

## Faculty Assembly Meeting Minutes

9/12/08

The meeting was opened by Dr. Yehia Hammad at 10:35 am

Dr. Hammad introduced Ms. Donna Pepper and Ms. Angela Mason from Human Resources. Ms. Pepper made a slide presentation regarding the Florida Retirement System, which explained the opportunity to switch from the optional retirement plan to the pension plan. The presentation is available on the HR website at: <http://usfweb2.usf.edu/usfpers/Benefits/orp%20-%20frs%20presentation.ppt>

### 1. Some brief points regarding the two retirement system options

#### Pension Plan

- vested after 6 yrs
- retirement at 62 years of age or after 30 years of service
  - early retirement – benefits decrease 5%
- 4 options
  - pay for life
  - 10 year benefit
  - survivor/joint annuitant
  - survivor reduces to 2/3 benefit
- Has disability benefit
- Insurance subsidized
- 3% Cost of living raise on 7/1
- DROP Program
  - can join at age 62 or 30 years or service

#### FRS Investment Plan

- Similar to optional retirement plan
- Free financial guidance
- 1 lifetime option to switch to pension plan
- 9% contribution from USF
- choice of investments
- fees lower
  - ORP benefit freezes and then you start with FRS Investment plan

#### ORP

- 10.42% contributed by USF
- has matching component
- vested immediately
- investment decisions

For retirement calculations call 1-866-446-9377  
and your ORP Provider (if you are in ORP)

2. Dr. Petersen presented brief information on current financial situation of the College  
Departments will need to cover some unexpected expenses:
  - Salary increases that were approved by union for next 2 years
  - Proposed staff bonuses and faculty increases for in unit and out of unit personnel ~\$500,000These will need to be covered without any base increase from the university  
This may put us on the edge as far as our budgets go
  
3. Videostream Policy for USF Health
  - Dr. Klasko wants to look at implementing a policy  
who own what and who can use what
  - there is already a policy which is part of collective bargaining unit
  - you own any video and the university also owns it
  - need 3 volunteers from faculty to be on task force; let Dr. Hammad know
  
4. Addition of Capstone Course to MPH Curriculum
  - Dr. Mlynarek, representing the curriculum committee brought forth information  
from the committee recommending that the capstone class be made  
mandatory for all MPH students.
  - A discussion ensued regarding making exceptions, whether current students  
would be required to take Capstone, whether or not special projects would be  
required – special projects will not be required and current students will not be  
mandated to take the course. We will look at a January 2009 start date so all  
MPH students admitted from 1/09 on will have the requirement
  - A motion was made to require the capstone course for all MPH students by Dr.  
Amy Stuart
  - The motion was seconded by Dr. Amy Borenstein
  - 25 faculty members voted in favor
  - 5 voted opposed
  - The motion passed
  
5. Reports of Standing Committees
  - Academics Programs and Curriculum Committee
    - we have two new faculty members on this committee – Dr. Deanna  
Wathington and Dr. Ran Nesbitt
  - Faculty Affairs – no report
  - Lab and Safety
    - Laboratory training is required; make sure anyone working in lab has  
training
  - Faculty Senate
    - Dr. Tom Bernard reported that there is a new honor code which the board  
of trustees recently approved. It is located on the web at:  
<http://www.hsc.usf.edu/nr/rdonlyres/40f472a5-5798-4c7a-84b1-3c8748d886fd/24446/thehonorcommittee.doc>

There is also a proposal to be voted on next week by the Board of Trustees which will change academic policy on campus. The proposal will change university structure

6. New Business

Dr. Hammad wanted to inform the group of an idea that the Faculty Senate President has been discussing with members of USF administration and Board of Trustees. He has been discussing the idea of “One USF” which is a one provost model. This idea has not been brought to the executive committee or the faculty senate, but it may give people the idea that this is something the faculty as a whole endorse. We will put this item on the agenda for the next meeting for further discussion or if need be, call an emergency meeting to discuss.

Please look over the strategic plan. A vote will be conducted via email to either approve or disprove the plan.

The next meeting of the Faculty Assembly will be held on Friday, December 5th