

**USF College of Arts and Sciences Faculty Council**

Meeting Minutes from Friday, September 23, 2022, 2:00 – 4:00 pm

**Attendees:**

Stephen Aikins	✓	Byron Miller	✓	Allison Cleveland-Roberts		Toru Shimizu	✓
Jennifer Collins	✓	Adriana Novoa	✓	Eric Eisenberg		Susan Toler	✓
Maria Luisa Corton	✓	Mahuya Pal	✓	Daniel Kanouff			
Anthony Coy	✓	Thomas Pluckhahn	✓	Paul Kirchman	✓		
Meredith Johnson	✓	Stephan Schindler	✓	Randy Larsen	✓		
Jennifer Johnson	✓	Razvan Teodorescu	✓	Magali Michael	✓		
Ryan McCleary	✓	Sameer Varma		Robert Potter	✓		

**Attachments:** Faculty Council Agenda 9-23-2022

Agenda Item	Discussion	Action / Follow-Up
<b>1) Old Business</b>	<ul style="list-style-type: none"> <li>Minutes were approved from last meeting held on August 26, 2022.</li> </ul>	
<b>2) Dean's Remarks</b>	<ul style="list-style-type: none"> <li>Working on New Strategic plan for recruitment and enrollment (students), enrollment caps so we don't keep increasing class sizes, but stay more stable.</li> <li>CAS got a modest increase to its referring budget, able to cover additional instructor lines (added 14 and then added 4 more this week).               <ul style="list-style-type: none"> <li>Spent more on Adjunct Faculty than any other semester.</li> <li>Hired five new advisors, to share the load.</li> <li>Hired administrator to work on Workforce development.</li> <li>Increase will also go towards DEI work in departments.</li> </ul> </li> <li>Seeking to add a DEI position to CAS Senior Staff: three finalists. Meeting with faculty and staff, diversity committee, and senior staff. One finalist is on a committee, so will need to recuse herself. Council agreed that if she recuses herself she will be able to continue to serve. If hired, she will be Ex Officio.</li> <li>The <b>post-tenure review</b> issue will not be looked at until November. University plans to object on procedural grounds. They are currently working on the second draft. Legal Team has advised, through the process.</li> <li><b>One USF buses</b>, students have great interest in the potential, but was found to be too costly.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Pay <b>equity</b> update, St. Pete and Sarasota-Manatee campuses are working on it. The multi-campus deans are involved. Would apply to all faculty who were tenured or promoted while we were consolidated, and later. Looking at how they can increase everyone else. Currently doing cost analysis.</li> <li>• Courseload equality. Supposed to be <b>equitable</b> across all campuses. Course releases for administrative positions, a lot of inequity some departments giving <b>course releases</b> and <b>stipends</b> and some not. The idea will take a year to implement. A certain specified amount will go towards stipends and course releases and they will have to determine how to spend it.</li> <li>• Regarding <b>post-tenure review</b>, is a move to eliminate academic freedom. University should retain academic freedom and retain a position to hire talent. Considering how this may play out long-term. Trying to be politically astute as possible. Faculty Senate is also working on this. Starting by looking at procedural issue (HOW it's done). Potential to create a lot of work for a lot of people. Board of Trustees is going to take it up at their next meeting. Two days after election.</li> <li>• Bob Potter: <b>Pay increases</b> will be 10% per year, 15% over all. Masters, Doctoral is 19,613 supposed to go into effect in October.</li> </ul>	
<p><b>3) Standing Committee Updates</b></p>	<p>Standing Committee Updates</p> <ol style="list-style-type: none"> <li>a. Technology Committee</li> <li>b. Core Facilities Committee added members</li> <li>c. Standing Committee Liaison reports</li> </ol> <ul style="list-style-type: none"> <li>• Technology Committee (Stephen Aikins reports) Faculty Development Committee has met one time. Stephan will attend the next meeting. Office of CCE (Communication and Community Engagement; Michael Abrahams and his team) can be called on to assist in regard to departmental websites and communications. Department needs are different, so it is difficult to come up with one size fits all. Coming up with a standardized guidelines. Q: Do they have stats re department requests for assistance? A: Michael will provide stats to standing committee.</li> <li>• Faculty Development Committee: Elected a chair and reform for changes in curriculum. The forms are going to be the same, exception being for those of education classes. Contact is Stephanie Hill, if people have an issue with proposals for change. December 5 is the deadline for any new proposals for changes for Spring Semester.</li> <li>• Stephanie and Lisa are contacts for graduate level. Kelly working on undergrad. Problems with the system, confusing, are unable to reject a proposal for changes, the system won't send it back to the proposer for changes, that issue has been raised to the software company.</li> <li>• Razvan Teodorescu: in process of getting information from initial Graduate Committee meeting.</li> <li>• Liaisons needed. Adriana Novoa agreed to serve as the liaison to the Diversity Committee.</li> </ul>	

	<ul style="list-style-type: none"> <li>Core Facilities: Reorganized so that core facilities members have representation. Randy Larsen is the new liaison. Going to have a second initial meeting including all new members (7 faculty users + 7 facility managers).</li> </ul>	
<p><b>4) Faculty Concerns</b></p>	<ul style="list-style-type: none"> <li>Tuition Exchange Program Update Jennifer Collins: Chantale is cycling off the committee to review TEP. Jennifer followed up with HR and Lisa Lamont has reached out to other Florida universities regarding their interest in the program, did not hear back from them. HR needs to do a quick cost-benefit analysis. Eric Eisenberg has been a big supporter of the program. He will speak with HR too and then Jennifer will loop back with him.</li> <li>One USF             <ul style="list-style-type: none"> <li>Bus System Not effective as far as costs but there used to be a bus system. Students would gladly take classes elsewhere if there were buses. (Paul Kirchman says) Sarasota Manatee owns private vehicles. Faculty can use the state vehicle and be reimbursed for the cost of gas. He has information from the meeting. Paul will send information (from the study that was done, with costs) to Thomas Smith. Cost analysis. Paul believes that we could pay Uber fees and it would cost less. Mileage can be reimbursed.</li> <li>Pay equity update Increases will be incremental. Staff first, Pre-Tenure Faculty next.</li> <li>Course load equality (/ equity)</li> </ul> </li> <li>BOG Proposed Post-Tenure Review             <ul style="list-style-type: none"> <li>Faculty concerns</li> <li>University's response</li> <li>Guidance and suggestions for faculty</li> </ul> <p>Anthony Coy asked for post-tenure review thoughts. Explicit attack on academic freedom. Whether the Woke Act is successfully challenged. Provision is intrusive, in terms of ideology. Waiting to see if there is an injunction. Once there is an injunction, you cannot implement the law. Several lawsuits going on. Two relevant cases are both asking for injunctions. Seeing race, in the teaching of law. Adriana will keep the council updated. Judge is the same one who has already pushed back on the government.</p> </li> </ul>	
<p><b>5) Final Comments</b></p>	<ul style="list-style-type: none"> <li>None. Motion to adjourn. Passed.</li> </ul>	

**Next Meeting: October 28, 2022**

**Minutes Submitted by:** Mieke Zylstra

College of Arts and Sciences  
Faculty Council Meeting  
Friday September 23<sup>th</sup>, 2022  
2:00 – 4:00pm, Microsoft Teams

- I. Call to Order
- II. Approval of 8/26/2022 Meeting Minutes
- III. Dean’s Remarks
- IV. Standing Committee Updates
  - d. Technology Committee
  - e. Core Facilities Committee
  - f. Standing Committee Liaisons
- V. Faculty Concerns
  - Tuition Exchange Program Update
  - One USF
    - Bus System
    - Pay equity update
    - Course load equality
  - BOG Proposed Post-Tenure Review
    - Faculty concerns
    - University’s response
    - Guidance and suggestions for faculty
- VI. Adjourn