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**MINUTES
FACULTY SENATE MEETING
JANUARY 19, 2005
DODD HALL AUDITORIUM
3:35 P.M.**

I. Regular Session

The regular session of the 2004-05 Faculty Senate was held on Wednesday, January 19, 2005. Faculty Senate President Valliere Richard Auzenne presided.

The following members attended the Senate meeting:

N. Abell, J. Ahlquist, M. Allen, A. Arnold, V. R-Auzenne, T. Baker, C. Barrilleaux, C. Beeler, S. Blumsack, M. Bonn, A. Boutin, B. Bower, J. Bowers, F. Bunea, S. Carroll, D. Clendinning, J. Clendinning, P. Coats, J. Cobbe, R. Coleman, C. Connerly, T. Crisp, C. Darling, L. Dehaven-Smith, S. Fiorito, J. Geringer, R. Glueckauf, C. Greek, M. Guy, V. Hagopian, L. Hawkes, E. Hilinski, C. Hofacker, D. Houle, W. Leparulo, S. Lewis, C. Madsen, N. Mazza, D. Moore, R. Navarro, P. Orr, D. Peterson, D. Pompper, P. Rikvold, A. Sang, D. Schlagenhauf, D. Seaton, S. Sirmans, S. Southerland, Jeanette Taylor, John Taylor, N. Thagard, G. Tyson, C. Ward, J. Whyte, J. Wulff, K. Yang, M. Young.

The following members were absent. Alternates are listed in parenthesis:

A. Arnold, R. Atkinson, J. Baker, G. Bates, M. Childs, M. Cooper, D. Corbin, F. Davis, J. Dexter, P. Doan, J. Dodge, L. Edwards, L. Epstein, R. Fichter, L. Flynn, P. Gielisse, J. Grant, D. Gussak, T. Hart, H. Hawkins, R. Herrera, D. Jordan, A. Kalbian (**K. Erndl**) B. Kemker, D. Kuhn (**J. Fiorito**), W. Landing, S. Losh, V. MacDonald, E. Madden (**D. Cornwell**) T. Matherly, R. Navarro, D. Odita, P. Orr, S. Palanki, J. Peterson, S. Pflaffer, D. Rice, M. Seidenfeld, J. Standley, E. Walker, Q. Wang, B. Warf.

II. Approval of the Minutes

The minutes of the December 8, 2004 meeting were approved as distributed.

III. Approval of the Agenda

The amended agenda was approved with one change so the President may be moved up in the order.

IV. Report of the Steering Committee, J. Cobbe

The steering committee has met twice since the last Faculty Senate meeting, including our monthly meeting with the President and Provost. Members of the steering committee also participated in the January meeting of the Advisory Council of Faculty Senates, and attended Board of Trustees' committees and the Board of Trustees' meeting.

Much of our time has been spent on discussion of how to handle the proposal with respect to Chiropractic. In consultation with the chair of the Graduate Policy Council, the Steering Committee drafted a resolution which our President, Vall Richard Auzenne, later presented to the GPC, of which she is a member. That resolution was adopted unanimously by the GPC, and subsequent events at the Board of Trustees meeting appear to be consistent with the position taken by both the Steering Committee and the GPC, namely that there has been insufficient time to consider the substance of the proposal, and it should not move forward without full GPC consideration and approval of its substance. The administration stated to us that the proposal that had been prepared for the Board of Governors was the proposal that would be submitted to all the normal internal FSU faculty and administrative bodies prior to submission to the Board of Trustees and Board of Governors, and it was only being presented to the BoT for onward transmission to the BoG because the BoG had requested it. President Wetherell emphasized to us that the relevant legislation authorized a Chiropractic program, it does not require one; and the intent is that if the BoG authorizes planning for it, then the proposal will start to be considered by normal FSU internal processes.

Also last Friday the Advisory Council of Faculty Senates adopted a resolution for transmission to the BoG affirming its strong belief that no degree program should be presented to University Boards of Trustees or the Board of Governors unless it has been fully reviewed and approved by the appropriate faculty bodies.

We were informed that the administration intends to present the UFF with a complete package of proposals for a collective bargaining agreement, as you just heard from the Dean of the Faculties. However, we were also told that if agreement is not then achieved relatively quickly, the administration intends to declare impasse, perhaps as soon as mid February.

At this time, there is nothing further non-trivial to report.

V. Reports of Standing Committees

a. Undergraduate Policy Committee, S. Lewis

As I did not submit a statement at our December meeting, this report reflects the activities of The Undergraduate Policy Committee at its December and January meetings.

The UPC has approved THE 3214, World Theatre History II, a course that the Senate has previously approved for Liberal Studies credit, for designation as a course that meets the Literature and Gordon Rule requirements. In addition, JPT 3391, Japanese Film and Culture, another course that the Senate has already approved for Area IV designation, was found to meet the requirements for the Gordon Rule and Multicultural designations. Also found to meet the Gordon Rule criteria was CLA 3012, Homosexuality in Antiquity. Finally, COM 4470, Desktop Multimedia, was approved for the Computer Skills Competency.

It is my understanding that only the approval of THE 3214, World Theatre History II, for the Literature credit requires further action by the Senate. At this time, I'd like to move that it be approved for this designation.

The motion passed.

b. Graduate Policy Committee, G. Bates

Senator Bates was not in attendance.

VI. Old Business

There were no items of old business.

VII. New Business

There were no items of new business.

VIII. University Welfare

a. OMNI Issue, V. Hagopian

This issue came to my attention because people started calling me. If your last paycheck, for 9-month faculty only, had a substantial reduction of your federal income tax then you thought you got a raise but you didn't. I contacted Mike Ballow who is in charge of tax matters. He knew nothing about it. He started looking into it. We discovered that OMNI assumes that every 9-month faculty has zero income during the summer. I understand from Anne Rowe that 89% of the faculty at FSU were funded

in someway during the summer. They reduced our income tax because we are not going to get paid during the summer. I tried to get them to correct it but they absolutely refused to do so. They say we should adjust our W2 form twice a year as we have not thing else to do but watch over them correct their mistakes. This is where we are at the moment. I have asked them to come report to the Insurance and Benefits committee.

Provost Abele spoke about how this was something that none of us wanted. We went and lobbied the Governor and Tom Gallagher, who had just been elected Chief Financial Officer. We understand there has to be a new system but since everyone is currently on one system and most Universities are going to go to the same system, wouldn't it be more affected to phase it in everyone at once. It was rejected at every level. Therefore, we have been struggling with several major problems; the OPS issue, appointing people, the tax issue. We are running as we speak various models to see what the affects are going to be.

Rick Bayer, Payroll Manager, spoke about how we bought a system. We are told to take that system and us it as vanilla as we could. We can change programs but when we change programs in the system we bought then company will no longer support it. This is a very complex system and does a lot of things the old system wouldn't do. Every time you get a new appointment or contract, OMNI will go in and look at what you are making and adjust your taxes accordingly.

Provost Abele said that we will have a full report by Friday afternoon. We have people working on the problems. We will stay in contact with Faculty Senate Steering Committee.

John Carnaghi spoke about PeopleSoft being a good product. PeopleSoft is using tax table 7 and not tax table 2 as the state was using. If you work with your Departmental Rep. we will get this right so that you are happy with your taxes that are being withheld. We are spending over \$25 million on the installation of the system. Go to employee self-service and if you don't like the taxes, change the amount. You have been reading about Convergys. We will have you on your insurance plans. We are still tied to the state in everything except your gross pay and we want that to be right. As we went through the 12,000 pay checks, we knew of 90 that have problems. We are going to manually take care of those 90. Faculty is not having the problems is mostly the part time people.

Rick Bayer also spoke about the positive of the system. You can now have multiple bank accounts. If you have a problem we will work with you to get a solution to the problem.

Susannah Miller extended an offer to contact her with any problems you encounter. She can be reached at smiller@admin.fsu.edu or 644-6876.

b. Updates on Bargaining and Related Matters, J. Fiorito

The faculty and administration teams have held three relatively short meetings since the December Senate, and the administration's chief negotiator has cancelled two other meetings. While we've made progress, the pace has been disappointing. Three meetings are scheduled over the next few weeks, and provided those meetings occur, the pace should pick up.

Substantively, recent sessions have focused on sabbaticals, promotion, and tenure. I'm pleased to say that the administration has taken a significant step toward the view that promotion and tenure procedures and criteria should be explicit and enforceable, although we've not yet reached agreement. While this may seem like a modest improvement, consider the alternative.

In the bigger picture, key issues still on the table or under discussion and slated for full negotiation, in addition to sabbaticals, promotion, and tenure, are faculty union rights and salaries. As reported last month, 11 other remaining articles and associated appendices not yet agreed will be subject to a "minimal changes formula" whereby both sides have tentatively agreed to live with essentially "old language" from the former statewide agreement. Neither side regards this formula as optimal in itself, but both sides recognize its value as an expedient step toward concluding the current negotiations and putting a new contract in place.

I would like to add that our next negotiation session is scheduled for 3pm next Wednesday, January 26th, and that these sessions are open to the public. Of course we would welcome Senators or any faculty members to attend.

Finally, let me mention that a UFF membership drive is under way. You might wonder why the UFF-FSU Chapter is trying to build membership instead of focusing 100% of its attention on bargaining. The reason is that there is a fairly strong relation between constituency support and negotiation success. To quote an all-star international team of scholars from the Universities of Sheffield and Toronto, and from MIT: "[Membership] is perhaps the strongest correlate of the ability of unions to perform positive political and economic functions for their members and their societies" (Verma, Kochan, & Wood, *British Journal of Industrial Relations*, 2002). I hope you will convey that to your constituents if questions arise about reasons for the membership campaign.

I thank President Richard-Auzenne and the Senate for its time, and I will be glad to take any questions.

IX. Announcements by Deans and other administrative officers

There were no announcements by deans or other administrative officers.

X. Announcements by the Provost

Provost Abele had no announcements.

XI. Announcements by the President

As most of you know from the BOT meeting last Friday, we did not resolve the Chiropractic issue. I do appreciate the work you all have done. It has been a difficult issue to deal with because of the politics of the issue. Our concern at the University is that no one be intimidated. We don't want professional organizations intimidating anyone. We don't want our boards being intimidated. We don't want our students being intimidated. We don't want someone suggesting that if you do this that something bad will happen to this school or division. I'm not sure exactly where that issue will go at this point. There is the issue of \$9 million tied to it. The governor only put \$1.7 million in his budget. My concern is that this University should never be afraid to teach anything. It was never our intention not to go through our internal processes. What we are trying to spare the University from is the divisiveness which is beyond our control. If someone is not going to approve it somewhere up the line, and they have already made that decision, then go ahead and tell us and we won't go through the process or we will attack the issue in a different way. I feel the same way about the BOT because some of them wanted to forward it on with a recommendation. That would have occurred before we went through our internal processes and I think that was equally as wrong. It is a very difficult issue and I have been chastised by the medical community for saying it is a fight between two professional organizations and quite frankly it is to a certain degree. But that is not our issue at Florida State. Our issue is that if we are going to teach this program that we do it to the best of our ability and we move forward. The BOG has the issue and they meet on the 27th. We will see what they do but I don't think it will end there.

We did get the Governor's recommendations yesterday and they are not very good. There is very little general revenue to E&G available for growth. It does not fund the growth we currently have not to mention any growth we would absorb in the future. It does provide about a 7.5% tuition increase. It removes the University System from administered funds, that is the fund that pays the state employees pay raises etc., which means we as an institution would have to pick that money up. It does not address the Garnet and Gold guarantee or the governor's own block tuition issue. The university and community college matching funds have been rolled together and then split the pot with 2/3 going to universities and 1/3 going to community colleges. I believe there is about \$80 million. If the legislature does not fund a certain issue in a given year then it is not eligible for funding thereafter. So if a donor were to give with the assumption

that his donation would be matched and the legislature chose not to match it, then that item would not be eligible to match in the future.

I spoke to Dr. Machen today and he is in shellshock. We have talked to the BOG and since they have filed the lawsuit to be the constitutional voice of the SUS we asked if they were going to advocate for us. Their position right now is that they are going to support the Governor's budget. There is about \$285 million in tax credits given back and there is about \$3-4 million in recurring and nonrecurring money. The bad thing about a hurricane is that it displaces a lot of people and causes a lot of damage to a state. The good thing is that with all the construction there is a lot of construction sales tax revenue. There is a lot of money in the budget but it's just not showing up in the university system.

Today we announced a \$10 million graduate fellowship program. We had a donor who made a gift of \$5 million and we will apply for matching and will put that into the graduate program.

Enrollment is doing well. We have basically accepted our freshman class for next year. We will do some adjustments in that class but for all practical purposes we are finished admitting. We still continue to have a problem with transfer students in January, that is we have more than we like.

Seven Days of Opening Nights is coming up. Three or four events are sold out. Response has been good and the donors are up.

Parents' weekend is scheduled for the first weekend in April. It should be better than last year, and I hope you will participate.

We are working towards a pretty good graduation ceremony as well.

Final plans for the Johnson Hall and the Faculty Dining rooms are finalized. There are two dining rooms that have been created on the left side of Suwannee Arcade. The first one is the larger one which will empty into the mail dining room. It will all be done in a gothic motif. It is not reserved. The second one is a smaller dining room which could be reserved for smaller dinner parties.

Faculty Senate President Valliere Richard Auzenne thanked President Wetherell for helping to establish the Faculty Dining room.

XII. Adjournment

The meeting adjourned at 4:34 p.m.



Melissa Crawford
Secretary to the Faculty