

## **Faculty Affairs Committee (FAC) Annual Report 2014-2015**

Chair: Sondra Smith, FPC Representative: Alyson Adams, Secretary: Kristen Kemple,  
Members: Kara Dawson, Pat Ashton, Cyndy Griffin  
Dean's Representatives: Tom Dana, Thomasenia Adams

FPC-FAC had a productive year. Our activities for the 2014-2015 academic year included:

1. Proposed an amendment to the COE Constitution that expanded language to include non-tenured faculty in the college as eligible for election to FPC chair, secretary/chair-elect. The proposed changes also expanded the options for compensation for serving as FPC secretary/chair-elect. This proposed change to the constitution was voted on in the spring faculty meeting and passed.
2. Reviewed a proposal for a new non-tenured faculty title, Professor of Practice, which was drafted by Associate Provost Angel Kwolek-Folland. We were advised that this title might replace the Clinical modifier currently used in COE.
  - a. Drafted changes to language in the PoP title to make it more consistent with faculty in COE.
  - b. Drafted a list of considerations (non-negotiables) that our college believes need to be in any non-tenure faculty track that might replace clinical. These include:
    - i. Terminal degree required
    - ii. Eligible for promotion (assistant/associate/full)
    - iii. Eligible to serve as PI on grants and conduct original research
    - iv. Eligible to apply for graduate faculty status (GFS)
    - v. Assignment could include a variety of teaching, research, and service
  - c. Learned that the PoP language was to be discussed in the faculty senate so we forwarded our suggested language and questions to the COE senators, faculty senate chair, and the chair of the SCORS (Scholarship and Research Council). The chair of SCORS responded quickly and invited FAC members to the next meeting, to discuss the PoP draft with Dr. Kwolek-Folland.
  - d. Alyson Adams represented our concerns/questions at the meeting of the SCORS with Provost Kwolek-Folland and reported the conversation back to FAC. She communicated to FAC members that the conversation seemed to shift away from the PoP as a replacement for Clinical titles.
  - e. In response to the information learned at the SCORS meeting, FAC members drafted a new document that outlined three proposals for consideration as an option for non-tenured 'clinical' faculty. The three proposals were (1) to modify the PoP to fit the roles of faculty in COE, (2) to create a new title specific to the work of faculty in the COE, or (3) to generate a way to allow the clinical title to be used by faculty outside of medicine.
  - f. The PoP was on the faculty senate agenda in April. Sondra attended and reported back that the title was not up for a vote, would be used in limited ways in the university, and that regulations would come to senate at a later date.
3. The FAC chair forwarded the proposal outlined in 2(d) to Angel Kwolek-Folland and invited her to our April meeting to discuss the proposal further. Angel graciously accepted our invitation, though option 1 was now off the table (because the PoP had

been created for a specific purpose and would not be modified). We learned that the COE can use the 'clinical' title but should use it consistently. She did not encourage the development of new faculty titles because UF currently has many available for our use. The meeting adjourned with suggestions for next year's committee to follow up on the review and recommendation of the use of non-tenure track faculty titles in the COE. Following the meeting, copies of the P&T guidelines for clinical, lecturer, and scholar, which are currently used in COE to the Associate Provost's office. We also were asked to forward any accreditation language related to 'practice requirements' for faculty in the COE.

Recommendations for next year's FAC committee:

1. Continue examination of the issues related to the use of non-tenure track titles in the COE. Within the COE, survey individuals (or gather information on assignment from directors) with non-tenure titles and determine what they do and how it fits with the current regulations related to that title. The goal is to document the consistent use of these titles throughout our college. The committee might also review and update any existing policies related to P&T for non-tenure track faculty.
2. Because of the amount of time spent on other tasks, we were unable to respond to a request to revisit the current mentoring policy for junior faculty in the college. The COE has a number of new faculty members and the mentoring policy, while in place, may need to be reviewed and restructured to ensure that mentoring of our new faculty is as strong as possible. This is a critical task and we would like to recommend that the 2015-2016 FAC prioritize this task.