

**FLORIDA POLYTECHNIC UNIVERSITY
ACADEMIC AFFAIRS COMMITTEE
MINUTES
One Poly Place
439 S. Florida Avenue, Suite 300
Lakeland, FL 33801
February 21, 2013 at 2:00 p.m.**

1. Call to Order

Chair Sandra Featherman called the Academic Affairs Committee meeting to order at 2:00 p.m. Committee members present: Chair Sandra Featherman, Trustee Dick Hallion and Trustee Don Wilson. (Quorum). Other Board members present: Chair Rob Gidel.

Staff & Others: Ava Parker, Ghazi Darkazalli, Gina DeJulio, and Nancy Stepina-Robinson.

2. Approval of Minutes

Trustee Hallion made a motion to approve the Academic Affairs Committee meeting minutes from November 19, 2012, November 21, 2012, November 28, 2012, and December 19, 2012. Trustee Wilson seconded the motion, and the motion passed unanimously.

3. Faculty Contract Models

Ghazi Darkazalli advised that the staff will look at the contracts and determine what is a best fit for Florida Poly. He advised that they will also look at tenure versus non-tenure.

Trustee Featherman recommended if Florida Poly is not going to offer tenure then they need to think about terms of contracts. Trustee Featherman also advised that if Florida Poly does not offer tenure then there needs to be a trial period during which people can be let go. Ghazi Darkazalli advised that this will be discussed in detail later, but he gave a few options. Trustee Featherman advised Florida Poly will need to also look into either having a 9 month or 12 month contract.

Ava Parker advised that MGT of America has composed a document relating to all of these issues.

Nancy Stepina-Robinson from MGT of America gave a presentation on a high level overview of what the trends are in faculty contracts. There is a push for more flexibility and tenure does not always allow flexibility. Non-tenure track appointments now account for 68% of all faculty. She also reported that the majority of institutions in Florida does have the tenure model. However, they are moving away from that model in certain circumstances. FGCU has introduced the rolling contract and no longer offer tenure except for a few professors that were grandfathered in. FSU is also moving toward the rolling contract model.

Nancy Stepina-Robinson gave an overview of the different types of rolling contracts. Chair Gidel asked if the term of the contract relates to the experience/type of the professor or is Florida Poly flexible to work with individuals. Nancy Stepina-Robinson advised that she does not recommend being completely flexible, but recommends having set terms for groups of professors. She advised that you want flexibility but you also want faculty to stay there and produce. There was some discussion on renewal of contracts and evaluations.

There was some discussion on tenure versus non-tenure.

Nancy Stepina-Robinson went over the option of a collective bargaining unit for faculty.

Gina DeJulio advised that there is no longer a state-wide bargaining unit. She advised that if there is a collective bargaining unit then each University's Board of Trustees has to negotiate that contract.

Trustee Featherman would like to not offer tenure but the University will need to offer good contracts, support, and job continuation in order to get them to come and stay.

Nancy Stepina-Robinson summarized that the recommendations and advised they are a series of things that need to be considered and decisions need to be made regarding what is Florida Poly trying to achieve and what is Florida Poly looking for in faculty.

Ghazi Darkazalli believes that the biggest concern will be attracting STEM professors and using a collective bargaining agreement because you will need to pay professors similar salaries.

Trustee Featherman believes that professors can be paid based on subject under a collective bargaining agreement especially since it is a new school.

Ava Parker asked the Committee members if they later thought of any questions they would like to ask MGT to send those questions to her and she would forward them to Nancy Stepina-Robinson.

4. SACS Update

Ava Parker advised that she and Ghazi Darkazalli attended a pre-applicant workshop that is required to submit an application with SACS.

Ava Parker would like to work with Ghazi Darkazalli to develop a fast-track timeline and a normal-track timeline in order to meet the benchmarks in order to become accredited.

Either Ava Parker or Ghazi Darkazalli will be attending another meeting in April 2013.

5. Strategic Planning Committee Update

Ava Parker reported that the Strategic Planning Committee is working to develop a business model and business plan that they would like for the Board to consider for adoption.

Ava Parker advised that several of the decisions that are going before the Strategic Planning Committee have a direct impact on the work of the Academic Affairs Committee. She advised that the Parthenon Group has drafted an Executive Summary. The Executive Summary has been posted on the website for the members to review. Ava Parker asked the Academic Affairs Committee to review the section regarding the recommended peer institutions. She advised if there was any additional information they would like to know to get that to her and she will get it to the Parthenon Group. Ava Parker advised that the Parthenon Group can include these comments when they present to the Board in March 2013.

Trustee Wilson advised that our greatest strength as a new institution is that we have the opportunity to be unique.

6. Closing Remarks and Adjournment

With no further business to discuss Trustee Hallion made a motion to adjourn the Academic Affairs Committee meeting. Trustee Wilson seconded, and the motion passed unanimously. The meeting adjourned at 3:00 p.m.