

UF-IFAS Faculty Council Meeting Minutes  
13 May 2008  
Room 1054, Microbiology and Cell Science Building

Individuals present: David Holmes, Billy Crow, Mike Kane, Sherry Larkin, Brenda Rogers, Judy Butterfield, David Norman, Jerry Culen, Steve Johnson, Samira Daroub, Bill Lindberg, Adegbola Adesogan, and Tom Obreza. Participating by Polycom were Monica Elliott and Maisielin Ross. Guests in the room included John Capinera, Ed Osborne and Charles Guy (IFAS constitution committee).

David Holmes called the meeting to order at 1:00 PM and reviewed the agenda items. He briefly discussed how the Faculty Council communicates with IFAS faculty, and asked if our method needs to improve.

David turned the meeting over to Bill Lindberg to discuss the Faculty Council review of the IFAS constitution. The constitution committee is building the final version of the constitution, incorporating all input from the Council and IFAS administrators. The next step will be to take the document to the IFAS faculty for a vote. If this plan goes well, the final version for the faculty to consider should be ready by the first part of June. A discussion ensued about how the Faculty Council will continue to participate in the process, if at all. The constitution committee will meet again to go over the revised document. Bill pointed to several places in the constitution where he wanted to clarify a few points, including: 1) Use of the strategic plan by the Vice President; 2) Regarding the Faculty Assembly, interpretation of the term "liaison" as it relates to department chairs; 3) Students as liaisons in the assembly; 4) Use of language from IMMs (suggested by administrators) regarding the mention of the Tenure & Promotion committee in the constitution; 5) Makeup of the Infrastructure and Resources committee (number of administrators vs. number of faculty). Should the number of faculty be increased from 3 to 5 (along with 3 administrators)? The group decided to go with 4 administrators and 4 faculty. After a lengthy conversation, Bill wrapped up the discussion of recommendations for changes. Dr. Cheek asked if we should present the revised document to the IFAS faculty at large for comment before the ratification vote. We could ask unit leaders to share the document with their faculty at the same time the Administrative Council is asked for feedback. The Faculty Council agreed with this idea. The constitution should be sent to all faculty, letting unit leaders filter the responses. David thanked Bill and his committee for all their hard work.

Dr. Cheek arrived at 2:00 PM. At this time, the constitution committee left the meeting. David welcomed Dr. Cheek to the meeting and turned it over to him.

Dr. Cheek began by discussing the IFAS budget, which received a large but not disproportional cut. IFAS has \$17 million less in July 2008 compared with 1 year ago, which represents the largest budget cut in 37 years. All things considered, the budget cutting process in the Florida Legislature went as well as could be expected.

In the meantime, a single faculty member launched a campaign against IFAS administration centering on the budget cut. Dr. Cheek decided to not take any immediate action other than to inform President Machen about it. Dr. Cheek will also be speaking to senators about it.

Dr. Cheek explained the legislative workings of the line-item IFAS budget vs. the overall university budget. All UF budgets now go to the university's new Chief Financial Officer in Tigert Hall. Presence of a CFO will help clarify the budget situation to the Board of Trustees, i.e. there is now one person who will carry the message in a single package. Thus, the trustees will have an accurate picture of how the budget is structured.

A question was asked about what will happen to the data now held in the UNIFAS system. UNIFAS will continue to be a repository of current information, but otherwise it will disappear on December 31, 2008. Dr. Cheek will inform IFAS faculty about this situation via a memorandum.

A discussion about tenure and promotion ensued. During the past 3 years, IFAS was represented on the Academic Personnel Board by Dr. Ramesh Reddy. The group was not certain where the nominee to replace him will originate. Mike Kane asked if IFAS faculty could be better informed about the guidelines, requirements, and expectations for Associate Professors applying for promotion to Full Professor. Some Associate Profs have been supported by their unit for this promotion but did not receive support at the next level. How can they obtain more detailed information? Dr. Cheek said it may be a matter of the faculty member not looking hard enough at their promotion packet. He emphasized that candidates must supervise an appropriate number of graduate students and their refereed publication record must be strong.

David Holmes reminded the group that elections for new Faculty Council and Tenure & Promotion Committee members are almost upon us, so we need to make sure they get scheduled on time.

Billy Crow asked how seven IFAS departments will be merged into six, a move that was mentioned in Dr. Cheek's memo to the faculty regarding the budget situation. The heads of those seven departments are forming a committee that will propose how it could be done. The change will reduce administrative costs.

The issue of the faculty member who launched the campaign against IFAS administration was revisited. This issue will be discussed in the faculty senate. On a related note, David Holmes indicated that a show of appreciation to Florida agricultural industry leaders for their role in helping support the IFAS cause in the Legislature will occur at the upcoming Farm Bureau Director's meeting.

Dr. Cheek left the meeting at 2:50 PM, as did Bill Lindberg.

David Holmes welcomed Dr. Kirby Barrick and Dr. Rick Yost to discuss the situation regarding the number of community college students allowed to transfer to UF, which is slated for reduction. Dr. Barrick offered this explanation: The Board of Governors thinks most State University System student bodies are too large to be sufficiently supported by the state. This information came to light as admissions for the 2008-09 freshman class were being finalized. The timing was such that the number of incoming freshman could not be cut, so the only group left to cut was transfer students.

Dr. Barrick continued by indicating that there is no enrollment plan at UF, which is disconcerting. UF has 50,000 students, but manages the student body like there are 20,000. UF typically admits 3,600 transfer students annually, most from community colleges, and 3,000 actually enroll. CALS admissions have been around 650-750 per year, of which 87% enroll. The projected transfer enrollment for fall 2008 is 2000. Disproportional adjustments were made, amounting to 55-75% of target. CALS was allotted 75% of target, so the college is down about 500 spaces for the entire academic year. CALS receives denials from other colleges who are able to re-apply (to CALS) due to a 3-month offset of deadline dates. CALS does not admit very many of those. A discussion of inter-college transfers at UF ensued. Eighty-three percent of CALS students are enrolled in unique programs (majors not available anywhere else in the SUS). CALS requires 611 spaces to fulfill just the unique programs (protected majors) that we can and need to fill. The bottom line is that CALS will have to deny some applicants due to enrollment cuts. Other UF colleges have transfer slots, but they will not release them to CALS...due to the lack of an enrollment plan (according to Dr. Barrick). IFAS has tried to obtain

more transfer spots from other colleges, but these colleges will not turn them loose because it could eventually cost them some budget (if budgets are made based on student credit hours).

A discussion ensued about the community college system in Florida and how it feeds into UF and other state universities. Dr. Barrick spoke about his experiences in Ohio and Illinois with respect to community college-state university relationships.

Rick Yost continued the discussion: Last fall, UF received 26,000 applicants for 6,000-7,000 openings. All admitted applicants had high GPAs and a 1360 average SAT score. It is unsure how UF will drop 5,000 students from the student population for the next 4 years. In the current year, UF could not adjust freshman admits due to the timing, so adjusting transfer student admissions was the next option. UF's student-to-faculty ratio is 22:1; at other SUS institution it is around 15:1. This fall, differential tuition will be initiated. It used to be that all state schools charge the same amount. Rick opined that UF's tuition is way too low and should be at least doubled.

David Holmes asked if the addition of new universities like Florida Gulf Coast has hurt UF. Rick felt that there has not really been much of an effect, except perhaps for some units within UF.

Billy Crow asked who is responsible for putting together an enrollment management plan. Kirby Barrick indicated that not many people within UF believe the lack of a plan causes a problem. He thinks that potential students should apply to a college as well as to the university, and incoming students should be held to their choice for a year. An enrollment plan would allocate a specific number of new students to each college. It would be the Provost's job to make these allocations. Dr. Barrick said he needs to do some convincing with the new Provost.

Jerry Culen told the group that the US News and World Report rankings do not include transfer students. It only uses incoming freshman when it publishes data about a university.

Rick Yost said that the stated goals of UF's trustees are to move us upward, increase faculty salaries, improve UF's standing, and reach a top 10 ranking of public universities.

Kirby Barrick discussed IFAS T&P guidelines for the teaching section. He distributed an "adjustment" to these in paper form and briefly went over it, explaining the reasons for some of the changes. The new guidelines would take effect July 1, 2009. David Holmes suggested that the Faculty Council should take a look at this before the next meeting and e-mail comments to Mike Kane.

Minutes from the April meeting were reviewed and approved by unanimous vote.

The next Faculty Council meeting is June 10, 2008 at 1:00 PM in the Dairy Science building. Subsequent meetings will be held July 16 and Aug 26.

Brenda Rogers suggested that the Faculty Council go on record indicating that we do not support any proclamation of no confidence for IFAS administration. The council does not sense a general feeling of no confidence in our leadership. We interpret this as an indication that we do in fact have confidence. Plenty of evidence exists that our agricultural industry supported IFAS tremendously to stave off any disproportional cuts.

The following motion was made and seconded: The IFAS Faculty Council issues a vote of confidence in the current IFAS administration. Jerry Culen pointed out that administration did not have a give-and-take with IFAS faculty about what would be cut, and asked if other options existed besides positions. The entire process happened very quickly, so there was not much time to engage the faculty...only a day or two existed to make decisions. There was some administration-faculty contact at the unit level. Steve Johnson asked if we could discuss the bumping process at the next Faculty Council meeting, i.e. can Dr. Cheek address this issue.

There was no more discussion, so a vote was taken on the motion stated above. The motion passed unanimously.

The meeting was adjourned at 4:25 PM.

Submitted by  
Thomas Obreza  
Recording Secretary