

COLLEGE OF PUBLIC HEALTH FACULTY ASSEMBLY MEETING MINUTES

JANUARY 30, 2004

10AM-12PM

The meeting began at 10:10AM.

1. When quorum was reached the October Meeting Minutes were approved.
2. Dr. Cynthia Selleck and Ms. Ellen Kent from the USF AHEC program provided information about the new HSC Service Corp and opportunities for College of Public Health students to join with other HSC students in these efforts. The purpose of the HSC Service Corp is to encourage students to work together on service projects, both outside and inside of the classroom. Ms. Kent stated that more and more public health students are participating in these activities. A handout was distributed to all faculty that showed the sites where students could participate, either through one-day events or repetitive service events and an upcoming Service Corp event that includes information provided by the sites. The faculty were encouraged to include Service Corp opportunities if possible into classroom and other student activities and contact Dr. Selleck or Ms. Kent with any questions.
 - 3A. Dr. Graven provided the Dean's Report that focused on Service Training for College staff and issues related to salary equity. All College staff will be participating in service workshops designed to provide better service to our students. Dean Graven asked that the faculty support the staff in these training efforts.
 - 3B. Dr. Graven discussed issues related to salary equity in the College. The university is working with Colleges and Schools to address serious salary equity issues. The College is using the ASPH salary medians in our calculations. Dean Graven stated that the goal is to have no faculty salaries below the 25% median as specified by ASPH. He proposes to do this by increasing salaries over the next few years so that those below the 25% median level will receive, for example, in 2004 an 8% raise, those in the 25%-50% median range receive 6%, those in the 50%-75% median level receive 4%, and those in the greater than 75% range receive only 2%. These raises are on top of cost-of-living raises. This process is built around salaries and not rank. A similar process would take place over the next two years. However, this process was questioned as it appears to not reward those faculty making the highest salaries who are very productive. This may lead to problems with faculty retention in addition to limiting recruitment efforts. Further discussions will take place with Dr. Graven about all of these salary equity issues.
4. Dr. Liller discussed the issue of intellectual rights pertaining to web-based course development and delivery. She expressed concern that these courses take much time for faculty members to produce yet can easily be obtained by others through the internet or potentially given to other faculty members without the consent of the developer. Dr.

Gulitz commented that the university has been trying to resolve this issue for years and she will make a special attempt to have it addressed with the associate deans. Faculty expressed several mechanisms to protect courses. These included copyrighting information (which, according to Dr. Onkst, is immediate after something is developed and all the faculty member has to do is note copyrighted on the materials), licensing the materials, and having the materials go through IRB. Continued discussions will occur about this issue.

5. Dr. Burns, Dean of the College of Nursing, provided an update about the College of Public Health's Dean Search. She stated that she has called the Dean of each College/School of Public Health and went to the ASPH meeting at APHA this year to discuss our recruitment efforts. She also has contacted each nominee personally. She also distributed information pertaining to where the position has been advertised. Dr. Burns stated that our College has much to be proud of and that the other Colleges/Schools are well aware of our successful accreditation and academic efforts. To date, there are 14 applicants and Dr. Burns anticipates that this number will double. The Search Committee will begin reviewing applications in February.

6. Dr. Stockwell reported on the status of the HSC Vice President Search. There are 25 search committee members and President Genshaft has given the committee much latitude in selecting the new VP and Dean of the College of Medicine. There are four subcommittees. Dr. Stockwell asked that faculty send her comments or questions and she will keep everyone apprised of progress.

7. Dr. Richards, Chair of the Laboratory and Safety Committee, reported that there is a new campus-wide Hazardous Chemical Inventory Program that will track all hazardous chemicals on campus from "cradle to grave." The College is participating in these efforts.

8. The new Department of Global Health will hold their first meeting the first week of February. Dr. Hammad noted that Dr. Kwa and department members need to select those individuals who will represent the department on all standing college committees. Also, the discussion of the name of the department will take place at that meeting.

9. It was decided that Faculty Assembly meetings will now be held every other month, on the last Friday of the month. The next Faculty Assembly meeting will be Friday, March 26, 2004.

10. The meeting adjourned at 12:10PM.

These minutes are respectively submitted by Karen Liller, PhD, Vice President of Faculty Assembly