IFAS Faculty Assembly  
February 19, 2020

- Roll Call & Approval of Minutes
- Chair’s Report
- IFAS Update – Dr. Payne
- Guest – Kimberly Browne
- Committee & Liaison Reports
- Dean’s Roundtable
- Other Issues & Actions
- Open Discussion
- Meeting Adjournment
IFAS Faculty Assembly
February 19, 2020

• Roll Call

• Call to Order

• Approval of Minutes
  – January 22, 2020
Chair’s Report

• IFAS VP Search Update
  – 4 Candidates scheduled for campus interviews
  – Presentations & Town Hall
    • 8:30-9:45 McCarty D G001 and ZOOM
      – March 9
      – March 11
  – Announcements early next week

– Questions:
  • Melissa Curry melissa-curry@ufl.edu
IFAS Update

Senior Vice President, Dr. Jack Payne
Guest

Kimberly Browne
Director
IFAS Budget & Finance
IFAS 2018/19 EXPENDITURES
$418,028,469

STATE APPROPRIATIONS 51%

GRANTS/CONTRACTS 32%

COUNTY CONTRIBUTION 8%

EXTENSION & RESEARCH INCIDENTAL 2%

DISTANCE LEARNING/UFONLINE 1%

MISCELLANEOUS 0.6%

CAPACITY GRANTS (EXT & RES) 3%

ADVANCEMENT/PRIVATE GIVING 2%
FY19 EXPENDITURES BY PROGRAM

- Research $208,298,746 49.8%
- Extension $121,808,367 29.1%
- Admin $17,619,546 4.2%
- PO&M $17,782,695 4.3%
FY20 IFAS Operating Budget

- Legislative Changes:
  - FY20 Workload (recurring) $1M
  - FY20 CLCE/Base Budget Veto <$1M>
  - PECO Defunded <$3M>
- SCH Increase ➔ Additional Support to Units
- 74 State Funded Searches
  - 20 Teacher/Scholar positions—rest refills
  - 42 Filled
- Capacity Funding still limited to effort faculty claim on FARs/Effort Reports (need REEport #)
9-month Faculty Conversions

- January 2020: 114 total IFAS-wide
- January 2019: 75 conversions
  - ABE 11
  - FRE 15
  - Micro 7
- Cost (Administrative time):
  - Conversion ~$750,000
  - Ongoing (FARs/Effort, Appointments, Salary Savings Calculation) ~240+ hours/annual
- October 2019 Raise savings: $220,217
- Summer Teaching? Administrative support?
- 44 Summer appointments Summer 2019
Committee and Liaison Reports

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

PWC – Lisa Lundy

• IFAS Promotion Guidelines
  – Deans have reviewed
  – Next:
    • Check against 2020-21 UF T&P Guidelines
    • IFAS HR
    • Associate Provost Chris Hass

• Are there any PWC concerns?

Faculty Senate – Randy Cantrell and Sarah Lynne

• Kognito Training

• Subject-area librarians
  – IFAS: Suzanne Stapleton
  – Predatory publishing

• Data Science Major
  – Undergraduate
  – Department of Statistics
Committee and Liaison Reports

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EMPLOYEE PERFORMANCE CONTINUUM

ON-TARGET WORK RESULTS WITH OFF-TARGET BEHAVIOR

- On-Target Work Results and Behavior
  - merit increase: 3-5+%

ON-TARGET WORK RESULTS WITH OFF-TARGET BEHAVIOR

- Off-Target Work Results and Off-Target Behavior
  - merit increase: 0%

OFF-TARGET WORK RESULTS WITH OFF-TARGET BEHAVIOR

- New to Role and Making Expected Progress
- or
- On-Target Behaviors with Off-Target Work Results (not new to role)
  - merit increase: 0-1%

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Dean’s Roundtable

• CALS Dean
  – Dr. Elaine Turner
• Dean for Research
  – Dr. Robert Gilbert
• Dean for Extension
  – Dr. Nick Place
T & P Guidelines on Authorship

- https://hr.ifas.ufl.edu/tenure-and-promotion/

- https://hr.ifas.ufl.edu/assets/pdf/tenure/IFAS%20Supplement%202019-20.pdf
Describe your Research programs:

- Section 2: Duties
- Section 3: Specializations (keywords)
- Section 4: T/R/E Effort by term
- Section 13: Narrative
T&P Criteria – Research

How do you show *Distinction*?

1) Student mentorship
2) Refereed publications
3) Funding
4) Recognition and leadership within &/or across disciplines

*Ordered as appear in packet, not importance*
Recommendations

- Use plain language – avoid details and jargon
- Submit completed packets only
- Organize per UF and IFAS guidelines – help us find your accomplishments easily
- New for 2020 – Service Narrative (max. 750 words)

Questions???
- Unit leader/mentoring committee
- Deans office (392-1784, G040 McCarty D). If you receive specific feedback, please follow it!
Senior Authorship in the T&P Packet

- Robert Gilbert
- Dean for Research, UF/IFAS
Senior Authorship in the T&P Packet


**E. Turner as senior author:**


**Equal contributions to review article:**

Turner, E., N. Place and R. Gilbert. 2020. Constructing the tenure and promotion packet – a critical review. *J. Frust. Admin.* 1:21-77. (Note: all co-authors provided equal contributions to this review article)

**Arthington Chair of Gilbert Committee:**


**Arthington Chair, Payne Co-Chair of Committee:**

Senior Authorship in the T&P Packet


**Journal with last author corresponding author:**

Dean’s Roundtable

- CALS Dean
  - Dr. Elaine Turner
- Dean for Research
  - Dr. Robert Gilbert
- Dean for Extension
  - Dr. Nick Place
• Extension Dean update
• Wednesday, February 19, 2020
US Census

• The U.S. Constitution requires that a census be conducted every ten years

• Conducted since 1790

• Short form questionnaire asking about age, gender, race, ethnicity, type of housing, household size, etc.

• Online option for majority of people for the first time (with phone, mail, and in-person options)

• April 1, 2020 is official “Census Day”
How does UF/IFAS use the Census?

- Identifying counties or locations with specific population characteristics
  - Research survey planning and design
  - Extension programming

- Serves as the basis for numerous other statistics used in research and planning

- Forecast changes in population and demographics that can relate to demand for food, housing, education, and medical care
Census affects Public Funding

- **~$30 billion** – Federal dollars allocated to Florida each year based on the state’s Census 2010 count

- **$178 million** – Estimated losses resulting from a 1% undercount in Florida in 2010

- **$390 million** – Estimated overall loss of Federal funding to the Alachua County community over the last decade due to under counts in 2010
2020 Census and Extension: How Can UF/IFAS Extension Contribute?

- Awareness and Education
  - Infographic one page
  - Census material
- State and Local Communication Outlets
  - Extension offices (e.g. posters)
  - Social media
  - TV and radio
  - Presentations
- Southern Rural Development Center site for supporting Census efforts
  - [http://srdc.msstate.edu/2020census/index.html](http://srdc.msstate.edu/2020census/index.html)
US Census

- Information posted in MS Teams and Extension Admin Website
  - Webinar link: https://ufl.zoom.us/rec/share/ovJqFbXApn9LRrPC9E-FC_4DMsO-eaa82iYf_fBfmkZ0HIuk1KCXgrnOK3s3WTl8
UF/IFAS Extension Roadmap

• Steering Committee Retreat
  - Meeting Feb. 26-27 in Gainesville
• They will be identifying key areas, needs and opportunities for Extension
  - Including strategies for collecting data and listening to the public
• Stay tuned for next steps and engagement opportunities
Training for Extension Specialists on Section 23 and EDIS

- 7 locations (5 at RECs, 2 on campus)
  - Feb 28: GCREC; 10:00 – 1:00
  - March 30: Fifield Hall; 10:00 – 1:00
  - April 7: Okaloosa County: 10:00 – 1:00
  - April 8: NFREC, Quincy; 10:00 – 1:00
  - April 10: Straughn Center; 10:00 – 1:00
  - April 29: FLREC; 12:00 – 3:00
  - April 30: IRREC; 10:00 – 1:00

- Register at: [https://pdec.ifas.ufl.edu/](https://pdec.ifas.ufl.edu/) for IST #31817
Florida Extension Business Professional Conference

- Annual opportunity for professional and personal development of our Extension Business Professionals
- Date: March 10 – 12
- Location: UF Hilton
- Contact: Carree Musgrove; Extension Business Services
UF Engagement Event

• Focus: Community Resiliency and Recovery
• Aim: to bring together UF and UF/IFAS Extension faculty for collaborative projects and program opportunities
• Date: Thursday, April 2; 1:30 – 5:00
• Location: Reitz Union
• Registration link: https://ufl.qualtrics.com/jfe/form/SV_1LVjeq1rRRif0BD
• Contact: Dr. Heidi Radunovich and Megan Henson
Thank you!

- Any questions?
Other Issues & Actions

• Vote
  – Soil and Water Sciences Department name change

  – Proposed:
    • Department of Soil, Water, and Ecosystem Sciences
Other Issues & Actions

• Faculty Senate nominations
  – 8 IFAS representatives for 3-year terms (2020-23)
  – Biographical paragraph to Kim Rollins (rollikr@ufl.edu)
  – Due February 24

• University Information Technology Committee
  – 3-year term
  – Dr. Rafael Munoz-Carpena
    • Professor, Agricultural & Biological Engineering
Other Issues & Actions

• IFAS Faculty Assembly Officers
  – Nominations at April meeting
    • Chair-Elect
    • Secretary
  – Vote at May meeting
Other Issues & Actions

• IFAS Faculty Assembly Members
  – Three-year terms ending
    • Agronomy                  Wang
    • Environmental Horticulture Kruse
    • Food & Resource Economics Kropp
    • Horticultural Sciences    Dittmar
    • Soil & Water Sciences     Bacon
    • Florida medial Entomology Lab Mathias
    • Indian River REC          Ritenour
    • Range Cattle REC          Moriel
    • West Florida REC          Deitch
    • Central - District III    Sowards
  – Nominations and elections within units
Future Meetings
3:00pm, McCarty D, G001

• 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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