

FACULTY COUNCIL

16 November 2015

11:30 am @215 Dauer Hall

Members in attendance: Sharon Abramowitz (Anthro), Theresa Antes (LLC), Hai-Ping Chen (Physics), Valerie DeLeon (Anthro), Valeria Kleiman (Chem), Gillian Lord (SPS), Jon Martin (Geol), Ido Oren (Poli Sci), Gene Witmer (Phil.), Khanh Cheu (Grad rep),

Absent: Nina Caputo (History), Betty Smocovitis (Bio&Hist)

Other attendees: Luis Alvarez Castro (Chair of Finance Committee), Dave Richardson (Dean of CLAS), Ben Smith (Chair CLAS Assembly)

Meeting called to order 11:32.

- Ben Smith – will work on finding a replacement for Charles Gattone (SocCrim, on sabbatical).
- Valeria – Minutes from September approved unanimously. Minutes from October were discussed; need to clarify items 2 and 3 as reflecting items from the meeting. Changes will be made and revised version will be posted on Canvas for review and approval.
- Dean Richardson – presented “Student Flow” data generated by CLAS Advising (Joe Spillane, Tim Young); shows class of 2008 students by tracking semester and declared majors. College is continuing to explore the data, and will soon make it available to faculty and staff. Could be helpful in financial and other decisions, moving forward.
- Dean Richardson – Strategic Planning, college plan for 2021. Independent of but related to President Fuchs’ Goal Setting process. President’s process has slowed down, and so has our college process, so that we can be guided by the university.
 - CLAS principles: We are... student focused, research intensive, faculty driven, creative problem solvers, broadly diverse, analytically informed, interdisciplinary, international
 - Also consider President’s goals (see <http://president.ufl.edu/initiatives/goal-setting-task-force/>); goals are ‘locked in’ but the objectives are still considered in draft form, and task force is accepting comments.
 - Goal setting basics: GOST (Goal > Objective > Strategy > Tactic). Presidential task force has established goals and objectives; colleges will be tasked with strategies for the UF objectives that are relevant.
 - College may have objectives that are unique to the college and not necessarily relevant to the university goals.
 - Timeline for CLAS strategic plan is to be published by spring, with objectives ideally accomplished between then and 2021.
 - Strategic plan committee (CLAS): appointed for spring-fall 2016, tasked with developing strategies to meet UF plan goals in the college, develop college-specific goals/objectives, expanding all strategies to actions (tactics)
 - Dave anticipates appointing 6 faculty, 2 staff, 2 students (1 grad, 1 undergrad).

Members must be someone who can represent the *college* rather than individual units or needs. Primary work for this committee will be meeting with stakeholders and conveying their interests, needs.

- Dave envisions that the strategic plan can be used to inform college and unit-level decisions over the coming years.
- Discussion with the Faculty Council on how to assemble the committee.
 - Come up with a list of desirable traits in candidates, views to be represented? For example: grad mentoring; sponsored research; educational research in higher ed; commitment to undergraduate mission; interdisciplinarity; diversity in rank; dual appointments and/or experience with interactivity with other units; familiarity with budgets
 - Valeria suggest compiling a doc within the council to clarify some of these traits for Dave within the next few weeks
 - One approach could be for the faculty council to appoint a member?
- Dean Richardson – Diversity plan, which stems from UF Goal 1:

Goal 1

An exceptional academic environment that reflects the breadth of thought essential for preeminence, achieved by a community of students, faculty, and staff who have diverse experiences and backgrounds.

- Objective 1. UF students, faculty and staff with increasingly diverse demographic and geographic characteristics.
- Objective 2. A university climate that is inclusive, supportive and respectful to all.
- Objective 3. Diverse, robust educational and interdisciplinary areas of excellence.
- Objective 4. Increased globalization to enhance our effectiveness as world citizens.

- College will create a CLAS Diversity Liaison Program and a Diversity Steering Committee (representative liaisons)
 - Reference document: *Breakthrough Advances in Faculty Diversity* (Valeria will share) to guide institutions in advancing their faculty diversity initiatives
 - Dave suggests we all read it, we will figure out next steps between meetings
- Next meeting will be scheduled according to Doodle that Valeria will send.

Meeting adjourned at 12:41pm.