

**UF IFAS Faculty Advisory Committee (FAC) Meeting
March 16, 2005**

Members Present: Douglas Archer (Chair), Heather McAuslane, Bob Hochmuth, Carol Lehtola, Jane Polston, Martin Adjei, Mike Sweat, Ed Jennings, Celia Hill (phone), Larry Parsons (phone).

Members Absent: Greg Nuessly, John Davis, Lisa Guion

Meeting called to order at 1:19 p.m. by chair (Doug Archer). The November minutes were distributed. A motion to approve November minutes was made by Bob Hochmuth, seconded by Mike Sweat. Vote to approve minutes was unanimous. The February minutes were distributed. A motion to approve February minutes was made by Ed Jennings, seconded by Bob Hochmuth.

Vote to approve minutes was unanimous.

Guests Present: Dr. Millie Ferrer Associate Dean for Extension

Topic 1. Dr. Ferrer addressed questions sent to her by FAC before the meeting

1. How do Extension personnel choose between county and UF/Coop extension needs?

This question arose because there are some situations where the county is providing more than half the resources. Dr. Ferrer spoke on the importance of communication with the CED (this assumes that the CED has good relations with the county commissioners). Dr. Ferrer cited statutes 5 & 6 of 2004 Florida Statutes (Chapter 1004 - supervision is provided by the state - regardless of where the support comes from). There are changes being made that increase the involvement of the DED with CED and county commission. The role of the CED in evaluating extension personnel is going to increase also. Dr. Ferrer brought up the example of Collier Co., where the absence of a CED for some time created a vacuum that has been hard to fill. The CED position is being advertised by the county as well as by UF. So although both are paying for advertising, the employment structure will not be different from other counties.

2. County faculty are being evaluated on publications, and these often are driven by good cooperation between county agents and extension specialists. What is being done to improve the communication between county faculty and extension specialists?

A. There will an Extension Symposium for specialists on April 14 and 15. The goal is to support Extension Specialists for quality extension programs.

B. A pilot program has been started that pairs county agents with extension specialists and gives the specialists a "county experience". Specialist will spend 2 days with a rural experience and 2 days with an urban experience. At the same time the County Agent learns about the extension specialist and specialist learns about what exactly county agents do. Seven specialists have been identified for the program. At the end the agent and specialist will have to work together to produce some kind of product. An extension specialist is a faculty member with at least a 30% extension appointment. Someone asked how many specialists there are in the system, and Dr. Ferrer did not know. So the bottom line is that there is an expectation in the system that specialists should support county faculty so that county faculty can get authorship on refereed papers.

Bob Hochmuth: There is a disincentive for specialists to work in the field because it is time consuming and not rewarded by the system.

Dr. Ferrer: Specialists need to balance their responsibilities. Sometimes they don't know what that balance is. The department head needs to give feedback on what that balance is.

Bob Hochmuth: In reality, grants and publications are weighed more heavily. Time spent with county agents is not as well recognized.

Larry Parsons: I am 60% extension (over 20 years experience in the system) and have never had extension training. Is there some training for senior extension specialists?

Dr. Ferrer: Something like the pilot program mentioned earlier could address this. Dr. Ferrer said she would make sure that there would be specific training for mature specialists.

Carol Lehtola: In the interview process for new faculty it might be a good idea to include a trip to visit with county agents.

Dr. Ferrer agreed.

2:08 pm. Dr. Millie Ferrer departed.

Topic 2. Expenses for FAC Meeting

Doug Archer specified that expense receipts are to be sent to Donna Stall in Dr. Cheek's office.

Topic 3. Request for Nomination of Senate Members

Dr. Cheek has asked the FAC to provide a list of 8 names of people willing to serve on the Faculty Senate who might one day serve as the chairman of the Senate. The following names were suggested:

1. Phil Harman, Plant Pathology
2. Norm Leppla, Entomology
3. Alison Fox
4. Jim Leary
5. Lisa Guion

Questions were raised regarding the commitment required for the Senate membership. It was clarified that it is a 3-year term that members must meet when they are needed (and that members must meet when they are needed? Sentence is awkward. Meetings are monthly aren't they and committee work would be in addition to the monthly meeting). Committees of the Senate will meet as needed. This list will be completed by e-mail.

Topic 4. Dr. Cheek's interest in having someone in IFAS have a leadership role in the Faculty Senate raises questions regarding how University Service could be encouraged (i.e., rewarded). Suggestions were:

1. Stipends
2. Dr. Cheek should make the department chairs address the uneven recognition of university service.

Doug Archer volunteered to craft a statement for the committee's review before returning to Dr. Cheek.

Topic 5. Faculty Meeting

Dr. Cheek has asked if there should be a statewide faculty meeting and if so, what it should include.

Committee was not strongly supportive of a statewide meeting. Celia Hill suggested that it could be held in already established venues (FAEP, CALS teaching symposium in August). The committee was not clear on why there should be one called. If we knew the goals we could perhaps suggest a more useful approach.

Topic 6. Follow Up on Dr. Natzki's Visit

There was discussion about the value that may be in International Programs that is not being tapped into. The committee will talk with Dr. Natzke to see what FAC can do to facilitate. Faculty are under pressure to develop international experience. However, this is made more difficult without a central office for support. FAC is not sure of Dr. Cheek's position on International Agriculture.

An example of the problem with communication with regards to UF international programs is the Millennium grant to Zamorano. UF should be working with Zamorano on this on many fronts. Don Poucher knows about this and is talking with Zamorano about it.

Topic 7. FAC website

It was brought to Doug Archer's attention that the Website is very behind.

Meeting adjourned at 3:37 pm.