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## College of Arts & Sciences Council Meeting : 2014 : 03 : 19

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**College of Arts and Science Faculty Council Meeting  
March 19, 2014**

Present: Rebecca Johns-Krishnaswami (Chair), John Arthur (Vice-Chair), Ray Arsenault, Jill McCracken, and Melanie Riedinger-Whitmore.

Absent: Michiko Clutter, Tiffany Chenneville, Judithanne Sourfield McLauchlan, and Mark Walters

Rebecca Johns-Krishnaswami called to order the meeting at 9:00. Waiting until we have a quorum, which we have at 9:05 with five members.

Guest Police Chief Hendry - Faculty Council has been concerned about safety on campus and therefore we invited USFSP Police Chief Hendry to come and talk with us. One of the concerns of the Faculty Council is the new ruling to allow guns on campus. Presently, it is okay for students, faculty, and staff to have a firearm in a locked and secured area within their vehicles that they bring on campus. Concerned about a new lawsuit that argues for allowing students to have firearms in their dorm rooms.

We discussed the faculty training regarding campus safety. Training will occur for all faculty to instruct faculty on what to do if there is an armed person on campus. First, there are videos to discuss an armed intruder on campus and then to talk to each faculty member about how to react to an armed intruder if a faculty member is in their office area.

Campus representatives did a safety walk and some of the recommendations were to cut shrubs back where someone could hide, check all code blue phones, and make sure there is proper lighting around campus. A list was compiled and given to facilities to help make the campus a safer place. A plan is for the safety walks to occur twice a year.

Presently, there is not a plan to expand cameras around campus as we currently have 200 to 250 cameras. In addition, we don't have a night cart (SAFE Program) anymore to take people to their cars at night. There is some discussion within the university to see if the logistics could be arranged to bring back this service.

Regarding disruptive students, the faculty member should call campus police at 873-4140, since the call goes directly to the campus police. Propose to have Jeff Reisberg to put the police phone number on all classroom phones.

Chief Hendry stated that Sixth Avenue will be changed to put a 12-foot bike lane on the south side of the avenue and there will be no parking on 6<sup>th</sup> Avenue, and the east/west vehicle traffic will be reduced to one lane for each direction. Also, there has been some discussion to have a blinking light for pedestrians on 6<sup>th</sup> Avenue and 3<sup>rd</sup> Street. The changes to 6<sup>th</sup> Avenue will start this summer.

Police Chief Hendry is in support to have locks on all classrooms to keep an armed intruder from entering a classroom. For the large lecture halls in Davis Hall, there is hope that they will put locks on the doors but they are discussing how to have a lock switch at the lecture podiums so a faculty member could lock the door remotely.

#### Discussion of Proposal for a separate Math unit in CAS

A number of guests came to this part of meeting to discuss the proposal for Math to be a separate program. Those who attended were Armando Hoare, Joël Cruz, Kathleen Gibson, Erika Asano, Edwin Abaquita, Peter McCandless, Barnali Dixon, and Kathy Carvalho-Knighton. Armando Hoare began the discussion by outlining the key points of the proposal they have submitted to FC. Math is trying to have a united Math with a freestanding program. The rationale for the proposal is to function under one umbrella for the Math unit and to align the program (Quality Enhancement Plan (QEP) and Non-QEP). Math services all colleges and general education. Math would like to improve the retention of the faculty and they believe that having QEP in a unified home is important to SACs.

Barnali Dixon then discussed that Math did have two tenure-track professors and so the lines are always there to be replaced by administration. Kathleen Gibson will stay in COE so there will not be a unified faculty. ESPG would like to support a unified Math program but are concerned about how Math leaving would impact the graduate program in ESPG by not having a statistician to serve on MA thesis committees and teach specific courses for the program. Armando Hoare would be willing to continue to teach statistics for ESPG, but could not serve on thesis committees because he will be an instructor. Barnali Dixon expressed her belief that ESPG needs a statistics line.

Jill McCracken stated that whether math is allowed to form its own program or not, there is no one to serve on a thesis committee. Ray Arsenault asked why couldn't any math faculty serve on a master's thesis focusing on environmental statistics? **According to Barnali Dixon**, math can be highly specialized and the current hire will specialize in math but not someone who specializes in statistics and so this new hire would not have the specialization to serve on an ESPG environmental statistics thesis committee.

Erika Asano will be leaving the university after this academic year and her line is in ESPG. Chancellor Hogarth, who was the USFSP Chancellor in the 2012-2013 academic year, opened a new line, but this line is not to replace Erika Asano's line or Armando Hoare's line, but is a line for a new Math tenure track faculty member. It was discussed that ESPG needs a separate line to replace Erika Asano's line.

Rebecca read Faculty Members Tiffany Chenneville, Michiko Clutter, and Judithanne Sourfield McLauchlans email statements concerning the Math proposal since they could not attend the meeting. (See attached documents).

A question was asked as to what was the scope of the Faculty Council regarding the Math proposal? The FC scope is to deliberate the proposal and give our recommendations to the Dean and administration as the governing body of the college, and we would pass this along to the Dean and then to the Senate and USF System Faculty Council then the feedback goes to Academic Affairs. Any restructuring goes through this process so that administration cannot make changes without faculty input.

Rebecca read Frank Biafora's opinion on a freestanding Math program. (See attached document). We discussed how other programs work together within their departments, such as tenure and promotion, curriculum and other aspects of running a department.

Armando asks if the FC would support an autonomous program with a department and the FC stated we would take this under review.

Ray Arsenault states that the issues facing the non-tenure track math faculty as a group are reflective of a larger problem related to unnecessary obstructions to self-governance and the intellectual viability of the program. We can be creative about how it would work with Math and other programs can work within a department.

Jill McCracken has asked Melanie Riedinger-Whitmore to discuss her support of Math. Melanie offered a letter to Armando, and states that Math is extremely important to the Biology curriculum. Melanie also was concerned about service work within the department while she was in ESPG a few years ago. Melanie asked the Biology faculty if they would be in support of the Math proposal and they all supported the proposal believing that Math is too big not to be under one umbrella so that it can grow. Biology students have to take four math courses to graduate.

Kathleen Gibson and Peter McCandless have joint appointments in CAS and COE according to what they were told by Vice Chancellor of Academic Affairs Dr. Vivian Fueyo. According to Kathleen Gibson, Dr. Fueyo would support QEP having a separate home to thrive.

Barnali Dixon stated that ESPG never had anything to do with QEP issues in the past. These were decisions made by the Administration, not ESPG.

Kathy Carvalho-Knighton stated we have asked the administration to hire more Math faculty and it hasn't occurred. If the freestanding program occurred this will give credence to the administration to hire more instructors and adjuncts.

Peter McCandless stated that Dean Biafora has stalled the current Math search since he wanted to wait until the Faculty Council made a decision concerning the Math proposal.

Melanie Riedinger-Whitmore made a motion for stand-alone Math program and Ray Arsenault seconded this; Jill requested to continue the discussion.

Ray Arsenault proposes a friendly amendment contingent on two tenured lines. Melanie Riedinger-Whitmore seconds the friendly amendment. The discussion then turned to the problems of hiring only tenure-track professors and how we can fast track an associate hire to tenure to speed up the process of providing leadership for Math.

Jill McCracken made a friendly amendment to the current amendment to allow for a freestanding program if they hire an associate professor with this new current search and to have a second assistant faculty member. Rebecca Johns-Krishnaswami stated to having two tenure track lines does not solve the issue because they would be burdened to running the program and the success of getting tenure would be reduced. Hiring tenure track faculty into a free standing program with no senior faculty to mentor, lead and take on university level service would be unfair to those new faculty. This is why programs have been told to be part of larger departments until they grow sufficiently. John Arthur states that having only one tenured person in the program would cause an undue burden of running the program and that this faculty member would not have the time to conduct research, which is a critical component of the university's mission.

Kathleen Gibson summarized the issues in which we appeared to be in agreement. Everyone wishes to support the math faculty and the QEP and feels that the Administration has not given the necessary support (through the hiring of tenure-track lines and other kinds of support) for the Math program, which serves the whole campus. ESPG must also be protected from continual loss of lines. They should keep the line on which Erika Asano was hired in order to protect their need for an environmental statistician. The administration needs to demonstrate their support for QEP and math through hires. We discussed possible ways of speeding up the process of providing senior faculty to mentor and lead the instructors, adjuncts, and new tenure track faculty in Math.

The Faculty Council then agreed that the Math program should be made into a department if they meet the criteria stated below and would be allowed to move to another department in the interim if the host department agrees.

The College of Arts and Sciences Faculty Council hereby resolves:

1. To support the proposal for Math to become a separate department within the College of Arts and Sciences, contingent upon
  - a. the current math search resulting in the hire of an Associate Professor/Chair who can provide leadership for the unit;
  - b. the retention of the line previously held by Erika Asano within the ESPG to be filled according to their needs; and,

- c. the immediate creation of a third line for the hire of an Associate Professor of Math (with a fast-track to tenure).
2. The Faculty Council also agrees that, should the Math faculty collectively wish to move to another department other than ESPG while they are in the process of forming their department, we approve such a move as long as the new hosting department is in agreement.

All Faculty Council members in attendance voted in favor of the resolution.

#### New Business

The new Faculty Council Bylaw changes were approved (20 people voted; 19 in favor of moving to a department based model and one opposed; 20 in favor of the creation of a liaison between FC and the Senate, zero opposed).

The minutes for the February 13<sup>th</sup>, 2014 meeting will be discussed in the April meeting as Tiffany suggested some changes which need to be clarified when she is present.

The Faculty Council subcommittee to review the department policies will begin soon.

Meeting adjourned 11:21.

#### **Attached Statements:**

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**Tiffany Chenneville**

Mar 13 (11 days ago)

to Rebecca, John, Melanie, Raymond, Jill, Judithanne, Walters, Michiko

Hi Rebecca and others,

I apologize for the delay in responding. Unfortunately, as previously communicated, I cannot attend the March 19th meeting. Therefore, I am going to share my thoughts on this matter via email. I have reviewed all of the documents and am very sympathetic to the desire for the math faculty to attempt to form a free standing unit and would be inclined to support their proposal, concerns about the impact on ESPG notwithstanding, if they had the necessary number of tenured faculty to support a department. I also do have some concerns about setting a precedent for allowing departments to form in the absence of a major (i.e., currently there is no math major or minor). All of this said, I do sincerely hope there is some alternative for the math faculty. I am simply unsure what that alternative might be at this point although I will be putting more thought into this. Given the importance of math at this institution, I do believe we all should be deeply concerned about ensuring the success and contentment of the math faculty.

Tiffany

Tiffany Chenneville, Ph.D.  
Associate Professor, Department of Psychology  
Joint Appointment, Department of Pediatrics  
Interim Psychology Graduate Program Director

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Hi Rebecca,

Thank you for sending us all of the detailed information. Phew. It's A. Lot. To. Consider.

As I previously communicated when we were doing the Doodle poll, unfortunately, I am unable to attend this month's meeting due to my existing commitments. Technically, I could be there from 9:40am-10:20am but I'm a bit nervous about being disruptive or offensive by joining the meeting late and then taking off early, especially when we are discussing sensitive matters like this, and we would probably have folks outside of the Council in attendance..

So here's my thoughts on Math program, after I read through the latest materials provided in the past couple of weeks as of today.

My thoughts on math department proposal is probably most in sync with what both Frank and Bill Heller suggested -- I think the most reasonable path would be to first pursue Math Program, then develop into a Department. Having Tampa Math department faculty participate in the review of math faculty members sound like a good idea, too (of course, they need to understand our institutional context, expectations for productivity, etc., but that may be a bit more attainable/feasible than having reviews done by a group of faculty members who are all outside of their disciplines). It seems like they have some support on that already, which is great. But to make it into a Department, they need tenured positions, and the importance of the scholarly discipline for the institution or difficulty in getting tenure alone should not be the reason why some folks are allowed to form a Department, and others are not (to be fair to everyone, that is). Whether the Math Program should be housed within their current Department, or merge with another Department is something that may be beyond the scope of the Faculty Council's recommendation, perhaps (?). But I wholeheartedly believe that we, as faculty members, regardless of disciplines, need support (both institutional and personal) and mentoring for success in junior faculty members as well as mid-career folks, and need new innovative approach in that arena.

Thank you,

Michiko

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Rebecca,

Thanks for your contact regarding the discussion around the formation of a free standing Mathematics program. I have discussed the proposal with Dr. Amando Hoare and expressed to him that there needs to be a plan for transitioning from where Math currently is on this campus to its becoming a department. I feel moving first to a program would be the logical step in moving ultimately to a department. A program would enable faculty whose primary interest, expertise, and passion is mathematics to plan and hopefully recruit additional math faculty to this campus as positions are made available.

Where the program is housed administratively is a decision that must be made by the Dean and the College of Arts and Sciences faculty. The placement ought to be one acceptable to the Math faculty and to the Department where the program might be located. This reciprocal acceptance is important because the program to move ultimately to becoming a department needs a nurturing and supportive environment.

Dr. Peter McCandless and Kathleen Gibson are faculty members in the College of Education and have courtesy appointments with the College of Arts and Sciences. Both have been excellent colleagues and have participated in many positive ways in the College. Dr. McCandless has indicated his desire to be a member of the Math program with a courtesy appointment to the College of Education which is most acceptable. Kathleen Gibson would like to remain as a faculty member in the College of Education with a courtesy appointment to the Math program which is also most acceptable. Mrs. Gibson is pursuing a doctorate in education and also is very skilled in teaching mathematics to children. Dean Biafora and I are supportive of these appointments.

I do believe that ultimately this University needs to create and sustain a Math department. That said, it is not at a point where a department is justifiable but in my judgment, a program is. This program will form the nucleus for a future department. The program needs to be placed in the best setting for it to grow and become the department that the Math faculty would like it to become. It is time to move this goal forward and I feel creating a program that has Math as an identity would be the transitional step to take at this time.

I know these decisions are not easy but ultimately they must be based on what is right for the University, its students, and its faculty. I have confidence that you and your colleagues in the College of Arts and Sciences will make the right decision.



Thanks, again for contacting me and I hope this response is helpful.

Warmest best wishes.

Bill

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Dear Rebecca,

My position has not changed since this idea first emerged and they are the same as I discussed with you (and I think John Arthur if he was still in the room) a few weeks back.

1. Math is critical to our success as an institution. The QEP was identified for this reason and over the past 2-3 years the math faculty have gained a solid momentum and student success has been demonstrated in recent QEP outcomes.
2. Just like other discipline focused faculty throughout the College, I believe that Math faculty will prosper going forward through greater autonomy and a "sense of identity" and purpose.
3. CAS departments have formed over the years once a critical mass of tenured faculty are able to assume the reigns of leadership and oversight. Biology is one such example where two tenured faculty and additional FT Visitors/Instructors created such a critical mass. I have never seen wording w/in the USF System specifying the exact number of tenured faculty required - but two seems to work for us - as this would help to facilitate appropriate levels of review (department level & chair level).
4. We have existing "Departments" with multiple "Programs". This model too seems to work for CAS. Once "Programs" have a critical mass of tenured faculty (see #3 above) I expect more free standing "Departments" to pop out.
5. Math faculty do not have any tenured or tenure earning faculty at this time. So, I do not support a free standing "Department". However, I do support a "Program" housed w/in a "Department". We could certainly entertain a model of faculty evaluation that draws from expertise from throughout the College and university, including USF Math Department.
6. I had asked Armando to address the Council's questions. I believed then as I do now that these were good guiding questions and should be addressed ahead of any Council discussion. The more conversations we could have outside of the Council vote meeting the better.

Thank you,

Frank