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The meeting was called to order at 3:08 p.m. The agenda for today's meeting was approved. The Minutes of January 23, 2002, were approved as presented.

FACULTY SENATE PRESIDENT'S REPORT AND ANNOUNCEMENTS (Gregory Paveza)

President Paveza announced that this was the Senate meeting before elections for members to fill unexpired and expiring terms. He encouraged all members of the Senate to vote and to encourage all the members of their respective colleges to vote as well.

During his regular monthly meeting with President Genshaft and Provost Stamps, President Genshaft asked Faculty Senate President Paveza to nominate members of the faculty to serve on the four Board of Trustees (BOT) Committees. These standing committees, in addition to the Executive Committee of the Board and the Governance Committee, are (1) Research, Scholarship and Health Affairs, (2) Academics and Campus Environment, (3) University Engagement, and (4) Fiscal Affairs and Governmental Advocacy. President Paveza will seek the Senate's approval to make these recommendations later in the meeting. He added that in keeping with his beliefs in shared governance, he wanted to stress several things. First, President Paveza will be making these recommendations in a manner that reflects the structure of the Senate and the University-wide Councils and Committees. Thus, most of his recommendations will be chairs and vice-chairs of councils and committees. He asked members of the Senate who might be interested in serving on a BOT Committee to inform him by the end of the week. In addition, if any Senator would like to recommend anyone for an appointment, to forward their name to him. Secondly, President Paveza will propose a mechanism to President Genshaft that insures that the faculty members appointed to these committees are in a position to directly report to the appropriate councils and committees concerning the issues being discussed by the BOT Committees so that those appointees can bring to those committees the widest input from the university. Therefore, he is asking the Chair of the Committee on Committees to form an ad hoc committee of members of the COC to develop an appointment
structure for these committees as well that would fit within the current Constitution, Bylaws and rules of the Senate.

On February 15, 2002, President Paveza attended the quarterly meeting of the Advisory Committee of Faculty Senates in Orlando. He reported that the University of South Florida's inclusion in BOT committees is out in front of all of the other universities at this point. The only thing still missing is the presence of the Faculty Senate President as a speaking member at the BOT meetings.

The final issue that President Paveza raised with President Genshaft and Provost Stamps was the issue of Faculty Activity Report (FAR) and the Personnel Activity Report (PAR) forms. The Provost assured him that the issue is being addressed and that hopefully there will be a more humane reporting system.

President Paveza announced that the Student Government Senate has sent him a resolution for the Faculty Senate to act on concerning the development of a liaison position to the Student Government Senate. The resolution is being referred to the Bylaws Committee for their recommendation that he would like, if at all possible, by the April Senate Executive Committee meeting. The Student Senate will also be considering, and probably passing, a bill appointing a liaison to the Faculty Senate. The position will ask the Faculty Senate to provide speaking privileges to that liaison. President Paveza will ask the Bylaws Committee during their deliberations on the previous issue to also recommend the appropriate procedure to have the Senate consider that request when it is made.

Another issue is one concerning teleconference or videoconference council and committee meetings. President Paveza will ask the Senate in March to consider a rule that will permit such meetings by Standing Committees and Councils of the Faculty Senate as well as University-Wide Councils and Committees.

President Paveza announced that on February 6, 2002, the American Association of University Professors (AAUP) informed President Genshaft that it was appointing an ad hoc committee to "commence an investigation of Professor Al-Arian's case at the University of South Florida." The members of the ad hoc committee are Professor William W. Van Alstyne of Duke University Law School, as chair of the committee, Professor Ann M. Lesch of the Political Science Department of Villanova University, and Professor Stephen Leberstein of the History Department at City University of New York. In addition, the AAUP asked that the "officers of the Faculty Senate...assist the committee with local arrangements and scheduling."

The ad hoc committee will be on campus Friday, March 15 and Saturday, March 16. The chair of the ad hoc committee will return on Thursday, March 21 to finish meeting with any persons not heard the previous week. President Paveza asked that for the record that the choice of these dates, during break week, were selected by the AAUP. Both President Genshaft and Senate President Paveza vigorously protested the choice of these dates, but because of what would have been an excessive delay, the AAUP feels it must go forward with these dates.

President Paveza will be posting a formal announcement on the USF-News Listserv. Any member of the university community who feels that they have substantive information to provide the ad hoc committee on this issue or on the issue of academic freedom, in general, at USF should feel free to contact either President
Paveza or Mr. Jordan Kurland at the AAUP offices in Washington. Mr. Kurland can be reached through the AAUP switchboard at (202) 737-5900. President Paveza will be putting out a tentative schedule next week, based upon his discussions with Mr. Kurland.

PROVOST DAVID STAMPS

The Provost announced that the university's enrollment figures look good which is a reflection of faculty efforts and their willingness to teach larger classes despite the current $9 million budget cut. He praised the faculty for helping to maintain enrollment.

As a result of tuition over-collections, USF received $3.5 million. Provost Stamps pointed out that although that was good, the only negative part is that it is not a base budget increase but one-time only money. Academic Affairs used $1.4 million to repay the Office of Research for the graduate tuition waivers that had been over-extended. Academic Affairs had an agreement with Sponsored Research that if it repaid the money, Sponsored Research would increase the allocation for graduate tuition waivers to a million dollars. Therefore, next year Academic Affairs will receive a million dollars from the Graduate School, which is a significant increase over the $200,00 received during the last eight years.

Provost Stamps announced that $1 million of the $3.5 million went to the colleges for the spring semester which allowed colleges to hire more adjuncts and more teaching assistants teach courses during the summer. The balance of the funds provided both the College of Arts and Sciences and the College of Visual and Performing Arts the money that they receive each year for the number of first-time-in-college students, in excess over the previous year.

As a result of keeping up with spring enrollment, USF can expect to receive another $1.5 million in tuition over-collections. Based upon the expectations of receiving the $1.5 million, $980,000 has been allocated to the colleges for summer school. This will provide students not only with the necessary courses to graduate, but will also provide funds for faculty for summer school teaching.

Academic Affairs is working with Vice President Carl Carlucci to make up a $675,000 base budget reduction without going back to the colleges and asking for an additional budget cut. The Provost feels this is extremely important and with the way things look in terms of the State Legislature it does not appear that USF is in line for another budget cut.

Provost Stamps pointed out that based upon our enrollment, USF has positioned itself to receive enrollment enhancement funds. This will be the only general operating funds that state system universities will receive this next year other than PICO. The only negative part is that the Legislature is not going to fund USF at the full level, but USF is positioned to receive the maximum amount possible. The Provost clarified that by keeping up enrollment, USF will receive additional funding of which a certain amount will be set aside for research. As a Research I university, USF needs to be in line so that it can begin to work toward being able to provide the financial resources to assist faculty in carrying out their research agenda as well as
their teaching mission. Additional funding could also be received if the State Legislature provides the power to raise tuition.

Provost Stamps announced that the College of Education Dean search has been narrowed to five finalists. Those individuals will be brought in during March and the first part of April. The College of Arts and Sciences Dean search has been narrowed to ten candidates. Telephone interviews for this search are currently being conducted. The search committee will meet next week to further narrow the list of finalists.

Senator Gene Ness asked Provost Stamps what he knew about the *Tampa Tribune* article concerning property taxes that will be going to universities. Provost Stamps answered that with the problems between the House and Senate he did not know what would happen until their issues were resolved.

Senator Joseph Kools asked Provost Stamps if the $980,000 going to the colleges would make up for the deficit of the $675,000 as a result of the budget reduction. Provost Stamps responded that the over-collection is a one-time only funding and the $675,000 would have to be made up from base budget funding.

Senator Kathleen Heide asked if the pool of applicants for the Deans' positions is what had been anticipated given the budgetary restraints in relation to previous searches. Provost Stamps answered that it is smaller than in most cases.

Senator Heide asked if the Provost's Office is informed as to whether the smaller candidate pools are due to the situation with Professor Al-Arian or budgetary cuts. The Provost responded that he was not aware of any but while at a meeting of the American Council on Education there was a lot of discussion on the budget cuts in Florida and nationwide. However, he did have some conversations regarding Professor Al-Arian, though it was not the prevailing topic of conversation. Provost Stamps stated that he did think that there were factors and, in particular, the number of College of Education Dean searches currently underway.

Senator Susan Greenbaum asked if there were a significant number of faculty resignations. The Provost replied that he did not know, but he did know of one faculty member from the College of Business who had declined a counter offer by this university to take a position with Syracuse University for approximately $200,000 for a nine-month position. However, several other faculty members have asked for letters of recommendation.

**UNITED FACULTY OF FLORIDA (ROY WEATHERFORD)**

United Faculty of Florida (UFF) President Weatherford announced that the union had received the Special Master's Report on the Faculty Bargaining Impasse of the Faculty Bargaining Unit. The Special Master Report, as is fairly common, made a recommendation that fell between the two last proposals. On the issue of non-discrimination, the Special Master Report failed to find a broad, compelling public interest for including sexual orientation in the non-discrimination part of the contract and recommended that it not be included.
Regarding the issue of salaries, the Special Master Report agreed with UFF that the contract should include a cost of living adjustment for all faculty who are doing satisfactory work, so that faculty do not continue to fall behind. He revised the recommended percentage based partially on some actual changes and partly on his authorities, which are not the same as our authorities for reason that are provo copious to everyone.

The Master Report agreed with the administration that because of the budget cuts the second part of the raises should not be departmental merit included in the base, the way they were proposed, but should instead be one-time bonuses that will not be included in the base the way the administration had proposed. He recommended that that amount to one percent of the total. UFF had recommended 1.6 percent and the administration had not specified a figure. Therefore, the summary of his recommendations was 1.5 percent cost of living, 0.3 percent to accept the UFF recommendation that promotion increases be funded separately and not be taken out of the general salary increase, and one percent performance-based bonuses for a total of 2.8 percent distributed across the bargaining unit. President Weatherford expressed his disappointment because it means that the UFF will not be making any headway on faculty salaries. He does feel, however, that it is a reasonable ruling on his part, taking into account the obvious political problems in Tallahassee.

President Weatherford announced that on Thursday, March 7, UFF is co-sponsoring the second faculty forum on academic freedom. Dr. Robert O'Neil, a national authority, will be speaking on Faculty Academic Freedom and Tenure in a Troubled World in Cooper Hall from 1:00 to 3:30 p.m. He encouraged everyone to attend, as well as recommending to faculty that they encourage their students to attend.

REPORTS BY OFFICERS AND COUNCIL CHAIRS

1. **Committee on Committees** (Cheryl McCoy)

   Chair McCoy announced the members of the Ad Hoc Committee on Faculty Discipline: Senator Sherman Dorn, College of Education-Chair, Senator Steven Field, College of Public Health, Senator Clare Hite, Lakeland Campus, and Senator Sara Mandell, College of Arts and Sciences.

2. **Senator Elections** (Jana Futch)

   Secretary Futch announced that it was election time for the Faculty Senate. She reported that the College of Arts and Sciences had eight vacancies and twelve nominations. The College of Business had two vacancies with only one nomination. The College of Education had one vacancy with two nominations. The College of Medicine had six vacancies with eight nominations. Ballots will be mailed out Thursday, February 21, 2002.

   The College of Visual and Performing Arts had one vacancy and one nomination with no election needed. Sarasota campus also had one vacancy and one nomination with no election needed. St. Petersburg Campus had three vacancies with no nominations received.
PRESIDENT PAVEZA

At this time, President Paveza asked that the Senate consider granting him permission, at the request of President Genshaft, to appoint nominees for members to sit on the BOT committees for this year only, or until there is a mechanism worked out to formally make recommendations to those committees. President Paveza then called for a motion to grant him the authority to make those nominations and recommendations to the President. The motion was brought to the floor and passed.

Senator Richard Taylor asked President Paveza if the groups would operate in the "sunshine." President Paveza replied that the committees have four Board members and must be noticed and operate in the "sunshine."

Senator Susan Greenbaum stated she assumed that the BOT was not interested in hearing from the committees and asked President Paveza to explain the roles of the committees. President Paveza explained that he was always under the assumption that the Board is prepared to hear from the committees. He also explained that the committees have been able to make inroads with the Board and that while the voting members will be limited to the Trustees, they do want active participation from the faculty in terms of members sitting on the committees and being involved with discussions. President Paveza will also be putting together a future mechanism for future appointments of Senators to the BOT committees. President Paveza brought the motion to the floor to give the Senate President the necessary authority to make nominations to the BOT committees to the President of the University and the motion carried.

OLD BUSINESS

President Paveza brought a motion to the floor to adopt the two Bylaws amendments (see attached) as proposed at the January Faculty Senate meeting. The first amendment was a revision in Article VIII, Section B. Nominations to University-Wide Committees and Councils. The motion was seconded and passed without discussion.

The second amendment was a revision to Article X. Rules of Order. The motion was seconded.

Senator Sherman Dorn expressed concern that Bylaws are written with Parliamentary authority in mind and proposed changes to Bylaws are based on that Parliamentary authority. Therefore, he was concerned that there may be an issue where a chair operating on the assumption that one authority is in control and based upon that assumption may jeopardize the decision of the body. There being no further discussion, a vote was taken and the motion failed. Senator Dorn requested a standing vote. A standing vote was taken, and the motion failed. The Faculty Senate will remain governed by Robert's Rules of Order.
NEW BUSINESS

1. Florida Retirement System Investment Plan (Betty Green)

Ms. Betty Green, Coordinator from the Office of Human Resources, attended today's meeting to brief the Senators on the new retirement option that is going to be available to employees who are currently a part of the Florida Retirement Defined Benefit Program. Participants in DROP (Deferred Retirement Option Program) are not eligible for this new retirement option. Currently, employees of the University of South Florida have a choice of DROP and the Defined Benefit Program, which is going to be called the FRS Pension Plan. In addition to the FRS Pension Plan there will be a new FRS Investment Plan. Those employees who are currently a part of the FRS Defined Benefit Plan, or the Pension Plan, will have an opportunity to switch to the FRS Investment Plan. The Investment Plan is similar to DROP in that employees will have an opportunity to have control of how their money is invested for retirement purposes. If an employee is part of the Defined Benefit Plan, the monthly benefit at retirement is based upon the years of service times a percent value and the five years of highest salary. That is how the monthly retirement benefit is calculated.

With the FRS Investment Plan, the university will contribute a percentage of money into this plan for each employee. The employee will be able to choose the company to invest this contribution. The choices will be AETNA, Valic, Fidelity, Nationwide and Prudential. The employee will also be able to tell that company how those funds are to be invested. The benefit of the FRS Investment Plan is that there is a one-year vestment period. After an employee has worked with the university for a year, and decides to leave, the money and the earned investments will go with that employee to their new place of employment. With the FRS Retirement Benefit Plan it takes five years to vest. Therefore, Ms. Green pointed out that this might be a good choice for employees who decide to remain with the university for a limited time period.

For those employees who are now vested in the FRS Defined Benefit Plan, they will have the opportunity between June 1, 2002 and August 31, 2002, to make a choice whether to stay with the Defined Benefit Plan or go to the new FRS Investment Plan. Employees who are a part of the FRS Defined Benefits Plan should have already received a package of information. If not, then it probably means that the address is incorrect that is on file. To have an address corrected, a new W-4 should be filled out.

Ms. Green announced that beginning the following week, the Division of Retirement would be mailing out the value of each employee's current FRS Plan showing how much money has been vested in the FRS Defined Benefit Plan. If employees do not make a decision between June 1 and August 31 whether to stay with the Defined Benefit Plan or go to the new FRS Investment Plan, they will stay in the FRS Defined Benefit Plan. However, they will still have that one time option to switch to the other plan.
Ms. Green informed the Senators that Ernst & Young would be holding educational sessions starting March 18 in Hillsborough County. There have been no locations and times provided thus far, only dates. However, the Division of Retirement website has information on the sessions as it becomes available.

When Ms. Green was asked whether or not the status of the option changes if USF employees are no longer State employees, she replied that it did not. She explained that was because currently if the State University System employees are no longer considered State employees, they have written into the legislation that employees will remain with the state health insurance program and the retirement program.

2. USF Bookstore Faculty Services (Grace McQueen)

Ms. McQueen, Director of University Bookstores, addressed the Senate regarding the Faculty Center Network, a free service to aid faculty in selecting textbooks for classes. She distributed a brochure containing the website address along with a temporary user ID and password for the site. She gave an overhead presentation on using the Network, including an overview of the Book Browse and other textbook research options.

Ms. McQueen was asked how current the information is that is provided in the system. She replied that Missouri Books is ranked in the top 5 percent and assures that the information is very current.

Ms. McQueen informed the Senators that the Bookstore is willing to include books written by faculty in text carrier and other book areas on the Network. Although the Bookstore does not currently have a good system for tracking work published by faculty, the website does have an area for submitting such information as well as a section in the General Books department for USF authors. In addition, there is a designated area behind the General Books section where the Bookstore will help organize book signings and receptions for USF authors for free.

Library Council Chair Mary Kimble asked how faculty would obtain books no longer in print and is there someone in the Bookstore able to assist with finding publishers. Ms. McQueen replied that for textbooks, faculty should contact with Ms. Judy Drawdy, Manager of Textbook Sales. Ms. Phyllis Smith is the General Book Manager who is able to track books from a variety of places.

Senator Jeffrey Ryan asked, for the purpose of faculty who teach on different campuses, what the relationship is between the Tampa Campus Bookstore and the bookstores on other campuses and how to get the same books in all the sites. Ms. McQueen replied that the Tampa Campus, the Health Sciences Bookstore and the bookstore in St. Petersburg are all institutionally owned. In Sarasota, it is a Barnes and Nobles contract store and Lakeland is a contract store with Hernando Community College and not a contract with USF. The Bookstore staff
has been meeting to try and find a process to make it possible to have the same books in each site.

Ms. McQueen addressed the issue of Bookstore revenue and informed the Senators that the Bookstore is an auxiliary service and does not receive any funds from the State. Therefore, the Bookstore must charge a certain amount of margin for books to students. She also stated that in an effort to improve relations with the different departments, she has been visiting faculty meetings in an effort to target any issues faculty may have with the Bookstore. Ms. McQueen pointed out that when faculty members choose not to do business with the Bookstore, financial aid students in particular who buy their books with their aid money are adversely affected. Any discretionary income from the Bookstore is turned over to the university for student organizations, academic areas and staff positions that are supported through Bookstore funds.

Ms. McQueen invited Senators who have had problems with the Bookstore regarding the ordering of textbooks to contact her to discuss the problem so that it does not reoccur.

ISSUES FROM THE FLOOR

There were no issues to discuss.

There being no further business, the meeting was adjourned at 4:20 p.m.