

University Faculty Senate Meeting
Minutes
Friday January 23, 2009
Circulated January 28, 2009

1. The UFS meeting was called to order by Eric Shaw at 2:00 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: Bruce Arneklev, Pierre-Philippe Beaujean, Andrew Brewer, Doug Broadfield, Susannah Brown, Valerie Bryan, Bob Cerveny, Eric Chiang, John Childrey, Marshall DeRosa, Mary Faraci, James Gray, Jerry Haky, Mike Harris, Michelle Hawkins, Fred Hoffman, Sam Hsu, Mehdi Kaighobadi, Doug Kanter, Kevin Lanning, Tim Lenz, Roy Levow, Joan Lindgren, Stephen Locke, Bill McDaniel, Tom Monson, Vincent Naudot, Gary Parsons, Howard Prentice, John Pritchett, Marguerite Purnell, Dilys Schoorman, Leslie Siegel, Eric Shaw, Khaled Sobhan, John Valentine, Julie Honeycutt

Guests Present: Diane Alperin, Michael Armstrong, Lucy Guglielmino, Susan Graves, Kristen Murtaugh, Ed Pratt, Barry Rossen

2. The UFS meeting minutes from December 5, 2008 were approved.
3. President's Report: (Eric Shaw)
BoT met on Jan 21, 2009 at Davie (Eric Shaw):
 - Terminated hospital affiliation with Boca Community hospital at their request because of dire financial straits.
 - Added a personnel committee to deal with contracts, human resource issues and collective bargaining.
 - Amended President Brogan's contract—at his request—to postpone his raise a year, from starting this March to March of 2010.
 - Academic Council of Faculty Senates meeting on January 9th, 2009 (Tim Lenz)
 - Tim Lenz reported that balancing the budget was the tone of the debate.
 - Core Curriculum developments – FIU, UofWF and UF are thinking about core curriculum changes. Tim Lenz submitted some of FAU's changes.
 - There was some discussion of assessment and coordination of assessment between SACS and the BoG.
 - There was a brief discussion of salaries.
 - There is an attempt to strengthen lobbying for Universities. One aspect of that attempt is to get student government to support tuition increase.
 - There was a discussion of textbook affordability.
 - Announcements (Eric Shaw)

Eric Shaw created an ad hoc Bi-laws committee to look at the viability of campus senates, viability of paper ballots vs. electronic voting, and changing the date that the President Elect assumes the presidency from the last meeting in April to the end of the term, which would be early May. If anyone has any input on those items please contact Tim Lenz.

-Eric Shaw tasked the Academic Planning and Budget Committee to develop proposals for budget cuts.

- Eric Shaw and Tim Lenz will meet President Brogan on Monday about faculty input on the new budget cuts.

4. UPC Consent Agenda

Approved by general consent.

5. UPC Action Items

- a. Name Change for Hospitality and Tourism Management Program to Hospitality Management

Approved by general consent.

6. GPC Consent Agenda

Approved by general consent.

7. GPC Action Items

- a. FAU Policy Regarding Admission of Graduate and Post-baccalaureate Professional Students

Approved as amended by general consent

- b. ADE 6387 Workplace Learning and Development

-Lucy Guglielmino spoke on why the course is necessary. Workplace learning has become an issue in the field and is a recognized area in adult and community education.

Approved by general consent.

- c. PET 5392 Comprehensive Concepts of Strength and Conditioning

-Susan Graves reported that this particular class is a proposal for the majors at the Masters level. This is the third track in that program. The National Strengthening and Conditioning Association looked at the curriculum and said that the university needs more courses in this track to maintain certification.

Approved by general consent.

8. Sustainability Report (Gary Parsons)

- The Sustainability group is in phase three. Their assignment is to develop a climate action plan for the campus. It is due to be turned in on September 15th, 2009. Currently FAU's report card has an overall grade of C-. A copy of the report card can be found at <http://www.greenreportcard.org/report-card-2009/schools/florida-atlantic-university>
- Kevin Lanning asked if any action was going to come from this in light of the budget problems.

- Gary Parsons said that as of yet the budget problems have not been mentioned.

9. Collective Bargaining Report (Fred Hoffman & Diane Alperin)

- Fred Hoffman reported that the UFF and administration are at impasse on three articles: the salary articles from 2007-2008 and 2008-2009, and the notice of non-reappointment article from 2007-2008. The impasse position of the BoT is a zero dollar raise except for the discretion of administration for 2007-2008 and a 1% raise plus a one thousand dollar bonus for the year 2008-2009. There have been some negotiations and movement on both sides on the notice of no-reappointment. The UFF position is stating clearly the AAUP standard.
- Both sides are still obligated to work for an agreement during the impasse procedure. The attorney for the administration sent a letter to the UFF saying that they would agree to the UFF's position on notice if the UFF would agree to both their positions on salary. At this point discussions are going on but the UFF probably will not accept the salary offer. Fred Hoffman stated:

“We received a counter offer from the administration. Their positions on salaries are unchanged. We are exploring whether there are reasons to meet to negotiate further while simultaneously preparing for impasse hearings. A special magistrate has been appointed and hearings are tentatively scheduled for February 24th, 2009.”
- Diane Alperin confirmed that Fred's report is accurate. They are working to come to agreement on discrepancies in language. Mike Mattimore, an attorney, is the head of collective bargaining for the administration.
- Jerry Haky asked “what is the magistrate going to do?” Diane Alperin said that both sides have a chance to present at the hearing and how it is conducted is up to the magistrate. He will make a recommendation. If either side rejects his recommendation there will be a hearing before a committee of the Board of Trustees, which will make a recommendation to the full board.
- Diane Alperin said that there is a discrepancy between the interpretation of the Collective Bargaining Agreement by the administration and the UFF on the number of summer courses that tenured and tenure track faculty are entitled to have preference for in assignments, before courses are opened up to other faculty.
- Fred Hoffman said that that many years ago, the faculty was asked to take a one-time pay cut for normal summer teaching assignments, from 33.3% to 25% because of an emergency. The UFF agreed to it, but it became an ongoing expectation that they did not agree to. The reduction to one course, at 12.5%, (or even less) is a very recent development, in some colleges, and has never been accepted by faculty.

10. Guest Speaker Vice President for Strategic Planning (Kristen Murtaugh)

-History of Plan – the current plan was adopted three years ago. The strategic planning council was appointed by the President in the summer of 2004. Kristen

Murtaugh began as chair of this 25 member council with members from all areas of the university. At the same time the BoT adopted the 4 system goals that the BoG drafted. Therefore part of the plan was there before development of the plan began. The strategic council was given authority to add goals as needed. Normal strategic planning was followed. The final product was a 7 goal plan.

-New money goes to support the plan and cuts look to remain in line with the plan.

-The reason there is a need for a VP for Strategic Planning is that the trustees and the president wanted the kind of overview and oversight for the plan's continued implementation and updating that a committee cannot provide as well as the support for the development of unit's specific goals and plans related to the university goals.

-For the next few months Kristen Murtaugh will be working with the president and the rest of the people involved as they develop strategies to deal with the budget crisis. The VP's responsibility will be to see that it conforms to the trustee's wish for access to quality education. She will look at each current goal with the stakeholders, update and execution and progress toward the objectives. She will review the relativism and realism of the university's goal in the changing environment. Some of the objectives still need to be translated into implementation timeline strategies with measurable goals.

-If anyone is interested or has ideas Kristen Murtaugh would appreciate you contacting her.

-Kristen Murtaugh would like to get a dialogue started all over campus on the goals.

-Fred Hoffman asked for a description of the hierarchy of the office of Vice President of strategic planning.

-Kristen Murtaugh said that her office is an office of one with partial clerical support from the president's office.

-Jerry Haky asked about the budget cuts and that it doesn't seem to involve much strategic planning. Is there going to be an attempt to prioritize the programs that need to be cut and make a strategic plan to implement the cuts.

11. Open forum with the Provost

- Dilys Schoorman discussed how the college can only make budget cut decisions for the faculty. How can the college make budget cut decisions regarding administration? Diane Alperin said that everything is on the table. The Provost's office meets with the Deans and cuts are being made in administration. For example the college of Nursing is almost out of administrators all together.
- The Provost said that they have to build from the bottom up by working with the Deans
- Tom Monson asked how we can do everything to keep credit hours but continue to cut. It ends up looking like we didn't need the money anyway. Mike Armstrong said that it is more important to preserve the credit hours.

- Fred Hoffman asked if there is any data on the effect of students going to community colleges. Mike Armstrong said that there is no data to support that we are losing students to the community colleges.
- Fred Hoffman asked if President Obama's plan to increase Pell grants occurs, are we projecting an opportunity to raise tuition as students get their Pell grants. Mike Armstrong said that the average increase is \$500, but it probably won't change enrollment that much. It may be enough to have some choose the university instead of the community college.
- Tim Lenz asked how many new faculty hires the university is currently searching for. Diane Alperin said that the positions this year have been approved with the deans speaking to the provost.
- Dr. Hoffman asked about enrollment figures for 2008-2009. Mike Armstrong said that head count is at an all-time high for spring and credit hours are up 2% from last spring. There was a significant drop last summer and the fall was down a little bit. Dr. Hoffman asked how they can sell summer. Mike Armstrong said that summer is his biggest concern right now.

12. Good of the Senate

- Mike Harris said that at some point we are going to have to lay off people and we are not going to be able to keep from cutting production. Mike Armstrong said that he agrees with him but the legislature is not realistic.

13. The meeting was adjourned at 3:20 pm.