

UF-IFAS Faculty Council Meeting Minutes
16 October 2007
Red Larson Dairy Building, Room 102

Individuals present: David Holmes, Jerry Culen, Bill Lindberg, Judy Butterfield, Brenda Rogers, Adegbola Adesogan, Samira Daroub, Billy Crow, Mike Kane, Sherry Larkin, and Jimmy Cheek attended in Gainesville; Monica Elliott, Steve Johnson, and Maisie Ross participated via Polycom.

David Holmes called the meeting to order at 1:30 PM. He began the meeting by reviewing some of the agenda items that Dr. Cheek wanted to discuss. Dr. Cheek had requested that the Council develop a set of IFAS Bylaws. Given the Council's current involvement in development of the IFAS Shared Governance document, David Holmes solicited input from the Council members. The general consensus was that the Council should complete their involvement in development of the Shared Governance Constitution prior to beginning work on the IFAS Bylaws.

The list of invited speakers for the next several Council meetings was discussed. Dr. Kirby Barrick, Academic Programs Dean, is scheduled to attend the November 28th meeting where he will provide an update on teaching peer assessment and any new issues. Mary Ann Morgan, IFAS Human Resources, will attend the December 18th meeting to discuss diversity. Bill Lindberg suggested that Mary Ann Morgan also discuss human resource policies related to layoffs since this may be important during the current budget reductions. Cindy Littlejohn and Mark McClellan, Dean for Research, have been invited to attend the January 15th Council meeting. Given the large number of agenda items, David Holmes suggested that perhaps it would be better not to schedule two invited guests during the same Council meeting. Rescheduling Dr. McClellan to a later Council meeting (February – April 2008) will be investigated. A suggestion was made that Dr. McClellan be asked to discuss the new policies regarding SHARE funds and research funded by chemical companies.

The delay in the on-going revisions in UNIFAS was briefly discussed. Apparently, further revisions are needed. Dr. Cheek will provide an update.

Bill Lindberg briefly discussed several shortcomings in the recent data on the total extramural funding values generated in each IFAS unit. He suggested that policies not be developed based on this information as it can be misleading. An update of UF Faculty Senate activities was provided by Bill Lindberg and Judy Butterfield. Most items on the next Senate meeting are related to degree and curriculum changes that have already been through the college-level committees. In response to a question, the members were informed that the Senate meets on the academic calendar while the Senate committees will meet over the summer. David Holmes asked how the number of IFAS senators is determined. Bill Lindberg stated that it is determined by the number of faculty with a cap of 25 senators.

The minutes of September 16, 2007 Council meeting were reviewed. Judy Butterfield moved and Billy Crow seconded that the minutes be accepted as submitted. The motion for acceptance passed. While waiting for Dr. Cheek to arrive, David Holmes initiated a discussion of the draft Shared Governance Working Group report *IFAS Faculty Perceptions and Expectations of Shared Governance* and the inferences resulting from the IFAS Shared Governance Survey. Bill Lindberg provided further explanation of the overall inferences.

Dr. Cheek arrived at 2:22 PM. Dr Cheek provided an update of the current university budget situation and the impact on the IFAS budget. This presentation was recorded for later distribution to IFAS faculty (<http://streaming.video.ufl.edu/~video?Budget.mpg>).

Due to the shortfall in State revenues, IFAS was required to return \$7.2 million to UF main campus. This represents a 3.6% State budget cut. A portion of the amount returned by IFAS also served as payment to the UF budget deficit created by honoring unfunded tenure and promotion raises, the Salary Pay Plan for Senior Faculty (SPPS), graduate student health insurance, increased utility costs, Opportunity Scholars Program, and receiving less money for student credit hours. Dr. Cheek stated that the future looks lean. Tax revenues continue to decrease. There is no way to know what will happen during the next legislative session. However, two new revenue sources have been approved. A 5% increase in tuition starting January 1, 2008 will generate about \$5 million at UF. In addition a new Technology Fee will begin July 2009.

Dr. Cheek outlined the process followed to make the IFAS budget reductions. On June 19, 2007 there were indications of a possible 4-6% budget call back. A three-prong approach was used: 1) about 40 faculty positions were frozen; 2) central administration unit budgets were cut; and 3) departmental, research center, and district budgets were reduced. Plans were submitted by each IFAS unit outlining how they would accomplish the budget reduction. The plans were reviewed and approved by IFAS Administration with some minor revisions. Dr. Cheek assured the faculty that IFAS will emerge from these cutbacks as a stronger organization. He indicated that IFAS Faculty and Staff should maintain a positive attitude and focus on the future. There is a clear need to seek new revenue sources including legislative appropriations, private donations, grants and Federal appropriations.

Samira Daroub asked Dr. Cheek about the possibility of additional callbacks. Dr. Cheek responded that there are possibilities of additional budget cuts, but they may be postponed until the regular legislative session in March 2008. David Holmes asked whether we should communicate with our legislators. Dr. Cheek suggested that we communicate about all the good things that we are doing but don't lobby for special interests. Adegbola Adesogan asked Dr. Cheek to elaborate on the Technology Fee. He replied that it was a fee, up to 5% of a student's total tuition, that all students will pay to support the UF technology infrastructure. Dr. Cheek also described the trial establishment of a Teaching Laboratory Equipment Fee. This fee will be assessed to students in courses where equipment used for teaching must be maintained or periodically replaced.

David Holmes conveyed to Dr. Cheek the Council's suggestion that development of the IFAS By-laws be delayed until after the IFAS Shared Governance process was completed. A brief discussion was made on the changes to the IFAS Faculty Council IMM. Monica Elliott suggested that the two appointments from the Faculty Senate be included in Table 1 of the IMM.

Dr. Cheek reviewed the reasons for having the Council review the Emeritus Faculty IMM (6C1-6.30-1-20). In the past there have been problems with faculty who requested emeritus status but wanted to continue to use space and facilities and retain control of fund residuals. David Holmes asked whether the request for emeritus status impacted more research faculty than those with major teaching or extension appointments. Dr. Cheek indicated that this is indeed the case. Revisions are also needed stating that when a faculty member enters DROP, they are not considered retired and, as such, are not allowed to apply for emeritus status.

Dr. Cheek mentioned that he has not received any feedback from the faculty regarding the Salary Recovery Plan. He further stated that the plan will be reviewed at a later date.

Dr. Cheek distributed CD copies of the 2007 UF Faculty Survey to the Council. He requested that the Council review the IFAS responses and provide a list of 7 to 8 recommendations for IFAS. Dr. Cheek then provided an update on the recent Regional Advisory Committee meetings. David Holmes asked Dr. Cheek whether there were common concerns expressed at these meetings. Dr. Cheek responded that issues related to growth and land use were viewed as critical needs. He further indicated that he would like to see more county and center directors attending the regional advisory committee meetings.

Sherry Larkin joined the meeting at 3:04 PM. Dr. Cheek provided a brief update on revisions to UNIFAS. He had set an October 15th deadline for completing the revisions to UNIFAS. This was not accomplished. He indicated that for Federal reporting, it was critical that we enter publications. He ended by stating: "If we cannot get UNIFAS to be a user-friendly system, we will not use UNIFAS."

Dr. Cheek left the meeting at 3:53 PM. The Council took a 5-minute break and then resumed the meeting at 4:00 PM. Discussion focused on the working draft of the IFAS Faculty Perceptions Report that was generated from the responses from the IFAS Faculty Survey on Shared Governance. Bill Lindberg provided a brief review of the process that was followed to generate the report. David Holmes requested that a copy of the original unapproved IFAS Shared Governance Constitution be provided to the Council members.

The meeting was adjourned at 4:35 PM.

Submitted by

Michael Kane, Temporary Recording Secretary