IFAS Faculty Assembly
January 22, 2020

• Roll Call & Approval of Minutes
• Chair Report
• IFAS Update – Dr. Payne
• Guest – Dr. Thomas
• Committee & Liaison Reports
• Dean’s Roundtable
• Other Issues & Actions
• Open Discussion
• Meeting Adjournment
IFAS Faculty Assembly
January 22, 2020

• Roll Call

• Call to Order

• Approval of Minutes
  – December 2, 2019
Chair’s Report

• IFAS VP Search Update
  – S & S met January 9th
  – Candidates selected for on campus interviews
  – Questions:
    • Melissa Curry melissa-curry@ufl.edu
IFAS Update

Senior Vice President, Dr. Jack Payne
Guest

Dr. Ray Thomas
UF Faculty Senate
• Ray G. Thomas, Chair
  • facultysenatechair@ufl.edu
Faculty Senate

• The Faculty Senate shall be the legislative body of the University, thereby providing a forum for mutual exchange of ideas between senior officers and faculty

• In this capacity, the Senate shall take cognizance of, and may legislate with respect to matters which concern more than one college, school, or other major academic unit, or which are otherwise of general university interest
FIVE POLICY COUNCILS

• Academic Policy, Hans van Oostrom
• Faculty Welfare, Suzan Alteri
• Budget, Ashley Ghiaseddin
• Research and Scholarship, Hannah Norton
• Academic Infrastructure, Richard Scholtz
• What the Faculty Senate does.

• Educational policy, including the creation, modification, or deletion of academic programs and units; and general polices concerning student instruction.

• Compensation and retention of our talented faculty.

• Improving access to quality affordable daycare and early childhood learning facilities on campus.

• Securing a paid parental leave benefit

• Parking and Transportation.
• Senate engagement in improving the UF student experience
  • Mental health literacy and the Kognito online training
  • Green Dot bystander intervention education.
  • AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct.
• Faculty Welfare

• UF policy for reimbursement of childcare cost when traveling on official business.
• Many societies now offer full-time, professionally managed and staffed on-site childcare services at their meetings.
• UF Controller and the General Counsel offices are working to develop a new directive for reimbursement of this expense.
• The Future

• At one time UF Faculty got something like 9% retirement benefits, over the years that has been reduced to about 3%. Will we ever get a higher %?

• Tuition lottery – Why is there a tuition lottery for children of TEAMS, but not for children of UF Faculty?

• IFAS in the 50 year plan. Feeding the World, Sustainable Farming, and Health and Nutrition.
Committee and Liaison Reports

- T & P Committees – No report
- Curriculum Committee
  - Joel Brendemuhl
- IRC Committee - No report
- PWC Committee
  - Shirley Baker
- Faculty Senate – No report
- Students – No report
- IFAS HR
  - Denise Bogart
IFAS Search Advocate Program

Each Search Advocate is a consultant/participant who advances inclusive excellence by asking questions to help committee members to:

• Test their thinking
• Identify and promote practices that advance diversity and social justice,
• Minimize the impacts of cognitive and structural biases.

As external committee members, advocates are able to explore assumptions, norms, and practices that an internal member might not question.
IFAS Search Advocate Program

• **The search advocate plays a role in** position development, recruitment, screening, interviews, references, evaluation, integration of the new faculty or staff member into the institution.

• **In partnership with the search chair, search committee members, and hiring official, the search advocate affirms a commitment to inclusive excellence.**
IFAS Search Advocate Program

2018
Initially trained via Oregon State University 2-day program
Sixteen members completed and volunteered to participate as a Search Advocate.

January – July 2019
6-month Pilot Project

July 2019
Policy implemented that all tenure track faculty searches include a Search Advocate

2020
Due to number of searches and value-added need for all searches now looking at:
• Changing the “external component”
• Exploring a shorter training program to increase # of Search Advocates
• Developing an awareness program for all IFAS faculty and staff
Diversity and inclusion

The Women's Suffrage Movement – the 19th amendment turns 100
• Women in the Agricultural Community … a look back
  March 6: 2-4 pm. G-001 McCarty

• Women in the IFAS Academic Community…a look back
  May 12: 2-4 pm. Location TBA

More events being scheduled throughout the year
2019 Salary Project

Phase 1:
- 95 employees received a salary increase on 1/1/2020
- Total amount: $384,206.61 in annual salaries

Phase 2:
Most Impact:
- Final review of Scientific Laboratory Managers and moving to more appropriate classifications
- Reviewing moving employees to new title Manager of Admin Services/Review of all Admin Specialists III positions/creating pay bands for titles
- Creating pay bands for different titles in same paygrade: Ag Assts. Approximately 10 series
- Reviewing classifications for those still below pay grade (grant funded)
- 166 employees do not have pd dated before 2012 (12 employees do not have one)
Analytics

- **113 employees still below pay grade (grant funded)**
  - $252,041 total in salaries
  - 18 are more than $5000 underpaid

- **118 employees above pay grade**
  - 100% State funded employees
    - 61 employees
    - $310,489 difference between salaries and their upper reference
  - Non-state funded
    - 41 employees
    - $372,099 difference between salaries and their upper reference
  - Split
    - 15 employees
    - $111,073 difference between salaries and their upper reference
Tenure & Promotion

- Template not available yet
- Provost Website – available April 15
- Guidelines posted soon
- Provost Workshops -2 high level workshops are advertised
Dean’s Roundtable

- CALS Dean
  - Dr. Elaine Turner
- Dean for Research
  - Dr. Robert Gilbert
- Associate Dean for Extension
  - Dr. Nick Place
IFAS Faculty Assembly
CALS Update

FOR THE
#GATORGOOD

January 22, 2020
CALS Teaching and Advising Awards

• CALS Early Career Excellence in Teaching
  – Gerardo Nunez, Horticultural Sciences
• CALS Undergraduate Teacher of the Year
  – Luke Flory, Agronomy
  – Melanie Correll, Agricultural and Biological Engineering
• CALS Undergraduate Advisor of the Year
  – Susan Curry, Soil and Water Sciences
  – Grace Burmester, School of Forest Resources and Conservation
• CALS Graduate Teacher/Advisor of the Year
  – Kate Fogarty, Family, Youth and Community Sciences
• CALS Excellence in Graduate Program Support
  – Shannon Noble, Agricultural and Biological Engineering
Faculty Opportunities

• CALS SoTL Group starts **January 24**, 10-11 a.m.  
  1044/1045 McCarty D

• Instructional Mini-Grant Proposals due **February 7**

• Distance Education Mini-Grant Proposals due  
  **February 7**

• CALS TRC Travel Grant Proposals due **February 14**
Student Opportunities

- **Current Students**
  - CALS Student Awards – **due February 2 (UG), February 3 (GR)**
  - FYI 2020 Counselor Applications – **due February 15**
  - CALS Ambassador Applications – **due February 20**
  - CALS Undergraduate and Graduate Scholarships – **due March 21 (UG) or April 1 (GR)**

- **Prospective Students**
  - 2020 Florida Youth Institute Applications – **due February 29**
Upcoming Events

• CALS Career Expo: **February 6**, 10:00 a.m. – 3:00 p.m. JWRU Grand Ballroom

• UAC Annual Advising Conference **Friday, February 14**  8:00 a.m. – 4:30 p.m. Emerson Alumni Hall

• Spring Teaching Retreat: **February 18**, 8:30 a.m. Emerson Alumni Hall
Upcoming Events

• Scholarship and Leadership Awards Banquet: April 16, 5:30 p.m. Wyndham Garden Inn

• Graduation Weekend
  – Doctoral Ceremony: April 30, 7:00 p.m. SCOC
  – University-wide Commencement: May 1, 7:00 p.m. Stadium
  – CALS Student Recognition Ceremony: May 3, 9:00 a.m. SCOC
Faculty Assembly Questions
THANK YOU FOR ALL YOU DO!
UF/IFAS RESEARCH UPDATE, FACULTY ASSEMBLY, JAN. 22, 2020

• Dr. Robert Gilbert
• Dean, UF/IFAS Research
• Director, Florida Agricultural Experiment Station
Emerging Enterprises Seed Fund

Details:
• $1,000,000 available
• Per Proposal: Minimum $5,000 | Maximum $75,000
• Due February 20
• 18 months to complete project
• Proposal review team to be formed after Summit
• https://researchtools.ifas.ufl.edu/apps/seedit/
UF/IFAS Equipment and Infrastructure Awards

Details:

• $750,000 available
• One proposal per PI with up to $75,000 per award
• REEport project must be active by February 17
• Proposals due to Research Dean’s Office by February 17
• https://researchtools.ifas.ufl.edu/apps/rimp/
OSBS/Forest Systems Jumpstart Awards

Details:

• $250,000 available
• No upper limit per award has been established
• PI must have tenure home in a UF/IFAS unit
• Projects begin in March and funding spent in 12 months
• Proposals due February 17
• https://researchtools.ifas.ufl.edu/apps/osbs/
2020 FFAR New Innovator in Food and Agriculture Research Award

Details:

• $150,000/year will be awarded for up to three years
• Matching funds are encouraged
• UF may only submit (1) application to this program
• Internal deadline is February 12, 2020
• https://ufresearch.infoready4.com/#competitionDetail/1805505
Travel Awards for Research Grant Enhancements (TARGET)

Details:

• The fall 2019 call funded approximately 100 faculty, and with financial support from the Provost, this spring 2020 supplemental call will support approximately 40 more faculty.
• $2,000 per faculty for airfare, hotel, meals, etc.
• Travel completed by June 2020
• Applications due by February 21, 2020
• [https://researchtools.ifas.ufl.edu/apps/travel/](https://researchtools.ifas.ufl.edu/apps/travel/)
Friday, May 1, 2020
UF Hilton Conference Center
SAVE THE DATE

4TH ANNUAL SYMPOSIUM: Collaborations in Biodiversity Research

MONDAY, MAY 4, 2020
J. Wayne Reitz Union

Hosted By:

UF Biodiversity Institute
UNIVERSITY of FLORIDA

ORDWAY-SWISHER
BIOLOGICAL STATION
University of Florida IFAS

UF IFAS Research
UNIVERSITY of FLORIDA
Contact Me

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Upcoming Award Opportunities

https://research.ifas.ufl.edu/research-areas/funding/
Dean’s Roundtable

- CALS Dean
  - Dr. Elaine Turner
- Dean for Research
  - Dr. Robert Gilbert
- Associate Dean for Extension
  - Dr. Nick Place
Information Item

- Dr. Matt Whiles
  - Chair, Soil and Water Sciences Department
    - Proposed name change
Soil and Water Sciences Department – Name Change:

Proposed: *Department of Soil, Water, and Ecosystem Sciences*

Rationale:

Proposed new name better reflects what we do: agroecosystems, biogeochemistry, watersheds, landscapes, coastal ecosystems, urban ecosystems

“ecosystem” integrates soil and water sciences

Proposed new name still retains “soil” and “water”

“soil and water sciences” considered somewhat “old school” and does not resonate with a broad audience & today’s prospective students

Extension programs and production agriculture: “ecosystem services” is part of the language
Responses to proposed name change thus far:

97% positive SWS faculty vote

Support from IFAS chairs/directors: Ag, WEC, SFRC, ABE, SNRE

Support from IFAS deans and SVP

Exit interviews with SWS graduate students (6) – 100% positive

Discussions with undergraduate majors – positive, enthusiastic
Future Meetings
3:00pm, McCarty D, G001

• Wednesday, February 19
  – Kimberly Browne, Director, IFAS Budget & Finance

• Thursday, April 9
  – Mary Ann Hooks, Director, IFAS Governmental Affairs

• Wednesday, May 20
  – Dr. Chris Hass, Associate Provost, UF Academic & Faculty Affairs
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