

September 17, 2014

College Faculty Council Chairs meeting

1. Introductions
2. Report on the BOT meeting
3. Presidential Search Committee Report
4. General Discussion around the table

** Please note that several faculty from the Presidential Search Committee will be in attendance **

College Faculty Council Chairs Meeting (DRAFT)

Tigert 226

April 21, 2014

Noon (12 p.m.)

Attendance included: Don Cohen, Rick Yost, Mark McGlothlin, Esther DeJong, Hans van Oostrom, Steve Thomas, Norris Williams, Brad Behnke, Mindy McAdams, Chelsea Dinsmore, Nancy Hardt, Pam Pieper (via phone), Michael Meldrum, Bob Cook, Bob MacKay, Jon Martin, Pradeep Kumar, Sue Alvers and Marc Heft. Guest: Jorg Peters.

The meeting was called to order at noon. Introductions were made. Marc Heft, Chair, Faculty Senate thanked the chairs for their participation in shared governance. He gave a brief recap of the past year.

- Faculty Senate sponsored a series of town hall meetings, distinguished professor lectures and round tables that were scattered around campus. If faculty were had a conflict and could not attend, the events are available online.
- The university is in the middle of the pre-eminence hires. There is also a major pushed to develop endowed chairs. UF has taken the lead on developing an undergraduate bachelor's degree with the legislature providing start-up funding. UF Online was rolled out January 1, 2014.
- Work will soon start on the Academic Personnel Board restructuring. This proposal was approve by a couple Faculty Senate Councils and also the Faculty Senate.
- Marc has contacted several colleagues around the country inquiring about their university's faculty clubs. He presented it to the Board of Trustees. Curtis Reynolds, VP for Business Affairs, is in favor of this.
- Presidential Search is reinvigorated. It was decided to update the background information from the previous search. Marc is optimistic that we will have good applicants for the position. Trustee Steve Scott will chair the search committee. Rick Yost noted that FSU is also looking for a President.

College General Comments

- Pam Pieper (Nursing) – Has a new dean who is brings in a lot of energy. Faculty are retiring and the college is in the process of recruiting faculty with previous research funding.
- Don Cohen (Dentistry) – The college is in the process of a dean search. Four candidates have made the final interviews. Plans are for the new dean to start July 1, 2014.
- Michael Meldrum (Pharmacy) – Pharmacy is in the process of reorganizing the Dean's Office. The college has had some preeminence hiring and in the process of reviewing its curriculum. Pharmacy is plans to have a more integrated curriculum modeled after medicine by 2015. Many faculty are involved in this project with town halls and a retreat scheduled for May.
- Esther DeJong (Education) – The college is in the process of searching for an associate dean. Education has had three preeminent hires.
- Chelsea Dinsmore (Libraries) – Libraries lost an associate dean last week with plans to promote from within to fill the position. Several faculty searches are in progress. Marston Library renovations are progressing and a third of the way through. It will re-open with 700 seats for students. This is also the 8th anniversary of the digital library and revisions continue on the draft open access policy.
- Bob MacKay (VetMed) – Veterinary Medicine has hired a new dean who is energetic and impressive. The college is reviewing the curriculum from top to bottom and has had a series of

town hall meetings. Since hiring the new dean have had an enrollment expansion. The college's faculty council is trying to get more faculty involved with voting and has started with electronic voting.

- Mindy McAdams (Journalism and Communication) – The college has a new dean and executive associate dean, director of entrepreneurship and director of finance. In the process of three preeminence positions search. The college has been assigned one of the UF Online courses and at the moment, it is unclear how it will be handled.
- Steve Thomas (Fine Arts) – The administration of CFA is stable, unified and works together. Steve is concerned after reading the new mission statement that students will be considered more as customers rather than students.
- Mark McGlothlin (DCP) – Dean Silver has been with the college for seven or eight years. Current searches are for a new director and associate dean. Concern was raised about adequate representation on the APB after restructure, RCM model and use of academic analytics.
- Norris Williams (FLMNH) – The museum has had the same director for the past 10 years and in the process of preeminence hiring.
- Bob Cook (PHHP) – PHHP is stable with the same dean for the past six years. Epidemiology and Biostatistics departments are in joint colleges, PHHP and COM. The college is in the process of creating a new mentoring program for those on the tenure track and it recently received accreditation for seven years.
- Hans van Oostrom (Engineering) – The college's Faculty Council has been discussing the issue that it's constitution is not in compliance with the university constitution. There needs to be clarification because the language is not clear. They have asked the Faculty Senate to review and revise its constitution next year. Many preeminence searches are in progress.
- Jon Martin (CLAS) – The administration is stable with the dean recently re-upping for another five years. CLAS is in preeminence searches and is offering a few online courses. The new strategic plan is completed and the Department of Economics is moving from the College of Business to CLAS.
- Brad Behnke (HHP) – HHP has had a new dean for the past nine months and are in the process of searching for chairs of its three departments. The college is in its fourth year of a five year constitution that must be revised soon.
- Nancy Hardt (MED) – This is Nancy's second term as Faculty Council Chair having served about 20 years ago. Her college has a great interest in the university's ombuds search. LCME reaccreditation is coming up and the college has gone through some major curriculum revisions.

Academic Policy Council Request

Marc mentioned that the Academic Policy Council is working on the Review of Administrators (deans and department chairs) and has asked that the College Faculty Council Chairs state how this is handled in their college.

- *Nursing*: All administrators, deans, etc. are reviewed every two years.
- *Dentistry*: The college used to evaluate all administrators every five years, but it hasn't done this in quite a while.
- *Pharmacy*: Pharmacy administrators are supposed to be evaluated/reviewed every five years, but the college hasn't done it.
- *Education*: Deans are evaluated annually and associate deans and chairs biannually. Some of the results are shared with the Faculty Council.
- *Libraries*: The Library does a 360 degree evaluation of the dean every four years, but the results are not shared.

- *Veterinary Medicine*: This is the first year that qualtrics was used to evaluate chairs and shared with the Faculty Council. The Dean is usually reviewed every five years.
- *Journalism and Communication*: Deans and Chairs are evaluated every three years with the help of Human Resources. This doesn't cost the college and Jodi Gentry presents an aggregate of the findings to the faculty. The dean and chairs are given a personal consultation.
- *Fine Arts*: Evaluation of administrators is every five years and the results are not shared.
- *Design, Construction and Planning*: Deans and chairs are reviewed on a two year cycle. Results are not shared.
- *Florida Museum*: Director is evaluated every five years and the chairs every three years.
- *PHHP*: Administrators are supposed to be evaluated every five years, but so far that hasn't been done. Faculty Council is meeting with HR soon on how a review can be accomplished.
- *Engineering*: Deans and department chairs are every two years. The college used the IDEA tool for its latest review of the Dean; however the results were not shared. The dean met with the Faculty Council and discussed her review.
- *CLAS*: Evaluation of the Dean is every five years, but results are not shared. Department chairs used to be annually. The college has created a qualtrics rubric for chair evaluation.
- *HHP*: Dean is evaluated every two years and chairs are annual. The faculty receives no feedback.
- *Medicine*: Chairs are evaluated annually, however the dean and associate deans have not been evaluated. The college is in the process of creating a reviewing instrument for deans and associate deans.

The meeting adjourned at 1:45 p.m.