



UNIVERSITY OF FLORIDA

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May 30, 2006

Alfred P. Sloan Foundation Awards for Faculty Career Flexibility

Dear Panel of Judges,

With great pleasure, I endorse this Faculty Career Accelerator Plan and encourage your selection of it for award funding. Your support will help our newly appointed Associate Provost for Faculty Development begin program, policy and climate transformations that will play an important role in catapulting the University of Florida into the ranks of the nation's top ten public institutions. The availability of fully resourced career flexibility programs will offer deans and department chairs the ability to combat faculty raids. Strong financial support will also build success ratios for recruiting the very best faculty.

I have agreed to provide a recurring "Faculty Recruitment and Career Enhancement Fund" for supporting the University's Faculty Dual Career Services Program and other faculty accommodation requests, including departmental hiring of temporary instructors to cover the teaching responsibilities of faculty on leave (sick, family, and disability). This, however, is not enough. Receiving a Sloan Foundation Award for Career Flexibility will enable Faculty Development to acquire human resources, promotional materials, training and goal support services (and etc.) needed to successfully orchestrate positive climate changes while institutionalizing the policies, practices task forces and new initiatives described briefly in the plan.

The foundations of this plan are strong. Its goals and objectives are in harmony with those outlined by our President in his "Strategic Work Plan." In keeping with the President's expressed commitment to faculty quality of life, it seeks to improve the overall climate for faculty, build diversity, increase the vibrancy of life and sustainability of the community environment, and ensure the progress of faculty empowerment and shared governance. This plan will move UF closer to meeting these goals. Its objectives are clearly stated, manageable and attainable within the two year window as outlined.

While there are clearly important issues facing the university in terms of improving the quality of faculty life and thus the productivity, career flexibility and retention of faculty, putting faculty first may itself substantially improve faculty morale on campus. The proposed accelerator plan will achieve such prioritization. It will also improve faculty knowledge of and access to policies that serve their needs; thereby, producing a more "family friendly" work environment while promoting opportunities for a robust career life-cycle from recruitment to retirement.

Salary and cutting edge research facilities are not always the deciding factors for faculty making career choices that affect their families. Finding a welcoming, supportive, informative and responsive work environment is also of major importance. It is our hope that UF can achieve such a reputation. It is our promise to continually strive to make UF "the place to be" for faculty considering opportunities for a full and fulfilled career life-course.

Thank you for your consideration and support.

Sincerely,

A handwritten signature in cursive script that reads "Janie Fouke".

Janie Fouke
Provost