

October, 2015

- 1) Budget: Planning and Budget Council meets October 13. Many things will be proposed and discussed, including the potential for steps/step equivalents and/or raises to base salaries. FHRC has proposed raising the number of steps in the faculty pay scale by one step per year for five years. They also propose raising adjunct/overload pay by \$25 per three-credit course (repeated for three years), and the introduction of degree-based pay grades for adjunct/overload teaching. Ultimately, the likelihood of implementing changes to salaries depends on many factors, including:
 - \$479,000 we expect to receive this year for performance funding (bear in mind that this is not guaranteed next year or thereafter, and so will not likely be spent on salaries)
 - Approximately \$1,000,000 in new recurring dollars from the State.
 - A 5% drop in enrollment (which costs us approximately \$775,000)
 - Many unfunded initiatives in our Strategic Plan, which have been awaiting implementation for several years.
 - There will be no tuition increases for the foreseeable future.
 - We are experiencing a sharp increase in the number of "non-paying" students (dual enrollment and other waivers)

- 2) Feedback from Faculty: Thank you to everyone who reviewed and commented on the documents I sent out after the September meeting. This is a crucial part of the process, and I hope all departments were able to have meaningful conversation about individual and group opinions. As always, let me know if there's anything I can do to help facilitate this communication.

- 3) Senate Election: Jim Haischer has reminded us that must hold an election for next year's Senate President. It has been my pleasure to serve in this roll during 2015, which has been an active and productive year. Certainly, there is much to do this Fall and many budgetary/legislative issues loom. Last month, we initiated several specific objectives and I look forward to working with everyone who has joined the effort. I would be more than pleased to continue in my role for 2016, and so I respectfully submit my nomination and signatures.

- 4) Campus Security: Over the past few weeks, there has been an unsurprising focus on campus security, and several faculty members have expressed concern. In particular, faculty often teach in rooms that cannot be locked. Several rooms in Lakeland and most rooms in Winter Haven are affected by this problem. We will work with facilities to seek a solution as quickly as possible. Also, I have been communicating the Coordinator of Campus Safety and Security about the legality of pepper spray and other non-lethal defensive devices. There was no simple answer, surprisingly, and we await a legal opinion from the Sherriff's agency attorney. I will let everyone know what we find out.

- 5) Laboratory Safety: There were some concerns about laboratory safety, primarily in the Winter Haven campus chemistry labs. It seems like the issue has been resolved and measures are being taken. Please let us know if you are aware of any other problems, or report them directly to your campus provost.

Respectfully submitted,
--Bill Caldecutt