

Faculty Advisory Council

Minutes

Date: March 9, 2004

Time: 8:30 AM – 10:00 AM

Place: Horvitz Building, LaBonte Board Room

Present: Ron Chenail (Academic Affairs), Jan Faust (CPS), Mark Glover (HPS/COP), Stan Hannah (FGSE), Marliese Hogan (FCAS), Sean Keenan (OC), Leanne Lai (HPD/COP), Ken Seger (HPD/OPT), Fran Tetunic (LAW), and Pan Yatrakis (HUIZENGA).

Absent: Donald Antonson (HPD/CDM), Robert Casady (HPD/CMS), Jonathan Coffman (HPD/MED), Morton Diamond (HPD/CAHN), Veljko Dragojlovic (OSC), Alexandra Espejo (HPD/Optometry), Joshua Feingold (FCAS), * George Fornshell (GSCIS), * Wendy Hupp HPD/CDM), Mike Masinter (LAW), Michael Patterson (HPD/COM), Bob Preziosi (HUIZENGA), Anne Rambo (HS&SS), Marlisa Santos (FCAS), and Lenore Walker (CPS).

Purpose Statement: The purpose of the Faculty Advisory Council is to help further the Mission of Nova Southeastern University by advising the administration of NSU about matters for the improvement of university programs and services. The primary goal of the Council is to enhance, protect, and maintain the intellectual integrity of the university through its academic programs. To this end, the Council serves as a forum to recommend new and innovative change: a platform to address academic issues and concerns; and a resource for conceiving, developing, and implementing new projects. The Assistant to the President for Academic Affairs chairs the Council. The Council meets monthly and consists of representatives from each academic center within the institution (11/00)

1. Approval of February 11, 2004 Minutes

The Minutes were approved as revised

2. NSU Faculty Club – Jan Faust

Dr. Faust had drafted a preliminary shell documents for generating discussion and Dr. Chenail had distributed the draft prior to the meeting:

NSU Faculty Club Proposal

February 23, 2004

Premise: The concept of Faculty Club offers a collegial atmosphere such that the exchange of scholarly ideas among professors can enhance the academic integrity and the mission of the University community. The Faculty Club setting offers a place where the “meeting of the academic minds” can come together in a relaxed and facilitative environment to promote professional growth. In addition such a club setting affords alumni an extension of the University family, upon graduation and allows continued professional growth and development, as well as the fostering of the development of professional relationships both within and outside the University Community.

Concept: The Faculty Club at NSU would include a facility that would merge both the social and academic components of the community of scholars. A main banquet/conference room should be included that could be broken down into smaller break-out rooms for discussion and "think tanks." This main room could be set up for large evening events, including dinners, as well as for speaker series presentations. During special daytime events food could be either served or made available to bring into the large conference room. Another room of the Faculty Club would serve lunch by menu on a daily basis.

Plan: Based on the concept, two main rooms as well as a kitchen and bar area would need to be included. One of the main rooms would need to be partitioned off into smaller rooms as the need arose (break-out rooms). The other primary room would serve as the dining room. Menu service would be available for the dining room at lunch time Monday through Friday. Each faculty member patron would be responsible for the bill incurred for their meal.

The Faculty Club could be reserved by faculty and alumni alike for special events. An event fee for room rental and clean-up would be required.

While membership within the Faculty Club is a privilege, all faculty members would be assessed _____. This assessed fee would be collected at the time the faculty member secured his or her parking pass. Essentially the membership fee could be enrolled in the parking pass; this would facilitate collection on an annual basis and would be combined with the other privilege of faculty parking.

Alumni wishing to be a member of the Faculty Club may also join for a separate fee. This fee would be assessed for _____ at the time of _____.

Additional Membership fees could be delineated by level of amenity (Amenities would include _____).

The Membership Fees, Profit from Food Service, and Event Fees would ensure the financial integrity of the Faculty Club.

Much discussion reacting to the proposal was generated via email:

FAC Comments Regarding the Faculty Club Proposal

March 5, 2004

Veljko Dragojlovic

A number of faculty that I represent, including myself, are not in the \$56,800 - \$114,460 tax bracket. I still oppose ANY mandatory fee for the Faculty Club.

Pan Yatrakis

It just occurred to me that a faculty fee for membership in the proposed faculty club, besides being undesirable to many off-campus faculty, is also Pareto-inefficient for both faculty and the university. Without lapsing into economist jargon, let me illustrate with an example. Assume the fee is set at

\$100/year. For a married faculty member with a taxable FAMILY income of between \$56,800 and \$114,460, it would take a pre-tax income of approximately \$135 before taxes (including FICA and Medicare) to leave \$100 after taxes. In addition, the University pays about \$12 in FICA and state unemployment insurance taxes on that \$135.

A more efficient method of collecting the \$100 would be a one-time reduction in faculty salary increases of about \$90/year. This \$90 plus another \$10 or so that the university would save in FICA and unemployment taxes would enable the university to subsidize the faculty club to the same extent of \$100 per faculty member per year. The salary reduction would only be a one-time event since, in future years, raises would be calculated on a lower base. And the net cost to the faculty would be only two-thirds of the \$135.

This example is not meant to rebut the objections of off-campus faculty, which I think are reasonable. It is simply one more argument against charging faculty any membership fee. In short, why give the IRS any more than we have to?

March 3, 2004

Stan Hannah

As so many of my colleagues observed, the mandatory faculty fee is a concern, especially since we have so many off-campus employees. In fact, even the faculty at North Miami Beach might object to a mandatory fee.

Since the Faculty Club is usually used by departments when interviewing prospective faculty members, the individual departments at the University of Kentucky maintained a corporate membership.

Other than that, I think my colleagues have covered all of the salient topics.

Mark L. Glover

I agree membership in the faculty club should be optional. Also, as several respondents have indicated, "off campus" faculty would be less inclined to join the club as they may infrequently visit the campus or club. However, as an incentive for these faculty to join, perhaps a reduced membership rate should be offered to these individuals.

Regarding alumni, in addition to annual membership being available, perhaps we should also entertain the possibility of providing "Lifetime" memberships to alumni that would represent a discount to such persons over an extended period of time.

March 2, 2004

Veljko Dragojlovic

I agree with the previous respondents that a compulsory fee should not be assessed to all the Faculty. I can't see using the Faculty Club and therefore I would not be prepared to pay for it.

Wendy S. Hupp

Interesting discussion. I suggest that we have a space for gatherings at first, then develop the amenities as we gain membership. I like the idea of some sponsorship by an alumni or other local business/group. Mandatory assessment just doesn't seem fair to the faculty at other campuses. It should be a voluntary and nominal fee, especially in the beginning. What if we had some vending machines for refreshments and a percentage of the income would help support the club? The more people use the space, the greater the "pot" of money for spending on other things. Perhaps there could be some seed money from the university as well, especially with the philosophy of fostering intermural (center to center) collaborations.

FYI, take a look at the University of Pennsylvania faculty club website: <http://www.business-services.upenn.edu/facultyclub/>. There is a long tradition of this kind of facility around the country (world?) and as we mature as a university, this type of organization can develop as well. I, for one, would not likely be able to have lunch very often because of my schedule, but would look forward to the "space" as a destination of a university wide or even alumni and faculty meeting. In the future, maybe the new hotel will have a space that can be designated for the faculty/alumni...

Marlisa Santos

While I too think that a faculty club is a good idea, I do have some reservations about the idea of an assessed membership fee for current, full-time faculty. If faculty must pay a membership fee, will be responsible for any lunch bill incurred during M-F lunch service, AND must pay (or his or her department/center pay) an event fee (and food bill?) to hold a special event, the question must arise what faculty exactly would be getting here. The privilege of having a couple of rooms set aside for their exclusive use? We can just as easily have lunch with each other in any of the surrounding restaurants, and pay the typical Aramark food fees and use our own buildings' rooms when we have special events. I agree with Mahmood that membership should not be required. But if it is optional, I wonder how many faculty members will think that it's worth their while to join, given these parameters of "membership." Isn't it possible to design the lunch menu costs and special event costs to allow no membership fee for full-time faculty, and then simply charge a nominal fee for membership for alumni or retired faculty?

I agree as well with Pan that using "privilege" to describe faculty parking sets the wrong tone here.

Bob Preziosi

Looks fine to me!

Mahmood Shivji

I see the wisdom in a faculty club for the reasons outlined in the draft, and it makes sense to provide a facility that all major universities provide for their faculty. However, I have a concern about the current language in the

proposal:

Many NSU faculty are based at satellite campuses and are infrequently/rarely on main campus at lunch time. These faculty would not use the club facilities. Therefore the statement "..... all faculty members would be assessed _____ ." is inappropriate. I, for one, would not want to pay membership fees for a facility I would rarely use. Membership should not be required, but optional.

Pan Yatrakis

Here are my thoughts on the proposed Faculty Club:

- 1) Very good idea - we need something like this on campus for all the reasons listed in the proposal.
- 2) Dinners, banquets, the cafeteria, and all other activities taking place at the Faculty Club should be self-funding or should be subsidized by the university. They should not be subsidized out of the proposed faculty assessment.
- 3) The faculty assessment should cover only the operation of a faculty lounge and other limited common areas.
- 4) The University should vigorously pursue potential donors and should offer naming opportunities for the construction of the proposed Faculty Club, so that the faculty assessment is kept to the absolute minimum required to operate the faculty lounge and related common areas without also having to carry the burden of debt service stemming from their construction.
- 5) Although fees charged alumni for access to the Faculty Club could help defray operating costs for all its facilities, they should be kept at reasonable levels to encourage alumni membership and participation.
- 6) What's this business about the privilege of faculty parking? An employer who chooses to locate in an area that employees can reasonably reach only by car has the obligation to provide free parking for them. A privilege is something that can be revoked or charged for. Please change this wording to something less incendiary.

Marliese Hogan

I think faculty at off-site locations such as NMB, Naples , Palm Beach , etc. would not embrace this if an assessment were levied against them. There will be very little opportunity for those of us at other locations to avail ourselves of this club membership.

I can just hear the faculty at NMB now.....!!!!

Your thoughts?

After reviewing these comments, the Council members in attendance each presented their wishes for the proposed Club. Consensus items included the following:

A sense of place that would be inviting, would have a good view, and would be comfortable

No mandatory membership fee for faculty

The size of the space would be comparable to the Chancellor's Dining Room at HPD or the LaBonte Boardroom in the Horvitz Building .

Food service could be minimal to start with, but include lunch and possibly breakfast.

The Club would be a place to promote university activities and to produce event of its own.

Dr. Faust and Professor Tetunic volunteered to draft a preliminary statement on the club for Council review. Once this statement was approved, Dr. Chenail would present it to Dr. George Hanbury for his review and comment. Dr. Chenail would also invite Dr. Hanbury to the next FAC meeting so the Council can discuss the proposal with him.

3. Faculty Symposium Update – Stan Hannah

Dr. Hannah reported that the sub-committee will be meeting with President Ray Ferrero on Thursday, March 29, 2004 at 10:00 A.M. to discuss the proposal. The group will report back to the council at the April meeting

4. Other Issues:

Faculty Books in the Library: The Council wanted an update regarding plans to create a special section in the Sherman Library dedicated to showcasing NSU faculty authors. Dr. Chenail said he would follow up with Dr. Don Riggs to learn of the project's status.

5. Adjournment - The meeting was adjourned at 9:50 A.M.

Next Meeting: Wednesday, April 14, 2004, 8:30 A.M. in the Horvitz Administration Building 's LaBonte Boardroom