

COLLEGE OF ARTS AND SCIENCES

FACULTY COUNCIL MEETING

MARCH 4TH, 2011

CPR 245

PRESENT: Roberta Baer, Catherine Beneteau, Michelle Bombaugh, James Cavendish, John Cochran, Richard Manning, Kelly Page Werder, Robert Potter, Sandy Schneider, Hari Srikanth, Mark Stewart, Wei Zhang, Mary Sweely

ABSENT: Eric Eisenberg, Cheryl Kirstein, David Payne, Christine Probes

1. Meeting called to order.
2. Minutes from January 21st meeting were approved.

Dr. Manning welcomed Michelle Bombaugh to the Council. This was Michelle's first meeting; she has been out on maternity leave.

3. Dr. Robert Potter spoke on Student Success at USF and the on-going campaign to keep students in school. The discussion of DWF grades and having departments look at their classes to try and understand the % of these grades in certain courses. A changing of the withdrawal process and set limitations are being discussed.

Dr. Cochran discussed the 1% discretionary raise for Faculty that was approved in the Collective Bargaining Contract. At the time, the Provost's Office is worried about releasing the funds due to the concern that the Legislators will take it.

The question of how these funds should be distributed to faculty was discussed. Should it be performance based or just merit based? Distributed to minimize current salary inequities? Faculty Council discussed their role in coming up with a process for this raise (this was something Dean Eisenberg had suggested the Council may want to discuss and try to come up with a procedure for distributing these funds.)

Dr. Cochran stated there should be a plan in place for different scenarios in handling budget cuts.

Searches are being rapped up, should be complete by middle of the month. Budget requests will be requested by the Budget Area from the Department Chairs.

Mid-tenure reviews and Instructor promotion are due in Dean's Office: Mid-tenure is by next week and Instructor promotion week after.

4. Dr. Cavendish reported on the College specific results on the 2010 USF Climate Survey. His handouts highlighted ways in which CAS was similar to- and different from -- USF as a whole. The major findings he reported are as follows: CAS staff are less likely than CAS faculty to report feeling that they are a part of the USF community. Some staff reported that they feel as though promotions and raises are targeted primarily for the faculty. Dr. Cavendish stated that after reviewing the data, it is clear that workplace morale is lower for CAS staff than for CAS faculty.

Dr. Stewart mentioned that USF does not have benefits such as tuition reduction for faculty whose children attend USF, whereas the Med School does. Also, that cultural beliefs is an area of special problems in CAS.

Dr. Cochran did mention the Staff Appreciation Event that is held each year for the staff and the award monies that are given to 15 staff members.

Dr. Cavendish stated that data from the Campus climate Survey could be used as the basis of future investigation into problems occurring in CAS.

5. Dr. Manning reported on the skeleton website that Michael Abrahams and Michele Dye formatted. Questions of a possible discussion board and a Faculty Council e-mail address were mentioned. Not sure if either of these can be done. This website would have an update links and an events link, and could be a vehicle for posting meeting minutes.

6. The first Town Hall Meeting will be on March 25th in CIS 1048, 12-1:30 pm.
Pizza and drinks will be served. We need to solicit info or input from faculty:
merit raises, the website, and how do we manage a tiered faculty at
Research I Institution could be some of the issues for discussion.
A flyer will go out announcing this meeting.
7. No old business to discuss.
8. No New Business.
9. Meeting adjourned.