

9-14-2012

## **USFSP Faculty Senate Meeting : 2012 : 09 : 14 : Minutes**

University of South Florida St. Petersburg. Faculty Senate.

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**University of South Florida St. Petersburg**  
**Faculty Senate**  
**Meeting Minutes**  
**September 14, 2012**  
**12:30 PM**  
**STG109**

- I. **Recognition of Members and Alternates:** Susan Allen (President), Kaya van Beynen, Cynthia Leung, Chris Davis, Ella Schmidt, Wei Guan, Steve Lang

**Absent:** None

- II. **Recognition of Guests:** None

- III. **Approval of Agenda:** Unanimously approved.

- IV. **Approval of minutes from previous meetings** (see Motions)

- V. **Administration Reports:**

- **Regional Chancellor**
  - Deferred
- **Regional Vice Chancellor of Academic Affairs (RVCAA)**
  - Deferred

- VI. **Action Items:**

**A. Faculty Forum Input on Leadership Statement**

- Faculty Senate members and other campus leaders met with Bill Funk on September 4. Bill Funk also had an open faculty forum on September 5. **See Appendix A** for a summary of the meeting.
- Kaya van Beynen and Susan Allen compiled faculty responses from the Faculty Forum on USFSP Leadership on September 7 sponsored and led by the Senate. Senate members reviewed and corrected this document. Cynthia Leung will forward a copy of the faculty responses to Dean Biafora, Chair of the President's Advisory Committee, for the committee to use in developing the Leadership Statement. The committee will meet next Wednesday, Sept. 19, to go over a rough draft of the Leadership Statement and meet formally on October 5 to review a more final and complete draft. Senators discussed some concerns that meetings have been scheduled at the time that Susan Allen teaches; they voiced that the budget supporting this committee's work might be used to pay for a substitute instructor. Susan was encouraged to discuss concerns about scheduling with those who are staffing the committee, Helen Levine and Kathleen Moore.

**Motion:** That the Documents created from the Faculty Forum on USFSP Leadership as amended be sent to the President's Advisory

Committee for use in developing the leadership statement. (**See Appendix B for copy of documents.**)

**B. Update on Network Security & Website Filtering**

- Kaya van Beynen and Susan Allen presented that Dr. Noonan was waiting for the Senate to notify her that a motion had been passed to remove website filtering for faculty network searches. This motion had been passed in May 2012, but no letter had been sent to notify Dr. Noonan of this. Kaya presented that she had drafted a letter for this purpose to be sent from Faculty Senate to Dr. Noonan, Regional Vice Chancellor of Academic Affairs. Senators amended the letter and Susan Allen will sign, scan, and send the letter to Dr. Noonan. (**See Appendix C.**)

**VII. Business Items for Discussion:**

**A. Senate Business Priorities for 2012-2013**

- **Support of standards of excellence for online courses**
  - There are 2 system-wide IT boards that are ineffective in terms of faculty engagement.
  - One third of classes at USFSP are online or hybrid and there is often little discussion with the faculty member about whether a course will be offered online.
  - There is little faculty involvement in decisions related to IT use for classes.
  - Senate will invite library dean, Carol Hixson, to a meeting to talk about the current state of IT and online courses at USFSP.
  - Kaya van Beynen stated that there will be a search for a Director of Online Education/Associate Dean of Poynter Library with instructional design background.
- **Administrator Performance Feedback**
  - Chris Davis is taking the lead in working on this. He will consult with the Presidents of the Faculty Senates in Tampa and Sarasota.
  - There has not been an assessment of administrators at USFSP for 3 years.
  - Chris will have a report to Faculty Senate by December.
  - The assessment will be comprehensive, inclusive, and the same across the system.
  - The assessment will be for deans, directors, regional chancellor, and vice chancellors
- **Gen Ed Committee**
  - Development of our Gen Ed program in line with state legislative action

- The Gen Ed Committee met and Susan gave the committee its charge.
- **Awards Committee**
  - Change dates and develop rubrics to evaluate candidates
- **International Initiatives**
- **Recognition and support for the distinctiveness of each institution within the USF system**
  - President Genshaft identified this as something she would like to work on. The Senate discussed inviting to a meeting in the winter or spring to discuss how the distinctiveness of USFSP is recognized within the system

**B. Union Report – Steve Lang**

- The President must have regularly scheduled contact with the union.
- Collective bargaining is currently in progress.
- The legislature wants to create a totally online university. \$200 Million would go towards funding the online university.
- Required consultations. System level grievance goes to the system level.

**C. Other Business - none**

**XII. Addenda:**

**A. Summary of Meetings with Bill Funk**

**B. Faculty responses from Faculty Forum on USFSP Leadership**

Document sent to Dean Biafora

Question 1 and Question 2

**C. Letter to Regional Vice Chancellor Noonan on removing website filtering**

**Meeting Adjournment**

- Meeting adjourned, 2:30 p.m.

**Summary**

| <b>Motions</b>   | <b>Approval Status</b>                   |
|--|--|
| <b>To approve minutes of 8-24-12</b>   | <b>_WG_ made the motion.</b>             |
|  | <b>_ES_ seconded the motion.</b>         |
|  | <b>The Senate voted to approve, 7-0.</b> |
| <b>That the Documents created from the Faculty Forum on USFSP Leadership as amended be sent to the President's</b> | <b>_CD_ made the motion.</b>             |
|  | <b>_SL_ seconded the motion.</b>         |

| <b>Advisory Committee for use in developing the leadership statement.</b>             | <b>The Senate voted to approve, 7-0.</b> |                          |
|---|--|--------------------------|
| <b>Actions (Follow-up)</b>  | <b>Person(s) Responsible</b>             | <b>Deadline (if any)</b> |
| Clarify the scheduling of meetings for the search process with Committee staff        | SA                                       | October meeting          |
| Send document from Faculty Forum to Dean Biafora                                      | CL                                       | September 14             |
| Send letter on website filtering to Dr. Noonan  | SA                                       | As soon as possible      |
| Invite Carol Hixson to speak on the current state of IT and internet courses at USFSP | SA                                       | October meeting          |

## **Appendix A**

### **Meeting with Bill Funk – Faculty Senate Members and other Campus Leaders September 4, 2012**

Make recommendations to Bill Funk about persons we would like to apply for the Regional Chancellor position. He asked us to connect with faculty in our professional organizations and see if they know of any likely candidates we can nominate.

Bill Funk asked us 3 questions that we discussed:

What challenges and opportunities await the new Regional Chancellor?

What would our ideal candidate look like? (leadership style, etc.)

What is compelling about USFSP?

He discussed two documents:

The announcement in the Chronicle of Higher Education and the Leadership Statement

The Leadership Statement is a glorified position statement

The ad will not have a lot of criteria. It is a communication tool rather than a recruiting tool

### **Open Faculty Meeting with Bill Funk September 5, 2012**

Bill Funk outlined the process of the search for the Regional Chancellor

He thought it would take about 6 months to complete the entire process

The first 90 days are to get the infrastructure in place

This includes the candidate development stage

A leadership statement is developed at this time

He noted the best candidates don't usually come from ads. They enter later in the search process

Mr. Funk will select the top 10 (9-15) and due diligence will be carried out on these applicants

Then Mr. Funk and the search committee will interview the candidates at the Tampa airport

The interview will be 9- minutes in duration and take 2 days to complete

Non-directed references will be checked for tentative candidates

## Appendix B

### Faculty Forum on USFSP Leadership – 9/7/12

#### **Question # 1. What do we want to be as an institution? –**

##### **(A) What directions do we want to move in that may be new?**

##### Themes repeated in more than one group –

###### Undergrad Research Institution

- research based curriculum
- Particularly as online delivery becomes more commonplace in higher education, (aspects such as lab instruction, original research, local engagement), continue to develop undergrad research.

###### More international work → USFSP just starting on this

###### Embrace globalization

- Research collaborations, study abroad, teaching
- More international students and more cohesive support for faculty initiatives
- Create an English Language Institute or other summer English programs for foreign students to come to USFSP and be introduced to US and immersed in English
- promote USFSP on the global stage

###### Focus more on developing Masters Education

- Develop more master's level programs,
- increase lab space, increase grad resources,
- Find way to bring grad student together to make them feel like they are part of the USFSP community
- Grow and strengthen grad program to avoid SPC merger

###### Mentoring

- Of new Faculty
- Of Freshmen and Sophomore students by disciplines they may declare

##### Contradictory themes generated in different groups –

###### Aspiring to PhD Programs

- originally hired to a research university
- demand for PhD programs
- others thinking it would be a mistake - problems with Tampa,
- already lack resources for Masters level (much less PhD); PhD would undercut support of MAs and Undergrad
- Other opinion – not an either/or thing but focus on next 5 years – develop PhD down the road.

##### Other New Directions mentioned –

More open and concrete about diversity – live what our diversity statements say. Emphasize the cultures not the numbers

Undergraduate Marine Science

More active alumni association – track the accomplishments of our former students

Increase interdisciplinary research – innovative collaborations

GenEd curriculum critical to establish their own brand in GE

**(B)What current characteristics of USFSP are most important to be preserved?**

Themes repeated in more than one group –

Civic / community Engagement.

- students learn thru experience
- unique to our campus and distinct
- Like Students working in the community, DALI
- Should continue to try and increase engagement and involvement
- Promise neighborhood grant
- Tutoring / working with hospitals and environmental agencies
- 

Research opportunities but not Research 1

- Opportunities for undergrad research -- Expo/journal
- Research based curriculum

Small class size

- Preserve it as our identity → F2F as way to get to know your professor, interact with professor
- Distance learning → preserve way to interact, even online, ensure small and interactive online classes
- Build close relationships between faculty and students, facilitate one-on-one interaction- Small friendly personable
- Low faculty/student ratio

Faculty talks, community speakers

Library and resources that benefit USFSP in system

Contradictory themes generated in different groups –

Size of USFSP – in terms campus footprint and number of students,

- Acknowledge that physical footprint limits ability to be truly “student centered” 6,000 is already too big, In danger of losing sense of community, closeness; With growth have increase anonymity, losing sense of family, friendly campus; Location – keep classes in central location; close footprints facilitates interaction among faculty and students; Central locations, central gathering place – facilitate formal and informal interaction

- In contrast: SPC has multiple campuses, USFSP could expand beyond its current footprint to offer programs at different locations around Pinellas; convenience for students

Other characteristics mentioned –

Living/learning center on campus

**(C) What are the challenges for leadership to help us move in new directions and help us preserve what we value most about USFSP?**

Themes repeated in more than one group –

More faculty

- Have lost faculty without replacing them
- Overwhelming service requirement
- Takes time and resources to keep up with state mandates – GE, COE
- Growth of student body has not been reflected in growth of faculty (including librarians); erosion of student-faculty ratio

Identity

- Continued lack of clear vision of who we are
- Are we research? Are we teaching ? → with differences in opinion, it feels like faculty have to be everything to everyone
- Lack of clear focus hard on Tenure Track faculty to know what is expected of them for promotion; disjuncture in vision leaving faculty with unclear expectations
- Lack of clarity in identity of our institution
- Need to clarify how we want to grow and how fast
- Disjuncture between advertising small class size and now getting online classes of 60-70 students
- What is a good balance between traditional values of small class sizes and online education?

Challenges within the community

- St. Pete/Pinellas a small community
- Need someone that can make nice with people that support us and help us
- To help community understand role of the university; how university role is different from community college; importance of research, importance of liberal arts, broader importance of university
- Our role as a university is more than technical training
- Help FL politicians understand role of university
- Insufficient resources

Focus on development

- New funding

- More support staff
- More tenured and tenure track faculty
- The shift to more adjuncts has been a challenge
- Increase support staff and resources

Other challenges mentioned –

Research requirements

- Limited by relationship with Tampa that can't have doctoral program,
- Can't do certain types of research because lack of PhD students to help with research and teaching

Addressing relationship/climate between administration, faculty, and staff to build a more cohesive relationship

Maintain a clear and effective evaluative structure of administration as required by SACs and having, knowing, and following fair policies and procedures

Develop a clear and concrete plan to integrate student and academic affairs to help students succeed

**Faculty Forum on USFSP Leadership – 9/7/12**

**Question #2a – What are the qualifications (e.g., credentials, job experience) needed for the new Regional Chancellor to best lead us where we want to be (as defined in Q1)?**

Themes repeated in more than one group –

Understand through own experience the teaching, service, and research demands of a faculty position – Orthodox career path in academia / Publication record and experience with research & teaching

Has experience navigating (an effective) system structure

Clear track record of helping an institution realize a vision

Proven fundraising record (i.e., a successful “rainmaker”)

Experience with and commitment to shared governance

Contradictory themes generated in different groups –

PhD or equivalent degree required or listed only as preferred

At least 5 years of experience in higher education leadership (i.e., Vice Pres.)/ this experience should be recent / Has been at least a Dean or Provost

Other qualifications mentioned –

Able to be a leader and colleague for faculty

Proven record of building community

Has experience managing limited resources

Tenurable at USFSP

**Question #2b – What are the leadership characteristics needed for the new Regional Chancellor to best lead us where we want to be (as defined in Q1)?**

Themes repeated in more than one group –

Good social skills/ Can relate well to multiple constituencies (e.g., community, staff, faculty, students)

Knowledge of management / Organizational skills

Transparent communication & leadership style with integrity / ethical  
Respectful  
Student and faculty centered  
Forward thinking/ Proactive not reactive  
A change facilitator / Transformational leadership style  
Commitment to adequately represent/"champion" USFSP viewpoint within the system, to the community, and to the state legislature

Other characteristics mentioned –

Spine of steel with an ability to charm  
Recognizes the limitation of a pure business perspective  
Entrepreneurial  
Commitment to promoting diversity at all levels  
Accessible  
Commitment to long-term growth for USFSP  
Political savvy/ negotiation skills  
Non-adversarial style  
Personal strength of presence/ power  
An advocate  
Authentic  
Research minded  
A cautious risk-taker/ contemplative  
Able to focus on targeted resource acquisition  
Able to deal with uncertainty

## Appendix C

Sept 14, 2012

Dear Vice Regional Chancellor Noonan,

The University of South Florida St. Petersburg Faculty Senate passed a resolution and hereby request that the internet filtering be removed from all USFSP faculty computers by the Office of Campus Computing. While we appreciate university concerns over IT security, faculty should not be restricted from accessing websites based on their content.

Yours sincerely,

Susan Allen, MSW, PhD  
Faculty Senate President