

University Faculty Senate Meeting
Minutes
Friday April 24, 2009
Circulated April 27, 2009

1. The UFS meeting was called to order by Eric Shaw at 2:07 p.m. The meeting took place in the BOT Room located on the third floor of the Administration Building, on the Boca Raton Campus, and via video conference at the Treasure Coast Campus, the MacArthur Campus, the SeaTech Campus, the Fort Lauderdale Campus, and the Davie Campus.

Members Present: Charlotte Barry, Pierre-Philippe Beaujean, Bill Bosshardt, Ernest Brewer, Valerie Bryan, Eric Chiang, Lester Embree, Mary Faraci, Deborah Floyd, Shirley Gordon, James Gray, Jerry Haky, Mike Harris, Michelle Hawkins, Wes Hawkins, Fred Hoffman, Sam Hsu, Mehdi Kaighobadi, Evangelos Kaisar, Doug Kanter, James Kumi-Diaka, Kevin Lanning, Tim Lenz, Roy Levow, Stephen Locke, Bill McDaniel, Tom Monson, Abhijit Pandya, Gary Parsons, Ed Petuch, Howard Prentice, John Pritchett, Marguerite Purnell, Dilys Schoorman, Eric Shaw, Lydia Smiley, Jane Strudwick, Julie Honeycutt

Guests Present: Michael Armstrong, Leslie Siegel, Donna Chamely-Wiik, Ed Schwerin, Sharmila Vishwasrao

2. The UFS meeting minutes from March 27, 2009 were approved.
3. President's Report:
 - The BoT held committee meetings on April 15. Academic and Student Affairs approved the UFS MA TESOL program and the joint MS in Information Technology and Computer Science.
 - The full board also met on April 15th and approved the collective Bargaining agreement for a 1% salary increase and a one time \$1,000 bonus between the BoT and Police Benevolent Association.
 - The BoT full board also met on April 21st to hear the BoT's Collective Bargaining Sub-Committee's report on the outstanding issues resulting from the Special Magistrate's recommendations regarding the impasse on collective bargaining. The committee made two unanimous recommendations:
 1. To clarify that priority for full-time faculty is one supplemental summer course, rather than the UFF position that it was two.
 2. To recommend that faculty receive a 1% across the board salary increase to their base and a one time \$1,000 bonus, rather than the UFF position of a 2 ½ % across the board salary increase to their base.-The Board voted 10-1 to approve the subcommittee's motion to give priority to full time faculty for one summer course; and to provide the faculty a 1% salary increase and a one-time \$1,000 bonus.

- President-Elect Tim Lenz and Eric Shaw attended a budget reduction task force meeting on April 23rd.
4. UPC Consent Agenda
Approved by voice vote.
 5. UPC Action Items
 - Changes in curriculum for the B.A. in Studio Art
Approved by voice vote.
 - Computer Arts in Animation Program Termination and Changes
Approved by voice vote.
 - Changes to Commercial Music Program
Approved by voice vote.
 - Proposal for CHM 2051C: Advanced General Chemistry 2
 - Donna Chamely-Wiik from the Department of Chemistry and Bio-Chemistry said that with the prefix CHM, the course was not being accepted by a national medical school admissions clearing house as satisfying part of the English requirement.
 - Fred Hoffman commented that in the past the Senate approved several departments giving courses to satisfy the ENC 1102 requirement. In light of that, there should be a more general way to identify courses that satisfy the requirement rather one so particular to this course. This issue has been referred to the UPC.
 - **Approved by voice vote.**
 - Proposed Changes to B.A. and B.S. in Geography
 - Ed Petuch said that the changes are a request to upgrade and that the changes are very rigorous. Tracks were eliminated and the program was tightened up. Several physical science and biology classes were added.
 - **Approved by voice vote.**
 6. GPC Consent Agenda
Approved by voice vote.
 7. GPC Action Items
 - Revision: M.A. in Sociology
Approved by voice vote.
 - Request to Discontinue Codes in Education
 - Dilys Schoorman said that when banner was implemented it activated several old codes that are no longer active. This is a request to help clean up the databases and in no way should be misinterpreted to be elimination of departments or programs.
 - Deborah Floyd asked that the minutes reflect the specific codes that were addressed and noted that the programs are not being eliminated, but the inactive codes are being placed in a dormant stage for now. Twenty five codes as listed are as follows; ED MED CIEV, ED EDS COED, ED MED COED, ED MA CI, ED MAT CI, ED MST CI, ED MED ECED, ED EDS EDLH, ED EDD EDL, ED

EDS EDL, ED MED EDL, ED PHD EDL, ED MED EXED, ED MED EXLD, ED MED EXMR, ED MED EXVE, ED MED EXCM, ED MED FOUN, ED CRT TCOE, ED CRT TECE, ED CRT TPED, ED CRT TELM

*All of the codes are identified in the memo attached to the GPC action items.

Approved by voice vote.

- Geoscience: Description Change
 - Ed Petuch said that the MA in Geography now has expanded thesis options.

Approved by voice vote.

- Graduate College Governance Document (from the UGC)
 - Bill McDaniel said that the distributed memo is really just a draft and will eventually come to everyone. Opinions of the document were solicited and compiled with the help of committee specifically designed for upgrading the document. The document was made shorter and clearer and attempts to eliminate redundancy.

Approved by voice vote and recommended to Graduate Faculty for vote.

8. Elections

1. Steering Committee – Nominees from the Committee on Committees Roy Levow, Bill Bosshardt, Fred Hoffman.

-Lydia Smiley nominated Marguerite Purnell and Dilys Schoorman.

- Gary Parsons and Mike Harris tallied the votes from all campuses.
- The 3 highest candidates were Dilys Schoorman, Bill Bosshardt and Marguerite Purnell

2. Academic Planning & Budget Committee – Nominees from the Committee on Committees Jim Han, Kevin Lanning, Diane Wright, Deborah A. Raines and Pierre-Phillippe Beaujean

- Gary Parsons and Mike Harris tallied the votes from all campuses.
- The highest candidate was Pierre-Phillippe Beaujean
- There was a three way tie for second place. Kevin Lanning withdrew his candidacy and a runoff vote was conducted.
- Deborah A. Raines received the highest amount of votes for the runoff election.

3. Committee on Committees – Kevin Lanning and Fred Hoffman were nominated.

- There was a motion and it was seconded to accept them as the new members of the Committee on Committees.

9. Academic Planning and Budget Committee Resolution

- Tim Lenz read the resolution to the Senate. (Please see addendum to minutes)

Approved by voice vote.

10. P&T Committee Report

- Wes Hawkins reported that 46 portfolios were submitted. Tenure was awarded to 27 faculty, 26 faculty were awarded promotion to associate professor and 12 were awarded full professor.
- There was a spring workshop to help faculty prepare their portfolios for submission for promotion and tenure.
- There was a survey conducted to study tenure documents around the country. The conclusions were submitted to the President.
- Fred Hoffman asked in how many cases the promotion or tenure decision disagreed with the vote of the committee. Wes Hawkins said that he didn't have that information; he would have to gather it. The information will be distributed to the full committee.

11. Collective Bargaining Report (Sharmila Vishwasrao)

- Sharmila Vishwasrao reported that, the BoT adopted the administration's position on summer teaching assignments which had been recommended by the Special Magistrate.
- The Special Magistrates recommendation on salary for 2008-09 was ignored by the trustees in favor of the administration's position of a 1% raise and a \$1,000 bonus for 2008-09 which will be retroactive to November of 2008.
- An Unfair Labor Practice will probably be filed by the UFF because the summer article was never opened.
- Roy Levow asked about the ratification process. Sharmila said she has been told that it no longer has to be ratified and the decisions will go into effect from the time the Board voted on it. Lydia Smiley said that the outcome is not changed by ratification, with a few caveats, but we have to go through the process
- Fred Hoffman asked about phased retirement, which was not an issue in the impasse. Sharmila said that the new rules on phased retirement went into effect when the Board signed it.
- Jerry Haky asked, "No matter how we voted on the ratification, we will still get our 1% raise?" Sharmila said that the raise will be effective when the board voted on it. In this case, because the BoT voted to make it retroactive to November of 2008, the date may be imperiled by the faculty not ratifying it. The \$1000 is not at risk.
- Sharmila said that it is not clear whether the authority to decide on impasse has passed from the BoG to the BoT or not. It is not clear whether the BoG intended to have the body making the offers at an impasse to also be the body making the final decision.
- Bill Bosshardt asked if a new contract will be negotiated. Sharmila said that there is a new contract to negotiate starting July 1, 2009. Then everything is on the table.
- Sharmila said that the UFF has a new website. They will be setting up some type of polling mechanism to permit members of the bargaining unit to express their opinions on bargaining issues for the next collective bargaining agreement.

- Jerry Haky asked if the next round of negotiations will turn out better than this one. This question is impossible to answer. Then Sharmila said that UFF among other things is going to ask for a full academic year's notice of non-reappointment.
- The decisions on layoffs have not been reached yet.

12. Guest Speaker (Susan Clemmons)

- Susan Clemmons spoke about how she has been hired by FAU to help the university with the changes that are necessary in the changing environment.
- There are going to be three different levels of communication: The community level. The University level. The college level.
- Susan asked that faculty remain in touch over the summer and then in the fall prepare to really go to work.
- Mike Harris asked what the plan is after January 2010. Susan said that there is no plan after January. Hopefully it will be clear by then what to do.
- Jerry Haky asked who is going to be setting the agenda for what the items to be considered for change and what the priorities are. Susan said that anything is open. If the faculty suggests it, it is on the table. There are some big items that are on the table right now and those are actually the ones that will be tackled first. Priority will be determined by the size of the impact.
- Mike Harris asked who is involved in going through all this information coming in. Susan responded that the decision makers would be the current decision makers that are in place right now.
- Dilys Schoorman asked if the senate will have any decision making power in the University's process of change or will they only be involved in the input. Susan said that she would reword that and say that as a body they will. Eric Shaw said that all final decisions for the university are made by the Board of Trustees.
- John Pritchett informed the senate that originally the process was going to be a 2 day retreat of top level of administrators to make the decisions, but they have decided to include all the stake holders.
- Lester Embree asked who the leadership team is. The Provost said that there is an executive committee which is comprised of all the Vice Presidents and the head of facilities. Then there is the President's central leadership team, the President, the Provost, Ken Jessell, David Kian, Ilene Izquierdo and Charles Brown. The BoT will make the final decisions.
- Jerry Haky asked if there was a strategic planning committee with the new Vice President for Strategic Planning. The Provost said yes but that they will be no more a part of the planning process than anyone else.

13. Open forum with the Provost

- The Provost reported that the promotion and tenure process has been completed. It was a positive process. The BoT no longer needs to certify tenure name by name.
- Fred Hoffman asked in how many cases were the recommendations of the promotion and tenure committee not followed.

-The Provost said that there were multiple different scenarios and he could not answer that question. You can ask the question in a different way. When did the Provost agree or disagree? The Provost said that he only disagreed with one decision and that one involved a faculty member who had received patents.

-Tim Lenz commented on some press reports about the salary issues. He said that the reports made it seem that the BoT would be looking at merit pay as part of the salary package.

-The Provost said that he did not know where that comment came from.

-Eric Shaw said that he was the board member who suggested that merit pay replace the \$1000 one time bonus.

-Tim Lenz asked if tenured faculty were going to be laid off and exactly how were the notices going to be given.

-The Provost said that there is no plan to lay off faculty as of today. He cannot comment on layoffs or notices. If the Senate version of the budget goes through, they won't even be having those discussions. If the House version goes through, then movement will be rapid. It is correct however, that the union has received a letter that there may be layoffs.

-Roy Levow asked if there was a threshold established for the implementation of layoffs.

-The Provost said that they have already established potential targets. He cannot comment on where the layoffs will be. Every college is different.

-Lydia Smiley said that the proposals from the deans are already posted on the UFF website.

-The Provost said that the budget proposals on the UFF website are archaic and obsolete. The information there is the last information of its nature that was provided to the UFF.

-Fred Hoffman said that non-reoccurring funding can be used for people that are going to be laid off, so that they may continue for a year.

-The Provost said yes if the University wants to go that way. The University does not have the dollars to do that on this cycle.

-Jerry Haky asked how the visioning can be integrated with quick layoffs and a new budget June 30th.

-The Provost said that the visioning thing can not be integrated.

-Eric Shaw requested a motion to add an additional 10 minutes to the meeting. The motion was made, seconded and passed.

-Pierre Beaujean asked if the objectives of this organization are about matching budget requirements or something else. There is clearly a mismatch of financial matters and the reorganization of the College of Engineering and Computer Science.

-The Provost said the President put it very well. FAU has been through an historic time in the past two years with the reduction of budget. The university can stay mediocre or accept the budget cut and organize ourselves in a way that we come out stronger. That is the type of reorganization they are going for. They are not trying to match budget cuts.

14. UFS President Eric Shaw turned the gavel over to President-elect Tim Lenz, who now assumes the Presidency.

15. The meeting was adjourned at 4:12pm.

Addendum

Academic Planning and Budget Committee Report of the March 13, 2009

Resolution of the UFS Budget Forum

- Whereas, budget reduction plans that affect tenure are worrisome;
 - Whereas, the Administration's emphasis on maintaining access or productivity (typically measured by FTE or degree production) is hard to reconcile with the goal of maintaining or improving quality;
 - Whereas, the University's priorities should emphasize growth less and program development more;
 - Whereas, teaching writing and critical thinking are becoming more labor intensive, and faculty experience indicates that technology is not THE solution to the problem of educating with scarce resources;
 - Whereas research must be emphasized to maintain the distinction between a university and a community/state college.
 - Whereas the faculty needs additional information about the University's budget priorities, specifically the comparative distribution of academic and non-academic effort; and
 - Whereas the Board of Trustees needs to hear faculty views on budget reduction and academic reorganization matters;
 - **Be it Resolved that faculty should be active participants in the development of budget reduction or other reorganization plans that affect academic programs, departments, colleges, and campuses.**
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