

**SPECIAL  
POINTS OF  
INTEREST:**

**FUSA membership costs one percent of your annual base salary.**

**FUSA members have access to benefits not available to non-members**

**FUSA represents your best interests at the bargaining table**

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# FUSA Informant

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## Post-Tenure Review Requirements

As you know, the Florida State Board of Education Rule 6A-14.0411 now mandates that all colleges implement a post-tenure review. This rule stipulates exactly which criteria must be met in order for faculty members to retain their tenure. The state criteria were bargained by FUSA with the administration to determine a manageable process.

Below are the requirements for the post-tenure review, which will be conducted for each faculty member every five (5) years. Most of the requirements were in the contract prior to the new state rule. However, now the requirements will be documented as part of the post-tenure review:

1. The faculty member must participate in ten (10) hours of professional development a year. This will be documented on the End of Year Verification

form, effective 2014-2015.

2. The faculty member must contribute to the department, the College, and the community. This will be documented on the End of Year Verification form, effective 2014-2015.

3. The faculty member must enter and affirm goals for each year in the college planning system. Goals must be entered by September 30 and affirmed by May 1 of each year (with the exception of the current 2014-2015 year, for which the deadline for entering goals was extended to November 7). Goals will be documented on the Faculty Self-Assessment/Faculty Goal-Setting Plan report generated from the college planning system.

## RAI\$E

You may have noticed that you have some extra money in the bank as of November 20. The pay raise negotiated by FUSA is now effective.

Right now, FUSA chief negotiator Rick Gaspar is compiling the information from the faculty survey he sent out last month because we're preparing for a full-book negotiation.

FUSA needs to go into these negotiations as a strong, united force, so please consider joining the union.

**THERE IS STRENGTH IN NUMBERS!**

**Brandon**

Wendy Foley  
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**Your FUSA Representatives**

## HCC's Barry Silber Named Association of Florida Colleges Professor of the Year

**Dale Mabry campus Psychology Professor and FUSA member Barry Silber, in addition to serving as Academic Affairs Chair and "The Voice of the Hawks," has brought honor to HCC by winning the award. What follows is his teaching philosophy. Congratulations, Barry.**

**Capital Course:** Although I have enjoyed teaching General Psychology through the years, I have been teaching Abnormal Psychology for almost two years. In Abnormal Psychology, students are very open to sharing personal and family issues relating to areas of mental health circumstances.

**Ideal Ideology:** My teaching philosophy is that students will rise to the level of expectations. I believe students have the capacity to exceed my expectations, and take responsibility for their own learning. I believe it is my job to facilitate learning by discussion, engaging in interactive exercises which assist students in developing questions, discussing appropriate examples for concepts, and most importantly, thinking critically about everything and anything.

**Teachable Moment:** I was discussing the complex dynamics of the Borderline Personality Disorder (BPD), which is described as someone who has unstable moods, self-image, and relationships. Persons with BPD may react angrily when they perceive they have been wronged. Upon listening intently to my description, a student intuitively asked: "Could Medea (from Greek Mythology) be the first BPD discussed in the history of literature?" How profound! The student integrated the BPD concept by understanding that Medea murdered her own children after being spurned by her husband, Jason.

**Student Success:** Interactive learning in its many forms: "I hear and I forget. I see and I remember. I do and I understand" is a quote attributed to Chinese philosopher, Confucius. Most students enjoyed being active and involved rather than passively taking notes. I incorporate small group, collaborative activities in the classroom.

**Techno Tool:** What single technological tool do you use in your course that engages students and promotes effective learning? You can target existing tools in Blackboard, list other Web 2.0 tools such as a Blog, or any hardware (i.e. Clickers, SmartBoards, iPads, etc.). A combination of pertinent YouTube videos, which relate to psychological concepts, and providing students with clear Chapter Objectives on Blackboard.

**Optimized Advice:** Care about your students and maintain academic integrity. All students come to your class with their own set of challenges. Listen to your students; be flexible when necessary while maintaining high standards. You may be the one person that makes a positive difference in their lives.



**FUSA membership: It's not expensive; it's priceless!**