

Faculty Senate Meeting

Date/Time: September 5, 2023, 3:30pm

Location: In-person in OLS201 with ZOOM link: <https://fit.zoom.us/j/98187817280>

Minutes

Senator Present: Shawn Scott (Aeronautics), Jordan Poole (Aeronautics), Tolga Turgut(Aeronautics), Charles Bryant(Business), Abram Walton((Business), Steven Rivet (Business)

Rotary. And I told them just how excited I am about the quality of our programs, faculty, staff, and students. I knew this place was really a great place to be, but I'm even more excited. At the same time, we are deeply engaged in the visioning and strategic planning process. Did you do your interview yet, Alan? Is there one

President Nicklow responds:

I do not get involved in fights like that and try to avoid them, because, you know, I'm seen as well, just big. So, I just backed up into the corner. I was Provost at the time. I did not participate, and it was interesting. It was a Faculty Senate versus Faculty Union. It was very interesting dynamics. It wasn't against administration. We just all kind of backed up and let it all play. I wouldn't. I would not advise that in any case.

During the Presidential finalists' on

committee.] The difference between the instructor track and the teaching track is that the instructor track would carry no expectation for independent

5. Welfare Committee:

Senator Nakin Suksawang shares a power point presentation on three key points- Faculty Salary Equity Policy, Parental and Medical Leave Policy for 9

company with more than 50 people needs to comply with this policy, which is great. There's nothing wrong with that. It just guarantees that you can take a leave for 12 weeks. The university cannot just fire you for any reason during those 12 weeks. That's it. It doesn't guarantee any money or any salary. You can still get paid through short-term disability or use accrued sick time. Or you can use vacation time, but that does not apply to us as nine-month faculty. The short-term disability is calculated using the salary in the contract based on a 9-month salary; thus, they are only compensated at a rate of 50% instead of 66.67%. For 9-month faculty, you are on summer vacation but are not paid during the summer. Another issue is, even though we can use the sick leave if you are a brand new [faculty member] here, you get nine days, which is probably close to 2 weeks off of pay for one year of employment. That's a disadvantage for younger faculty, but they will most likely start a family. Those are the ones who are affected by this policy.

All Florida Public universities and Embry-Riddle univers

policy because many faculty do not fully understand this. By the way, you have to be here for at least one year. If you've been here for one year, that's fair to the university. That is the policy. But, you can still take unpaid 12 weeks off right now. Anything else?

Interim Provost, Hamid Rassoul, commented on an analysis of Faculty Salary:

Such analysis was done in June 2023, and I have those slides which I will share with the president. The analysis is not complete but it gives you a very good picture where we are in terms of *faculty age* and *years of service* across the university and colleges. Most importantly, toward the end, it would be a comparison with our competitors in Florida, institutions like Embry-Riddle, Florida Agricultural and Mechanical University, Florida Atlantic University, University of Central Florida, and University of Florida. In addition to that, the comparison was done also with a list of National Peer Institutions from Arizona State University, Brown University, all the way to Virginia tech, and so on and so forth. The analysis is there and need more refining. For example, when was comparing the salary of genders, there is a combination of the assistant professors and the

sometimes faculty are not in the loop. And sometimes, when we'd have to contact, for example, I want to get the person you might be dealing with the registrar. You keep emailing that person and trying to help students, but then we found that person had left already. We are looking for a solution to that. Maybe the Department Heads or the Head of the group should email all other faculty involved so that we can at least address some of those concerns. Those are the types of items that we discuss. I think it's a good time to talk about Welfare. It's a new administration. That would help, as some of these issues are from the past five years. That's it and concludes my report.

Old Business

Senate Pre. Brown thanks Jason Griggs and staffs for setting up in the room and mentions the first agenda item in Old Business is the election of an Excellence Award. He then asked if Senator Tolga Turgut wanted to make a motion at that point.

Senator Tolga Turgut said no but asked if he could say a f1.3 (u) iaawaotnanu

Hearing none. Is there a motion to acclaim Senator Wildman as the Chair of the

you are on your camera [for zoom participants], use your own hand, but senators only please.

Those in favor so indicate.

because if you look at the scope of the administrative policies. This is exactly related to administrative policies.

Pres. Brown brought up the other issue which was a request from Mark Arch

would be great because that could be added in as a backup—just one more voice for something other than nothing.

Senate Pre. Brown asks again: Is there further discussion of the family medical leave issue? [no other comments from the floor]. You want a quick discussion of the slides, anyway, I don't know that we have time to talk about them very much, but I can talk about what's on them.

Senator Rob Van Woessik asks: Can I just ask you a question because I went through your slides in detail. It brings back the point of this instructor issue. It's related to this matter. Are all those numbers based on all faculty? Are the instructors not included in these numbers? Moving forward, the issue becomes whether there is a way that teaching faculty will be absorbed into the instructor faculty, which is something I want to avoid for this institution.

Pre. Brown responds, in the per capita figures, the faculty who count are assistant, associate, and full professors. So that's a very real concern.

Senator Turgut says:

Can I add a little bit more to the discussion? because we did discuss this in the Executive Committee as well. I did make some points because we have to look at the bigger picture here. I'm looking at the instructor track and also looking at that pivoting to moving from R2 to R1. That's a major pivot for our institution, by the way. and I looked at the memo sent from the Deans to Dr. Rassoul, the interim Provost, and talked about the one about the instructor track. Yes, it wasn't directly addressed at the Senate, but it was between the Deans and the Provost, and per shared governance. You know it hasn't been officially come in writing here yet. But it's good that we are doing this exercise, and I like to look at the numbers. I looked at the benchmark institutions here like UF, USC, Texas A& M, University of Houston. Well, the common theme is that they're all public universities except one USC. Is the private one there, and I looked at their budget and endowments as well. You're looking at 1 billion within a range of 1 billion to 18 billion dollars. And the student numbers are 50,000 plus.

And the faculty numbers are 4000 or 5,000 Faculty plus. I also looked at this PowerPoint presentation. Thank you for that, Dr. Brown. It's a good, maybe partial review. We need more data to understand the institutions in R1. I took a look at them, too. 60% of them are public universities. About 30 to 35 is private and the lowest, with the endowment, is the Colorado School of Mines, which is a 150-year-old, very niche university, by the way, very well known, highly reputable, and they have only undergraduate and graduate degrees in engineering, science, and math with a focus on energy and environment. That's their niche. So, other than those in the R 1 universities, none are close to our budget or endowment. And if you look at our endowments, you know, it shows as circa around 85 million dollars, and our budget is 188 million. And are grants around different numbers.

The median of the R1 group, 273,789,000, is a quarter billion. Why I bring up the median of the R 1 group is that there are about 300 doctoral schools. Total split half and half between R1 and R2. So, the middle of the R 1 group is about number 75 or so. Yes, a couple of academic generations.

There are a lot of relatively low-hanging fruit things that we could do fairly to make it easier for everybody to do research and more productive, like putting in a Grant writing office for staffs to maintain instruments instead of faculty doing it part-time without specialized training.

students and top-caliber faculty. That's why the others want to associate with Florida Tech. Without investment in the research, we will be a very fancy high

endowments. We just saw the Colorado School of Mines. Three hundred million dollars, I didn't say, but that's also a public university. By the way, that's not even private. They just barely made it. And looking at the last slide, with 22,000, we are the medium for the R 2 on top of the matrix, and we are only 17,000. So there is room for us to improve to be a great R2 STEM-focused and be a niche university, like Colorado School of Mines strives to do. But it took them 150 years. That's the reality.

Senator Zarillo adds his comment: Great reality check. That's what we're doing. No one likes a reality check. But you have to do it every once in a while. We are a great university