USF FACULTY SENATE MEETING
April 17, 2019
3:00 – 5:00 p.m.
Chamber Room 4200 Marshall Student Center

1. Call to Order, Review of Agenda

2. Approval of Minutes from March 20, 2019 Meeting (action item)

3. Reports by Officers and Council Chairs (15 minutes)
   a. Election Update – Robin Ersing
   b. Council Recommendations – Richard Will (action item)
   c. Presentation of Meeting Schedule for AY 2019-2020

4. Election of Officers for 2019-20 – Robin Ersing (5 minutes)

5. Recognition of Senators and Officers – Tim Boaz (5 minutes)

6. Old Business
   a. Revision of USF T & P Guidelines – Greg Teague (15 minutes)

7. New Business
   a. New Initiatives from Academic Affairs (30 minutes)
      1. Faculty Success Initiative – Dwayne Smith/Pritish Muhkerjee
      2. Graduate & Profession Student Success Initiative – Jim Garey/Ruth Bahr
      3. Building a Digital Ecostructure – Cindy DeLuca/Sidney Fernandes

8. Report from USF System President Judy Genshaft (15 minutes)

9. Report from Provost and Executive Vice President Ralph Wilcox (15 minutes)

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

11. Report from UFF President Arthur Shapiro (5 minutes)

12. Other Business from the Floor (5 minutes)

Next meeting: September 18, 2019
USF FACULTY SENATE MEETING
April 17, 2019
3:00 – 5:00 p.m.
Chamber Room 4200 Marshall Student Center

Call to Order, Review of Agenda:
Senate President Tim Boaz reported that System President Judy Genshaft would arrive late. As a result, agenda items #4—Recognition of Senators and Officers and #8—Report from USF System President Judy Genshaft were moved to the end of the agenda.

Approval of Minutes from March 20, 2019 Meeting (action item):
A motion to approve the minutes as presented was duly seconded and unanimously approved.

Reports by Officers and Council Chairs:

Election Update – Robin Ersing
Secretary Ersing reported that she has heard from all the units. All the elections have taken place or are in progress. Patel College of Global Sustainability has a qualifying representative; we are vetting that application now. CUTR does not have a qualifying representative, as was the case last year.

Presentation of Meeting Schedule for AY 2019-2020
Senate President Boaz explained that senators should have received the agenda for next year in the meeting package. We looked for conflicts with the Board of Trustees and the Board of Governors as well as other special events such as holidays. As a result, we have some instances when the SEC meets only one week, not the usual two, ahead of the Senate. The agenda does not need approval; but it is presented now for planning purposes.

Election of Officers for 2019-20 – Robin Ersing (action item):
For President, there was one nomination: Tim Boaz. The term is for one year (rather than the usual two years) due to consolidation. Nominations from the floor were requested but none was obtained. Tim Boaz, College of Behavioral and Community Sciences, was elected President by unanimous voice vote.

For Vice President, there was one nomination: Jenifer Schneider. The term is for one year. Nominations from the floor were requested but none was obtained. Jenifer Schneider, College of Education, was elected Vice President by unanimous voice vote.

For Secretary, there was one nomination: Robin Ersing. The term is for one year. Nominations from the floor were requested but none was obtained. Robin Ersing, School of Public Affairs, was elected Secretary by unanimous voice vote.
For Sergeant-at-Arms, there was one nomination: Richard Manning. The term is for one year. Nominations from the floor were requested but none was obtained. Richard Manning, Department of Philosophy, was elected Sergeant-at-Arms by unanimous voice vote.

For USF Tampa At-Large Representative to the USF System Faculty Council there was one nomination: Steve Permuth. The term is for one year. Nominations from the floor were requested, but none was received. Steve Permuth, College of Education, was elected USF Tampa At-Large Representative to the USF System Faculty Council by unanimous voice vote.

Senate President Boaz explained that there are three (3) "at-large" positions within the Senate there is one "At-Large" Senator that represents faculty that do not have an affiliation with a unit with an elected Senator; there is a Member-At-Large who is an elected Senator that is the representative Senate Executive Committee of all elected Senators; and there is the USF Tampa At-Large Representative to the USF System Faculty Council. This last position occurs because the USF Tampa Faculty Senate gets six representatives on the System Faculty Council, and the other five positions are filled by the officers of the USF Tampa Faculty Senate.

For Member-at-Large, there are no nominations. The term is for one year. Nominations from the floor were requested, and Senator Brenda Gilmore volunteered a self-nomination. Brenda Gilmore, College of Nursing, was elected Member-at-Large by unanimous voice vote.

Old Business

Revision of USF T & P Guidelines – Greg Teague
In terms of process, a final set of recommendations to the Provost is needed by the end of May. The Faculty Senates at St. Petersburg and Sarasota-Manatee have already given approval of the document to go forward to the System Faculty Council.

Greg Teague stressed that these are guidelines. They are not the criteria facing individual candidates. He urged the Senate not to build things into the guidelines, such as extension of the tenure clock that can be addressed outside of these guidelines. The guidelines are intended to steer us to make good decisions.

The biggest change in the document since the last time it was reviewed by the Senate is the removal of redaction of External Reviewer names. There were also some late suggestions by Provost Wilcox that we will take into consideration.

A speaker from the floor asked about the removal of the word “collegiality.” Arthur Shapiro, UFF President, said that the union feels that this word could be a problem during administrative review. Senator Steve Permuth said that all members of the community must be held to the same standard. Greg Teague said that the remedy for potential problems is not necessarily (in) the guidelines. Senator Brian Connolly noted that AAUP has said that “collegiality” should be
removed as a criterion for tenure because it could negatively affect women, gays, and people of color.

Senate President Boaz asked if anyone had specific recommendations to what needs to be changed in the guidelines before we vote on moving this document forward to the SFC. Senator Greg McColm recommended removing the word “collegiality” altogether.

Provost Wilcox said that he concurs with Dr. Permuth that all members of the community must be held to the same standard. If we expect to build one community going forward, he would urge the Senate to provide some standard of expected behavior within the community.

Richard Manning agreed with the Provost that collegiality is a positive value, but the word does not belong in a T&P document. He offered that he could not think of any time when someone got tenured for being collegial, but he knows of many that were negatively evaluated for not being collegial. It is much more likely to be used as a nefarious weapon.

Greg Teague stated that if we remove “collegiality” and we do not add specific standards in its place, then the judgement of collegiality might go underground. Vice President Jenifer Schneider remarked that we need broad concepts, such as collegiality, and then it is up to the colleges to work out the details. Senator Brenda Gilmore stated that collegiality should be measured; each college should be responsible to come up with the criteria.

Senate President Boaz concluded that there seem to be three paths: leave it as is; redefine it; or take it out altogether.

The discussion on the floor continued. One senator said that the last sentence in #2) Evaluation for Tenure addresses the candidate’s ability and willingness to work cooperatively within the department, college and/or campus and replaces the idea of collegiality. Another suggested moving it to the hiring documents, a third that when collegiality is mentioned so is citizenship.

Senate President Boaz once again asked for a formal vote on the three options. It was concluded that three options are too many. The two options voted on are: 1) take out the word collegiality (32 votes); 2) leave it in (around 15 votes). The “taking it out” wins.

A motion to approve this document and move it forward with the proviso that the term “collegiality” be removed was duly seconded and unanimously approved.

Senator Barbara Hansen stated that we owe Greg Teague a very big cheer. Everyone agreed.

New Business

New Initiatives from Academic Affairs

Senate President Boaz has asked the leaders of the three initiatives to come and speak about this.
Faculty Success Initiative – Dwayne Smith/Pritish Mukherjee
Vice Provost Smith introduced this initiative; the first step is defining faculty success and the second to develop subgroups. Vice Provost Mukherjee detailed the different possible subgroups: one group could work on how to recruit new faculty; another on research and its impact on society; a third on optimal organizational structure, and so on. Vice Provosts Smith and Mukherjee requested that faculty let them know if there is something big that is missing. President Genshaft asked why there was no statement about patent disclosures. Dr. Mukherjee agreed that this should be explicitly stated.

Building a Digital Ecosystem – Cindy DeLuca/Sidney Fernandes
Cindy DeLuca explained that theirs is a very comprehensive initiative; there will be some interchange between this group and the other two initiatives. The team has already been assembled, but if faculty are interested in participating, they should let them know. Information about the new initiatives is available on the Provost's website. Sidney Fernandes explained that the word digital transformation is how we use technology to make our lives easier; we will always be on the path of incremental improvements.

Graduate and Professional Student Success Initiative – Jim Garey/Ruth Bahr
Vice Provost Garey explained that their initiative includes collecting data with the help of ODS and sending out surveys to graduate students. This will provide data about things such as the quality of different graduate programs; the ease of finding jobs after graduation; the recruitment of students from different institutions; the benchmarks on the way to the dissertation, the support provided to students, and the tuition waivers for TAs and GAs.

The goal is to make sure is that our graduate students are successful. A general debate ensued.

Report on USF System Faculty Council Activities
Senate President Boaz said that the SFC will discuss the T&P document, the findings of the ICCC group—results due May 9, and the intellectual diversity survey on the legislative agenda.

Report from UFF President Arthur Shapiro
UFF President Shapiro stated that he would defer to the President.

Report from Provost and Executive Vice President Ralph Wilcox
Provost Wilcox stated that he too would defer to the president at this time.

Report from USF System President Judy Genshaft
As the legislature goes, we are more than 40 days into a 60-day session. Our delegation made it very clear how important PECO funds were in order to finish construction on the Morsani College of Medicine building downtown. An additional $14 million dollars is needed to complete the project.
Brian Lamb has been appointed to the Board of Governors. Jordan Zimmerman will be the new Chair, Les Muma the new Vice Chair and four members will be termed out.

There are 13 graduation ceremonies; students really want to participate in commencement. President Genshaft expressed appreciation of faculty that take the time to participate in these ceremonies.

President Genshaft expressed appreciation that the Faculty Senate is putting on a reception for her after this meeting at The Top of the Palms. She indicated, "You have been a wonderful Senate to work with. I appreciate you all from the bottom of my heart."

**Recognition of Senators and Officers**

As is customary for the last Senate meeting of the academic year, Senate President Boaz recognized the following out-going senators for their service:

- **School of Music**
  Jennifer Bugos (2016-2019)

- **Department of Communication Science and Disorders**
  David Eddins (2016-2019)

- **School of Theatre and Dance**
  Fanni Green (2016-2019)

- **Department of English**
  Cynthia Patterson (2016-2019)

- **School of Interdisciplinary Global Studies**
  Scott Solomon (2016-2019)

- **Department of Mathematics and Statistics**
  Razvan Teodorescu (2016-2019)

- **School of Geosciences**
  Philip van Beynen (2016-2019)

- **Department of Anthropology**
  Christian Wells (2016-2019)

Next, he recognized the out-going council chairs for their service:

- **Council on Technology in Instruction and Research**
  Oma Baliram Singh (2016-2019)
Research Council  

Council on Educational Policy and Issues  
Amber Dumford (2017-2019)

Graduate Council  
Steve Permuth (2018-2019)

Last, he recognized the out-going officers for their service:

Sergeant-at-Arms – School of Geosciences  
Philip van Beynen (2017-2019)

Member-at-Large – Philosophy Department  
Richard Manning (2017-2019)

Council Recommendations – Richard Will (action item)  
We have 12 council members leaving us. We received nine (9) nominations; three from Libraries for the same position: Graduate Council. It has yet to be determined if that is a vacant seat. The Committee on Committees will first have to review those candidates and put a candidate forward for your approval at a later date. The other six (6) that have volunteered to serve have all been vetted. The list of nominees are:

- Council on Technology for Instruction and Research: Bei Dong, Muma CoB
- Faculty Council for Students Admissions: Matthew McCutchen, CoTA
- General Education Council: Scott Besley, Muma CoB
- Graduate Council: Robert Hooker, Muma CoB
- Publications Council: Jason Boczar, Libraries
- Undergraduate Council: Jennifer Cainas, Muma CoB

A motion to approve all six (6) nominations was duly seconded and unanimously approved.

Other Business from the Floor  
There being no further business, the meeting adjourned at 4:55 p.m. The next meeting will be on September 18, 2019.