USF FACULTY SENATE MEETING
November 28, 2018
3:00 – 5:00 p.m.
Chamber Room 4200 Marshall Student Center

1. Call to Order, Review of Agenda (5 minutes)

2. Approval of Minutes from October 24, 2018 Meeting (5 minutes) – action item

3. Consultation with Mr. Les Muma, Presidential Search Committee Chair, and Dr. Jan Greenwood, Greenwood/Asher Consultants (30 minutes)

4. Reports by Officers and Council Chairs
   a. Proposal from Committee on Committees for Vacated Council Positions – Rick Will (5 minutes) – action item

5. New Business
   a. MCOM Proposal to Close/Create Department – Valerie Parisi, Mark Moseley (20 minutes) – action item

6. Old Business

7. Update from USF Consolidation Implementation Committee (CIC) – Dr. Donna Petersen, Dr. Pritish Mukherjee, Co-chairs (20 minutes)

8. Report from USF System President Judy Genshaft (10 minutes)

9. Report from Provost and Executive Vice President Ralph Wilcox (10 minutes)

10. Report on USF System Faculty Council Activities – Tim Boaz (5 minutes)

11. Report from USF United Faculty of Florida President Arthur Shapiro (5 minutes)

12. Other Business from the Floor (5 minutes)

13. Adjourn

Next meeting: January 23, 2019
Faculty Senate President Tim Boaz called the meeting to order at 3:02 p.m. Before proceeding with regular business, the floor was turned over to Mr. Les Muma, Chair of the Presidential Search Committee and Dr. Jan Greenwood of Greenwood/Asher Consultants to conduct an open forum.

Mr. Muma prefaced the interaction by stating that members of the search committee are visiting the three campuses to hear what the institutions think the characteristics of the next USF president should be. The committee will then take what has been learned and put it into a job description for presentation to the BOT. This is an opportunity for faculty to help define the next president of USF. It was pointed out that transitioning of the new person would be part of the consultant group’s responsibility. Dr. Greenwood added that the following things should be kept in mind during the process: How will we know this is the person that can lead the university going forward? What do we need to move forward into the future? Possessing the culture fit is definitely a very important component of this individual. At this time, the floor was opened for questions.

Q: Do you have a short-list of people in mind?

JG: No. We need to compile the wants and wishes that the person will have, as well as what type of person can move the university forward.

Q: As to the survey people were asked to fill out, have you been looking at the results and when would they be made public?

JG: USF has had the highest survey response rate in 25 years with over 700 responses. Yes, the responses will be on the web site after the search committee meets on Thursday (no date given).

Dr. Greenwood commented that there are three things presidents do: (1) provide leadership and vision, (2) manage, and (3) resource development. She added that there are only certain things a president can do, and the rest is delegated. This elicited a discussion about the new president’s strengths, experience and knowledge. It was pointed out that the person should have experience and knowledge of running a system (managing the different campuses), as well as an organization. The person should also know how to effectively work with the Legislature, and how to build a collaborative relationship with the faculty union and/or other such groups. In terms of leadership and vision, the individual should keep looking into the future and the challenges of higher education. The new president should not be bound to doing things that keeps he/she from not seeing alternatives for moving forward. Someone who can balance resources was also a trait the new president should have experience doing. Dr. Greenwood commented that there are some shifts by institutions not wanting to be AAU but meeting metrics. Having a target of AAU has been a good thing for USF.
Q: Do you have a sense if the looming issues of consolidation are a challenge?

JG: Consolidation has been rising as a question but not in a plus or minus.

Q: In terms of vision and AAU, is there an expectation that the president would build some kind of identity based upon what USF is or follow someone else’s vision?

JG: There needs to be a match.

Q: What kind of background will you be looking for?

JG: There are three sources where nominations come from: (1) ad response, (2) nominations from faculty, and (3) market segmentation; that is, listening and recruiting the kind of person wanted.

Q: What will the search committee determine to be plus and minuses in a candidate?

JG: AAU president or provost, land grant presidents/provosts, presidents, previous presidents/provosts – here or abroad

Additional characteristics offered for a new president:

• an individual who has experience with interdisciplinary relationships,
• has to be a face and representative of the students who come to USF; needs to be approachability and champions students and parents in a metropolitan community,
• fund raising, management skills, forward-looking; someone who reveres excellence in research, scholarship and teaching, and
• solicits faculty input for transparency and has good communication going both directions of the hierarchy; faculty need to be more involved and more informed; a communicator is needed not only externally but internally.

Due to time limitations, the floor was closed to further questions and discussion with the search committee members.

APPROVAL OF MINUTES FROM OCTOBER 24, 2018 MEETING

A motion was made and seconded to approve the Minutes as presented. The motion unanimously passed.

REPORT FROM USF SYSTEM PRESIDENT JUDY GENSHAFT

Before giving her report, President Genshaft invited everyone to her Holiday Party today at the Lifsey House starting at 4:30 p.m.
Items of interest:

- Work is continuing on consolidation, and preparation is taking place for the 2019 Legislative Session.

- According to a new report by the National Science Foundation, USF ranks in the top 25 among public universities for research spending, and 42nd among both public and private institutions nationwide. To keep that rank, research has to grow at 4.5 percent.

- Nine faculty nominations were submitted for AAAS awards; eight awards were received. Senator Christian Wells was congratulated as one of the recipients.

President Genshaft wished everyone a Happy Holiday Season and to keep up the good work.

REPORTS BY OFFICERS AND COUNCIL CHAIRS

a. Proposal from Committee on Committees for Vacated Council Positions – Rick Will

Committee on Committees (COC) Will reported that council vacancies created either through resignation or removal are being filled by council chairs on an ad hoc basis. The following proposal from the COC addressed a due process to fill those types of vacated positions:

The Chair of Committee on Committees recommends the following procedure:

- Unit targeted elections to fill vacated (not vacant) positions on councils due to resignations or removals.

- Following the notification of vacated Council positions from Council chairs, at regularly scheduled Senate Executive Committee meetings, the Committee on Committees will:
  - Send solicitations for nominations to the unit(s) affected.
  - Elections by the Committee on Committees will occur for contested positions.
  - Uncontested nominations will be reviewed by the Chair of the Committee on Committees for qualifications and be appointed to fill remainder of terms (subject to approval from the Senate Executive Committee and review from the provost’s office).

- Vacated positions would be filled for the remaining term of the vacated position.

- Elections for vacant positions will continue to take place during previously established cycles.

The proposal came to the Senate floor from the COC and Senate Executive Committee with a motion to approve. No discussion was held. The motion unanimously passed.
NEW BUSINESS

a. MCOM Proposal to Close/Create Department – Valerie Parisi, Mark Moseley, John Sinnott

Representatives from the Morsani College of Medicine (MCOM) attended today’s meeting to present a proposal to close the existing MCOM Department of Cardiovascular Sciences and create the Division of Cardiology within the Department of Internal Medicine. Before starting the presentation, Dr. Parisi, MCOM Vice-Dean for Faculty Affairs, reported that the proposal had been approved by the Faculty Senate Executive Committee and the USF System Faculty Council and was being presented today for the Senate’s consideration and approval. At this time, Dr. Mark Moseley, MCOM Associate Dean and Interim Chair of the Department of Internal Medicine, presented the proposal covering the proposed changes, rationale for change, financial and budgetary implications, likely consequences of the proposed changes, timeline, and preliminary consultations.

During the open discussion of the proposal, the main concern of the Senators was whether the faculty affected by the change had been consulted and were in favor of it. President Boaz pointed out that the material presented to the Senate did have sufficient evidence of the impact of the proposed changes, and that faculty in this unit were adequately consulted.

There being no further discussion, a motion was made and seconded that the Faculty Senate approves the proposal from the MCOM to close the Department of Cardiovascular Sciences and create the Division of Cardiology within the Department of Internal Medicine. The motion passed with one nay. President Boaz will forward the results of today’s vote to Dr. Charles Lockwood, USF Senior Vice President for USF Health and Dr. Ralph Wilcox, USF Provost and Executive Vice President.

OLD BUSINESS

There was no Old Business for today’s meeting.

UPDATE FROM USF CONSOLIDATION IMPLEMENTATION COMMITTEE (CIC) – Donna Petersen, Co-Chair

At the request of President Boaz, Dr. Petersen attended today’s meeting to hear concerns from the Senate about the implementation of the consolidation process. She explained that the CIC is in the process of assembling a plan that will be a long process encompassing many years. With that, the floor was opened for questions (Q) and comments (C).

Q: What are the biggest challenges right now?

DP: How will we function going forward as an institution in terms of courses and academic/administrative structures?
Q: What are the CIC thoughts on the Huron recommendation to split CAS, which many faculty and CAS faculty councils are against?

DP: We need to determine the major opportunities for students, what can we offer. A structure of the university should be addressed. It is important to focus on students and student success. The CIC is listening.

C: Faculty and faculty success are also very important. The issue of emerging departments, especially T&P issues, are big concerns.

DP: Student and faculty success go hand-in-hand. It is a SACS requirement to get degree programs aligned by looking at what types of opportunities are there for students. A T&P plan has been created, but different disciplines and demands have to be met.

Q: What has been done to consult with CAS faculty to get their perspective on the proposed split?

DP: The committee has a charge to go out to talk and listen to decide what has to happen first. We need to work at student and faculty success.

Q: What are the implications of faculty going from one campus to another in terms of salaries and sabbaticals? At what point will we see something that has transparency other than what is presented at town halls? Who is calling on the legal arm of the faculty outside of Medicine?

DP: An action plan is important because it “plots” out the process. We have not had the information until now to have something to talk about.

Q: What is the role of the Senate in the consolidation plan?

DP: The Senate will be asked to comment on the plan.

At this time, President Boaz called a time out to the question and answer period. He announced that there would be a Town Hall meeting to give a consolidation update on December 6th at 11:30 a.m. in the Marshall Student Center Chamber Room during which this conversation could be continued. He strongly encouraged everyone to attend.

REPORT FROM PROVOST AND EXECUTIVE VICE PRESIDENT RALPH WILCOX

Provost Wilcox emphasized that the consolidation plan is not being developed in a vacuum. Any product will be brought to the Faculty Senate before it advances to the BOT. He encouraged everyone to engage now.

Consolidation items to focus on include: accreditation as one institution, meeting student needs, and pre-eminence and strengthening posit on performance based funding.
A change in metric 10 was approved to now focus on a 6-year graduation rate for part-time and full-time students.

The following faculty were recognized as recipients of an AAAS award:

Toru Shimizu, College of Arts and Sciences
Wayne Guida, College of Arts and Sciences
Kathleen Heide, College of Arts and Sciences
Thomas Crisman, College of Arts and Sciences
E. Christian Wells, College of Arts and Sciences
William Haley, College of Behavioral and Community Sciences
Frank Muller-Karger, College of Marine Science
Kevin Kip, College of Public Health

Everyone was reminded about, and invited to attend, Commencement ceremonies on Friday, December 7 and Saturday, December 8.

Best wishes were extended for a smooth wrap-up of the semester, as well as a thank you for all the things faculty do.

**REPORT FROM USF UNITED FACULTY OF FLORIDA**

Secretary Gregory McColm announced that collective bargaining negotiations have begun. The union is paying close attention to the consolidation process.

USF needs more people to get involved with the Senate, union, and professional groups.

There being no further business, President Boaz adjourned the meeting at 5:05 p.m.