

textbook costs, because students supported faculty by lobbying for tuition increases.

4. Action Item

- The impact of University budget reduction and academic reorganization actions and plans.
 - A document that highlighted the academic reorganization of the College of Engineering and Computer Science

categories were exclusive, but faculty could perform duties in other categories. Dr. Alperin stated that the assignment criteria were defined in a communication to faculty. In May, faculty received a letter indicating their assigned functional category.

- In response to a question about whether the College faculty took any action in disapproving or approving the reorganization, Erdol replied that the reorganization was not voted on by the faculty. After deliberations, the ad hoc committee issued resolutions stating that they did not approve the functional reorganization.
- Diane Alperin reported that the functional reorganization was presented to the College faculty. On February 26th, the dean sent information to all of the faculty and staff about the budget and the budget timeline and the plan for reorganization; on March 13th, the provost and dean attended a meeting where the budget and reorganization was presented and discussed; in April, the reorganization was explained to students.
- In response to a question about whether the functional programs/categories w

the documents he has read reveal two reasons. The first reason is budgetary, which seems to be the primary reason in the written documents (e.g., minutes of meetings). The second reason is academic reorganization, which seems to be the reason for the layoffs.

- Marshall DeRosa stressed the importance separating faculty union issues from academic issues. He recommended a motion to not recognize any re-organization of the College that does not follow established procedures. Faculty authority over curriculum needs to be protected from administrative attacks or evasions.
- There was a discussion of whether motions were timely. Lenz said that a faculty member asked him to ask university-level administrators whether the functional plan had been implemented yet. Erdol replied that some of the functional unit heads had been selected but the curriculum have not been decided yet. Provost Pritchett said that the plan has not yet been implemented. It is a proposal for implementation and will be presented at a Board of Trustees committee meeting on June 10, 2009. After some discussion, it was determined that the reorganization will be presented as an informational item at the June 10th committee meeting. The Provost stressed the importance of getting the right people to address the issues so that information is not second or third hand. In response to a question about whether Dean Stevens was invited to this meeting, Lenz replied that he was but he had a prior commitment. It was noted that the dean was invited on short notice after the special meeting date was scheduled.
- Diane Alperin said that the reorganization followed the procedures of the College of Engineering Bylaws: “Any proposal to create, transfer into the College, tra, Arh. or

item, not an action item, and that the plan would be presented for approval at the next full Board meeting. There were questions about whether a BoT committee could approve the re-organization without the full BoT.

- Faculty commented that the four functional units were set up for the purpose of firing tenured faculty, and that Florida Atlantic University would soon become famous for disregarding tenure which will hurt recruiting, retention, and the reputation of the University. There were comments about the University being on the AAUP censure list. Erdol quoted the dean as saying that the purpose of the restructuring was not for layoffs. A senator asked whether a professor assigned to the “research” functional unit, for example, could have his/her employment status changed by being assigned to another unit. This was one of the concerns raised by the initial draft of the policy creating a graduate faculty: the worry that a graduate faculty member could be terminated by being assigned only undergraduate teaching. The COECS plan seems to link employment status and annual assignment, thereby eroding tenure in the academic department. Lenz quoted a COECS document describing faculty and tenure as “linked to a node in a matrix.”
- In response to a question whether there is any precedent for this sort of organization for Colleges of Engineering across the country, whether this is part of a trend, Erdol said that she does not know of any; faculty were told there would be layoffs in order to meet budget reductions. In response to a question about the new administrative structure, Erdol said that it would be a matrix. The department heads are not yet known and some of the functional unit heads are proposed but not yet known. In response to a question about how much in administrative costs would be saved by the reorganization, Erdol said that she did not know. She will be participating in the academic reorganization. A faculty member commented that if the University succeeds in firing these 5 tenured faculty the University will have successfully abolished tenure and become nationally infamous.
- Bill Bosshardt moved and it was seconded that

