

College of Arts and Sciences  
Faculty Council Meeting  
Friday March 22, 2024  
2:00 – 4:00pm, Microsoft Teams

**Present:**

Tammy Allen; Jennifer Collins; Maria Corton; Jennifer Friedman; Jennifer Johnson; Meredith Johnson; Paul Kirchman; Edward Kissi; Magali Michael; Ryan McCleary; Toru Shimizu; Stephen Song;

- I. Call to Order
- II. Approval of 2/23/2024 Meeting Minutes. Moved to approve (M. Johnson); Seconded (Corton)
- III. Committee Liaisons Updates
  - a) Library Committee (Kissi): Nothing to report. The liaison reported sending an email to the committee chair but has received no response.
  - b) Diversity Committee (Novoa): absent at another meeting.
  - c) Faculty Development Committee (Friedman): Nothing to report.
  - d) Technology Committee (Corton): Nothing to report. The Spring assembly email was sent.
  - e) Grievance (Cleveland-Roberts was absent): Dean Michael commented that grievances are usually processed at the end of the semester and that new processes are streamlined and more efficient/quick.
  - f) Collins suggested that in fall Council should ask new Chairs to provide an update to liaisons by the Monday of the Council Meeting week, even if the update is there was no meeting, just to ensure communication lines are open.
- IV. Spring Assembly/Social (Collins): keep in calendar the next Council meeting on Apr 26 but it may be canceled if there isn't anything new/pressing. There will be Spring Assembly on May 2. A message will be sent if April meeting is canceled.
- V. Associate Dean Toru Shimizu on the status of the Post-Tenure Promotion Process: Waiting for the Provost - The deadline is Apr 1.
- VI. Faculty
  - a. Collins suggested the Provost be invited back each semester to reemphasize the existing requested action items with him, requesting any areas he has focused on, and discuss if there are new concerns.

- b. Friedman and Serls worked on a draft proposal to address the CAS Faculty Council goal of mental health and food insecurity. The proposal would request support for both the USF Botanical Gardens as well as the USF Feed A Bull pantry.

Dean Michael expressed appreciation for the effort and noted that when the botanical garden was moved to CAS it was done so without a recurring budget. Thus, to allocate money for this purpose would require taking money from somewhere else. The Dean suggested partnering with other units on campus such as Student Affairs as there is a lot of money going into student health and wellbeing. The movers of the proposal will contact Cindy DeLuca and modify proposal accordingly. Collins also suggested discussions with sustainability particularly as they may enter a new college with Geosciences and CMS. If that happens, the Provost may have some money for this new college. Action item: Make revisions to proposal, resend to Council for any further comments, and then send to Dean Michael. Timeline for completion approximately one month.

- c. Dean Michael provided additional remarks. There are 4 ongoing searches for 4 deans (College of Business, Public Health, Engineering, CAS). As announced yesterday, there is also a new college being formed for AI and cyber-security, and computing. There has been assurance that the new college will not be developed in a way that will harm existing departments. The new college is intended to be a hub that will be beneficial across the university. Dean Michael further noted that CAS is doing very well. The student retention rate is strong as is the graduation rate. She expressed her thanks to the faculty for their role.

## VII. Faculty Concerns/Comments

- a. Dean Shimizu provided an additional update on searches from Faculty Affairs. Some faculty searches are still ongoing. Hiring requests for the following year will be going out to department chairs next week. No news as to a budget increase. The Associate Dean Search is ongoing with interviews upcoming.
- b. With regard to the Diversity Committee, a meeting will be held with General Council on how to deal with diversity issues at different levels of the university. Will send out a solicitation for nominations for committees for next year. Dean Michael noted that there were changes to Serles' position, which is no longer titled Special Advisor to the Dean on DEI (the DEI portion was removed) and the position duties were modified collaboratively to include other aspects of her work such as the mentoring program. Legal advice is being sought as to how to reshape the committee.
- c. Faculty appreciation event will be held April 12 4-6 on the rooftop of research park.
- d. Dean Shimizu expressed appreciation for the work of Council. This was echoed by Dean Michael.
- e. Kissi noted he was encouraged by all he had heard during the meeting (e.g., how well CAS is doing). Given such success including AAU admittance, when are faculty and staff going to get a one-time bonus? A bonus has not been provided in a very long time. Can this matter be brought to the Provost? Dean Michaels replied that everyone has talked to the administration about low faculty salaries. A huge chunk of new

- money from the legislation has gone to paying back debts. CAS is trying to address salary compression little by little. 15 faculty were given increases to address compression over the last year. Collins noted the communication from the President that USF had been allocated 100 million in nonrecurring funds to recruit and retain top faculty. She noted that there needed to be a balance between bringing in new faculty with high demands while also addressing the needs of existing faculty. This is an employee morale issue. She noted that faculty morale needs to be reiterated with the Provost and asked Dean Michael if she could do so. This is not just a concern within CAS Dean Michael noted. This is a concern across colleges. Dean Michaels noted that a lot of money was spent on annual raises for faculty and staff.
- f. Friedman expressed appreciation to Collins for serving as Council Chair this year noting her leadership, professionalism, and organization. This appreciation was echoed by others, including Deans Michael and Shimizu.
  - g. Collins thanked Council for everything they have done, in meetings and via email, in light of many pressing issues this semester particularly.
  - h. Novoa's email to President Law concerning the constitutionality of Florida Statute 1001.741 was discussed by Collins as an information item. There has been no response from the President.

X. Adjourn