

Minutes
Thursday, November 5, 2020, 3-3:50 p.m.
Meeting of the CJC Faculty Senate
Via [Zoom](#)

Attending: Kim Walsh-Childers, Cynthia Barnett, Huan Chen, Carla Fisher, Mary Ann Ferguson, Churchill Roberts, Iman Zawahry, Spiro Kiouisis, Frank LoMonte, Moon Lee, Mickey Nall, Herb Lowe, Mike Weigold, Ted Spiker, Matt Sheehan, Kun Xu, & one unidentified phone caller.

Walsh-Childers called the meeting to order at 3:03 p.m. Barnett moved approval of the minutes of the Oct. 15, 2020, meeting; Chen seconded. The Senate approved the minutes unanimously.

The Senate discussed setting a date for a full faculty meeting at which Courtney Moon and others from UF's Human Resources department can present the results of the administrator evaluations. The Senate agreed to have Walsh-Childers ask HR if this meeting could occur Thursday, Nov. 12, at 3 p.m.; otherwise, she will ask HR for dates/times when they could present the evaluation results.

LoMonte and Lee reviewed the discussions they have had with the UF Faculty Senate chair regarding possible revisions in the process UF follows in dean searches. Lee reported that the chair, Sylvain Doré, asked them to draft some recommendations regarding how dean searches should be conducted to improve transparency; these recommendations then would be forwarded to a UF Senate subcommittee, which would be charged with developing a resolution that then would go to the UF Senate executive committee and then to the full Senate for a vote.

LoMonte reported that Doré agreed that the CJC's most recent search had been unusual in that the search committee included no rank-and-file faculty members, only administrators. However, when LoMonte and Lee raised the issue of faculty not having information about the candidates, Doré suggested that the solution was simply to file a public records request; he seemed to believe such a request would mean the information would be turned over within a few hours. LoMonte noted that the most recent public records request he had filed with UF took 3.5 days to get any sort of response, and that response was only an invoice for \$90.

Thus, LoMonte said, any resolution the UF Senate is asked to support should include “teeth” to ensure that university officials provide the requested information in a timely fashion and without charge.

The two recommendations LoMonte and Lee asked the CJC Senate to consider were:

- 1) Each dean search committee shall include at least one faculty representative from the College who is neither a department chair nor an assistant or associate dean.
- (2) The chair of the search committee shall make available on request, without the need for the formalities of a request filed under the Florida Public Records Law, the names and resumes of the candidates under consideration.

[ALTERNATE for (2)]: When the search reaches the interview stage (“semifinalists”), the chair of the search committee shall make available on request, without the need for the formalities of a request made filed the Florida Public Records Law, the names and resumes of the semifinalists under consideration.

LoMonte said the main priority is to ensure that search committee chairs recognize that they have an obligation to give faculty and staff notice of search committee meetings a meaningful amount of time in advance of the meetings and to make it clear that those who wish to attend the search committee meetings can do so.

Lowe suggested that, going forward, search committees also should seek input from the whole faculty as to what qualities we would like the new dean to have.

LoMonte noted that while most faculty will have little interest in reviewing the names and resumés of *all* applicants for a deanship, it also might make sense to ask the search committee to provide a description of the demographic characteristics of the entire applicant pool.

Nall suggested that we might want to ask the UF Senate committee considering revisions in the dean search process to consider issues of structure, process and inclusion, not only transparency. Lee said it might make sense to request the

provost to convene a task force to develop a more comprehensive revision of the dean search process.

Chen noted that the most recent search committee included an undergraduate student and argued that it would make sense to request that future dean search committees include a graduate student as well. Fisher agreed, arguing that it is important for the search committee to include someone who primarily represents a college's graduate programs. She suggested that the most recent CJC dean search committee broke the trust with faculty and staff by not providing opportunities for everyone to provide feedback on the candidates.

Walsh-Childers and Barnett noted that there could be problems in asking for a university-wide task force to develop dean search procedures that all colleges would follow, in that there's no guarantee that other colleges will want the level of transparency that is important to people in journalism and communications. Barnett suggested that it might make more sense to focus on asking for better faculty representation on dean search committees. Under proposed CJC constitution revisions, the college's Special Advisory Committee will be elected soon after a dean search committee is announced, and that committee then can ensure that faculty are made aware of the dean semi-finalists, when meetings are occurring, etc.

Weigold noted that it will likely be eight years or more before the CJC needs to search for a dean again. That means we have time to determine the extent to which UF is truly committed to shared governance and to faculty involvement in dean searches. If UF is committed to shared governance in regard to dean searches, then it might make more sense for each department to elect a representative to the search committee.

Kiousis noted that future discussions should include creating mechanisms for staff involvement in the dean search process.

LoMonte and Moon agreed they would wait for further instructions from the Senate before having additional conversations with Doré about revisions to the dean search process.

Walsh-Childers noted that the Senate will not be able to resolve the issue at this meeting; it will be on the agenda for next meeting.

Walsh-Childers congratulated Kiousis on being named interim dean and thanked him for his willingness to take on these duties for the spring and early summer. Kiousis pledged to try to be an effective bridge between Dean McFarlin's departure and Dean Brown's arrival.

Zawahry moved to adjourn; Roberts seconded. With no objections, the meeting was adjourned at 4:01 p.m.