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## UFF Summer Consultation Minutes

May 30, 2017

FSU/Training Center – Stadium Place

3:00 p.m. – 4:00 p.m.

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Attendees:

University

Sally McRorie  
Renisha Gibbs  
Carolyn Egan  
Lisa Scoles  
Rebecca Peterson  
Lynn Hogan  
Danni Staats  
Adam Donaldson

UFF

Robin Goodman  
Scott Hannahs  
Nancy Kellett  
Jack Fiorito  
Michael Buchler  
Matthew Lata

**The meeting began at 3:00 p.m.**

**1. Minutes from Consultation Meeting on February 13, 2017**

Renisha Gibbs welcomed everyone to the consultation. She asked if UFF had received minutes from the last consultation, had the opportunity to review them, and asked if there were any additional questions.

UFF indicated that they did not have any further questions.

**2. Confirmation of Reporting Dates and Procedures**

Dr. Jack Fiorito stated that they wanted this topic added to the agenda just to make the point that all has been going well.

Ms. Gibbs expressed her appreciation for the feedback.

**3. Legislative Wrap-up**

Dr. Robin Goodman inquired as to what legislative action had the administration most concerned.

Provost Sally McRorie responded that the administration was keeping an eye on everything transpiring in the legislature, and that some of it was concerning. However, there was not much to report because bills were not yet to the Governor.

Dr. Goodman asked if there was any concern about arts and humanities because of all the STEM focus.

Provost McRorie stated arts and humanities are a priority for the University and our focus on them is

comparable to colleagues around the country. Dr. Scott Hannahs stated that internally the concern is that the Legislature has not necessarily viewed the arts and humanities as a priority.

Provost McRorie confirmed that this is a concern for the administration as well. She stated that they had held a discussion recently about the metrics. The Board of Governors (BOG) has a strategic plan through 2025 and one of the things they want is STEM graduates and STEM programs throughout the system, and we're almost at that point now.

Dr. Hannahs stated that that reasoning and approach made good sense to him.

Provost McRorie stated that FSU is a very fine institution and shouldn't overly change its identity as a result of the current focus being placed on STEM programs.

#### **4. Ramifications of Impending Block Tuition Policy**

Matthew Lata indicated that he'd been reading about this issue which is likely to be put in place by the GAA (General Appropriations Act), and that it appears to be up to individual campuses how they plan to implement it. He wondered how that would affect our students? Particularly the instance of, if we had a student who was unable to afford tuition, how would we handle that?

Provost McRorie responded that there's the potential to not be a full-time student. There's also the potential for a student to pay for 15 hours and take 18. She elaborated that the University has a lot of students that have started to take 15 hours a semester under the "Take 15" campaign and the data shows they are doing well.

Mr. Lata asked about students that have to work full-time.

Provost McRorie explained that those individuals will probably end up being part-time students. The policy has not been fully discussed because the law has not been signed. Each university is required to work with its Board of Trustees (BOT) to come up with its policy and then it would go into effect fall of 2018, after BOG approval.

Dr. Hannahs inquired as to how FSU is thinking of responding. Would it be pay by the credit until you get up to 12?

Provost McRorie answered that the discussion has just started, but probably up to 9.

Dr. Goodman asked what would happen if a student fails or has to withdraw from a course?

Provost McRorie responded that they would not get their tuition back, but they wouldn't anyway.

Mr. Lata stated that he doesn't quite understand this laser-like focus in getting people out in 4 years.

Provost McRorie responded that she thinks the Governor and the Legislature are very concerned with student debt. The vast majority of students are on Bright Futures Scholarships, with the majority of FSU degrees costing less than \$10,000. The cost of living is where they really rack up the debt. So one of the ideas is if they're enrolled for 4 years that's less debt they're likely to incur. FSU's tuition and fees are incredibly low compared to the rest of universities across the country.

Mr. Lata shared a story of his son who wants to attend FSU and is likely to be interested in taking additional courses beyond 15 hours.

Provost McRorie explained that he'll still be able to do that, and she thinks it's in the students' best interests if they're able to do that.

Dr. Nancy Kellett asked about the financial implications. If there are a lot of people taking 12-14 hours as opposed to 16-18, will it balance out?

Provost McRorie responded that it will balance out, She stated that students having to take 12 hours instead of 15 would have represented a huge financial hit to the university.

Dr. Hannahs sought to clarify that the block tuition would be equivalent to the cost of 15 hours.

Provost McRorie responded in the affirmative.

### **5. Implications of the Increasing Emphasis on the 4-year Graduation Rate**

\*This topic was covered within the above discussion on the Impending Block Tuition Policy as they are inherently related issues.

### **6. Results of Faculty Poll**

Dr. Fiorito elaborated on the results of the Faculty Poll [**Attachment #1**]. He stated that the results represented a follow up to preliminary results that were shared previously. There were 300 responses initially; now there are another 300 or so. He produced a short hand-out detailing those, noting that results didn't change very much. They ended up with 636 responses. A breakdown is provided in terms of who the respondents are and their position classifications. Arts and sciences is very well represented. No other colleges had more than 8% overall responses. With that background, there seems to be an uptick in popularity of across-the-board raises. They have always been the most popular but there has been a noticeable uptick in these latest set of results. That question was asked in two different formats, and in both ways across the board increases came out on top with market equity and merit increases trailing a bit. Dr. Fiorito touched on some other highlights. He said that the single most demoralizing salary problem was not keeping up with administrator increases. It was pretty close to a 3- or 4-way tie there, with cost of living increases also chief among them. For non-salary priorities, the top issues were retirement benefits and healthcare, with faculty still hurting from cuts a few years ago. Other issues included the just cause or similar sort of standard for non-renewals, childcare, and a few others. In terms of safety measures, faculty didn't tend to jump at arming themselves, but focused more on defensive sort of measures. In terms of legislative issues, guns on campus opposition was certainly the winner, and to a lesser extent, restrictions in textbook choices. President Thrasher was top in terms of faculty approval. There were a lot of "don't knows" or "not sure" responses for Provost McRorie and Vice President Kistner.

### **7. Clarification of Faculty Rights Regarding Inventions and Royalties**

Dr. Hannahs shared that he had had a recent experience on this topic that led him to believe that there seems to be somewhat obscure differentiation in Article 18 between rights for works and rights for inventions. He gave the example of somebody who has worked for years on an outside project and feels he has a right for it compared to the English professor who writes a book where the university doesn't claim a right to it. He asked why there is a difference between rights to works and inventions. He said he was looking for some insight as to why they're treated so differently.

Carolyn Egan stated she does not specifically know either and does not remember the last time that

article was visited. She then inquired what is the difference in the two scenarios Dr. Hannahs described.

Dr. Hannahs responded that the University waives its rights to something like a book but doesn't waive its rights to something like "I spent my summer working with somebody on this idea". Dr. Hannahs also asked about the University's rights to something that a 9-month faculty member comes up with over the summer.

Provost McRorie stated that it is her belief that it has to do with if a University computer or other equipment is being utilized.

Dr. Hannahs responded that it was his understanding that it does not and that University rights still apply even if University equipment is not being utilized

Ms. Egan asked if he had tried reaching out to Betty Southard and stated that she may be a useful resource on these matters.

Dr. Hannahs stated that he has not reached out to Ms. Southard, as this issue came up very recently. He elaborated that this also seems to have to do with a recent change in the IP office. Dr. Hannahs said that he started re-reading the article and trying to figure out difference between works and inventions and couldn't.

Ms. Egan answered that she would pass along his concerns on this topic to Betty Southard.

### **8. Scheduling of Consultation Dates**

Mr. Lata requested that in the fall when the next consultation was scheduled, that it be on a Monday or Wednesday, as those are the days that he has release time.

Ms. Gibbs explained that the Provost and President have very dynamic schedules and the article speaks specifically to scheduling of collective bargaining, but that she will continue to do her best to work with UFF's schedules. It is difficult at times though, because of the President's extremely limited availability. The trade-off for getting the higher level administrators at a consultation is that the scheduling can be very difficult.

Dr. Hannahs went on to add that specifically, Tuesday and Thursday have been made much more difficult for his team.

Ms. Gibbs responded that her team will certainly try to work with UFF, and that she always tries to give multiple options when scheduling. She pointed out that Kyle Clark and Janet Kistner were not at today's meeting, and that her team does its best to have enough people at a consultation to cover the topics, and if so then the meeting will proceed, even if everyone is not available.

Ms. Egan added that the attendance by the highest levels of administration has been substantially better than it used to be and she hopes that was appreciated as well.

### **9. Changes to Childcare**

Dr. Fiorito highlighted childcare facilities provided to faculty members as one of the non-salaried faculty priorities. He said that he recently read in the Tallahassee Democrat that the University is moving its current facility to a location on Copeland St. much closer to campus and it will be expanded facilities. He was unsure, but may have also read that it would include more spaces for faculty to put their children. This has been a long-term concern for the faculty, and represents something that younger faculty would greatly appreciate. He went on to express the hope that the University is thinking about this long-term desire of the faculty as part of this expansion/transition.

Provost McRorie responded that she agrees, and echoed the sentiment of how nice it would be for faculty members to have their children nearby and know they are being well cared for. She did not know the anticipated completion dates off the top of her head, but she did know that the last climate survey of faculty highlighted this as an issue. She stated that she and Dr. Kistner will talk about this and get back to Dr. Fiorito about the childcare issue within that particular facility.

Dr. Kellett asked whether there were any discussions for the southwest campus to be an area for a satellite facility.

Provost McRorie stated that she did not think so at this time and that the expansion plans regarding the southwest campus are currently uncertain.

Dr. Fiorito wondered if the childcare facility transition involved faculty from the Department of Child and Family Sciences.

Provost McRorie answered that she believed so, and that their graduate students continue to be involved with the current operation.

Dr. Fiorito stated that he looks forward to hearing more about it.

## **10. Other Business**

Provost McRorie indicated that administration is thinking about re-doing the Coach survey regarding the campus climate this fall.

Dr. Goodman wondered what was the response rate on that.

Provost McRorie responded that the response rate had been pretty high, but she did not recall the exact number. She stated that the responses were interesting. Childcare was on there, especially among the younger faculty, as Dr. Fiorito said. Mentorship for young faculty was mentioned.

Dr. Goodman inquired as to whether there had been a space for comments on that poll.

Provost McRorie responded yes, there had been plenty of comments.

Dr. Michael Buchler asked whether it be possible for UFF to get the list of the emails for faculty for the new faculty orientation or at least the home addresses for those individuals?

Provost McRorie responded that she will look into that, but she thought there was some sort of issue with that. She also stated that a lot do not have home addresses as of yet as they are in the process of moving.

Dr. Buchler thanked her and stated that even email addresses would be helpful.

Ms. Gibbs thanked everybody for coming and for their professionalism and asked if that was all.

**The meeting ended at 3:53 p.m.**

**UFF-FSU Spring 2017 Faculty Poll Results**

Conducted in late February and early March, 2017

Total Responses: 636

Who are the respondents?

**By College/Unit**

- 33% Arts and Sciences
- 8% Social Sciences and Public Policy
- 6% Education
- 6% Fine Arts
- 5% Business
- 5% Communications
- 5% Music
- 4% Libraries
- 3% Engineering

**By Position Classification**

- 28% Professor or Eminent Scholar
- 17% Assistant Professor
- 16% Associate Professor
- 5% Teaching Faculty III
- 5% University Librarian (all ranks)
- 3% Teaching Faculty I
- 3% Teaching Faculty II
- 3% Research Faculty III

**Salary Priorities****Check-All Format**

- 81% Across-the-board for cost-of-living
- 63% Market inequities, compression, inversion
- 60% Merit raises based on annual performance
- 11% Increases at administrator discretion

**Forced-Choice Format**

- 44% Cost of living
- 35% Market inequities, compression, inversion
- 21% Recent meritorious job performance

**Single most demoralizing salary problem at FSU:**

- 24% Failure of salary increases to keep pace with administrator increases
- 22% Compression and inversion
- 22% Failure to keep salaries in line with market rates
- 19% Failure to keep salaries up with cost-of-living increases
- 12% Lack of incentives for meritorious performance

**Non-salary Priorities (percent choosing top two priority categories)**

- 60% Retirement benefits - *Faculty still hurting*
- 50% Healthcare
- 48% Just cause or similar standard for non-renewal
- 38% Child care on or near campus
- 37% Tuition waiver for dependents
- 31% Earned full-pay sabbaticals
- 30% Pre-tenure research release for Assistant Professors

**Safety measures desired if "Guns on Campus" bill passes**

- 68% Panic buttons near lecturns in classrooms
- 64% Doors instructors can lock from inside
- 59% Panic buttons for faculty offices
- 28% Weapons training
- 24% Weapons purchase allowance

**Legislative Issues: Percent Oppose or Strongly Oppose**

	Pct
Guns on campus bill	90%
Closing Florida Retirement System to new hires	64%
Legislatively-defined metrics for determining university quality	72%
Changes to health care plans meaning more flexibility but higher out-of-po	71%
Limitations to reduce text costs that restrict faculty text choices	58%

**Administrator Ratings: Percent Good or Outstanding**

	Pct	Pct	Not sure
President Thrasher	70%		7%
Provost McRorie	50%		20%
VP Kistner	39%		41%
My Dean	59%		4%
My Department Chair or Immediate Supervisor	69%		2%