

Minutes of the August 2006 Faculty Council Meeting
Tuesday, August 1, 2006, 5 PM
Dean's Conference Room, M-112

Officers Present:

President - David Paulus
Vice-President - Christy Carter
Treasurer - Parker Gibbs

President-Elect - Rebecca Rainer Pauly
Secretary - Marilyn Dumont-Driscoll (via teleconference)

Department Representatives Present:

Bruce Goldfeder - Emergency Medicine
Sankar Swaminathan - Medicine
Frank Bova - Neurosurgery (via teleconference)
Rodney Edwards - OB/GYN
Tom Rowe - Pharmacology
Patricia Mergo - Radiology

Jill Herndon - Epidemiology
Lei Zhou - Molecular Genetics
William Triggs - Neurology
Laurence Morel - Pathology
Hideko Kasahara - Physiology

Guests:

Danaya C. Wright, PhD, Professor, Levin College of Law & Chair, UF Faculty Senate
Regina Bussing, MD, Professor, COM - Psychiatry & UF Faculty Senator
Christopher Cogle, MD, Assistant Professor, COM - Medicine & UF Faculty Senator
Saeed Kahn, PhD, Professor, COM - Pathology & UF Faculty Senator
Linda B. Bloom, PhD, Associate Professor, COM - Biochemistry

1. President David Paulus called the meeting to order at approximately 5:05pm.

2. Announcements, Reports, and Old Business:

a. [Implementation of Shared Governance Structure Report.](#)

Danaya Wright, PhD, Professor, UF Levin College of Law
Chair of the UF Faculty Senate

1. Dr. Wright emphasized the importance for all faculty to read the "[Implementation of Shared Governance Structure Report](#)". Dr. Wright was a member of the task force responsible for bringing this report together, and in doing so realized some of the oversights of the report. This task force initially envisioned every college having an elected faculty representative body whose leadership was elected by that group and responsible for policy decisions. The first draft was based on this model. Dr. Wright noted that upon further review the discussion moved away from a group that would make policy decisions to establishing a committee that would consider what the structure of shared governance *should be* in their college and individual departments.

Language was left in the report alluding to an elected representative body with its leadership elected by the faculty. However it failed to specify the size of this taskforce, how this taskforce was going to be elected, differences between small and large colleges and integrating the model of a college that already had an elected body engaged in shared governance. Therefore it was decided, by the

steering committee, that Dr. Wright would visit each colleges' UF senators and assign them the responsibility of forming a shared governance taskforce within their college and determining its structure, as mandated by the report.

2. Dr. Wright suggested that a shared governance taskforce for the COM should consist of 9-10 people. It could be a sub-committee of the faculty council; this sub-committee could also include several of the COM senators. This committee must be elected faculty members dedicated to studying this report and assessing the structure of governance in the COM. She specifically identified the need to: review the COM constitution (if one exists); address committee structure; and review RVUs and their effect on compensation. Dr. Wright recommended the process include reviewing compensation plans from other universities.

3. This "Implementation of Shared Governance Structure Report" (link above) is not only mandating each college to establish a group responsible for studying the college level structure (mechanisms), the committee structure, and constitution, but also to delegate to each department the responsibility of forming a comparable taskforce/group to assess the governance structure within their department. The structure of each departmental committee may vary (e.g., size) from each other and from the college level committee.

Dr. Wright and the faculty senate request that the COM and each departmental committee to study the structure of shared governance that currently exists, consider assessing how other colleges are implementing shared governance, and identify successful strategies/programs at other universities. These committees will develop a series of recommendations to present to the faculty council and continue to oversee its departmental progress on shared governance. The purview of these committees will include but not be limited to departmental budgets, tenure and promotion criteria, compensation/pay plans, curriculum, and faculty role in evaluation and selection of department chairs and deans.

4. Of note, prior to attending this FC meeting, Dr. Wright met with the COM senators (4 of 25 attended) and their conclusion was that the appropriate group to establish a COM taskforce would be the faculty council in conjunction with the COM senators.

Links referred to by Dr. Wright - [AAUP Indicators of Sound Governance University of Florida Faculty Senate](#)

5. There was some concern with the length of time that appointing and setting up these multiple taskforce/groups could take. It was noted that emphasis first should be placed on establishing the COM group. Once this framework is established, the departmental committees would be formed.

Local resources are available as the COM develops its structure. Dr. Wright noted that the College of Nursing has been working on shared governance for several years. Their constitution has been developed, committees are up and running, and their dean regularly requests faculty input on decisions. Dr. Wright also indicated that the College of Engineering just completed writing their constitution this year. Additionally the College of Law has an "appointments committee"; their Dean informs this committee of any new faculty positions established. In turn, this committee conveys this information to the faculty participates in searches, interviews and votes on the candidates, and submits their findings to the Dean. The College of Law has a policy mandating that if the dean does not make an offer to the candidate who was approved and

recommended by the faculty, he is required to provide an explanation as to his decision.

6. In order to facilitate the development of the COM committees, all Faculty Council members will serve on a sub-committee; if a representative fails to select one of the 4 listed below, the FC Officers will make the assignment. (E-mail to be sent to all reps with this announcement)

Faculty Affairs "Governance" Committee
Clinical Committee
Research Committee
Program Committee

An Administrator will be asked to join the Faculty affairs committee; this will facilitate the information gathering and implementation process. The possibility of also including a student and resident on this committee was discussed. Dr. Wright suggested that this Faculty Affairs "Governance" Committee might also request assistance from the other committees, as the task assigned to this group is quite large.

7. There will be an all day shared governance taskforce workshop October 17, 2006 at the Ritz Union.

- b. The Faculty Council would like to implement evening "potluck" meetings/gatherings at different members' houses. This will be an opportunity to talk about the direction of the faculty council and the start of sub-committees.
- c. Requests to elect Senators will be sent to Neuroscience and Urology.
- d. Dr. Paulus believes that some of the Chairs did not completely realize how the compensation plan worked at the time of implementation. The compensation plan must be dynamic; certain components are not a good fit for certain departments and with good reason. This requires a revision to fix the plan as it is intended to be a valuable tool rather than an obstacle.
- e. The minutes for July 2006 were approved with minor corrections (correction done on 9/5/06 to representative and guests present).

3. New Business:

- a. There was no new business discussed.

4. The meeting was adjourned at approximately 6:00 pm.

Minutes recorded by Rachel L. Dotson, Office Assistant.