

CFS Governance Council Meeting
October 8, 2009
10:00 – 11:30 AM
Westside A

In attendance: Michael Greeson, Kimberly Crosland, Kathleen Ferreira, Ray Miltenberger, Janis Prince Inniss, Aleatha Neal, Cindy Hipple, Janet Reyes, Don Policella, Robert Friedman, Tim Weil, Norin Dollard

Absent: Tracy Ann Gilbert-Smith

Call to order: Michael Greeson, Chair, called the meeting to order at 10:10 AM

Minutes Approval: June minutes were distributed for review. The minutes were approved with minor changes.

Agenda Review: The following agenda items were revised: The individual committee reports and unfinished business related to the CFS governance document were tabled until the next meeting. Mario Hernandez was added to the agenda as a special guest to discuss the BCS governance document.

Guest Speaker: Department Chair Mario Hernandez:

1. Mario offered congratulations to Janet Reyes on her recent award for her contributions to TRAIN.
2. Mario discussed the Assigned Faculty Duties (AFD) document which was presented to the CFS governance council for review. Cindy Stark has already reviewed and Glenda Kilpatrick reviewed it also with Mario. This document is the first written document addressing assigned faculty duties and will be used in career path decision making. Once the AFD document is formally approved and a part of the department protocol, it will be given to all faculty members. Mario suggested that there be annual faculty meetings with all divisions to alert directors and supervisors that these duties are in effect and that ranked faculty positions are always E&G funded and the university only promotes on rank. If CFS wants to change the policy for promotion purposes, the department will have to pick up a percentage of funding. There is a need for a faculty group to review the assigned duties document and reply directly to Mario.

Norin described the need for the AFD to be directly linked to promotion as it is difficult to use the current FARS system with regard to faculty duties.

Mario recommended an organized faculty response to the assigned duties document in regard to the promotion process for non-ranked Assistant In Research and Assistants In Technical Assistance positions. Recently several AIR and AITAs have been promoted but how the process worked is not clear. Mario is trying to verify the process with Holly Schoenherr in the Provost's office. Speculation: Don Kincaid tried to clarify the AIR/AITA promotion path and the

document went directly to Catherine Batsche not to CFS. The document was approved without coming back to CFS. AIR/AITA promotions do not go to the Provost since these positions rely on the assignments and supporting input is required. In any case, the current AIR/AITA promotions stand.

Currently the Assigned Faculty Duties (AFD) in FAIR related to evaluations and promotions are not meaningful because the data do not come forward from one form to another. Supervisors should align the evaluations with the AFD. Until FAIR is more consistent in the evaluation form and duties, CFS will have to make the connection independently. For new faculty positions, assigned duties will be listed in the position descriptions in Careers@USF. The PeopleAdmin module for CAU will not be retroactively completed for current and vacant faculty positions (Janet Reyes per WAC).

3. Mario discussed the BCS Governance Document. CFS had two representatives on the governance committee (Mary Armstrong and Paul Greenbaum) that helped in the formulation of the document. Communication from the representatives did not occur during this process as Mary and Paul did not report back to their departments. Therefore a lack of procedural clarity resulted. Mario held a faculty forum on Sep 29th to discuss the BCS governance document for which two faculty members showed up. Two items of controversy were discussed by those faculty members: who can be elected as chair or vice-chair (currently the document states that both must be tenured faculty), and the role of staff (staff are not included).

The provost decided that the chair and vice-chair have to be tenured faculty. The committee only recommended that one of these positions be tenure lined faculty. The rationale for having tenured faculty in these positions is to allow for free speech without concern for job security. Kathleen stated that she was very upset that both of these positions need to be tenure faculty as there are numerous research line faculty that would be qualified and would effectively represent research faculty on the governance council. With the current set-up of representatives there could easily be no faculty with research positions on the council. This seems paradoxical as the University is publicizing its position as a Research One University but will not allow non-tenured research faculty to serve as chair/co-chair of the council. Bob mentioned the long standing issue with regard to tenure and protection to speak ones mind and whether this may be outdated or not. Mario suggested that there may still be time to change this if the response is strong enough. The faculty would have to request a change. Don asked why all faculty could not vote on the document. Norin felt that within the BCS document there was little voice for FMHI only a voice for the departments. Also, it was discussed that the BCS council was representative of departments not faculty as the same number (2) of faculty from each department would sit on the council as it is currently written. A second forum will be taking place this afternoon.

The BCS governance document will dissolve FMHI governance. According to Mario, an FMHI executive committee will be established to keep FMHI involved in activities including the compact planning process.

4. Mario expressed concerns that the majority of faculty are not involved at all in governance. He is concerned that we need an established faculty group that can deal quickly with issues that may arise at meetings. Mario suggested that a faculty work-group (sub-committee) should be started to insure that he has someone to report to when needed for faculty only issues that arise. Norin made a motion creating an ad hoc faculty committee that becomes a standing committee when the CFS governance document is revised in May. Kathleen seconded. Motion carried. Mario also proposed that a faculty member must either be chair/co-chair of the CFS governance council.
5. Mario briefly discussed E&G funds and how CFS is rich in these funds and may need to help support other departments who have very little resources. Mario suggested it might work better for departments to share resources as an alternative to the Deans office hiring more staff to help with grant support. Bob commented that CFS built up E&G funds so that it did not need to depend on others for support. Mario would also like the department to be more overt in how our E&G are already supporting other departments.

Tim: motioned that we table the rest of the agenda for the next meeting. Janet Reyes seconded the motion. Motion carried.

Reminders/Announcements

1. Next Meeting date: December 10, 2009; 10:00-11:30am (Westside A)
2. Notes/Snacks – TREaD

Meeting adjourned at 11:36 am.