

Faculty Senate President's Report
November, 2017

Senate President – 2018 – I am pleased and honored to be serving as Senate President during 2018. I look forward to collaborating with you all as we continue to work on some very important and unpredictable issues.

Senate Officer Elections – In December, we will be holding the annual Senate elections for Lakeland Vice President, Winter Haven Vice President, Secretary, Parliamentarian, and the at-large Steering Committee member.

Budget – President's Staff has been discussing the feasibility of adjusting the rate of pay for adjunct faculty and for full-time faculty members who are teaching overloads. This discussion is based partly on recommendations from FHRC, which has suggested an increase in pay for adjuncts/overloads and also differential pay for degree levels (similar to the differential pay we use for full-time salaries). It is also based on some recent concerns connected to reaccreditation in the Associate in Science programs.

We discussed some preliminary data last week. Polk State pays an adjunct instructor roughly \$1,600 per 3-credit class. Two of the most comparable rates of pay are at Valencia (\$1,893) and St. Pete (\$2,249). Thus, as anticipated and previously indicated in prior discussions, our rates are very low by comparison.

In order to raise the rate by \$1 per contact hour for all adjuncts and overload instructors, it would cost roughly \$50 per course, or \$150,000 annually. In order to raise the rate for doctoral instructors by \$1 per contact hour, it would cost \$25,000.

This information will be used in future discussions regarding the budget. I will keep everyone updated as the legislative process develops and our financial status becomes clearer.

Enrollment – The latest enrollment data show that we are up 0.7% for the current semester compared to last year, and we are already up 4.0% for the Spring 2018 Term.

Senate Structure – We have completed an analysis of current faculty numbers in each department, discipline, and campus. We can now begin a formal discussion to determine if any changes to the Senate's representative structure would be warranted or possible. In moving forward, we will be seeking input from each area potentially impacted.

What's Up --- What's New – I have attached a copy of the most recent edition of President Staff's "What's Up --- What's New" document. This is a brief summary of the things that are happening in each area of the College.

Organizational Process Review – We have contracted with a consultant, Dr. Judith Bilsky, to conduct a review of our processes, procedures, and organizational structure/hierarchy. This is a very common practice for colleges after hiring a new President (Dr. Holden conducted a similar study when she arrived). Dr. Bilsky has met with members of President's Staff and will be meeting with a broad sample of employees from all areas of the College, including faculty members from

each General Education area. She will be submitting a report by December 4, and her recommendations will be considered for potential application to our current practices.

Senate Bill 540 – A bill has been introduced to the legislature that would have some serious implications for State Colleges and for Polk State. For example, it would establish a new governing board specifically for State Colleges, it would re-define the criteria for performance funding, and it would require foundations to pay employees from their own budgets (donations). Particularly troubling is a proposal to redefine *time to completion* as a performance criteria with a standard of two years from entry to graduation, rather than three or four as it is currently measured. Since the majority of Polk State students are part-time, this has the potential to seriously harm our performance funding.