

CFS Governance Council Meeting
August 6th, 2008
10:00 -11:30 AM
MHC 1329

Attending Members: Rene Anderson, Shirley Baer, Sandra Dwinell, Kathleen Ferreira, Robert Friedman, Heather George, Michael Greeson, Ruby Joseph, Ray Miltenberger, Don Policella, Janis Prince Inniss, Tim Weil

Absent Members: Sharon Denninger, Norin Dollard

Guest: Dean Junius Gonzales, Tracy-Ann Gilbert-Smith, Janet Reyes, Dahlia Holmes-Scurry

Call to order: The meeting of the CFS Governance Council was called to order by Kathleen Ferreira, Chair.

Review of minutes: The July 2nd meeting minutes were distributed for review. The minutes were approved.

Agenda Review: The following agenda items were revised: Tim will report on the policy review timeline at the next meeting. Sharon Denninger is out and will provide the update on the Governance Council website at the next meeting. The agenda was approved with these changes.

Dean Junius Gonzales – Presentation on FMHI Realignment and budget issues:

Dean Gonzales discussed the impact of the Florida recession on the University budget. CFS has been hardest hit by state cuts and Dean Gonzales said we cannot expect those to go away anytime soon. The University has a small holdback in reserve, but it is not expected to be enough to fully cover the cuts anticipated for January. He advised that we need to be thinking of alternative revenue sources.

With regard to the Realignment process, Dean Gonzales advised that the Departments remain a part of the Institute and that the FMHI departments are on equal footing with the departments joining the new college. A positive of keeping the Institute intact is that within this larger entity, we generate more credit hours. In the future, there may be some sharing of administrative staff across the new college. Dean Gonzales spoke about the lack of convergence in response to the FMHI graphic element as symbolic for the Institute's need for an identity.

The Departments and Institute are in the process of strategic planning for the next 1, 3, and 5 years. Dean Gonzales will share with the group the analysis of administrative support personnel that Glenda Kilpatrick created first for CFS then worked with Cindy Stark to produce for the Institute.

Assets of the Institute were addressed. They include the PSRDC, a unique entity on campus. Dean Gonzales is hopeful that the PSRDC can expand their work from utilizing only state-level databases to the use of national databases. The Faculty Mentoring Program will be up and running soon. Pat Robinson will assist with this initiative as well as an Institute Grants Program. The call for this pilot should go out by mid September. There has been an increase in Institute visibility on campus with participation by FMHI staff on various committees. Dean Gonzales has been asked by the Provost to be part of a University budget committee. The new college's fulltime Development person, Beth Bosserman, will start this Friday.

CFS Governance Council Meeting
August 6th, 2008
10:00 -11:30 AM
MHC 1329

Dean Gonzales spoke about the positives of having three of the departments/schools joining the new college ranked in the top ten of the *Chronicle of Higher Education*. He talked about Criminology's highly ranked doctoral program, the Provost's priority on graduate education to strengthen the research initiatives of the University, and the need for post-doctoral training programs. The recent Provost's Retreat included issues such as the Provost's recognition that the University must retain good people. It also included discussion around hiring new faculty and staff and developing Faculty and Staff Hiring plans. This may include hiring individuals to work across departments. Dean Gonzales has also communicated to the Provost that we need to invest E&G money into Research Infrastructure.

FMHI is well below the University's indirect recovery standards. Dean Gonzales has set goals for the Departments to get that rate up. The new college will present opportunities for more hybrid positions. The Dean has set cross-department initiatives for each Department. The Chairs have also been asked to provide a hiring plan detailing how faculty will work with other Departments. Dean Gonzales discussed the need for centralized functions and for higher-level leadership at the Institute.

Committee Reports:

FMHI Faculty Council – Tim advised that there was nothing new to report this month. The Faculty Council's primary interests remain the things Dean Gonzales addressed at this meeting. A main concern is the level of involvement/participation. He stressed the importance of proactive participation.

Kathleen circulated a document outlining the timeline for Faculty evaluations. She asked the Council to review the proposal and send feedback in the next few days so that she can respond on behalf of the Council to Catherine Batsche and Tom Massey.

Faculty Subcommittee – No update from this committee.

Institute Council – Don has been selected as a Representative to this council. This was formerly the Dean's Council and is comprised of both faculty and staff. Although Don was not able to attend the last meeting, he plans to attend the next meeting scheduled for August 26th. He will report on it at the next CFSGC meeting.

CFS Leadership Team Meeting – Kathleen reported that a new Divisional Director Evaluation is being drafted. When it is ready for feedback, she will circulate it to the Governance Council.

Glenda has offered to make a budgeting issues presentation to the Governance Council. She will do so at the next meeting.

Unfinished Business:

Establishing Role of CFSGC – Sandra shared the consensus report of the Survey results. 70% of the Council provided feedback to the six questions regarding our goals, activities, and relationships to the FMHI Faculty Council and the CFS Leadership Council, as well as our connection with the

CFS Governance Council Meeting
August 6th, 2008
10:00 -11:30 AM
MHC 1329

Department, Institute and University. The responses showed much consensus among the group with the main themes being Communication, Advocacy and Leadership.

The subcommittee will work to condense the responses and will then circulate a survey to CFS soliciting input on these items.

The group discussed the need to increase participation and change the current culture of silo mentality. Suggestions included: being an example for Department staff of visibility, participation and leadership in the Department, Institute, and University; a vehicle of transformation, holding ourselves responsible, and to a higher standard, to get the information out to the Department; asking people why they don't come to meetings and listing why they should: lack of attendance and participation communicate apathy; getting people in the Department to accept that they have a citizenship to the organization; getting people to buy-in, to bring together staff from the various departments.

Tim Weil asked that Outside Activity Reports be discussed at the next meeting.

New Business:

No new business items were presented.

Reminders/Announcements:

The next meeting will be held on September 3rd from 10:00 – 11:30 in MHC 1329. The Policy Division will provide the note-taker and snacks.

The meeting adjourned at 11:55 am.