Welcome to The Gator Nation

New Faculty Orientation
August 14 and 15, 2013
Welcome from President Bernie Machen
Machen Florida Opportunity Scholars

Presenter:
Mary Kay Schneider Carodine, Ph.D.
Assistant Vice President for Student Affairs
First in the Family: Recognizing Resilience and Supporting Dreams

Paul, Graduate School in Higher Education and Student Affairs
First Generation at UF

- Most common definition – students whose parents have not earned a bachelor’s degree
- Often from low-income family
- Lack of college knowledge
- Varying levels of home support
- Fear of failure/family pressure/do I belong?
- Underprepared/National Merit/Access to AP & IB
- Self-directed and independent - many don’t easily ask for help
- Motivated and resilient
- Diversity they bring to UF
Supporting the First Generation College Student

- Be specific: Answer questions they didn’t know to ask
- Provide networking & mentoring opportunities
- Internships, connections to others, research
- Ask about family and life before college
- School/work/family responsibilities
- Refer, give a name, follow up
Supporting the First Generation College Student

- Help students see what they do have and not what they’re missing – build confidence
- Trickle down effect – impact of their college experience affects others in their family (younger siblings, cousins, etc.)
- Be prepared for their gratitude

Graduation Celebration, 2012
Peer Mentoring
Florida Opportunity Scholars Program (FOS)

- **Scholarship**: meets full need (cost of attendance) for 8 semesters or bachelor’s degree
  - Eligibility: admitted, first-gen, low-income, FL resident

- **Program**: Renewal requirements (2.0 GPA/24 credits)
  - 1st Year: Peer Mentor, First-Year Florida, Financial Workshops
  - 2nd Year: Career Workshops
  - 3rd Year: Long-Term Planning
  - 4th Year: Academy of Leadership (optional but encouraged), Life Coaching
Florida Opportunity Scholars Program (FOS)

- Academic tracking and follow up
- Funding: Private gifts, state, UF
- First-Generation Student Organization
- Graduate Assistant
First Generation at UF

- 1350 students in the program now; 2600 supported to date; 300 1st yrs.; 913 alumni
- 98% first-year to second-year retention rate
- 65% four-year graduation rate
- 3.16 average GPA
- 38% Black; 27% Hispanic; 22% White; 11% Asian; 2% did not report
- $18,759 Avg. Family Income ($105K at UF)
Ways For You To Get Involved

- Serve as a Life Coach ("apply" on our website)
- Mentor a student in your field
- Agree to be listed as a supportive faculty member or administrator on our website (coming soon!)
- Research opportunities
- Utilize FOS alumni
  - http://fos.ufsa.ufl.edu/alumni/map
- Website:
  - http://fos.ufsa.ufl.edu/
The Experts

- Introductions: name, hometown, year in school, major
- Please share any barriers you overcame to get to college.
- Share about your experience as a first-generation college student at UF: What has been one success and one challenge you’ve faced?
- Could you share a positive experience you’ve had with a faculty member at UF. What was it about them that made a difference in your life?
- How can faculty and administrators demonstrate support for you?

First in the Family: http://www.firstinthefamily.org/


Presenter:
Rick Yost, Past Chair, Advisory Council of Faculty Senate (ACFS) and Past Member, Board of Governors

Shared Governance
The University of Florida has over 5,000 faculty members with distinguished records in teaching, research and service...

Including:

- 52 Eminent Scholar chairs
- 35 members of the National Academies

We’re pleased to have you join us!
Faculty Titles

Faculty have many titles, including:

- Professor, Associate Professor, or Assistant Professor
- Curator, Associate Curator, or Assistant Curator
- Research Scientist, Associate Research Scientist, or Assistant Research Scientist
- Scholar, Associate Scholar, or Assistant Scholar
- Engineer, Associate Engineer, or Assistant Engineer
- Distinguished Professor…
Faculty Titles

- Extension Scientist, Associate Extension Scientist, or Assistant Extension Scientist
- University Librarian, Associate University Librarian, or Assistant University Librarian
- Master Lecturer, Senior Lecturer, or Lecturer
- PKY University Developmental Research School Professor, PKY Associate Professor, PKY Assistant Professor, or PKY Instructor
- County Extension Agent IV, County Extension Agent III, County Extension Agent II, County Extension Agent I
Faculty members play a central role in shared governance at UF, in units at every level:

- University
- College
- Departments and Centers
- And even Statewide
Five Principles of Shared Governance

1. Mutuality, Collegiality and Collaboration
   - Faculty and administration express support for responsibilities of one another
   - Either faculty or administration can call meetings of unit
   - Unit has a joint process for setting priorities for unit resources

2. Transparency
   - Faculty and administration regularly report to one another
   - Unit has processes that establish open meeting requirements
   - Unit has readily available written guidelines and policies
5. Five Principles of Shared Governance

3. Representative Participation
   - Faculty elect members and/or chairs for faculty committees
   - The unit has an elected body with elected leadership that represents faculty views

4. Mutual Accountability
   - Unit engages in regular evaluation of timeliness of responses to requests for information and consultation
   - Unit regularly assesses effectiveness of shared governance and makes modifications where necessary
5. Clarity of Roles

- Unit has policy for areas of faculty and administration responsibilities for determination, recommendation, and consultation
- Unit has due process rules for resolution of differences between faculty and administrators
Indicators of Shared Governance (AAUP Website)

- BOT and President verbally acknowledge the importance of shared governance
- Faculty view participation in shared governance as a worthwhile faculty responsibility
- Institution fosters SG by maintaining reasonable workloads & supporting service work
- Faculty members can express dissenting views on governance without reprisal
- Campus climate supports a diversity of ideas
- Relationships between faculty, administrators, and governing board are cooperative
- Communications are transparent and carried out in good faith
Indicators of Shared Governance (AAUP Website)

- Given reasonable time, the faculty, administrators, and board respond expeditiously to requests from each other
- Faculty committees determine educational policy, curriculum design, curriculum review, and standards for evaluating teaching and scholarship
- Faculty committees largely determine standards for hiring, retention and promotion of faculty
- Faculty sets agendas, chooses representatives and leadership, and establishes procedures for committees that oversee those areas in which the faculty has primacy
- Faculty has an influential role in developing the institutional budget
- The faculty has a strong influence on the selection and evaluation of academic administrators
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.

– UF Constitution
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.

– UF Constitution
The organization and operation of the Faculty Senate is specified in the UF Constitution and Bylaws.

Senate Membership

Senate members are elected proportionally according to the number of faculty in each college (with a maximum of 25), for a total of 150 Senators.
The Faculty Senate is designed to be a deliberative body in which active and evolving discussion with colleagues shapes policy.

Accordingly, no proxy or absentee votes are allowed.
Five Policy Councils

Policy Councils are comprised of Senators, elected by the Senate. They are charged with making policy recommendations and serve as liaisons between the Senate and the administration within their areas:

- Academic Policy
- Faculty Welfare
- Budget
- Research and Scholarship
- Academic Infrastructure
University Committees

- Senate Standing Committees – members are elected by the Senate from the faculty at large
- Joint Committees – members are elected by the Senate and appointed by the President from the faculty at large
- Presidential Committees – members are appointed by and report to the President
Liaisons to the Senate

- President and Provost
- Vice Presidents of the University
- Deans of academic units
- Registrar
- Members of the Senate Steering Committee
- Chairs of committees and councils (if not elected members of the Senate)
- Five undergraduate students
- Seven graduate students
Graphic Representation of an Example of Shared Governance

Proposed Process of Shared Governance Activities
- Determine
- Recommend
- Consult

Role

Administration
- Dean
  - Assistant & Associate Dean
  - Department Chairs
- Task Forces
  - Special Committees
  - Standing Committees

Academic Activities
- Curriculum
- Accreditation
- Evaluation of Students

Administrative Activities
- Policy Implementation (including shared governance structure)
- Budget Reports
- Compliance
- Develop & Manage Resources

Strategic Planning
- Areas of Emphasis
- Faculty Positions
- Research Space
- Finance Allocation

Appointment
- Promotion & Tenure
  - Criteria
  - Evaluation
  - Faculty Development

Provide Leadership for the Unit
- Represent the unit to external constituencies

Faculty
- Faculty Council
  - Officers elected by faculty members
  - Meets frequently to address problems identified by faculty
  - Nominates candidates for election or appointment to committees

Task Forces
- Special Committees
- Standing Committees
Five Policy Councils

- Academic Policy
- Faculty Welfare
- Budget
- Research and Scholarship
- Academic Infrastructure
Academic Policy Council

- Admission and graduation requirements, majors, departments, colleges, other academic units, and other academic programs of study
- Evaluates any proposed changes in academic organization that are not contained within a single college
- Student life as it affects student academic performance
Budget Council

- Formulates policy with respect to budget priorities involving academics and research
- Monitors past budget allocations
- Makes recommendations regarding long range allocations and costs of strategic plans
Faculty Welfare Council

- Academic criteria for appointment to the faculty and for promotion and tenure
- Academic merits of candidates for administrative positions of academic significance
- Faculty diversity
- Matters important to the quality of faculty life
- Academic freedom
Research & Scholarship Council

- Appropriate policies and priorities to support the quality, stature, and relevance of the University’s research initiatives
- Existing, expanded and new interdisciplinary research initiatives based on the expertise of the faculty
- Matters concerning graduate and undergraduate research experience
Facilities and services necessary for academic excellence
Liaisons include libraries, computing, sustainability, historical preservation, parking, physical plant and maintenance, environment
Quality and retention of staff
Faculty Senate Steering Committee

**Officers:**
- Marc Heft, Chair, Dentistry
- Cheri Brodeur, Past Chair, IFAS
- Pradeep Kumar, Chair elect, CLAS

**Council Chairs:**
- Florin Curta, Budget
- Sharda Udassi, Infrastructure
- Mirka Koro-Ljungberg, Research
- Galia Hatav, Welfare
- Renee Goodrich, Academic Policy

**Members at Large:**
- Mika Katovic, Pharmacy
- Nicole Stedman, Medicine
- Margaret Temple-Smith, Law

**Liaisons (non-voting):**
- Bernie Machen, President
- Joe Glover, Provost
- Barbara Wingo, Parliamentarian
- Sue Alvers, Secretary
Why Serve in Shared Governance?

- Help set policy that contributes to academic excellence
- Develop an overview of how the university works
- Meet other faculty outside your own program
- Explore interdisciplinary potential of work at UF
- Understand long-term impact of decisions
- Develop an institutional memory
- Network with other leaders
Senate Contacts

- Chair: Marc Heft
  FacultySenateChair@ufl.edu
  (352) 392-9019

- Senate Secretary: Sue Alvers
  salvers@ufl.edu
  (352) 392-9019

- Senate Office: 134 Tigert
Thank You!

www.senate.ufl.edu
UFPD and Faculty Partnering for a Safe Campus

Presenter:
Jeff Holcomb, Captain
UF Police Department
University Police Department

- Law enforcement service for UF
- 90 certified FL law enforcement officers
- State and nationally, and internationally accredited “The Triple Crown”
- Criminal Investigations Division
- Office of Victim Services
- Community Service Division
Resources

- All Emergencies: 911
- Phone: 352-392-1111
- Website: www.police.ufl.edu
- GPD: 352-334-2400
- ASO: 352-955-1818
- Florida Abuse Hotline: 800-962-2873
Reviewing and Reporting Crime

- For information regarding crimes on campus visit crime reports link on the UFPD website.

- To report crime or incidents and remain anonymous use the Silent Witness link on our website.
Preventing Crime
The Crime Triangle

Desire

Ability

Opportunity
Ways to Combat Theft

- Register your bicycle with UFPD
- Online registration of all electronic equipment
- Encourage students to utilize FrontDoor Software
Personal Safety

- Don’t walk alone—safety in numbers
- Stay on populated, well-lighted streets
- If you exercise at night, do so with a friend
- Use SNAP, the nighttime campus escort service
- Become familiar with blue light phones
- Walk confidently, be aware of surroundings
- Take a self defense class (RAD)
- Follow your intuition
- If you see something/someone suspicious, get away and call the police
Traffic Safety

- Obey traffic signals
- Treat bicycles as vehicles
- Watch out for pedestrians
- Prevent crashes and avoid fines
- Maintain campus speed limit of 20 MPH
What is Suspicious?

- Anything out of the ordinary or that attracts your attention.
- Trust your intuition
- Suspicion doesn't require proof
- Never attempt to apprehend someone!
A person may be considered suspicious if he/she is:

- In a building after working hours
- Moving slowly, with no apparent destination
- Looking around excessively
- Avoiding well-lighted areas
- Avoiding police or traffic
- Wearing seasonal clothing
- Asking obvious questions (restrooms, buildings)
- Asking to use a pen or pencil
Response to an Armed Subject

- How does UFPD respond to this threat?
- How can you respond to this threat?
Escape may be your first option
Where are you?
Where is the armed subject?
Where should I escape to?
How do I react to responding officers?
➢ Find a safe area and secure it
➢ Turn off all lights
➢ Close blinds, block windows
➢ Barricade the door and move away
➢ Be quiet
➢ Open the door only if you know for certain it is safe to do so
This is a last resort

If you find yourself in this position, your goal is to disarm or distract to allow yourself time to escape or separate yourself from the armed subject
Reporting a Crime

- Call 911 Immediately
- Give Location
- Description of suspect
- Description of vehicle and travel
State law requires a state university administrator, upon receiving information from another institution employee, to report known or suspected child abuse, neglect or abandonment (including physical, sexual and/or emotional abuse) that occurred on university property or at a university-sponsored event directly to the Department for Children and Families (DCF) via the Florida Abuse Hotline at (800) 962-2873.
Stay Safe!

- Questions?
Thank You!

www.police.ufl.edu
Presenter:
Ronald Fuller, Assistant Director
Transportation and Parking
Networking Session/Gator Connections

Presenters:
Jodi Gentry, Assistant Vice President Human Resource Services

Dr. Bob Parks, Director Training & Organizational Development

Dr. Anthony Andenoro, Assistant Professor Leadership Education
Connect with our Co-Chairs to become part of the fun!

- Tony Andenoro – andenoro@ufl.edu
- Hannah Carter – hscarter@ufl.edu