

## Minutes- CLAS Faculty Council

August 27, 2019

In attendance: Stephanie Bogart, Andrea Caloiaro, Nina Caputo, Christina Davis, Megan Forbes, Alessandro Forte, Aida Hozic, Valeria Kleiman, Ellen Martin, Dave Richardson, Tarek Saab, Martin Sorbille

*Meeting chaired by Christine Davis, as CLAS Assembly Chair*

*Meeting called to order at 1:45 pm.*

- I. General Introduction and discussion of Chair obligations
- II. Vote for Andrea Caloiaro to serve as Chair (unanimous). Ellen Martin will serve as secretary. Discussion of plans to have newer members shadow the Chair.
- III. **Comments by Dean Richardson**
  - A. **230 new faculty.** Ongoing hires- to complete Faculty 500, also ongoing attrition hires, and a small number of replacement searches. \$15M expansion of CLAS budget.
  - B. **Strategic planning** - efforts starting up again. Will send draft to the Faculty Council.
  - C. **Faculty attrition-** 49-50 faculty left CLAS last year- a record number. Total CLAS faculty now at 790 faculty, despite hopes for >800. Continuing pressure from admin about addressing class size issue in CLAS. How to balance needs and departments with large numbers of majors.
  - D. **Experiential learning experiences-** will become a part of Quest in future; Dean Richardson expressed desire for CLAS to take an integral role in shaping or modifying this aspect of Quest for our students (and potential enhance student hire-ability)
  - E. **Quest** - trial periods for Quest 2 starting in Spring. Quest 1 trials ongoing. Working to reduce barriers to participation for CLAS faculty. Andy Wolbert is the director of Quest.
  - F. **OPS funding** – evaluating distribution/redistribution of OPS to departments to reflect changes in needs. One goal to address unstable funding sources (e.g., distance learning, UF online fees): the DL fee used to offset costs of TAs’ pay and course development; however, after course development, the question is how to use DL fees.
  - G. **Retention and mentoring plans** - need to assist new assistant Professors.
  - H. **Staff-** need to address lack of increase in staff to accompany the increased number of faculty. Fuchs’s state of the union address indicated he will make staff infrastructure a priority.
  - I. **“Go greater” campaign** - Coming to end. Goal- \$125M, currently at \$77M. Three more years to complete goal.
  - J. **Three additional items for discussion with UF:**
    - 1) UF’s goal for Top 5 public ranking. Fuchs –will establish what UF would need to look like to achieve that goal. CLAS anticipates a draft of that proposal and will continue to advise.
    - 2) Retention of faculty and staff: need changes in human resource policies (e.g., staff evaluation process).
    - 3) Newly hired consultants working for Student Services to evaluate UF’s tours for prospective students during Preview. Advisable for more interaction between faculty and prospective students, with the aim of UF obtaining most competitive students, since our yield is lower than our peer institutions.

IV. **UF Faculty Senate**- Potential goal for Faculty Council to increase interactions with senators from CLAS. Possibly invite some to the meeting. Andrea is serving on both. Also, possibly invite the Chair of the Senate (both the Senate Chair, Ray Thomas, and Associate Provost Chris Hass expressed interest in attending some of Council meetings).

V. **Scheduling** – Andrea will send out a new poll targeting T or Th. Try to stay in Dauer 215.

VI. **Items for Future Discussions** –

- a. Cause of increased faculty attrition
- b. Item for upcoming agenda- Center for Gender, Sexualities and Women Studies wants to become a department- Need to develop a procedure.
- c. Mentoring activities for new faculty
- d. Outcome of evaluations of Associate Deans- The report is complete (~60% completion rate). Is there a plan to disseminate the broader results to Chairs and Directors?

*Meeting adjourned at 3:00.*