

CLAS Faculty Assembly Minutes  
April 11, 2019  
Keene Faculty Center  
submitted by Dr. Alyssa Zucker, Secretary to the CLAS Faculty

- Dr. Valeria Kleiman, Chair of the Faculty Assembly, called the meeting to order and reviewed the agenda.
- Dr. David Richardson, Dean of the College of Liberal Arts and Sciences, addressed the faculty.

**Spring Commencement**

- 3000 students will graduate from our college this year, 2000 in the upcoming May ceremony.
- 90% of our students now reach graduation; this is a tribute to our students and advisors, professors, and staff.
- Almost half of our graduates go on with graduate education at some point, many in health, which is the fastest growing occupational area in the country.

**Faculty 500 hiring update**

- We are now in the second year of this initiative.
  - In 2017-18, there were 114 authorizations, which is 4-5 times more than most previous years. Of those, 67 represented new money coming in from Provost. We hired 108 as of July 1, 2018; 64 out of 67 authorized were new lines—this is truly remarkable.
  - In 2018-19, we have authorized 121 searches to date; of those, the Provost provided 72 new positions, along with three rollovers, totaling 75 new lines. To date, 50 positions have been filled. We are putting out offers and negotiating. No search has failed to date.
  - Our college will increase to approximately 800 faculty in fall of 2019. The goal for the college is 820 faculty. There will be additional searches in the year ahead, as well as funding for Visiting Assistant Professors and Visiting Lecturer positions.
  - The college will have gained over \$13,000,000 from Provost. This is the largest programming initiative, much bigger than preeminence.
  - Challenges: mentoring and working to improve faculty onboarding. There have been very few infrastructure or staff increases to accompany the faculty increases. It will take a while to improve there. A goal for next year is to turn away from faculty hiring issues and toward staff and infrastructure growth.
- Dr. Rick Yost made a motion to approve the minutes from the Fall 2018 meeting. Dr. Elizabeth Dale seconded the motion. It passed unanimously.

- The College committees provided reports of their work this year.

**Faculty Council**, presented by Dr. Aida Hozic

The Council is the body that represents the faculty to the Dean, with representatives from Social Sciences, Humanities, Natural Sciences and students. It meets monthly at a minimum; the Chair meets with the Dean once/month and the Dean joins meetings.

This year's broad focus was on faculty support and retention. The committee focused especially on mentoring and need for a common space for meetings—the ability for faculty to assemble formally and informally.

The focus on mentoring started last year, with a survey here and examining best practices from other schools. This year the committee had focus groups and contacted recently tenured faculty and queried administrators and faculty. The committee will soon publish their mentoring report. A few highlights:

- Require written guidelines for all departments
- Create a dedicated site for faculty, with emphasis on mentoring (use Keene Center more and make it more comfortable in terms of kitchen amenities)
- Cohort building for new faculty; already building those for next year
- Mentorship training (the medical school is a model)
- Recognizing mentoring in AAR and with special awards
- Career building training support at NCDDD
- Educating UF on specific challenges of minority faculty

This committee also created a new survey of associate deans and participated in conversations about redesigning teaching evaluations.

**Curriculum Committee**, presented by Dr. Gene Witmer

This committee met every two weeks to examine any proposed changes to the curriculum, especially new course proposals, but also new degrees, certificates, and changes to existing programs. Over the course of 15 meetings this year, the committee approved 6 new programs, including 2 BAs and some certificates. Of 138 new courses submitted, 89 were approved or conditionally approved, 41 recycled, and a handful tabled or denied. The committee evaluated 49 course modifications. It reviewed the grade appeal policy but didn't endorse changes on it. A proposed independent study policy was endorsed except for the request for a distinct section number. The committee provided a consultation regarding a proposal to turn the Center for Gender, Sexualities, and Women's Studies Research (CGSWSR) into a department; it heartily endorsed this proposal.

Common problems with new course proposals are that they are not clear; the committee put together a common problems checklist; PLEASE look at this before submitting.

**Tenure and Promotion Committee**, presented by Dr. Stephen Perz

The T&P committee is composed of nine people, three from each division. It reviewed 37 cases this year, that spanned enormous diversity. Twelve were from the humanities, 19 from the social sciences, and 6 were from the natural sciences and math. Fourteen were promotion from Associate to Full, 5 from Assistant to Associate, 9 from Lecturer to Senior Lecturer, 4 from Senior Lecturer to Master Lecturer; several were to Associate in.

**Ad hoc Committee on Tenure and Promotion Guidelines**, presented by Dr. Elizabeth Dale

This ad hoc committee focused on finding and creating guidelines for promoting non-tenure track (NTT) faculty. It sought to clarify current guidelines, and make NTT guidelines parallel to TT guidelines. Dr. Jodi Lane is the chair. The committee had lots of meetings; the guidelines are awaiting Dean review.

Dean Richardson commented that he and Dr. Pharies have reviewed it and looked at guidelines from other universities; it will go to faculty governance before final approval.

**Finance Committee**, presented by Dr. Selman Hershfield

This committee is tasked with explaining college finances to a broader audience. Their report will be placed on website with minutes and annual report They also compared different funding sources; 70% comes from State (legislature and tuition), 20% from grants. Most money in the college goes toward salary.

**Nominating Committee**, presented by Dr. Andy Zimmerman

Dr. Zimmerman presented the current number of candidates for different college committees. The biggest need remained for Natural Science candidates for T&P. All departments and divisions should want to be represented. The committee was open to accepting nominations from the floor.

Dr. Kleiman mentioned that the Faculty Council has been discussing how to elect chairs for committees. They hope that people entering their second year of service will nominate themselves. Chairs will be elected at first committee meeting of the year.

- New Business
  - Dr. Kleiman reported that the Faculty Council provided consultative review of the CGSWSR department proposal and supported it. The Council is working to establish a mechanism for faculty vote on the proposal. Dean Richardson indicated that the first step in the process is for the College to go to the Provost and propose to consider this. Expect an electronic vote in the future. Dr. Kleiman added that the Council will work toward developing procedures for this type of process for the future.

- Dr. David Groisser asked the Dean what percentage of the faculty is NTT and is there a plan for post-faculty 500 for remaining equilibrium? Dean Richardson responded that the percentage is currently in the mid-20s and will be close to 30% next year. That includes soft money as well as lecturer lines. We do not want to grow that any further. In terms of equilibrium, we were benchmarked two Falls ago and that became our base from which we'd contribute additional positions. Had to agree not to let the base decay with 500 initiative extra. Hope to keep steady.
- The Curriculum Committee was asked whether they should grow in size to lighten their workload. Dr. Witmer responded that more committee members would not help; instead it would make a difference if people followed the checklist when submitting new course proposals.
- The meeting was adjourned.