

Spring Assembly
April 25th, 2014
Guest Speaker: Dr. Ralph Wilcox

Faculty Council Report of Activities

The Faculty Council dealt with several important issues over the academic year:

1- Over the semester we emphasized our mission as it relates to improving communication between the Office of the Dean and the college's faculty. We began reporting every month on the Council of Chairs meetings and on the important developments that took place over the semester. These reports have now become a regular practice.

2- We advised the Deans closely on revisions of the tenure and promotion guidelines. We discussed the different proposals formulated by the Faculty Senate, and we solicited input from faculty. We passed along to the Deans all the information we received. We also approved the following motion in November of 2013: "The CAS Faculty Council recommends to the CAS Dean, Dr. Eisenberg, that he require all CAS departments to develop and justify discipline specific expectations for tenure and promotion, and the process by which their faculty can meet these expectations. We also recommend that the Dean's office review and provide feedback on the documents developed in compliance with this recommendation in light of the college and university tenure and promotion guidelines." We are disappointed that this recommendation has yet to be implemented because we feel it will foster departmental discussions on matters of tenure and promotion, ultimately leading to increased transparency of the tenure and promotion process and standards.

3-We are working to ensure that in the future faculty have more input in decisions about the provision and maintenance of classroom equipment and technology.

We are now in communication with Sandy Lovins, who has been working on our concerns. We are very grateful for the way in which she has handled our requests, and already more than fifty problems reported have been fixed. We are currently trying to find the best way to make sure that in the future changes that have an impact in our teaching environment are made with faculty consultation.

4- We are concerned about the possibility of downsizing through departmental mergers. Despite numerous reports we have heard from faculty to the contrary, the Deans have told us that there are no current plans for such mergers. We were also told that, as per CAS Governance Document, any such action would be preceded by consultation with the Faculty Council to make sure that the interests of the faculty are heard and protected.

5- Finally, we would like to convey the deep demoralization that the faculty feels about the current uncertainty of the tenure and promotion process, and the extra level of scrutiny and justification to hire faculty after searches have been completed. Faculty

members are concerned about whether the administration can be expected to respect the recommendations of departments, chairs and College committees. The fact that faculty expertise in their respective fields has been challenged by the Deans in matters of tenure and promotion and by Academic Affairs in both tenure and promotion and in hiring is creating a pattern of distrust that is problematic for the future growth of the college. The academic profession rests on respect for the process of peer-review, and for the expertise of those who are recognized authorities in a specific field. The new process of hiring, for example, requires that Academic Affairs independently certify every offer. This procedure only adds an unnecessary round of scrutiny in a process that it is often quite time sensitive. As a result, the hiring process is slowed to the point that we may lose the fittest candidates. To the best of our knowledge, none of the universities that are part of the AAU has such a level of scrutiny about its faculty's expertise and role in the hiring, tenure, and promotion of faculty. We respectfully request a reconsideration of these matters.

Committees' Report of Activities

Computer Committee

Chair: Coby O'Brien

The 24 members of the CAS Computer Committee continue to help determine faculty computing needs within their departments, continue to serve as liaisons for their departments in building and maintaining active relationships with USF Information Technology, and continue to communicate important computing news and computing resources available to their departments. We especially continue to be the very coolest committee in the College of Arts and Sciences.

Respectfully submitted,

Core Facilities

Chair: No Chair (Discussions led by Chuck Connor)

The CAS Core Facilities Committee met once this Spring, and anticipate meeting again in the Fall 2014. Core facilities are an integral part of research activities at USF, and result in papers, grants, and student training opportunities. Core Facilities emerge from departments as shared use equipment facilities that charge a user fee to help mitigate the costs of maintaining the instruments. The costs are associated with maintenance plans, facility management, student training, and the actual use of the equipment (running samples). Generally speaking, the current business model (college supported facilities with costs minimally offset by user fees) is not meeting the financial commitment of the core facilities. Business plans have been requested as an integral part of new Core Facilities, and the committee requests support to design these documents.

The CAS Core Facilities Committee Chair is Matt Pasek, School of Geosciences, who will continue as chair for the next fiscal year.

The major issue facing core facilities in CAS is the need for acknowledgement of Core Facility Activities. Over the summer, CAS Core Facilities Directors will:

1. Improve the visibility of Core Facilities in grantmanship and research. The Core Facilities requests that a box indicating use of facilities be added to the internal form for grants. Additionally, we will devise text to be placed in the facilities section of proposals, so that the equipment available to research faculty is made clear on grants. Finally, the Core Facilities Committee requests that research generated using these facilities be acknowledged in publications as the research, although being done on a fee-basis, is subsidized.
2. We request assistance from the University in both enhancing our web presence, and designing our business plans. Both are integral parts of making obvious the role Core Facility play in supporting academic research. The business plan should also include:

- a. Indirect Cost Rate return from grants – develop a better model of core facilities support underwritten by IDC recovery
 - b. Provide data on ROI (return on investment), e.g. seed data for grants, publications, student training, workforce development
 3. We want to make known that acquiring instrumentation can also be done through instrument leases for Core Facilities, which may have a reduced cost over time and have some significant advantages both in maintaining facilities, and in keeping instrumentation up to date.
 4. Matt Pasek will call a Fall meeting for the CAS Core Facilities Committee to check progress and address issues, as appropriate. The primary topics to be discussed when the committee meets this Fall: To improve acknowledgements of the role core facilities play in research and development; to check on progress made for enhancing web presence and improving business models, and to ensure financial sustainability of these facilities for the continued benefit to the College.
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Diversity Committee

Chair: Brook Sadler

The CAS Diversity committee is charged with making recommendations to the Dean's office regarding issues of diversity in the college. In order to fulfill our charge, the committee needs data. The committee began the academic year by asking for a response to the previous year's report. Upon receiving a response from Dr. Bell, the committee learned that one of its four recommendations from the previous year would be addressed. Specifically, the committee's recommendation regarding the implementation of uniform, anonymous Chair evaluations and the assessment of diversity concerns within the evaluation would be undertaken. The committee's other recommendations from 2012-2013 were not addressed by the Dean's office.

The committee decided to devote its efforts to gathering information about existing University initiatives regarding diversity. To this end, the committee met with Dr. Jose Hernandez, Director of the USF Office of Diversity, Inclusion, and Equal Opportunity.

A. In order to fulfill its charge of making substantive recommendations to the Dean's office, the committee again requests data from the Dean's office.

1. Specifically, the committee recommends that longitudinal data on the rates of tenure and promotion **by gender, race/ethnicity, and School** in CAS be provided to the Diversity committee by the date of the first meeting of the committee in the Fall of 2014.

We request data for the past ten years in CAS, categorized by gender, race/ethnicity, and School for:

- a. the number of faculty applying for tenure and for promotion
- b. the number of faculty denied tenure or promotion together with the level(s) of review at which tenure and/or promotion was not recommended (e.g., the department, the College committee)
- c. the average faculty salaries by rank and by department
- d. the constitution of the faculty of departments by rank

The breakdown of the data should allow the committee to examine the relationships between the variables, both independently and in combination, including, for example, the ability to assess the rates of tenure and promotion for women of color.

- B.** The committee also reiterates last year's recommendation that the College develop a **workshop or seminar to educate faculty and administrators about how implicit bias** may affect academic evaluation at all levels—of students, faculty job applicants, and faculty candidates for tenure and promotion—and what measures can be taken to counteract such implicit bias. The committee urges the Dean's office to work with the committee and with the Office of Diversity to fund, plan, and implement such a workshop for the next academic year, 2014-2015.
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Faculty Development

Chair: Phil van Beynen

In Spring 2014, the CAS Faculty Development Committee reviewed 43 applications for the Internal Awards Program of which 18 were recommended for funding. Most applicants requested support for travel. The committee would like to thank Sandy Justice for her excellent help during the review process. Future funding looks encouraging for the upcoming 2014-15 CAS Internal Awards Program.

Grievance

Chair: Allison Cleveland Roberts

The College has been busy addressing grading complaints this term. Despite the apparent increase in issues being addressed by the college, our staff, faculty and Chairs have been incredibly proactive about resolving student concerns and we appreciate the continued effort.

- During Summer 2013:
 - o 2 students were assigned FF grades (failure for academic dishonesty) 1 of those were in College of Arts and Sciences courses.
 - o 0 grievances were elevated to the college level.
 - o 1 academic disruption was reported
- Fall 2013
 - o 13 students were assigned FF grades (failure for academic dishonesty); 2 GR and 11 UG; 4 of those were in College of Arts and Sciences courses.
 - o 3 academic disruptions have been reported during this term
 - o 1 grievance was elevated to the college level.
- Spring 2013
 - o Grading still in progress—3/25 USF Ethics and Integrity Council distributed a climate survey via Academic Affairs listserv (see attached). Please click <https://honesty.rutgers.edu/usffac2014.asp> to begin your survey.
 - o 4 academic disruptions reported during this term

- o 12 grievances reported/elevated to the college level—1 GR student, 1 required committee to convene, 2 under review, 1 requires report to DIO
 - o In Feb. UGS/GS and Gen. Counsel worked on revision to Disruption Policy
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Instruction Promotion

Chair: Johnny El-Rady

The CAS Instructor Promotion Committee for 2013-2014 consisted of seven members: Johnny El-Rady (Instructor Level III and Chair), Andrew Berish (Associate Professor), Jane Noll (Instructor Level II), Edward Schneider (Assistant Professor), Razvan Teodorescu (Associate Professor), Chris Thomas (Associate Professor), and Sonia Wohlmuth (Instructor Level II). The College had a total of eight candidates, all of whom were applying for promotion to Instructor II. Five candidates come from the School of Humanities: Dianne Donnelly, Karen Gonzalez, and Michael Shuman (English), Stefan Huber and Mako Nozu (World Languages). Two candidates are members of the School of Natural Sciences and Mathematics: Christopher Osovitz (Integrative Biology) and Scott Rimbey (Mathematics and Statistics). The School of Social Sciences had only one candidate: Kiersten Cox (School of Information). Our committee evaluated the folders of the eight applicants over several weeks, and came to the unanimous conclusion that all eight instructors are worthy of promotion to Instructor II (Senior Instructor). They have done a great service to their departments and college, and most importantly, the student body at large.

Library

Chair: Regina Hewitt

The CAS Library Committee carried out its charge of facilitating communication between College Faculty and the Dean and Directors of the Library by following up on the “State of the Library” report we sent to the faculty last Fall (2013). The report included a request for suggestions about how to mitigate the effects of budget cuts on the library. Many helpful suggestions were received, and we sent those to the Dean of the Library in December. In January 2014, we learned from the Dean that funding had been found to prevent the most serious cut with which the Library had been faced (and which was of most concern to the Faculty). Specifically, funding to maintain the subscription to Taylor and Francis journals for an additional year had been found. We shared this good news with the Faculty in January. The Committee will continue to interact with the Dean and Library Directors and CAS Faculty to keep all parties aware of each other’s concerns and to promote solutions to any problems identified.

Tenure & Promotion

Chair: Alex Levine

The College of Arts and Sciences Tenure and Promotion Committee had its final meeting of the year on Tuesday, April 22. At that meeting we finalized our review of mid-tenure

review files, of which sixteen had been forwarded to us from the various school committees (five each from SHUM and SSS, six from SNSM). Twelve of these files remained on our consent agenda, receiving no comment beyond a statement of concurrence with the school committee's report. Four were given thorough review.