

Advisory Council of Faculty Senates

March 25, 2011

16th Floor, Turlington Building
Tallahassee, FL

MINUTES

Meeting called to order by Chair Rick Yost at around 9:00 AM

Attendance: FAMU – Maurice Holden, Narayan Persaud; FAU – Bill McDaniel; FGCU – Chuck Lindsey, Halcyon (by telephone); FIU – Tom Breslin; FSU – Eric Walker, Sandra Lewis; UCF – Ida Cook, Manoj Chopra; UF – Scott Nygren, Rick Yost, Mary Anne Ferguson; UNF – Kathy Robinson, Jeff Harrison, Judy Solano, Patrick Plumlee; USF – Liz Larkin, Liz Bird.

Absent - NCF; UWF.

Action Items: Highlighted below.

ACFS Business

The agenda for the meeting was handed out. Rick Yost welcomed everyone. Everyone introduced himself or herself. The signup sheet was passed around.

Morning Sessions – Reports from the Chancellor’s Staff

Tim Jones – Chief Financial Officer

Mr. Jones provided updates on the budget. House and Senate have come out with draft appropriation bills. It was provided as a handout and some of the important aspects were discussed.

Operating – Senate has no funds for New Florida but has included \$142M for STEM initiatives. Foundations will have to raise dollar for dollar match to get this money. This may include existing money in the foundation.

There is a non-recurring item of \$14m in base operating General revenue. House enhanced to \$33M to soften blow (line 19). Senate restores all stimulus funds on IFAS/Med/Health Centers. (Line 29)

Proposal to use a graduated % scale for the amount that FRS will require in matching from employees. Senate has levels 0% for those making <40K, upto 2% for <75K, and upto 4% for > 75K. House going along with 5% like the Governor recommended but is considering a reduction to 3%. It is expected that there will be some matching required by employees. Legislators also talking about raising retirement age and eliminating DROP.

No change in health benefit in latest discussions that took place as early as this morning. Line 24 : No Cortellis or Matching funds are include. These requests may be suspended with \$300 M in backlog.

House is considering a 5% tuition increase with 10% allowed for differential tuition at the universities. Senate has proposed 0% + 15% differential for undergraduate tuition, along with 8% for all other levels (graduate, professional).

Line 36 the budget caps administrators' salaries from state funds at \$200K reducing it from \$225K. Currently only president were capped at \$225K but it now applies to all administrators. Vice presidents are included but anyone classified as Professor/Faculty is not included in this cap.

PECO – none currently. House is restoring \$40M in maintenance funds across system. Senate is talking about bringing this amount higher.

Richard Stevens – Director, Academic and Student Affairs

Mr. Stevens distributed two new board regulations – new programs and educational sites. He introduced Shanna Autry, primary coordinator for program approval.

Authorization of New Academic Degree programs – new regulation language 8.011 Any program leading to licensure will not need this. BOG members are reviewing duplication. Council of Academic Vice Presidents (CAVP) are looking at program duplication and productivity with a goal of coordination at system level. They are reviewing arrays of program. New programs must demonstrate that the university has had conversations with other universities.

Educational Sites regulation is in draft form and may go forth at June BOG meeting. It may go along with a rewrite of continuing education and program coordination regulation 8.009. It sets guidelines for clarifying for local BOT and BOG approval for programs at branch campuses. Any confusion in terminology on branch campuses will be clarified by this regulation. Also looking at programs at branch campuses to add to inventory for the Higher Education Coordination Council.

Rick Maxey – Governmental Relations Executive Director

Update on on-going session.

- a. Members of Board met with legislators on Tuesday.
- b. Introduced Luis Valdez: intern from FIU who handed out copies of a summary of education-related bills being discussed in the current session.
There is a change in the thinking of what universities mean to the state of Florida. Legislature will require either self-directed review of how they meet up with the state of FL priorities or they will direct us. It is setting aside \$142M for STEM scholarships in Senate. It is not allowing university to spend money without ROI (does not have to be dollars but must show that the expenditures help state improve economically). It aims to define mission of each university and also define performance measures for each.
- c. BOG had voted for Leg agenda. Some priorities were concurrency, fix glitches and removing prohibition against summer school if 9 college credits in high schools. There is bill to allow the university to develop their own summer term policy. Concurrency trust fund to pay improvement property. In 2010, there is no

money to pay for infrastructure improvement as reserves have been depleted. BOG is trying to restore the stream. Legislature will eliminate this trust fund. BOG continues to work on exemptions similar to the ones for K-12. There is support from Alexander, O'Toole and Speakers Office to get exemption. City and counties will fight this as they will not get this money.

- d. Gun on campus – Bills 0234 and 0517. NRA Hammer leading it personally as it is framed as a second amendment issue. Claim is that a university is not a school and the law does not apply. BOG is working with students and police chiefs to testify at first hearing. FSU student was killed by drunken boyfriend using firearm. The girl's father appeared at hearing. Even though the bill was stripped out in the senate, the father was allowed to tell story. Once that happened, the support for the bill diminished. We are monitoring it this year as it appears to be dead for now.
- e. ORP is fine. The worst is 3% contribution and elimination of DROP for those who are not in DROP by July 1, 2011. In the senate, there is a tiered approach with 3% expected to pass at the end.
- f. Salaries – proposal to limit maximum state contribution to President, Admin to \$200K. Foundations would be allowed to make up \$25K. For BOG office, the \$200K cap applies to salaries and benefits without the possibility for foundations. BOG office is working with the legislature on this issue.
- g. Bills 1732 (transform FL state college to SUS) & 1359 (Governor appoint Student body president) appear not to be going anywhere.

Yost introduced Kelly Layman – Executive Director for Communications. She works with news and information staff at each university. Layman handed out an Orlando Sentinel story about Chancellor Brogan wanting to have a list of unwanted regulations prepared and sent to BOG and Chancellor. This is an example of how she can coordinate the message and work with the press.

Dottie Minear – Sr. Associate Vice Chancellor

Dr. Minear suggested that we might want to look at a website, www.texashighered.com, which presents a possible set of solutions for higher education in Texas under the “7 solutions” tab

Other matters:

- a. Templates sent out to university on updating the University Work Plans. Dr. Minear stressed that ACFS members can use their role on BOT to provide assistance in timely completion and information. It is a dynamic document. BOG wants more complete information and not in bits and pieces. New information on primary institutional goals and metrics. There is a need to narrow down goals to 3-5 areas and then look at ROI. These plans are due back in the BOG office by July 23. BOG staff is not doing legislative budget requests until these are developed.
- b. CAVP is conducting academic coordination reporting and new academic degree program proposals for next three years. Academic productivity studies are the most important way to improve the system - increase retention and graduation rates.
- c. BOG discussion at the recent meeting - Define pre-eminence in programs. How do we move resources to assist areas of pre-eminence?

- d. BOG also interested in quality. How do we measure, support and improvement in quality. Strategic planning with input from constituents is not a top down process.
- e. A comment made that the size of faculty is not included in work plans. It will be a part of discussions in strategic plan and the future.
- f. What does the mission of Teaching, Research and Service mean in the 21st century? Strategic plans are driven by this question. US rankings falling compared to others in the world. Legislature is interested in creating jobs and economic development in FL. Board members are interested in adding community engagement to the mission.
- g. ACFS members should refer to 2018 Georgetown University, Center for Education and Workforce study for trends in workforce.
- h. How do we compete in the international arena? Need financial and geographic access. What is the role of E-Learning?
- i. Comments were made on how universities do not train people for jobs but prepare those who create jobs.

Link for Dr. Minear's presentation have been sent to Rick Yost. **Rick will forward to all.**

General Discussion

Preservation of University Experience – Residency Requirement

Judy Solano indicated that a poll has been conducted of SUS to see the residency requirements for transfer from State Colleges. Many campuses are already talking about expanding their residency requirements to address the issue of State Colleges. Judy thinks this may be past the emergency stage and is already being reviewed.

Resolution of Shared Governance

Halcyon St. Hill presented the results of a group looking at preparing a document for ACFS on shared governance. The group took the chart from UF and used it as a starting point for their work. The draft document and diagram was handed out. It proposed definitions, purpose of shared governance, components, and explained the process in the diagram.

There is further need for definitions for the arrows in the figure - **Determine, Recommend and/or Consult**. There were some suggestions made at the meeting. Strategic Planning should be **Determine** for BOT/Admin and **Consult** for Faculty. Yost commented this model might need to adapted/modified at each institution. Each university may need to develop their own graphic. UF BOT has formally adopted this, which lends it some credibility.

Comment made on role of staff and students who are included in the definition but not in the graphic. They could be included with a Consult box to both Admin and Faculty.

Yost suggested that we allow the committee, and others who want to join in, to work further. Chopra suggested that we beef up the Clarity of Roles section statement (e). Judy recommended adding other 2 stakeholders (staff and students).

Please provide feedback as soon as possible to Halcyon within 2 weeks (due Friday April 7).

Discussion with a Governor II – Gov. Gallop Franklin II

Gallop Franklin is the SGA President at FAMU, President of the Florida Student Association, and member of BOG. He is an example of how shared governance (faculty and student) works with him serving on BOG. He was born and raised in Tallahassee, is majoring in Pharmacy and played on the golf team for FAMU.

He stressed the importance of higher education for FL – New FL initiative, talent supply chain for industry, and to retain best and brightest faculty. These are difficult times with budget. Legislators - What are good and premier programs?

Students are committed to differential tuition. Last two years, universities have used the 15% full increase. BOG implements policy and strikes the proper balance in shared governance. Faculty are the backbone of the SUS institutions. True compassion to help students and get them prepared. Gov. Franklin commented that students are

- a. Advocating for investing in higher education in FL – intellectual capital. Innovation and creativity. Creating jobs.
- b. In favor of adding textbooks to tax rebate.
- c. Opposed the guns on campus bill
- d. Opposed to block tuition. Only UF Board wants it but even UF students are opposed.

FSU is not member of Florida Student Association. Dues are high and budget was very high. Gallop stated that he has reorganized FSA but has not got buy-in from FSU SGA.

Bologna Issues

Tom Breslin- prepared a paper with comments on Bologna Process.

He summarized the article by Adelman and Lumina Foundation report (100s of pages long). There have been efforts by Europeans to create uniform workforce. Teachers from Spain are not happy about it as they feel they are not able to harmonize curricula even within national boundaries. Nothing resonates for our group. The article author uses common course numbering as example.

Breslin analysis – do better to analyze our own system and common course numberings, rather than look at the European experience. European models include Lisbon (vocational and trade) and Bologna. Some references from the Chronicle of Higher Education were provided in the paper.

ACFS does not think anyone on Legislature or BOG is at all interested in this issue. We have trouble with 5-6 years. A three-year model is not on the radar. We may want to use some of concepts of Bologna – transferability of courses and success of 2+2 system within the state.

There was a comment that FIU administration strongly favor Arizona State model. Freshman should declare majors. Experiments on teaching Math in a different way are underway at FIU including UCF model. There has been an increase of 30% in retention.

Travel to Terrorists States Lawsuits

Breslin proposed a **draft resolution** against the travel ban which is in state law. He provided a background on the travel ban to four terrorist states – Sudan, Iran, Syria and Cuba. ACLU has requested that Breslin bring it to the attention of ACFS and to encourage law schools to draft amicus briefs to add to their suit that will go to the FL Supreme Court. There is an infringement on Academic Freedom that comes from this ban. Yost has inquired with BOG staff if there is any interest and stated that there is no interest and would not move in legislature at all.

However, there has been some harm. We are losing competitiveness. FSU has lost faculty whose research depends on travel to Cuba. It has had an impact on recruitment and retention. FIU has lost Director of Cuban Studies and hard time hiring director of Latin American Center. Colleagues from Alabama are moving in to work on research in Cuba. The law is also restricting federal funding potential. Students cannot perform research in context with foreign cultures.

Action Item: Tom Breslin will tweak the language with the comments from today and re-send it out to ACFS.

Approval of Minutes of September 2010 Meeting in Orlando – the minutes were approved unanimously. The minutes will be posted on the ACFS website under the BOG website.

Other topics of interest

- Date for next meeting: ACFS will continue to hold in Tallahassee in either May or June. **Yost will send out Doodle request.** Session ends May 4. Currently proposed date is **May 13.**
- Officers for next year need to be elected in May. Rick Yost indicated that he would like to run for second year.

Campus Report

Copies of the campus reports were circulated. Some universities provided a one-minute update of their most important item.

Adjourned at 3:00 PM

Respectfully submitted,
Manoj Chopra,
ACFS Vice Chair

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FAMU Report – Maurice Holder

No report

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FAU Report – Bill McDaniel
No report

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FGCU Report – Chuck Lindsey

Recent activities of note/interest:

1. The faculty, through UFF, is still pursuing domestic partner benefits. Academic Affairs has done comparison study for the Board of Trustees to see what other SUS institutions are doing. The Faculty Senate passed a resolution in support last spring.
2. We have recently approved a survey instrument for faculty assessment of chairs and deans' performance. This will be the first assessment conducted since 2004. We are still working on the details of implementation, but we hope to be able to conduct an assessment during this year.
3. The Faculty Senate passed in February a resolution opposing any change to the current statutes prohibiting concealed carry of firearms on campus. (NB: the version of the bill, SB 234, that passed out of committee has the prohibition back in)
4. The task force reviewing the results of the 2009-10 Campus Climate and Culture study has completed its final report, including recommendations for improving the campus working environment. The study included staff as well as faculty, so recommendations address concerns of both groups. For faculty, one of the prominent concerns has been the perception of micromanagement from Academic Affairs, as well as the need for improvement in communication with that office.
5. We have had a joint task force of faculty, staff, and administration working for most of this academic year on studying the organizational structure in academic affairs. This study has included open sessions for faculty and staff to provide suggestions and input, as well as processes for review of draft proposals by all groups. The group issued its final report in February, which contains several recommendations to the Provost. Final decisions about any changes will be made before the end of this semester.
6. An ad hoc committee has been working since last summer on creating a long-range plan for assessment of general education. The committee finalized its report in December and we are currently sorting out implementation details. Some proposals for modifying our gen ed student learning outcomes have already emerged from this process, which are under consideration by the General Education Council.
7. A separate task force is currently being set up to review our undergraduate student learning outcomes; these were created by the Deans Council in 1996, before the university opened, and have not had any formal review since then. We need to complete this review and develop and implement a coherent assessment plan so we have results for our next self-study for SACS.

8. Several different proposals have been floating around to establish a complete ban on on-campus smoking. We will be conducting a referendum of faculty on this issue later this spring, when we have elections for faculty senate representatives.

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FIU Report – Tom Breslin

This week Miami-Dade College challenged FIU’s plans to grow to 60,000 students in the next ten years. The College announced “The American Dream Scholarship.” Starting fall 2011, the College would use private and public funds to cover tuition charges for up to 60 credits for any legal resident of Miami Dade County graduating high school in the county with a 3.0 GPA or better. The graduates would have to pass the college-ready test of the College and maintain a 3.0 or better GPA as Miami Dade College students. The offer does not apply to current MDC students.

MDC’s 160,000 students constitute the largest college enrollment in the US and are the core of the nation’s 6th largest concentration of postsecondary students, the Miami Standard Metropolitan Statistical Area. This SMSA takes in FIU and FAU and in the eastern US is 2nd only to the New York SMSA in the number of college students.

The impact on the FIU student profile could be profound. FIU could find itself moving back to its upper division and graduate program origins.

FIU has been preparing for a cut of up to 9 or 10% in its FY2012 state funding. Currently 90 faculty positions are unfilled in order to generate funds to balance the budget. Fifty positions are being recruited but competition has strengthened. Most finalists have 2 or 3 competing job offers. University administrators take this to be a sign of a shift to a sellers market in higher education. Nationally, there has been a 41% increase in job openings in higher education over the past year; about 2/5 of that has been for faculty members.

At FIU, retention of faculty and administrators has been challenging in many areas but it has been particularly difficult in the Public health program. Efforts are underway to reach at least the minimal level in all of the sub-fields required for accreditation.

To keep and reward its best instructors, FIU has initiated a multi-step career path featuring multi-year contracts for non-tenure-earning faculty. The Faculty Senate and the UFF chapter have welcomed this initiative.

The Faculty Senate is about to begin the process of voting on suggested revisions to its constitution that have arisen from a constitutionally mandated review. The first of the required two readings of the proposed changes, including a more liberal restatement of the section on academic freedom, will be next Tuesday.

The Faculty Senate is winding up its mandated triennial review of the core curriculum. There have been only minor changes and the process has been peaceful. Likewise, we are proceeding with Senate approval of the first 75 or so upper division courses called for by the SACS-required Quality Enhancement Plan. Ours focuses on “Global Learning.”

Respectfully submitted,
Tom Breslin

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FSU Report – Eric Walker

Florida State University, Sept. 2010-March 2011 [27 Nov. 2010: FSU 31, UF 7]

1. Arbitration ruling. In November 2010, the arbitrator ruled for the grievants and against the university in the case of faculty who had been laid off in June 2009. 21 tenured faculty had been given termination notices at that time; 12 were part of the grievance. The remedy was reinstatement; President Barron immediately announced that he would extend the remedy to all the tenured faculty who were terminated (which was by then a group of 19).
2. Provost retirement and Provost search. Also in the fall, President Barron announced the retirement effective December 31 of Provost Larry Abele, who had served in that position since 1994. The most bruised members of the Faculty Senate wanted a resolution of censure of the Provost; we compromised on a resolution that "condemned the actions of the administration" in the layoff crisis. Robert (Bob) Bradley, Vice President for Planning and Programs, is now serving as Interim Provost (and enjoys the widespread confidence of the faculty; he is not a candidate for the position). President Barron appointed a search committee at the turn of the year and employed a national executive search firm. The committee will be interviewing a shortened list of 7 outside candidates at the Orlando airport next weekend; campus visits for a handful of finalists are scheduled for the week of April 11. President Barron hopes to be able to make an offer in early May.
3. Salaries and retention. In numerous public forums, President Barron has made it consistently clear that his top two priorities are faculty salaries and faculty retention (he is especially alarmed by our big drop in assistant professor ranks, the effects of which will be severe in the 5-10 year outrange). In August 2010, he was able to supply a 3% a-t-b bonus from non-recurring, and he is trying to figure a way to make that a permanent raise as a first step. Since the news from downtown is cuts, cuts, and more cuts, he is working on other fronts. Thus to items 4 and 5.
4. Voluntary separation plan. In the budget cutting exercise in 2009, the university offered a buy-out plan for 70+ that didn't generate much traffic. President Barron bargained a new plan this year for 65+ with two incentives: one year's salary and an entry-level line for the individual's home department. 17 faculty have signed on (faculty + staff. 120 eligible, 32 yes). The difference (if any) between retiree's salary and new position will go to central raise pool.
5. Salary plan for professors. The administration and the union also bargained a plan to address compression at the senior tank. The administration did find 500k to devote in year one to what was planned as a multi-year process to award raises to full professors after 7 years of service (a current pool of 180) who have continued to perform according to promotion criteria. What was well-intentioned has gone sour on several fronts. The application process is cumbersome and leaves a great many people out; the President is unhappy with the bargained criteria (continue to meet promotion standard) instead of priority measures of productivity and severity of compression. If you want to sample the unhappiness, see Prof Michael Ruse's blog at the CHE website. A faculty committee elected by

the senate begins meeting Monday to make recommendations to the President from an initial pool of 69 binders (promoted before 1993). The President has announced that this project will not continue in its presently bargained form.

6. Non-tenure track faculty reclassification project. The administration and the union continue to bargain a comprehensive reclassification/redefinition plan for NITF campus-wide. Current draft in contract language is at 40 pages. The senate started this project with a two-year task force report in 2007. It grindeth forward exceedingly slow, and there is still much disagreement.

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NCF Report – Rick Coe

No Report

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UCF Report – Ida Cook

The Faculty Senate approved a major restructuring and revision of the Faculty Constitution. Work on final approval took most of the fall term - approved in December 2010, by the Faculty Assembly.

Several other actions by the UCF Faculty Senate include:

1. Endorsement of revisions of the university's non-discrimination policy to include gender identity and gender expression as categories that are protected from discrimination.
2. Revision of the policy concerning appointment and evaluation of chairs and directors to make explicit the role of the faculty in the review process of their chairs/directors.
3. Approval of requirements for training of all graduate students in academic integrity and responsible conduct of research (RCR) to coincide with federal regulations.

Approval is expected by the end of March a major revision of the Student Perception of Instruction (SPol) forms and procedures, dealing with how the results are reported and used in faculty evaluations. This project spanned almost two years and involved multiple committees. Last summer, Office of Academic Affairs supported the Senate's commissioning the services of an outside consultant to review the proposed versions to add an external objective, professional appraisal of the forms prior to the beginning of Senate deliberations.

The resulting SPol resolution addresses evaluations designed to address classes offered in three different formats. All SPols will be administered as online anonymous surveys. We expect to have final approval on March 31, 2011. A second resolution authorizes pilot testing of the SPol, which is scheduled to commence during Summer 2011.

UCF joined other Carnegie Foundation top tier universities by being designated by the Carnegie Foundation for the Advancement of Teaching as a "university with very high research activity."

<https://webmail.ucf.edu/owa/redir.aspx?C=5c4f03a3e13e4713bb7786ec67f2e1fe&URL=http%3a%2f%2fwww.research.ucf.edu%2fNews%2f201101UcfResearchHarvard.html>

Other UCF successes include UCF winning our football Conference-USA, and the Liberty Bowl in Memphis, TN. UCF's basketball team has played in semi-finals of the College Basketball Invitational tournament. A Veteran's Commemorative Site, honoring all branches of the military service, at the end of the mall between the student union and UCF arena was dedicated in fall 2010. The University of Central Florida's Spirit Splash, an annual pre-game pep rally held during Homecoming week, has received a best campus tradition award from the National Association for Campus Activities. See the link for a video <http://www.youtube.com/watch?v=HPKzCbKW4vk&feature=youtu.be>

Submitted by Ida Cook, Faculty Senate Chair, University of Central Florida.
Ida.Cook@ucf.edu (Please note new email address)

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UF Report – Mary Ann Ferguson

To: Advisory Council of Faculty Senates

- Senate council is preparing recommendations for required training and certifications to standardize and avoid duplications.
- University and senate are weighing changes to the National Merit Scholarship participation.
- Budget model (RCM) is being reviewed by the Senate Budget Council.
- Faculty Senate passed unanimously a resolution opposing the legislation to allow guns on campus. (Student government passed a similar resolution.)
- President Machen is discussing a 30% increase in tuition in the event of deep cuts to the state budget.
- Guidelines for use of social media have been adopted by the University with input from the faculty senate.
- The University's Behavioral Consultation Team and HR have been meeting with the Senate to discuss campus safety issues.
- A Teaching and Learning Center is in the process of being developed at UF.
- A BS degree in Agricultural and Biological Engineering has been renamed Biological Engineering.
- The College of Engineering is in the process of forming an Engineering School of Sustainable Infrastructure and Environment from two current departments.
- UF has released its 2011 Student Experience in the Research University survey results.
- A new degree, Master of Sustainable Development Practice has been established in the College of Liberal Arts and Sciences.
- UF has established a Doctoral Education Review Committee which is reviewing all doctoral programs.
- A new IT committee structure has been developed and faculty are serving as members of the various committees.
- Retired faculty will be able to use their Gator ID cards to ride the city's public transportation.

- New constitutional changes have been approved to allow a department to be housed in more than one college simultaneously.

Respectfully submitted
 Mary Ann Fergusson, Ph.D.
 Chair, University of Florida Faculty Senate.

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UNF Report – J. Patrick Plumlee

University of North Florida Campus Report

- Three major construction projects are underway on the UNF campus: the new Biological Sciences building, a new student wellness center, and an extension of the current College of Education building, which will house the UNF Disabilities Resource Center, Veteran’s Center, and several other programs. Demolition of the existing student dining hall will commence in May, with a new multi-story facility to be built on the site. This facility, scheduled to be completed by August, 2012, will provide new, expanded space for the UNF Faculty Association, and possibly a faculty club. A major rehabilitation of the existing Engineering building also started this fall and is continuing.
- Headcount enrollments for UNF for the spring semester are 13,563 undergraduate and 1,712 graduate students.
- The UNF budget appears to be in relatively good shape for the next academic year. No layoffs or cuts to active programs appear to be contemplated at this time. Approximately 34 faculty lines have been approved to be filled for the 2011-2012 academic year.
- UFF, the President, and the Board of Trustees agreed to an approximately 3% raise for UNF faculty and staff. Although a variety of issues delayed the promulgation of the raises through the fall, these were settled by late January. Faculty were paid retroactively from the beginning of the academic year. The pool of available funds was based on approximately 2.85% of total in unit salaries. Individual raises of 1.5% - 8.38% were based on five factors:
 - 1.5 percent across the board increase for permanent faculty
 - 0.76 percent available for merit
 - 0.76 percent available for compression to faculty who met specific definitions of compressed salaries
 - 0.07 percent for market inversion for 18 of the most inverted faculty (those who are 9% or more inverted).
 - 0.01 percent for instructor promotions
- The university president announced in January that he was ordering a reorganization of the Office of the Vice-President for Academic Affairs, due to

mounting faculty concerns about the efficiency and effectiveness of that office. This reorganization will add two Associate Provosts to the office and realign the responsibilities in the office. The current AVP will remain in the position and is responsible for planning and implementing the reorganization. Internal searches are underway for the two new associate positions.

- The UNF Faculty Affairs committee is reviewing the organization and bylaws of SUS institutions in advance of a possible proposal to replace the current Faculty Association with a Faculty Senate within the next few years. UNF and New College are the only SUS institutions that have faculty associations rather than faculty senates.
- UNF received a 2010 Community Engagement Classification from the Carnegie Foundation for the Advancement of Teaching in recognition of the University's exceptional commitment to community engagement. The classification is given to institutions that demonstrate a mission, culture, leadership, resources and practices that support "dynamic and noteworthy community engagement" as well as exemplary programs to promote civic engagement.
- The University of North Florida is one of the nation's 50 "Best Value" public colleges and universities, according to The Princeton Review. UNF was also named "Best Value" public college in 2009 and in 2007.
- The University of North Florida was named a "Military Friendly School" for 2011 by G.I. Jobs magazine, for the second year in a row.

Submitted by

J. Patrick Plumlee

UNF Faculty Association President

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USF Report – Liz Larkin

The USF System report includes four separate sections, one from each of its member institutions. The Faculty Advisory Council (FAC), representing faculty across the System in making recommendations to the President and to the Executive Vice President for Academic Affairs of the USF System, has been meeting monthly since August. We have accomplished several key changes in developing a coherent system of shared governance that will meet with SACS approval. We now have four faculty representatives on each of the three system Advisory Councils aligned with the University Board of Trustees Workgroups (Academics & Campus Environments; Finance & Audit; Health Sciences & Research). Also, we have proposed a new policy, currently undergoing the formal promulgation process, on Academic Restructuring to include faculty in any major changes to departments, divisions, or colleges. Finally, we have

approved Bylaws that guide how we operate as a coordinated system-wide Council on behalf of all USF faculty.

USF Tampa Report

The 2010-2011 academic year has seen USF Tampa grow in National and International prominence and impact rather than in size. The goal of becoming a worldwide university is illustrated by a recent restructuring of its international initiatives under the umbrella of USF World, the opening of the Patel Center for Global Solutions and the new School of Global Sustainability, and by the generous gift of \$1,000,000 from President Judy Genshaft and her husband, Steven Greenbaum, to support international travel, scholarship and research by promising USF students across the USF System.

In this endeavor to increase our prominence and impact, research is becoming a larger proportion of USF Tampa's activities, illustrated by the new Interdisciplinary Science Teaching and Research Building, a continued increase in research grants, the innovative founding of the Academy of Inventors, which now has several chapters across the globe, and the seminal contributions of the College of Marine Science to our understanding of the impact of the Deepwater Horizon oil spill. In recognition of their contributions over a lifetime, three USF Tampa faculty members were elected as Fellows of the American Association for the Advancement of Science. Research in the humanities, arts, and social sciences has also expanded, with several faculty winning prestigious fellowships.

Service, education and performance are illustrated by the opening of the new College of Pharmacy and the new Music building, by the groundbreaking for the innovative Center for Advanced Medical Learning and Simulation in downtown Tampa which will attract physicians from around the nation and the globe to learn the newest techniques, by a collaboration on personalized medicine with the new branch of the world-renowned Jackson Laboratory in partnership with Sarasota Memorial Hospital, and by a partnership with Lehigh Valley Hospital in Pennsylvania to train a new class of medical students at USF. USF was also recently classified by the Carnegie Foundation as a "Community Engaged" university, illustrated by our active portfolio of research with community partners and an increased emphasis on service learning for students. A continuing challenge for USF, like any metropolitan-based university, is the need to improve graduation rates, currently being tackled through the Provost's initiative on Student Success.

Throughout these rapid changes in environment and opportunity, the partnership between the Faculty and the Administration in support of the students and the community is illustrated by the agreement in principle on the new policy of shared governance with respect to Academic Restructuring and the fact that no Faculty member has been laid off at USF Tampa due to fiscal constraints.

Huntington Potter
President, USF Faculty Senate

University Of South Florida St. Petersburg Report

University Receives Positive Review from Accreditation Site Team. A review team representing the Southern Association of Colleges and Schools Commission on Colleges visited the university between Feb. 14 and 17. They evaluated the university's adherence to 89 accreditation standards and the university's Quality Enhancement Plan

(QEP), titled "The Success Equation: A Model for Enhancing Student Learning in Gateway Mathematics and Statistics Courses." At the conclusion of the visit, the site review team had only one recommendation for the university to respond to before the final reaffirmation decision in December, 2011.

Progress Energy Foundation Gift of \$175K Supports University Initiatives. Two existing programs at USFSP, the SunBay Digital Mathematics Project and the C-SPACE Programs and Outreach Initiatives, will benefit from an overall gift of \$185,000 from the Progress Energy Foundation to USF (\$10K is being received by a program in Tampa). The SunBay project (COE), a program to enhance middle school teachers' instruction of mathematics, will be expanded as a result of the gift of \$125,000, while C-SPACE (CAS) will fund graduate research, a community discussion series, and an Adopt-a-Class program with Lakewood High School in St. Petersburg; with the \$50,000 it received as part of the gift.

Accounting Students Take Second in Regional Competition. Four students from the College of Business took second place in the "Best Practices" competition at the regional Beta Alpha Psi Conference in Charlotte, NC. The team finished ahead of perennial favorites USF Tampa and LSU with their presentation, "Helping Others to Understand the Financial Profession." Beta Alpha Psi is an honorary organization for Financial Information students and professionals. Dr. Patricia Gaukel is the USFSP chapter faculty advisor and accompanied the students to Charlotte.

Richard Smith
President, USFSP Faculty Senate

University of South Florida Polytechnic

The faculty senate continues to move forward mirroring the growth of USFP in general. During 2010 the number of faculty increased by approximately 25 Full Time Employees with plans to add 30+ during 2011. This will bring the total faculty at USFP up to 90+ for fall of 2011.

USFP completed their initial accreditation paperwork and submitted the formal request for separate accreditation in December of 2010. Members of the faculty senate worked diligently with the administration to construct this document. As with all SACS applications our programs are currently in a holding pattern pending initial accreditation. The faculty senate continued to work on the constitution and bylaws. During 2010 a version of the constitution was passed as the first effort in moving from a faculty governance board to a full-fledged faculty senate. Work continues on providing a more explicit set of bylaws and expanding the executive board as well as preparing for the addition of new groups of senators as more faculty divisions and colleges are formed. The strategic plan for USFP calls for three colleges with nine divisions, and currently two colleges and 5 divisions are operating.

Normal faculty senate councils and committees continued to operate, in some cases with name changes and/or restructuring based on the new constitution. The faculty senate was a participant in the system governance activities for the USF system and three members serve on the FAC as well as other system wide governance structures.

Richard E. Plank

President USFP Faculty Senate

USF Sarasota-Manatee

SACS. The USFSM campus completed the application process for separate SACS accreditation, and the on-site review was completed in November. The campus received very positive preliminary feedback from the review committee and the preliminary report contained only two issues to be addressed prior to consideration for final approval. The campus is optimistic that separate SACS accreditation will be granted in June, 2011. The campus has moved forward to create the framework for four-year degree programs and changed the course catalog to reflect the needs of the campus as it begins operation as a separately accredited institution.

Faculty Governance. The faculty senate for the USFSM campus developed and unanimously adopted a new constitution and by-laws to govern its operations as part of a separately accredited institution.

Jim Curran
President, USFSM Faculty Senate

Respectfully Submitted,
Liz Larkin
President, Faculty Advisory Council

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UWF Report – Richie Platt
No Report

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Academic Council of Faculty Senates (ACFS)
Statement of Shared Governance
Revised 9/13/10, 11/29/10, 12/8/10

Definition of Shared Governance:

Shared Governance is the participation of administrators, faculty, staff and students in the decisions and policy-making process to promote the institutional vision and mission, academic integrity and sustainability of the dynamic academic environment while retaining public accountability.

Statement of the Purpose of Shared Governance:

The purpose of shared governance in an academic institution of higher education is to provide shared responsibility for quality improvement and productivity through the creation of a partnership between faculty and academic administrators, the president, and the board of trustees based on mutual respect and collaboration. Such shared responsibility entails working toward mutual goals to embrace a unified vision established by a fully enfranchised intellectual community. Shared governance involves collaborative efforts to fulfill and fully execute the institutional mission by participating in matters including:

1. the identification of priorities,
2. the development of policy,
3. defining responsibility for ethical leadership,
4. enhanced community partnerships, and
5. the governance of the academic institution as a whole.

Statement of Necessary Components of Shared Governance:

(1) Stakeholders: Shared governance requires shared responsibilities among stakeholders whose roles or involvement include shaping, executing, and realizing the vision and mission of the academic institution, preserving academic freedom, academic integrity, students successes and public accountability for the institution. Therefore, shared governance in an academic institution, requires engaging faculty, academic administrators including the provost, associate deans, deans, chairs, the president, board of trustees, and a combination of any or all entities herein and students as applicable.

(2) Initiation of Shared Governance Actions: Initiation of ideas and academic needs evolve from various stakeholders; as such, the decision-making authority varies based on which stakeholder bears the responsibility of leadership in resolving the given cause being addressed. Those leading the charge must involve other stakeholders to assure that the institutional need and mission are met without jeopardizing any aspect of institutional services or responsibilities.

(3) Responsible Parties and Decision Ownership: Stakeholder contributions and roles vary based on the charge, role and party responsible for implementing resolutions. Stakeholders make decisions, share decision making or provide, recommendations or make endorsements based on the ownership of the situation.

(4) Process of Shared Governance: Activities evolve through various stakeholders. Timeliness, efficiency, clarity in communication and appropriate dissemination of information are significant features of shared governance, which require stakeholders to make decisions using an effective process that ensures:

- a) mutual collegiality, trust and democracy – administration and faculty openly voice support for shared governance, administration commits resources, either faculty or administration can convene a meeting , both parties set the agenda and set priorities;
- b) seeking and incorporating views from stakeholders who have relevant information, expertise, and/or may be impacted by decisions;
- c) transparency and accountability to stakeholders throughout the process;
- d) ongoing monitoring, mutual review and assessment that result in recommendations that further the efficacy of Shared Governance, and
- e) clarity of roles (see Illustration 1) - guidelines for faculty and administration responsibilities to determine, recommend, or consult with respect to:
 - i. academic activities - curriculum, accreditation and evaluation of students,
 - ii. administrative activities - educational policies and policy implementation, including shared governance structure, budget reports, compliance, resources,

- iii. strategic planning - areas of emphasis including faculty positions, research space, finance allocation,
- iv. faculty status including appointment, retention, promotion and tenure criteria evaluation and faculty development,
- v. leadership - representing the unit to external constituents, and
- vi. rules for due process and resolution of issues and responsibilities

See Illustration 1 Model Process of Shared Governance Activities.

(5) Implementation of the Shared Governance Process: Utilize a formal implementation of the Shared Governance Process through integration in the constitution or bylaws with written approvals such as memorandum of understanding between faculty governance entity – e.g. the faculty senate and the administration.

Respectfully Submitted: Halcyon St. Hill, Patrick McDonald and Katherine Robinson
September 13, 2010
Revised 12/8/10 HSH

Draft Resolution for the Advisory Council of Faculty Senates of the State University System of Florida

WHEREAS, the State of Florida has established a system of governance for the state university system of Florida through its constitution in order to achieve excellence through teaching students, advancing research and providing public service for the benefit of Florida citizens, and

Whereas, academic freedom is the defining criterion for higher education and the hallmark of excellence in universities, and

Whereas, academic freedom entails the freedom of faculty members to pursue an innovative course of study, carry out original research, publish novel findings, teach, artistically create, participate actively in the collegial governance process, and speak out, including about controversial matters, without fear of reprisal or censorship and unhindered by pressures from internal or external groups, and

Whereas, the “Act Relating to Travel to Terrorist States” (Travel Ban), sections 1011.81 and 1011.90 Florida Statutes (2007) uniquely among the states of this union effectively bans direct and indirect state support of travel by state university and community college employees to countries listed by the U. S. Department of States as “State Sponsors of Terrorism,” even in the name of legitimate academic inquiry, and

Whereas, the Travel Ban restricts the ability of public university and community college faculty members and students and the citizens of Florida to pursue their interests in contact with foreign cultures, interests protected by both the federal and the Florida constitutions, and contravenes worthwhile trends towards internationalization in higher education, and

Whereas, the Travel Ban, therefore, undermines academic freedom in the public universities and community colleges and hinders the constitutionally mandated pursuit of excellence through teaching students, advancing research and providing public service for the benefit of Florida citizens, now

Therefore, the Advisory Council of Faculty Senates of the State University System of Florida calls upon the Board of Governors to use its best offices for repeal of the Travel Ban and calls upon the state legislature to repeal the Travel Ban at its next session.