

**Faculty Senate Meeting
Minutes
September 22, 2011
3:00 – 5:00 p.m.
Reitz Union Auditorium**

The meeting was called to order at 3:05 p.m.

Minutes of the August 2011 meeting were approved.

Chair's Report

Scott Nygren, Faculty Senate Chair

Dr. Nygren reminded the Senate that there are no proxies or absentee ballots and noted that we have offsite senators representing Medicine and IFAS in Jacksonville and around the state. Because of the many issues coming up that will change UF in the future, the Steering Committee decided to add "Topical Discussion" to the Senate agenda to give faculty a chance to voice their opinions. Today we will have a discussion about the "Benefits Restructuring". Also, Faculty Senate has a "Discussion" page on the Faculty Senate website where faculty can give their comments.

Provost's Report

Joe Glover, Provost

Dr. Glover had a few items to report.

- In case senators haven't heard, regionalization is off the table for the Board of Governors.
- There is a national conversation about the Texas plan. Governor Scott is encouraging discussion. The President is fully engaged in the conversation and responding to the Governor's request on these matters.
- Doctoral review process is going on in the colleges. Documents involving comprehensive review are to be turned into the college by mid-November. Final documents will be due in January to Tigert Hall.

Action Item

Honorary Degrees

Ken Berns, Chair, Honorary Degrees

The Senate approved the candidates for honorary degrees: Robert R. Lindgren, H. James Free, William E. Evans, Robert Rietti, William N. Morgan.

Topical Discussion

Benefits Restructuring

Marc Heft, Chair Budget Council (Facilitator)

- Paula Fussell, Vice President for Human Resources, explained about the current general thinking of the administration. In July the Legislature decided that employees would have to pay 3% toward their retirement. Dr. Machen and the administration is trying to come up with a way to lessen the burden of employees paying the 3%. The administration has come up with a couple options
 - Leave Change Proposals
 - Option 1
 - All faculty paying 3% retirement contribution receive a 3% salary increase in January 2012
 - Eliminate payment of unused sick leave

- Faculty who formally retire by June 30, 2016, would keep current leave structure and any eligible payment of unused sick leave
 - Faculty enrolled in DROP who retire by June 30, 2016, would keep current leave structure
 - Keep vacation accrual rate the same - 4 ½ weeks per year
 - Reduce payment for unused vacation hours to 200 hours (staff changed in September 2011)
 - Reduce maximum annual accrual to 352 hours
- Option 2
- Allow faculty paying 3% retirement contribution to choose between 3% salary increase and current leave structure.
 - Yes for 3% salary increase:
 - vacation payout reduced to 200 hours
 - Vacation annual maximum reduced to 352 hours
 - Sick leave payment eliminated
 - No for 3% salary increase:
 - No change in sick or vacation leave payments
 - No change in maximum accrual of vacation
 - Faculty enrolled in DROP who retire by June 30, 2016, would keep current leave structure

A long discussion ensued about the benefits restructuring. Comments and thoughts that were expressed:

- The longer you are here, the more you give into the pot of sick leave and vacation leave if you haven't used it. Those people will have paid for the 3% raise of the people who have just come here. We have a problem with salary compression, so the people who make less money pay for the 3% of those who make more money.
- Pleased that Dr. Machen has been responsive to the faculty. Faculty close to retirement, usually within 4 or 5 years were taking the payout into account when they retire. Glad to see that this has been taken off the table.
- Glad to see the options that have been made available. What's the budgetary balance between what is going to cost to handout 3% across the board and what will be paid out in sick leave?
- Can we consider instead of losing the sick leave to reducing the payment for sick leave? Does it have to be either/or?
- I am in the ORP and not eligible for DROP but plan to retire by 2016...so is the first option available for us in ORP.
- How will these changes be applied to county extension faculty that have salaries paid in part by the state and paid in part by the counties. Would counties have to match the University's contribution?
- Happy to hear the new proposal. Cap on total amount on vacation time before it converts to sick leave. Not sure how changing that saves money? There are folks in the College of Medicine who cannot take all their vacation because of clinical time.
- Concern about vacation for 12 month faculty because of the proportion of 9 month vs 12 month. Seems to disproportionately impact negatively the 12 month faculty. We are carrying a disproportionate burden that other faculty don't get because they are 9 month faculty.
- Many in the College of Medicine get their benefits paid from the money they earn by seeing patients. When 3% is taken away for benefits, it goes back to the college. There isn't a net deficit anywhere. Why does the 3% impact these faculty?

- Think about whether IFAS people should be 9 months or 12 month appointments. Would like to be a 9 months faculty member.
- Consider the family leave act. Cutting vacation leave from 352 hours to 240 hours is a cut of 44 days. Think about parental leave or maternity leave. If you don't have the time accrued, especially with a special needs child, there will be difficulty.
- Thank you HR for listening to us. Ironic that university is going to stress doctoral education and graduate education and penalize faculty by taking away their sick leave payouts and other benefits. That doesn't make sense.
- If implemented, can the conversion of excess vacation to sick leave occur in December 2012 thus allowing 1 year for faculty, especially clinical faculty, to plan ahead and take vacation without affecting clinical practice and our service to patients.
- Following up on the question of county extension faculty being paid by both state and county, IFAS has a number of state and county faculty who receive federal benefits. Will these faculty members be held to the same two options proposed?
- If you look at the spreadsheet and see that 9 and 12 month faculty are pooled together for benefits. Nine month people are paying into the pool but cannot take vacation. Nine month people are actually subsidizing 12 month faculty. There will always be a problem when people are pooled with different salary structures. When you look at the table only 1.2% of the pool set aside for payouts. How will this generate a recurring 3% salary benefit with bleak times in the year or two?
- Third option might be that some of us can keep what we have and take the 3% deduction. We then keep the same benefits we have now.

Information Items

New Syllabus Policy

Bernard Mair, Chair, Curriculum Committee

When this policy was disseminated, there was concern about implementation on time (Fall 2011). It was never the intention that three years of syllabi be posted by Fall 2011. The intention was that Fall 2011 syllabi be posted by Fall 2011. The policy was modified to remove the "Fall 2011" phrase. Departments and colleges are given several terms to get up to speed. Constitution Committee is suggesting that departments post these on a public website.

Proposed Amendments

Margaret Temple-Smith, Constitution Committee

Presented the proposed amendments for the "General Education Committee" and "University Curriculum Committee".

General Education Committee. The President or the President's designee shall appoint eight voting members to this committee from the majority of baccalaureate degree-granting colleges within the University. The Senate shall elect eight voting members from the faculty at large. Student Government shall select two non-voting members. The non-voting chair shall be appointed by the President or the President's designee. A co-chair who shall have the right to vote shall be elected by and from the Committee senate representatives. The General Education Committee establishes a philosophy of what constitutes the general education component for baccalaureate degrees offered by the University. It reviews, in accordance with established criteria, all courses proposed to fulfill General Education and University Writing and Math requirements. It makes recommendations to the Curriculum Committee regarding the continued effectiveness of the general education program.

University Curriculum Committee. The President or the President's designee shall appoint twelve voting members to this committee from the majority of baccalaureate degree-granting colleges within the

University. The Senate shall elect twelve voting members from the faculty at large. Student Government shall select three non-voting members. A chair is appointed by the President or the President's designee. A co-chair who shall have the right to vote shall be elected by and from the Committee senate representatives. This Committee shall consider all requests for changes in undergraduate curricula or catalog listings, and for the addition of new courses of instruction in any of the colleges, divisions and schools of the University, except the Graduate School. When the question under consideration pertains to a course or courses at the "5000" level, available for graduate major credit, the Committee shall act jointly with the Graduate School. The Committee shall endeavor to eliminate unnecessary proliferation of courses and duplication of subject matter among courses. Ordinarily, the Committee's decisions on proposals to add courses to the curriculum or to delete courses from the curriculum shall be final, but the department that is offering the course, or proposing to offer it, may appeal the Committee's decision to the Senate. Such an appeal shall be addressed to the Committee, which shall either reverse its earlier decision or ask the Steering Committee to schedule Senate consideration of the appeal. The Committee's decision on proposals to add, delete, or make changes in programs of instruction leading to undergraduate degrees shall not be a final decision, but shall be submitted to the Senate for final action. When the Committee begins to consider items requiring Senate approval, the Committee's co-chair shall inform the Chair of the Academic Policy Council.

Online Effort Reporting

Jim Ferrer, Ast Vice President, Finance and Planning / **Angel Kwolek-Folland**, Associate Provost

Jim Ferrer and Angel Kwolek-Folland introduced the new online Effort Reporting system that will be rolled out this Fall. Decided to go with a third party vendor that is compliant with OMB Circular A-21. Effort reporting has become a main focus for federal auditors. Faculty have had input and participated in focus groups to develop the system. There are three components: online FAR, Commitments, and Effort Certification. An online informational session is available in My Self-Service > Training and Development > search for course RSH 200. Jim and Angel are also doing college and departmental visits.

Open Discussion

- We would like to see an account of how proposed benefit changes will offset 3% raise and view an analysis of the impact of the proposed changes in contrast to 9 month, 10 month, and 12 month faculty and how it will affect each group. Interested in seeing some information or details on the faculty pool that was referred to earlier.
- Will raise be retroactive and if so what date?
- Option 1 vs Option 2 – noticed that if a person is here for more than 4 years, people will most likely not take Option 2.
- When will information on changes be posted on the website?

The meeting adjourned at 4:49 p.m.

Senators Attending

Jessi Aaron
Charles Adams
Amanda Adimoolah
Monika Ardelt
Alexander Berkovich

Donald Bolser
Gijs Bosman
Mary Brownell
Babette Brumback
Amy Buhler

Eileen Buss
Nico Cellinese
Paul Chadik
Jean Cibula
Donald Cohen

Deb Cupples
Barbara Curbow
Florin Curta
Harry Daniels
Larry Wayne Duncan
Kevin Farmer
Liz Felter
Mary Ann Ferguson
William Giuliano
Abraham Goldman
Renee Goodrich
Wayne Griffin
Charlie Guy
Charles Haddad
Frederick Hamann
Shannon Hamlett
Jacob Hammer
Brian Harfe
Edward Hart
Christopher Hass
Galia Hatav
Marc Heft
Richard Hill
Patrick Hogue
Shannon Holliday
David Holmes
Aida Hozic
David Janicke
Margeaux Johnson
John Kammeyer
Phil Kaufman
Mirka Koro-Ljungberg
John Leavey
Chihray Liu
Rob MacKay
Marty Main
Tim Martin
John Mecholsky
Renwei Mei
Giuseppe Morelli
Marjorie Moore
Paul Mueller
Debra Murie
Ashley Booth Norse
Michael Nussbaum
Scott Nygren
Carol Ojano-Dirain
Anand Paul

Deanna Pelfrey
William Properzio
Emily Pugh
Neta Pulvermacher
David Quillen
Jamie Reilly
Beverly Roberts
Maria Rogal
Andrew Rosalsky
Jason Rothman
Vicki Sarajedini
Kenneth Sassaman
James Seale
Rich Segal
Christiana Shaw
SA Sherif
Steven Shugan
Susan Sinnott
Keith Stanfill
John Stevely
Ghatu Subhash
Colleen Swain
Mickie Swisher
Margaret Temple-Smith
J.J. Tepas
Kevin Thompson
Mark Tillman
Amy Tobler
Scott Tomar
Jenny Tucker
Sonal Tuli
Sharda Udassi
Hans van Oostrom
Jay Watkins
Lori Waxenberg
Ann Wehmeyer
Cirecie West-Olatunji
Janet Yamamoto
Mary Ellen Young
Henry Zmuda

Liaisons

Paula Fussell
Michael Perri
Kenneth Berns
Joe Glover
Barbara Wingo

Students

Graham Picklesimer
Tom Seto

Guests

Michael Kladde
Martin Gold
Richard Schneider
Ann Wehmeyer
James Casa
Mercy Olmstead
Steven Shugan
Naomi Young
Jim Ferrer
Angel Kwolek-Folland
Bernard Mair
Julie Johnson
Michael Good
Mary Watt
Tom Dana