

Faculty Assembly
Friday, September 16, 2005
Minutes

Attendees:

Counselor Education: Michael Frain

Communication Science & Disorders: Connie Keintz, Dale Willaims

Dean's Office: Greg Aloia, Valerie Bristor, David Kumar, Perry Schoon

Department of Teacher Education: Eileen Ariza, Yashwant Bhagwanji, Susannah Brown, Gail Burnaford, Marta Cruz-Janzen, Carols Diaz, Penelope Fritzer, Joseph Furner, Alyssa Gonzalez-DeHass, Deborah Harris, Julie Lambert, Susanne Lapp, Philomena Marinaccio, James McLaughlin, Don Ploger, Dilys Schoorman, Patricia Willems, Hanizah Zainuddin, Nancy Brown

Educational Leadership: Michelle Acker-Hocevar, Ira Bogotch, Valerie Bryan, Larry Decker, Deborah Floyd, Lucy Guglielmino, Patricia Maslin-Ostrowski, Meredith Mountford, Anthony Townsend, David Weerts

Exercise Science and Health Promo: Bob Zoeller

Exceptional Student Education: Mary Lou Duffy, Rangasamy Ramasamy, Lydia Smiley

Instructional Technology and Research: Mary Lieberman, Kenneth Luterbach, Dan Morris

Other Guests to Faculty Assembly: Leah Fiorentino, Andrew Robeson, David Rutherford

I. The meeting was called to order at 10:04 a.m. with a welcome & introduction of the Leadership Team and Steering Committee members.

II. Tony Townsend moved to approve of the minutes from the April 22, 2005 meeting and Rangasamy Ramasamy seconded, Carlos Diaz called for the vote and the minutes were approved and accepted as they were.

III. Recognition of Members for a Quorum: 43 voting member in attendance out of 103 possible voting members; hence, more than 30% in attendance so a quorum was met.

IV. Old Business

A. Dale Williams provided the Faculty Assembly with the 2004-2005 Summary Report & Matrix. He gave a brief overview, the matrix will be attached to the minutes on MYFAU under the COE Faculty Assembly Group.

B. Valerie Bryan discussed the FA 2004-2005 FA Evaluation: Written Summary, she discussed the low response rate of the evaluation.

C. Deb Harris reviewed the Motions voted on last year-

- Membership
 - Student Services would have one vote, agreed on last year by FA.
 - Core Teaching Instructors (CTI's) have not be approved yet. Carlos Diaz commented on how in TE there are more CTI's than Assistant Professors. Pat Maslin-Ostrowski and others suggested that this issue be brought back to an Ad hoc group to discuss further the role of CTI's in the COE. Lydia reiterated that Chairs are voting members of Faculty Assembly.
- Equity Issues
 - There was no discussion about this topic although it was on the agenda.

D. Committee Reports: Standing and Ad Hoc

- Dilys Schoorman began to discuss the Dean's 360 Evaluation by stated that the Provost would be there at 12:15p.m. today to share the evaluation with the COE faculty and how one had already been done in the summer while some faculty were off contract. Dilys felt that a 50% response rate for this evaluation did not look good for the COE since it was a pilot program. Dilys said that only qualitative data would be shared due to personnel issues and that the results were bimodal. Tony Townsend stated that democracy only works when people participate. Pat Maslin-Ostrowski was concerned with the low-morale and questioned why people do not participate. Bob Zoeller spoke on how faculty do not even vote on their peers for T&P. Valerie Bryan spoke about apathy and Deb Harris mention how there were multiple reasons and questioned the technology used to solicit the information. Val Bryan suggested having FA reps. On campuses to assist with FA/COE voting issues.
- Pat Maslin Ostrowski gave an overview of the Democratic Decision-making Committees work as they had just met prior to the FA meeting. She said the theme was to ensure transparency and faculty voice in COE governance. She said that their committee made recommendations to the steering committee to bring motions to the floor. She encouraged all to get more involved and be part of the meetings which will meet as follows in the Melby Center: Oct. 14 at 9:30am, Nov. 18 at 9:30am, and Dec. 9 at noon.
- Deborah Floyd gave an overview of the work of the Equity and Work Life Committee. She stated that there was a powerpoint presentation on the MYFAU FA Group site. She reviewed the motion that Michelle Acker-Hocevar made last year about equity and salary increases. She discussed summer contracts and wanting to get summer employment for full-time faculty. Lydia shared information about the UFF bargaining and how the contract has not yet been approved and they are still at the bargaining table. She stated about the 3.6% increase plus there would be some for merit and market equity. Deb Floyd thanked Lydia and UFF and the Dean for their effort and support for faculty salaries.

- Dan Morris reported for the Research Committee. He first shared information about the Seed Grants which will provide release time for faculty, originally in the summer but in the future in the regular semesters, release time to write grants and do research. At least ten would be given for the year. It was mentioned that David Kumar would be available to provide workshops series on budgets, writing grants, etc. for faculty. David Kumar was introduced as the new Associate Dean for Research and Graduate Studies. Dean Aloia stated how important and fortunate we were to have someone like Dr. Kumar to provide us with the research and graduate assistant support and his support with the Research Committee. Val Bryan stated how appreciative she was to the support we are receiving for research and graduate students.

Dilys Schoorman reported for the Ethics Committee. She shared that there were concerns with the survey and a low response rate (15 people), but noted that we felt that we should take the comments of these respondents seriously to acknowledge their efforts to participate.

The survey data yielded two concerns: 1) That we needed a 'reactive' approach to issues of ethics whereby faculty felt that they had a way to report or be heard on issues of concern, that went beyond those in the typical purview of the grievance process. Addressing these needs could entail informing faculty of processes that are currently in place to address issues of ethics, and/or forming a committee (could be part of the Steering Committee?) that might define some processes by which such concerns are addressed. 2) That we needed a 'proactive' approach that would help faculty develop a culture of ethics within the college. This would entail speakers, brown bag sessions on issues of ethics. The committee recommended a combination approach. Dilys also noted that the charge of the committee was to determine whether faculty felt that we needed a code of ethics within the college, but with NCATE coming up and with "ethics" in the conceptual framework, the question for the college might well have shifted now from "Do we need it?" to "How do we demonstrate it?" She also note that the Ethics Committee report is on the MyFAU site. Val Bryan asked others to consider joining this committee to discuss these issues further as a group.

V. New Business

A. Michele Acker-Hocevar began by discussing the Promotion & Tenure issues from last year. She gave some data on the outcomes and commented on how she wanted to mention the successes, especially for the 4 that received T&P last year. She made reference to the T&P powerpoint which is placed on the MYFAU FA Group site. She also shared an overview of a letter that was authored by Acker-Hocevar, Floyd, Cruz-Janzen, and Williams (which will be included with the minutes on MYFAU). Michelle thanked Valerie Bryan and the FA team who worked as a grass roots movement to address the P&T denials in the COE in May and bringing the P&T Forums for the faculty. She commented on how now the COE is looked at throughout the university seeing the COE in an enviable position and that we are now seen as a stronger entity. She

thanked everyone for the collective efforts and reiterated the importance of the COE having clear criteria for P&T. Michelle thanked the UFF and Lydia for handling the T&P denial issues with dignity and respect. She commented on how what happens to one happens to all and we must unite and now we are looked at as a stronger unit. She again stated how she did not want to diminish the successes of the other P&T candidates and Val Bryan asked them to stand to receive an applause. Michelle stated that she had a greater appreciation for the UFF and the quality people representing us and that we should be happy we have that. She stated it is important to be a member and reminded all that our contracts our negotiated through UFF. Lydia Smiley and Michelle reminded all that new and first time UFF members would receive a half price membership for one year when joining this year and that the forms are on the web if anyone was interested.

- B. Mary Lou Duffy gave an overview of her work with Cindy Butler on the Policies and Procedures Manual in anticipation of the NCATE visit. She stated that they needed assistance to meet and review and edit the document prior to bringing it to the FA body. Val Bryan stated that most of the work is done and some clarification on some items still needed attention. Others interested in joining the group may volunteer. Lydia Smiley offered to be a reader for the manual as she has done it in the past..

- C. Joe Furner gave a brief walk-through using the Internet/Computer on using the MYFAU Faculty Assembly Group Website showing the faculty how they can access all Faculty Assembly information through their MYFAU account. Bob Zoeller and Joe discussed how they would be organizing the site to make it as easy for all to use and access information. They asked for any suggestions from faculty to improve the site. Bob Zoeller stated how he would be archiving all documents for faculty assembly this year.

- D. Deb Harris reviewed the Committee Assignments to clarify new charges needed for the Connections Committee and Equity in Assignments Committee. Ira Bogotch stated that the Connections committee did not meet last year due to Sally Robeson, who was chairing the committee, being on leave from the university. He encouraged people to sign up for the committee. Ira also stated that we needed to reform the Equity committee, which had been dissolved after its work last year. He said we still needed to look at university, COE, and department inequities and look at both qualitative and quantitative data that exists. Bob Zoeller stated he noticed differences between departments. Dilys stated she thought she sensed an improvement in TE. The Dean ended with a comment about a meeting with the chairs in which they will draft as part of the conceptual framework addressing equity in assignments across the COE. A reference was made by Val Bryan to sign-up for the existing committees with Joe Furner, the Secretary for FA.

- E. Department Issues – Departmental Reps(if issues to be raised): David Weerts discussed the importance of the Dean filling all faculty lines that are unfilled while sustaining summer employment for full-time faculty. Don Ploger raised the issue of

search committee recommendations not being followed and that a policy be put in place to address this concern for the future, that the Dean explain why or the chairs report back to the committee as to why a candidate was selected. Williams, Duffy, and Zoeller did not raise any issues.

- F. Faculty Senate-Michele Acker Hocevar passed out a brief report of typed minutes from the September 9 Faculty Senate as one of the COE Reps. She mentioned how the issue of quality vs. quantity was raised at the Faculty Senate meeting. Pat Maslin-Ostrowski stated how the Department of Educational Leadership graduated the most doctorates at FAU and how the COE would have two reps on the new Graduate Council. Dan Morris spoke about the efforts to work toward increasing graduate programs at FAU and their work toward a graduate dean and that it was still up in the air if the COE/University would still have a Graduate Committee. Lydia also reinforced the future change with the rationale that there have been problems with the Curriculum Committee in the past and that such a Graduate Council may be useful. Michelle thanked Dan for his work. (See the attached handout from Dr. Acker-Hocevar with the minutes on MYFAU).
- G. Dean's Comments to FAQs-the Dean began with suggesting a 4th C, keeping to a Clock. He suggested how we needed to continue to improve off-site meetings with better technology, communications, and transmission and he was demonstrating this by being off campus for this meeting to see how it works as he had another meeting in Jupiter that day.

-The Dean had Andrew Robeson do a brief presentation on the Budget. Andrew stated that the budget was transparent and decentralized to departments and that the university tells the COE how much each campus will get as follows:

Boca 53%
Davie 30%
Jupiter 11%
PSL 6%

Andrew stated that there was no new money this year and that the budget was based on last year's projections as follows:

	<u>Budget</u>	<u>Last Year</u>
Salary and Benefits	15Mil	13Mil
OPS	.5Mil	2.5Mil
Expenses	<u>.5Mil</u>	<u>.5Mil</u>
	16Mil	16Mil

Andrew said that there was an issue between summer sessions vs. New Lines, the Dean wants the priority for faculty having summer salaries first then back track to fit in new lines.

-The Dean addressed the concerns regarding increase need for adjuncts and said they were making a concerted effort to lower the number of adjuncts. He stated that they have hired several senior faculty and have lost a few due to the Drop program. He stated that the efforts would be to increase graduate programs and that for NCATE they have requested to hire 5-6 new senior faculty.

-The Dean addressed and clarified “interim” administrators (i.e., summer hiring practices, length of service) and gave an overview of the past few years and cases when interim positions were created. He stated that there were ongoing searches for Department Chairs and Associate Deans and that they would try not to use as many interim positions once these were filled.

-The Dean addressed search committee decisions on hiring candidates. He stated bottom line that he did not want the committees to recommend candidates who were marginal and that in the future the chairs would get back to the committees to keep them abreast to final decisions on selections of candidates for positions. Dilys raised the following questions/comments to the Dean:

- a) how we were to indicate to the dean that the search committee would absolutely love to have candidate A, but would be able to live with candidate B if A declined.
- b) the fact that we were charged by the department chair to send up two names. Dilys reiterated it was that we would only send him our top candidate, if there was a spread in how the committee ranked its preference. As the Dean stated, that in the future we must only distinguish or rank/prioritize the qualified and there is never a minimum of two, that we must only recommend the qualified candidates.

At this time the technology failed and transmission from the Jupiter Campus where the Dean was did not broadcast. Valerie Bryan asked the body for permission to extend the meeting for 15 minutes as it was almost 12noon. Permission was approved by the voting body.

-Valerie Bristor addressed salary equity for the Dean by stating that an analysis was completed regarding gender and that there was no significant difference found in our current university structure. She stated that there was some inaccuracies from Sharon Ronco's office on professor rankings.

The last two items on the agenda for the Dean to address were not addressed due to time and transmission problems as the Dean was at the Jupiter Campus.

1. Support for Faculty Assembly operation: Desktop conferencing system, one contact to set video conferencing for all meetings, room or file storage for Faculty Assembly work, clerical/technical assistance for the Faculty Assembly
2. Need for master schedule for all COE meetings

VI. Open Discussion

A. David Kumar shared with the body an issue related to Due Process for Graduate Admissions and discussed the possibility of an Ad hoc Writing Committee to assist in this process.

B. Ira Bogotch shared with the FA a concern he had with the upcoming University Research Day and how it only focused on Science, he asked the FA if it would be okay if he requested as a COE member that the program be more eclectic to include humanities and social science themes as well.

C. Val Bryan ended the meeting by saying that the Dean's Talking Points would be posted on the MYFAU Group site for faculty to view. She thanked all for attending and for their participation.

The meeting was adjourned at 12:10p.m. by President Bryan.

Submitted by,
Joseph Furner
Secretary, Faculty Assembly