

Officers:

President – George Tedder
Presiding Officer – Diana Matthews
Secretary – Laurel Woolsey

Committee Chairs and Co-Chairs:

Professional – Ritsa Mallous, Melanie Roberti
Salary & Benefits – Nick McMillen, David Price
Curriculum (LAS) – Karim Diff, Alexis Dirienzo
Curriculum (CTE) – Brian Fox, Brittany Williams
Curriculum (Baccalaureate) – Kezia Awadzi

**SANTA FE COLLEGE SENATE
EXECUTIVE COUNCIL MEETING**

January 9, 2024

Attendance:

The Executive Council attendance roster is available on the Senate website.

Call To Order/Quorum Call

The meeting was called to order by Senate Presiding Officer Diana Matthews at 3:34 p.m. There was a quorum of 20.

Approval of the Minutes

Presiding Officer Matthews announced the minutes from the November 28, 2023, meeting. Motion made (Chris Gay) and seconded (Nick McMillen) to accept the minutes. Minutes were accepted and approved by consent.

Communication from the President of the College

- New Associate VP for MarCom Lisa Brosky begins January 16
- Provost Search
 - Provost Candidate Alice Murillo's Open Forum Friday, January 19 in R-001 2:30-3:30 p.m.
 - Provost Candidate J. Nathaniel Southerland's Open Forum Thursday, January 25 in R-001 2:30-3:30 p.m.
 - SF Foundation purchased the shopping center across from Blount Center for future expansion
- Thank you to UF Health for a donation of \$172k (matched by State) toward the nursing program. Last year, they gave \$380k (matched by State) which was preceded by a donation of \$1 million in 2022.
- Semiconductor Training Program in Cellon Institute
 - Received \$3 million grant to begin program;
 - Second institution in Florida with this type of program
 - Courses in program currently held at Perry Center; students enrolled will be preselected once program receives SACS approval
 - Program projected to begin Spring 2025
- Legislative Session: requesting \$45 million

- Question from Eric Torres: Was the remaining \$225k the College had allocated for the faculty equity study meant to be used for phase 3 of the salary study or to recruit new faculty? (Not intended for the money to go to one specific group, just to reach equity and complete the study)

Dr. Broadie: to complete phase 3 of the salary study

Communication from Senate President:

- Student Conduct Board volunteers needed; contact Dan Rodkin
- Senate emergency fund: accepting donations
- Emergency sick leave pool is now functional
- Two-factor authentication now required for students
- AFC carnation sale upcoming
- Eight percent of our 12k student body have dependent children
- FERPA annual training
 - Will occur on anniversary start date
 - 60 days to complete
 - IT will send reminders
 - Training will include legal updates, hence the annual refresher
- BOT and Foundation charette concluded

Announcements:

Call for Award Nominations for Lifetime Achievement and Alan J. Robertson Medallion Lela Frye

- Deadline extended until end of January
- Eligibility questions should be directed to HR.

Feedback on Veterans on Campus Training Asha Brunings

- Send feedback to Asha if you participated.

Committee Reports:

- Salary and Benefits Committee Nick McMillen & David Price
 - New members are encouraged to join S&B; meetings on non-Senate Thursdays in B-001 at 3:30; A&P representatives needed, especially; Teams meeting is an option (not Zoom)
 - Faculty Salary Schedule, Phase 3 Discussion (Four models given to potentially use for phase 3 for \$225k budget)
 - Eric Torres: All faculty should be treated to same benefits that were decided upon during study. We should choose the model that benefits everyone and treats everyone fairly. when first hired given 3 steps for service then new model given 1.5 but rounded to 1 step but ok b/c still got more pay. But with current model people who have gone without for multiple years not getting addressed b/c did not get steps back then and will not be included now. We should all get same consideration. Prefers equality over equity.

- McMillen- 25 years ago dollar stretched further than now. Making a lot of statements about faculty. Need to make sure including all even those not on step system. These models are how we can make 225K to go as far as possible.
- Mortimer: doesn't see way to correct 25 years ago. Can only ensure what we do now.
- Lela Frye: understands both perspectives. Keep in mind when had study started new compensation philosophy based upon min starting salary and years of service and where people belong based on SF service. This is when all treated the same because there was no consideration of external service. Now under phase 3, looking at additional service but with limitations of budget. Phase 3 was requested to give steps. Equity was given in previous phases. Phase 1 and 2 began a new salary model and is not based on models when people were hired. Other options are possible. These models are just based on what the committee wanted. Not all recommendations possible within the given budget. Look back periods correspond to max steps possible. For example, a look back period of two years would correspond to two steps maximum.
- Comment: Consider that it might be a longer-term process than just this year. New hires should not be placed at a higher salary than those who already work here.
- Torres: Should look at everyone the same. There shouldn't be a limit to look back period.
- Nick McMillen: This only includes faculty, this does not take into account staff. We need to decide what would benefit most people within the budget we have.
- Chris Mortimer: Everyone has already been moved to the new steps. It would be hard to look back at everyone's experience before SF without a look back limit. Steps are now worth more percentage wise. Best we can do is to give people what they deserve now.
- Frye: New salary model was not looking at what prior experience was. Only starting salary and how many steps (years) you have at SF. This makes it difficult to look at what experience was given credit in the past for everyone. It's not affordable for college budget to look at everyone's complete experience at today's value per step.
- Torres: proposal- clear that we cannot find way to equitably distribute in steps for past experience for current employees. We should take money and increase first few years of hire pay rate which would be most equitable.
- Torres: Motion to increase first few years of hire pay rate, instead of implementing phase 3. Motion not seconded.
- David Price: Various version 2 models accomplish higher retention rates and higher starting salaries.
- McMillen: Motion made for recommending model 2.1 (blue version) of 6 steps (max of 7) with intention to move towards 7 steps (max of 8).

Alex Siwiecki seconded.

Discussion

McMillen: ask for additional funding to address deficit.

Mortimer: need to ensure clarify part that if looking to implement everyone w 6 steps (this includes those above rate). If intention is to implement this part of study

McMillen: amendment 6 steps, max of 7 with intention of moving towards 7 for all

Torres: concern that sunshine law and if someone here would benefit from vote should recuse themselves from vote. asks that we review this by legal staff.

Price: understanding is that as recommending body we are not covered by sunshine.

Locascio: everything we do affects all of us. Not a standard we have applied. Fine to proceed to vote.

Vote: Yea 16
Nay 2
Abstain 6
Motion passes.

- Mortimer: Motion to have Salary and Benefits make it a priority to look at how we can implement and request additional funding to provide faculty who do not benefit from Phase 3 to get experience. Motion not seconded.
- This does not prohibit the Salary and Benefits Committee from discussing this further.

- LAS Curriculum Committee Karim Diff & Alexis DiRienzo
 - No report
 - Meetings on non-Senate Tuesdays at 3:30pm in B-012; Zoom is an option (not Teams)
- CTE Curriculum Committee Brittany Williams & Brian Fox
 - No report
- Baccalaureate Curriculum Committee Kezia Awadzi & James Nichols
 - No report
- Professional Committee Ritsa Mallous & Melanie Roberti
 - Update to 3.23 has been received and is being reviewed by legal

Ongoing Business

- None

New Business:

- Administrative Guidelines Lela Frye
 - Safety and Private spaces
 - Shared documents (see attached). Everything directly from legal documents. These are not college decisions, just referencing language from law. This is first reading, not for a vote. Please get feedback from constituents. This is a compliance oriented document. Needs to be finalized by Feb cabinet meeting.
 - Mosley: with library when closing we clear bathrooms. Does this cover staff entering after knocking? Yes, #4 bulleted list gives reasons why someone authorized to enter restroom. For inspection purposes after knock.
 - Email feedback to Lela Frye.
 - Rodkin: update from student side. Verbiage Senate approved added to proposed student conduct code. Passed through cabinet on second reading. Will be introduced to board at meeting next week and approved at Feb meeting.
 - Internal Search Process
 - New procedure would help expedite process
 - Affords internal applicants ability to be considered without external competition process (Similar to how have sometimes carried out chair searches when interest from within department)
 - This allows advertisement internally for 5 days min.
 - Will use same hiring process (search committee).
 - If internal applicant is not selected or if insufficient pool (at determination of hiring body) search could then move to include external
 - Eligibility for this internal posting is at approval of VP for that area.
 - Will have more capability to advertise when transition to WorkDay software.
 - Does not include Spherion employees because it's a contractual violation of our agreement with Spherion. Made effort to move positions that have been longtime Spherion to be SF permanent and interim positions. Down from 200+ to 75 Spherion employees.
 - Please get feedback from constituency.
 - Mcmillen: for specialized positions that have only one applicant, will we move forward with only one applicant?
 - Frye: hiring authority has to make that decision
 - Price: How do people in other areas find out about vacancy? Via SF Today?
 - Frye: Yes, via newsfeed. However, we know not all use it so can't just rely on that. So, we will have to use several resources, although we are not sure at this time how that looks for all, but that would not be enough without a large education campaign.
 - Price: does this apply to faculty?
 - Frye: At moment, this is up to VP. No distinction has been made between faculty and non-faculty. This is good time to get that feedback.

- Grammarly/AI Diana Matthews
 - Need College discussion about AI and growth of academic dishonesty and Chat GPT and Grammarly's AI tool.
 - Please gather feedback from constituents.
 - Collegewide workgroup on AI will be charged this month.
- Syllabus Statement re: Military/Veteran George Tedder
 - Tabled
- Classroom Safety Protocols Tommy Maple
 - Tabled

Non-Member Requests: none

Adjournment:

Motion to adjourn: Chris Gay

Second: Nick McMillen

Meeting adjourned at 5:17 p.m.