

2001

## AY 2000/2001 FS meetings minutes: 01 Jan 17

Faculty Senate

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# USF Faculty Senate Archives

## FS Minutes

January 17, 2001

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### FACULTY SENATE MEETING

January 17, 2001

### MINUTES

The meeting was called to order at 3:08 p.m. The Minutes from the November 15, 2000, meeting were approved as corrected.

#### **FACULTY SENATE PRESIDENT'S REPORT AND ANNOUNCEMENTS** (Nancy Tyson)

The main emphasis of President Tyson's report was the Education Reorganization Transition Task Force (ERTTF) Session which she attended most of on January 8 and 9, 2001. President Genshaft's welcome to the ERTTF was very warm, and she did make a strong point about keeping our campuses intact. Senator Bob Graham spoke for approximately one and one-half hours, including the question and answer session, to a packed ballroom. The tone of the whole session changed very much after that point. The ERTTF was very much on the defensive after his speech and they knew that they were not entirely welcomed by the university community. President Tyson stated that, in her opinion, the universities are facing a very disastrous time in our history. She is very concerned about what is happening to higher education in the state of Florida. She feels that the future is not in very good hands. Everything that can possibly be done should be to change the course of what is currently transpiring.

President Tyson stated that there is a provision in the Minutes of the Senate Executive Committee (SEC) whereby in a crisis situation action may be taken during the report phase of the Senate meeting. She had something which she wanted to ask the Faculty Senate to act upon which was approved by the SEC and, declaring a crisis situation, asked that an exception be made to the usual order of business. President Tyson asked for the approval of the Faculty Senate to send a letter of support and appreciation to Senator Graham for his recent action in defense of the Board of Regents (BOR). This is something that all of the presidents of the Advisory Council of Faculty Senates (ACFS) are taking to their Senates. They would like to provide Senator Graham with a letter from every Faculty Senate and also one from the ACFS united.

Also, it had been suggested by a member of SEC that such a letter would have more effect if it could be a joint letter between the Faculty Senate and the Student Senate. If the faculty could join with the students in this cause it would be to the benefit of both groups and to the benefit of the university. President Tyson had made an overture to the President of the Student Senate with no response yet. The proposal was if the Student Senate were

responsive to that overture and if the faculty could get their support by the end of the month, President Tyson would like to have the letter come from both senates. If not, the Faculty Senate will send one on its own. She added that the University of South Florida (USF) is very fortunate to have an excellent student government this year.

Senator Fred Strobel asked President Tyson to elaborate on the divisiveness which she felt was being created by the ERTTF between faculty and students. At the end of the first day, there was a public hearing at which a number of individuals spoke for a brief period. Several of these people made the statement that the ERTTF had been deaf to the concerns of faculty thus far in their action. The following day, the ERTTF retorted that they had heard a lot about faculty but nothing about students which left the impression that faculty do not care about the students. President Tyson feels that a joint letter of support would be an excellent move to prove faculty and student unity.

Parliamentarian Sara Mandell stated that part of the problem is that members of the ERTTF do not really understand what faculty are about. She thinks it is important that people be made to understand that what faculty do is not only to educate students by virtue of being in the classroom, but to educate by virtue of being role models for research. The outside world views research at a university as a way for faculty to get away from their real task of teaching instead of understanding that it is the epitome of teaching. Parliamentarian Mandell stated that faculty need to show the relationship between teaching and research, the advancement of knowledge.

President Tyson indicated that the BOR is no longer the only issue at stake. The presence or absence of the BOR has now become a rallying point for the whole deplorable process that is taking place and something needs to be done to alleviate this. She feels that, as much as legally possible, the Faculty Senate needs to take some political action as a body.

Senator John Ward stated that in talking with people from other groups one of the primary goals is at some point being able to introduce permanent status for university support employees. It seems to Senator Ward that some of the people that are pushing this reorganization trying to conserve resources by having no long-term obligations. What these people want is a more flexible economy in which they can control costs both in the short run and in the long run.

Past President Jesse Binford made the motion that President Tyson send a letter of support and appreciation to Senator Graham for his recent action in defense of the Board of Regents. The motion was seconded. Senator Sherman Dorn proposed a friendly amendment that the Faculty Senate give President Tyson blanket authority in consultation with the SEC to send letters of appreciation to anybody who expresses the interests of faculty in terms of governance of the university system. This is because the Faculty Senate needs to be very careful that there is no chance of a motion being used as a partisan political move which it could be if there is a name on the motion. If, however, the Faculty Senate and the SEC give President Tyson authority to send letters of appreciation, then they can be sent to anyone in the state. It could also include a time limit up until August 1, 2001. The friendly amendment was seconded. Senator Marion Becker encouraged President Tyson to identify, if possible, Republican leaders who are supportive of the BOR so there is partisan support and this does not become a polarized issue. President Tyson reiterated that the letter to Senator Graham would extend the Faculty Senate's appreciation and support for his recent action on behalf of the BOR. The amendment was unanimously passed.

A second motion was made to allow Faculty Senate President Nancy Tyson, in consultation with the Faculty Senate SEC, to send letters of appreciation on behalf of the Faculty Senate to policy makers in Florida in support of permanent governance models for Florida

universities that respect faculty governance and academic freedom. The motion was unanimously passed.

President Tyson announced that ERTTF Chair Phil Handy has scheduled a meeting with members of the ACFS on Thursday, January 18, 2001, from 9:00-11:00 a.m. in the Gus Stavros Center on the USF campus. He has opened the meeting to everyone, and President Tyson reiterated the invitation to the Faculty Senate. Four SEC members, plus President Tyson, will be attending this meeting. The meeting is with only Chair Handy and not the entire task force.

## **PRESIDENT'S REPORT**

President Genshaft was out of town, and there was no report given.

## **PROVOST'S REPORT** (David Stamps)

One of President Genshaft's highest priorities is salaries, not only faculty salaries, but salaries of USPS and A&P employees. He indicated that no matter how faculty salaries are looked at, they are relatively low. USF is planning to set into motion a plan that will attempt to address all salaries over the next few years. The President has approved the first stage of an extended process of addressing salaries at USF which is being made under Article 23.9 of the UFF/BOR Collective Bargaining Agreement. These salary increases will be made at the point of promotion in recognition of the special achievements demonstrated by faculty during the promotion process. The nine percent increase received by faculty commemorate their promotion. The promotion process is probably the most rigorous review of faculty within the university, so USF believes it is important to recognize these achievements through this special, salary process. Individuals promoted at the beginning of the 2000/2001 Academic Year will receive the following: full professor \$3,500 and associate professor \$2,500. These funds are being taken from the regular university budget this year, and in future years these funds will not be taken from salary dollars allocated by the State legislature. These increases will be an addition to what is allocated by the State. Provost Stamps clarified that it is collectively bargained that all people who are promoted will automatically receive a nine percent increase and that for special achievements those people who are promoted to full professors will receive an additional \$3,500 and those promoted to associate professor will receive an additional \$2,500. The Provost indicated that the administration wants to recognize outstanding professors who do not receive anything except the annual raises. In addition, he would like to develop a process that is non-competitive.

Past President Jesse Binford asked the Provost about the compression study conducted several years ago at USF. The Provost responded that the long-term process is to look at the amount of compression that exists within the university, not only in terms of those who have been promoted, but also those who will not an opportunity to receive additional funds.

The Provost announced that if Dr. Louis Martin Vega is not able to accept the College of Engineering Dean position, another search will be conducted.

Senator Gene Ness expressed concern about the need to hire young faculty to share in research and in the growth of the university. He asked the Provost if this is being addressed. Provost Stamps responded that all of the deans have submitted strategic plans of what their needs are within each of their colleges. He indicated that priorities need to be set and move certain disciplines or interdisciplinary adventures ahead with the idea that different ones will be moved ahead the next time around. In addition to assistant professors being hired, the university needs to hire associate and full professors who can also act as mentors to the younger faculty.

## **UNITED FACULTY OF FLORIDA (Mitch Silverman)**

United Faculty of Florida (UFF) President Mitch Silverman made the following announcements:

- The class grievance filed on behalf of UFF against the mandatory attendance at the sexual harassment workshops has been resolved successfully to both parties' satisfaction. Attending the workshops is now voluntary. Anyone who signed a waiver after attending one of these workshops can request it back from Human Resources. A statement addressing this will be forthcoming from the Provost's Office.
- The BOR and UFF have just completed negotiations for a new contract. President Silverman stressed that it is absolutely critical that this contract be ratified. If the contract is in place and voted upon it is almost tantamount that the BOR has to approve because they negotiate it. This will provide a degree of protection for all faculty members with respect to due process, tenure and promotion, and a grievance procedure. In addition, there is a general consensus from the administration around the state that the contract provides a set of rules by which interaction with one another takes place. This contract has been in the works for thirty years. It is critical that UFF goes in with a working document. If the contract is not signed off on and is not voted on, it takes away their incentive to have this contract in place. Without the contract in place, such things as academic freedom, tenure and promotion, due process, and a grievance procedure come to the table and possibly to a local board that is not trained to deal with these issues. It is not known what will happen five months from now. President Silverman emphasized that the situation is a lot worse than it was at the beginning of the academic year. It is time for everyone to get involved. All the changes to the contract will be mailed to each faculty member to be voted upon by February 9, 2001. All Senators were reminded that as such one of their most important responsibilities is to keep the members of their unit informed on issues like this.

## **REPORTS FROM OFFICERS AND COUNCIL CHAIRS**

### **1. Senate Elections (James Vastine)**

Secretary Vastine presented the Senate Election Schedule, Senate Vacancies, and Voting Units and Apportionment for the 2001/2002 Academic Year. He encouraged Senators to inform their colleagues that it is election time and to solicit for nominees from within their voting units. The Voting Units and Apportionment requires approval by the Faculty Senate to be forwarded to the President of the University before the election process can begin. A motion was made and seconded for approval of the Voting Units and Apportionment. The motion was unanimously passed.

### **2. Committee on Committees (Jenifer Schneider)**

Chair Schneider announced that there are approximately one hundred vacancies on university-wide committees and councils. Nomination forms have been mailed and are due in the Faculty Senate Office by Friday, February 2, 2001. Senators were encouraged to either self-nominate or nominate a colleague for membership.

## **ISSUES FROM THE FLOOR**

There were no issues from the floor at today's meeting.

## OLD BUSINESS

### Amendment to Bylaws

At the November Faculty Senate meeting an amendment to the Bylaws was presented to better define a quorum for the SEC meetings. At today's meeting, a motion was made and seconded to accept this revision. The motion was unanimously passed.

## NEW BUSINESS

### Parking and Transportation Master Plan Group Forums

Parking and Transportation Director Gregory Sylvester attended today's meeting to announce that there will be a Master Plan Parking and Transportation Forum on January 23, 2001, from 5:00-7:00 p.m., in the Marshall Center Ballroom. Everyone was asked to make that announcement to their respective units. In addition, there will be more intimate sessions with all governance groups on campus, including the Faculty Senate. Focus will be on such things as how the USF Master Plan relates to mobility issues along with facts and information on parking and transportation issues on campus. It is hoped that a dialogue will develop from these sessions.

Mr. Sylvester also announced that it is anticipated at the beginning of February there will be a new surface lot opening at the corner of Alumni and Leroy Collins Drives. Initially, there will be approximately two hundred and forty-two spaces with sixty to ninety of those being allocated to faculty and staff. The remainder of the spaces will be allocated for students.

There being no further business, the meeting was adjourned at 4:42 p.m.

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