

**MINUTES  
GRADUATE COUNCIL  
Special Meeting  
October 30, 2014  
1:00 P.M.**

**INTERNATIONAL CENTER  
CONFERENCE ROOM 145**

**MEMBERS PRESENT:** Dr. Henry Frierson, Chair; Dr. Amir Erez, Dr. Ann Horgas, Dr. Heather McAuslane, Dr. Kevin Orr, Dr. Joanna Peris (by phone), Ms. Courtney Reijo (GSC), Dr. Connie Shehan

**MEMBERS ABSENT:** Mr. Nathan Blinn (GSC Alternate), Dr. Nancy Fichtman-Dana, Dr. Christopher Janelle, Dr. Ellen Martin, Dr. Cindy Prins, Dr. Dietmar Siemann, Dr. Pamela Soltis

**STAFF PRESENT:** Dr. Rimjhim Banerjee-Batist, Dr. Paul Duncan, Mr. Matt Mitterko, Dr. Rhonda Moraca, Ms. Caitlin Nelson (recording)

The meeting was called to order at 1:18 p.m.

**I. ACTION ITEM**

**1. Proposed Resolution:**

Graduate Council affirms and supports the general expectation that Graduate School policy should be consistent with the Collective Bargaining Agreement between the United Faculty of Florida and the University of Florida Board of Trustees. In particular, the Collective Bargaining Agreement (Article 14.4) requires that faculty in covered units have equitable opportunities to gain tenure, promotions, merit pay increases and the like. In many units, chairing doctoral committees and producing doctoral degree recipients are requisites for tenure and/or promotions. Serving on or chairing doctoral committees requires appointment to the graduate faculty. To assure the required equity of opportunity, the Graduate Dean will modify existing policies and practices such that appointment to the graduate faculty for tenured or tenure track faculty members in covered departments or schools will occur as part of their appointment to the University of Florida faculty. Unit autonomy to define and manage the specific privileges associated with membership in the graduate faculty will remain under the auspices of the colleges/academic units.

**Discussion:**

Drs. Frierson and Duncan explained that the purpose of this meeting is to propose and approve a resolution that will allow for the modification of any Graduate School policies that do not align with the Collective Bargaining Agreement (CBA). There was some question of how the process for approving graduate faculty status would change after the modification of Graduate School policy. The answer being that it is likely that the process of approval would still include a nomination to the Graduate School, including a vote by the graduate faculty members in an academic unit, and an official letter of appointment from the Dean of the Graduate School. However, the outcome would in most instances be effectively automatic for relevant faculty in units covered by the CBA. Academic units will still retain the rights to determine the specific privileges included with graduate faculty status for their own faculty.

There was significant discussion of the meaning of graduate faculty status as it relates to metrics for the evaluation of academic units. It was pointed out that while some units are evaluated on the

number of faculty with graduate faculty status, the actual work done by those faculty (in terms of research, publication, teaching, committee work, etc.) varies to a significant degree. Thus there is a discrepancy between what is being measured and the actual academic output of the unit.

There was additional significant discussion on the persistence of legacy, temporary, or courtesy graduate faculty status. For example, if a faculty member from another department is granted graduate faculty status for the purposes of committee membership for a single student, should that graduate faculty status persist beyond the end of those duties? And what happens to those academic unit metrics if the status remains and is counted? It was noted that graduate faculty status can be modified at the request of the academic unit.

Motion to approve was made and seconded. The resolution was approved unanimously.

Meeting was concluded at 1:35 p.m.