockmuth, Greg Nuessly, Ed Jennings, John Davis, Carol Lehtola, Jane Polston

Dr. Cheek, IFAS Senior VP, attended the meeting

Members Absent: None

Guests Present: Dr. Natzke, IFAS International Program

Meeting called to order at 1:15 p.m. by Chair (Doug). The December minutes were distributed. There was no meeting in January. Chair welcomed new member, Heather, who replaced Alison Fox. Approval of November minutes tabled for next meeting as Chair felt it necessary for everyone to review them again. A motion to approve December minutes was made by Mike, seconded by Celia. Vote to approve minutes was unanimous. December minutes approved.

Topic 1 Vacant Positions: Dr. Cheek reviewed open administrative position (Asst. VP for Development had candidates interviewed this week). Dean for CALS position closes March 7th and Dean for Research position closes March 14th. There are currently 4 nominations each. Dr. Cheek prefers 5 people to interview for each position. He wants a good pool to select from. Dr. Cheek wants faculty involved in the interview (seminar) process and provide feedback on the candidates.

Dr. Cheek says that he will read the comments and feedback on each candidate. He said that in a few weeks he would have the interview schedules sent so that faculty can put the dates on their calendars. He does not have the candidates, but we will fill in candidates' names once they are selected.

Dr. Cheek said he is looking for persons to fill the vacancy who have:

Been tested administratively – record as an administrator (dept. chair, dean, center director).

Made a difference in their previous/current administrative role

Strong academic record in teaching, research and/or extension

Work well perceived at their current university and work well other people

Question: Martin asked if the two committees (Dean positions) would be drawing from the same pool. Dr. Cheek said that there will not be a lot of people applying for both because of the strong research focus for Dean of Research but we are competing with other universities that have administrative positions open (NC, Maryland, etc.).

Topic 2 Faculty/UNION

Dr. Cheek said we must wait on the ruling.

Dr. Cheek said Chair has communicated with him about one role of this committee would be to provide faculty with information on pros/cons of union membership. Dr. Cheek said that he feels it is a role for the committee, but the time is not now. We need to wait on the ruling.

Question: Larry asked about the time frame for the ruling

Response: Dr. Cheek said that if it goes to appeals court, then this situation can go on indefinitely. His theory is that by fall of next year we may hear something.

Question: Greg asked if there is any indication of what the Union will do?

Response: Dr. Cheek said they would like to go back to when the initial ruling was set.

Topic 3 IFAS Lobbying

Dr. Cheek going to Tallahassee this week. He said he is encouraged by reception we have received from Legislature and our stakeholders. Last year our IFAS budget made it through legislature but Governor veto all but one item.

One good thing is that a lot of people know we've lost money in IFAS and are committed to helping us get new money for some new initiatives (cannot go back and get old money). Dr. Joyce is going around the state to various constituency groups to share our needs for support.

We cannot underestimate the power of individuals talking about our value.

We must be thinking about who can help us. The people to ask to share our values with are policymakers and those who benefit from IFAS.

Comment: Larry commented that Faculty could encourage our constituencies to lobby for us.

Responses: Dr. Cheek says it is key to make people understand that a main source of our funds is the state budget. So we need the support.

Question: Doug asked what percentage of IFAS support comes from state.

Response: Dr. Cheek said about 52% general revenue from state grants/contracts. Dr. Cheek said one thing we have to work on is increase contracts grants, income county match and of course increase state funds.

Question: Ed asked why the building, paper, travel, electricity, secretarial support, etc. are not counted as part of Extension match.

Response: Dr. Cheek said it is best to ask Dr. Larry Arrington, Dean for Extension.

Topic 4 Water Data Center

Dr. Cheek said Council of 100 asked for a proposal for a Water Data Center to house all of data we know about water issues in Florida. The data will be standardized.

Mary Duryea chaired the committee that put together a proposal for 10 million.

Dr. Cheek said that if they do not get funding, then they will revise the proposal to send to other funders. The proposal has a research and extension agenda.

Question: Larry asked if this was soft money.

Response: Dr. Cheek said it is hard money, but it is not guaranteed to be funded. If not funded then other potential funders will be sought. The proposal is good.

Comment: Bob said in addition to the Southern Water Management Districts, we need to also work with other water management districts across the state.

Response: Dr. Cheek said that we will be contacting the other water management districts, but South Florida was a start particularly since the proposal had to be completed on a short time frame.

Topic 5 Joint Chair/Center Directors Meeting

Dr. Cheek said in January he implemented more structure for a joint Chair's/Director's meeting. Dr. Cheek said enhanced communication was one issue. Once a month they will have a meeting with both chair and directors.

First meeting was in January. Thursday, February 24 will be the 2nd meeting with the group.

Dr. Cheek said this is something they are trying in order to discuss key issues.

Topic 6 Faculty Senate

Dr. Cheek went to Faculty Senate to share interdisciplinary programs

The faculty senate is important. Faculty Senate presidents are on the Board of Trustees meets with the President of the university and has influence. Given the large number of IFAS faculty, we need leadership roles in Faculty Senate according to Dr. Cheek.

Dr. Cheek has some issues to bring to the committee's attention:

- (1) IFAS has not had a chair of Faculty Senate since he has been at UF to his knowledge (1974). Dr. Cheek said this committee could have a role in encouraging IFAS Faculty to seek leadership in Senate.
- (2) IFAS is not represented as the chair of Senate Committees (he thinks).

Action: Committee - Find out how many, if any, Senate chairs are from IFAS.

Topic 7 Florida Ag Council

Dr. Cheek is going to Tallahassee tonight to meet with Florida Ag Council tomorrow (2/23/05). They will talk about changing name to FL IFAS Advisory Council and about the possibility of having Regional Advisory Committees. IFAS Sr. VP and Deans meet once per year with 30-50 people represent extension, research, etc. to represent depth and breadth of IFAS. We need to

hear from all of IFAS. May have a second meeting developing “regional advisory committees.”
Question: Doug asked what is prompting this desired change.

Response: Dr. Cheek said that many people have expressed to him, that in its present state, FL Ag Council is not working. He wants to try something new to increase our overall IFAS support.

Question: Larry asked about role of the county advisory committee in this new structure

Response: One possibility, according to Dr. Cheek, is that chair of county advisory committee could serve on regional advisory committee if it's put into place.

Dr. Cheek said that the bottom line is that we need more specific advice for IFAS. We need more input from all IFAS areas to represent all of IFAS.

Question: Has there been any discussion with existing FL Ag Council?

Response: Dr. Cheek said that “yes” in that the executive committee has been made aware. Dr. Cheek said he will share these ideas and will talk at Tallahassee meeting (2/23/05). Dr. Cheek said that he couldn't dictate to the FL Ag Council about the name change. Dr. Cheek said that even if the restructure of council does not happen, then the regional advisory system could still be formed.

Topic 8 IFAS Faculty Meeting

Dr. Cheek asked the committee: Should we have IFAS Faculty meeting? What kind? What issues should be discussed? How long?

How do we do it?

Question: Doug asked, “What is the vision of this meeting?”

Response: Reports given dialogue on issues similar to CALS faculty meeting.

Action: Committees can offer Dr. Cheek recommendations as to questions he raised.

Comments: John said one option is a periodic email to faculty. This would be an opportunity to solicit feedback from faculty. Then if there are enough issues to discuss or that warrants a meeting, then a meeting could be planned.

Greg said e-mail and interactive ideas does make sense for faculty off campus.

Jane said we could have a web-based system to have people login and write comments on a board.

Response: Dr. Cheek said we need many different kinds of modes of communication.

Action: Our committee can discuss options among ourselves and colleagues then offer Dr. Cheek recommendations.

Topic 9 Tenure probationary period

Do we have 6 years or 7 years as a standard for IFAS?

Dr. Cheek is asking for votes from departments, centers and district directors (to have a district vote) as to which way would be best.

These votes are due to Dr. Cheek on March 15th.

Doug commented that the ground rules are tenure when ready in any case.

Dr. Cheek said written rule says 7 but faculty senate approved 6. Now colleges get to vote on which they want.

Action: Get a recommendation for Dr. Cheek from this committee to have committee voices heard among others.

John said that discussions are underway for decentralization of tenure process, so it would be at college level anyway.

Topic 10 Travel to IFAS Faculty Advisory Committee Meeting

Question: Dr. Cheek asked what the issue is?

Response: Larry said expense because he takes funds from his grants now to travel to meeting. Others expressed how they have paid out of their pocket (to drive personal vehicle) if a county car was not available.

Question: Lisa asked Dr. Cheek if IFAS Administration could support the travel for out-of-town committee members to attend meeting.

Response: Dr. Cheek indicated that he would certainly do what he could and that our committee should submit our needs to him.

Action: Committee will generate needs and submit to Dr. Cheek

Topic 11 IFAS's Role in the Future

Question: Is it time to re-examine what IFAS should do for state given the budget cuts?

The big issues for future are land use. We need a strategic plan to address some of the large future issues.

Response: Dr. Cheek shared that the Center for Plant Biotechnology; collaboration between Medical School, Liberal Arts, and IFAS discussions on this center touching at other sources of revenue.

A multistate initiative to get additional resources is another strategy. Chair shared Fishery Science example as a natural partnership with Hawaii and Massachusetts.

Dr. Cheek departed meeting 2:45 pm

Break 2:45 – 2:55 pm

Topic 12 IFAS International Program

Dr. Natzke made a presentation on IFAS International Programs. He shared information on supporting and promoting the development of IFAS' international dimensions.

Dr. Natzke is the Sr. Assoc. Dean and Director of IFAS International Programs and other staff include: Lissette Stahl, Asst Director; Betty Finn, Secretary; Fred Royce, Part-time hired.

Dr. Natzke shared other campus based international centers (UF International Center which is under the Provost, Center for Latin American Studies, Center for African Studies, Center for European Studies) . Center under

Theoretically our IFAS International Program office is totally independent of the rest of campus international offices. However, heads of each center meet monthly.

Dr. Natzke shared four ways that faculty could foster Collaborative Relations abroad.

1. Cooperative agreements – simply means we agree to agree

There are about 48 in IFAS but not all active according to Dr. Natzke

There is a Program Manager for each cooperative agreement.

2. Program Mgr. Network – IFAS keeps up with who the individuals are.
3. Faculty International Activity Database – UF has this database
4. Hosting international visitors

Linking with donors and funding organizations –

Ex Millenium Challenge Account – Bush set up a corporation to work with poor countries (less than 1000 per person). Each eligible country can put together a proposal to do something that will have lasting impacts. Consultants will help put together project proposals. Consultants could potentially come from universities. This may present an opportunity. Dr. Natzke will continue to follow the development of this federal corporation.

Enhancing Multidisciplinary Initiatives

- o Another service they provide is an email alert for grant opportunities.

Action: Faculty should sign up if not on list

- o Distance education – UF grad degrees to students from other countries. Working with Soils and Entomology because they already have distance education graduate degree programs. Received money from USAID for a pilot project to get this started.

- o Global Seminars – bring people in from outside to give perspectives on global work and issues.

Enriching Faculty Recognition

Dr. Natzke shared the following opportunities:

- International Fellows Awards at University level
- Travel Grants from IFAS International Programs, to increase number of faculty who have international experience.
- Language Training
- IPAT – International Program Advisory Team provide input to the International Programs Office. This is a faculty group that help set priorities for the office.

Bridging the Information Gap

Dr. Natzke says the following provides information to faculty:

International Focus newsletter (hard copy and elections)

Periodic email

Website for office (<http://international.ifas.ufl.edu/>)

Action: Visit website to learn more about opportunities.

Issues that International office grappling with

Now USAID seemingly has recognized that international agriculture can help with international development. So, there may be opportunities for their office to write grants.

Cochran Fellowships – bring people here from other countries for training

Questions and Answer Session with Dr. Natzke (All responses by Dr. Natzke)

Dr. Natzke wants to know what is the proper balance in international programs office roles, i.e. if it has to generate its own income then what happens to faculty support.

Question: John asked “how would money be spent if IFAS international programs were to get a grant?”

Response: He would work with scientist/faculty to work collaboratively.

Question: Doug asked if he sees role of office as overall coordinator or facilitator of international programs

Response: International Programs used to have to sign off on all international travel for faculty. This ended with PeopleSoft. So now they do not know about work that is being done unless faculty provides that information.

Question: Does he have access to info in UNIFAS?

Response: International activities are not UNIFAS now but should be up in a few months. (Secretary noted on March 9, 2005 that International section has been added to UNIFAS. Actual date of addition is unknown).

Question: Bob asked if we should have industry or stakeholder in county involved?

Response: The fact that international involvement is good for should be stressed to stakeholders. Some benefits include:

- (1) Graduates of future have to have international knowledge and experience in global/international settings to compete for good jobs
- (2) Faculty benefit from going to international and from subsequent partnerships (faculty development)
- (3) Humanistic altruistic stand point
- (4) Help them afford our product; a person making \$1 per day is not going to buy our US or FL products
- (5) Scientists are better teachers/researchers

Question: Doug asked how do you get people to take a chance on your innovative ideas? (Regarding teaching)

Response: Wave tuition for 5 years for students from another country to study in our doctoral programs. The big issue is funding. UF had a 3-1 agreement (where finish last year at UF) with a Honduran school that is a top Latin American school. It is very strict and structured. People attend from all of Latin America.

The school went to a 4-year program, which ended the 3-1 program with UF. Gov. Bush visited the school during a tour of Latin America and indicated his commitment to funding. ET York confirmed with Gov. Bush that there should be funds. A university proposal was put together between IFAS and Latin America Center. It was multi-million dollar proposal.

Dr. Natzke departed meeting 3:55 pm

Topic 13 Chair led a discussion on tenure probationary period as a follow-up to Topic 9 above.

John said that he solicited some information and historically it was 6 years.

The concern of pre-tenure faculty is that the bar is high enough. Even though the 7th year is supposed to be "extra," faculty fear that additional pressure would come and the bar would be raised even higher. There are explicit rules for stopping the clock. The balance for this is tenure when ready.

Mike said that the same feeling was expressed at a recent meeting of leaders of agent association. Six years was overwhelmingly favored at that meeting.

Bob said that the 7th year for "extra" time is illogical because is 1 more year really time to get it together.

Heather indicated that at an Entomology faculty meeting 7 years was overwhelmingly favored due to time it takes to get a lab up and running, get grants, etc. Doug said that the thing that concerns him is lack of concrete standards.

John said that excellence is implied but that standards of excellence are and should be different for different disciplines.

Ed said that county faculty he spoke with preferred six years because they can get good extension programs going in the 6 year timeframe..

A vote on the issue was called by the Chair.

Result: 12 of 13 voted for 6 years

Recommendation that chair will send to Dr. Cheek from the committee is 6 years. Dr. Cheek will get feedback from all departments, units and district (extension) on this issue.

Topic 14: Travel to Attend IFAS Faculty Advisory Committee Meeting (as a follow-up to topic 10)

Larry made motion to request that IFAS admin international cover travel expenses for faculty who do not live in Gainesville. Seconded by John. Unanimous (13 of 13 votes) in favor of motion. Motion carried.

Action: Doug will talk with the out-of-town members to discuss the best way to handle this situation. The inclination was to let each out-of-town member turn in travel reimbursement to Dr. Cheek's Office.

Topic 15: Issue for next meeting agenda

- County relations - County government questioning IFAS and their control of hiring CED's and agents. Why does state have so much input when county is paying most of bills?

Next Meeting March 16, 2005

Meeting adjourned at 4:35 pm

Minutes respectfully submitted by Lisa A. Guion.