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College of Arts & Sciences Council Meeting : 2012 : 03 : 23

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CAS Faculty Council

Meeting Minutes for 23 March 2012

Faculty Council Members *present*: Chris Meindl (Chair), Sheramy Bundrick, Armando Hoare, Paul Wang, Julie Armstrong, Neill Matthessen, Barnali Dixon, and Seth McKee.

Faculty Council Members *absent*: Dawn Cecil (who provided written feedback on selected agenda items to Chris Meindl).

Guests: Susan Allen (CAS Faculty Senate representative)

Chris Meindl called the meeting to order at 1:35 pm

In light of the meeting's heavy and substantive agenda, Dr. Meindl recommended postponing consideration of USFSP's new social media guidelines. All agreed.

The Faculty Council first discussed whose terms expired at the conclusion of the school year. Barnali Dixon, Seth McKee, Armando Hoare, and Neil Matthessen acknowledged that they will be rotating off the council—so this body would need four new members for next year. Julie Armstrong suggested that we solicit candidates from all CAS departments. Dr. Meindl agreed to put out a call for nominations to run for election to the Faculty Council in the next few days. (Susan Allen later communicated that we should simultaneously solicit nominations for the soon-to-be-vacant CAS seat on the Faculty Senate.)

Dr. Meindl asked Dr. Dixon to discuss her concerns about the relationship between faculty workload and compensation. Dr. Dixon and other councilors identified several ongoing and unresolved issues including (but not limited to) the following: 1) some (but not all) science faculty appear to receive extra compensation for supervising graduate student Teaching Assistants who lead lab sections related to lecture courses; 2) virtually all labs are for one or two credit hours, but they can meet for up to four contact hours per week; 3) some programs have four credit hour lecture classes, while most other programs have three credit hour classes; 4) some faculty teach a 2/2 load each academic year while others teach a 3/2 load; 5) some faculty consistently teach very large classes while others rarely teach large classes; 6) some program coordinators within departments are serving without compensation—and some appear to be unable to get out from under this commitment; 7) department chairs seem to be getting different compensation packages. Most faculty complained that there appear to be no clear guidelines governing faculty workload and compensation and gross inequity across CAS.

Dr. Armstrong suggested that perhaps the Faculty Council should organize a Task Force, much like it did for the Tenure and Promotion issue earlier this year. Yet Seth McKee argued that we may not want to implement very strict rules regarding teaching loads because some faculty are more productive than others. Strict workload rules might force otherwise productive faculty members to spend more time teaching and less in research—

and ultimately lead our most productive faculty members to leave the university. After much back and forth about whether or not the Faculty Council should assemble a Task Force to at least document the faculty workload/compensation inequity in CAS or make recommendations, councilors agreed to abandon such an idea.

Meanwhile, several councilors expressed dissatisfaction that the CAS Dean appeared to intervene in some CAS Departments, but not others. For example, Dr. Armstrong told the council that the Dean met with the Department of Verbal and Visual Arts regarding the planned incorporation of Karen White into that Department's faculty. At first, the Dean told the VVA Department that Karen would return to campus in their Department and that they should cut ties with an existing instructor who had been told he was going to teach several sections of music appreciation classes. The VVA faculty objected, had a meeting with Karen and the Dean, and as a result of that meeting, everybody is now satisfied. In another example, Neil Matthessen told councilors that the Dean appeared to have decided that all future hires in the Graphic Design Program would be non-tenure track, and that the Dean intervened in the Program's curricular matters as well.

Councilors ultimately agreed to have Dr. Meindl craft a short letter to the Dean (to be modified and approved at the next Faculty Council meeting), in which the council implores the Dean to refrain from intervening in Department workload and curriculum matters.

One of our Faculty Senators (representing CAS), Dr. Allen, reported that high-level negotiations are taking place regarding the possible transfer of faculty from USF Polytechnic to other campuses within the system. She also reported that if the Governor signs a current bill allowing additional tuition increases at the University of Florida and Florida State University—USF Tampa would probably also seek such authority. In addition, she reported that the Faculty Senate is discussing attempts by the administration to meddle with curriculum. Finally, Dr. Allen announced that the Faculty Senate wanted to host a university-wide faculty meeting sometime in April, to determine what faculty members think about the possibility of searching for a new campus leader. Some faculty appear to think we should launch a search for a new campus leader before Margaret Sullivan's term ends in June 2013 (a process that Dr. Sullivan could participate in if she so chose), while others think that the faculty should ask Margaret to remain at the helm for a few more years. The Faculty Senate would like to get a better sense of what most faculty members prefer.

The meeting adjourned at 3:15 pm.

Respectfully submitted by Chris Meindl