

COE FACULTY ASSEMBLY

MINUTES - November 4, 2016, 10 am - 12 pm – NOT APPROVED**Future FA meeting dates:** January 27, 2017, and April 21, 2017

Boca Campus – ED 313; Davie Campus – LA 148; Jupiter Campus – EC 202C

ATTENDANCE:**Communication Sciences and Disorders:** Drs. Porcaro, Tessel**Counselor Education:****Curriculum, Culture, and Educational Inquiry:** Drs. Allgood, Baxley, Bhagwanji, Ramirez, Schoorman, Sembiante, Vaughan, Zainuddin**Dean's Office:** Drs. Bristor, Heydet-Kirsch**Educational Leadership and Research Methodology:** Drs. Barakat, Salinas**Exceptional Student Education:** Drs. Brady, Darling, Duffy, Goldstein, Heiser, Finnegan, Miller, Nguyen, Ramasamy, Scott, Wilson**Exercise Science and Health Promotion:** Dr. Zoeller**Office of Academic and Student Services:** Dr. Shepherd, Ms. Catto**Teaching and Learning:** Drs. Ariza, Bousalis, Brown, Furner, Harris, Marinaccio, Musgrove, Powers, Ridener**WELCOME NOTE** (Dr. Philomena Marinaccio)

Meeting called to order at 10:00 am.

Approval of agenda. Motion to approve the agenda made by Dr. Porcoro and seconded by Dr. Peluso. *Unanimously approved.***DEAN'S TALKING POINTS** (Dr. Valerie Bristor)

Sustained Performance Evaluation (SPE). Need to work on SPE evaluation policy this year. Section I from the Provost's memo discusses contents for faculty files, whether a single college committee or departments will decide policy, composition of college and department committees, where will the records be stored, and evaluation procedures. Section J instructs departments to define expectations or criteria for sustained performance in teaching, scholarship, and service; this is not like P&T criteria; the expectations should reflect the customs of the individual departments; the policy then goes to Dean and Provost; it's a faculty process. Comment: College committee provides guidelines, but peer evaluation is at the department. Response: College committee develops guidelines this year; peer evaluation starts next year. Comment: If going for promotion, SPE is waived, but what about the SPE raises? Response: SPE is not for assistant professors; for associate professors, go for SPE first, then apply for full professor to maximize benefits; can't do both in the same year. All the college and departmental guidelines are due on March 3, 2017, to the Dean. Comment: Do annual assignments have to align with SPE? Response: Yes, align SPE with the three areas of teaching, scholarship, and research; can look different in different colleges. Comment: Important to remember that this is not re-tenuring; the Provost's document provides flexibility; the bar is not as high; SPE is to demonstrate that faculty are contributing in meaningful ways. Response: Agree.

Third year review clarification. Goes to Provost this year. Question was if there is a policy on this. Have asked the Provost about this, and about why it is required by the Provost; will find out soon. The Provost does not write letter after College letter. Comment: Are portfolios electronically submitted? Response: FAU wants to go to with electronic submissions; maybe a process for 2017/2018. Comment: Hope Provost and university officials won't insert themselves in 3rd year review; if they do, they need to consult with faculty. Response: There is a concern among colleges providing the reviews.

Non-Tenure Track (NTT) promotion criteria. The criteria are posted on the COE website. Each department comes up with their own criteria and is submitted to the Dean. Now the criteria need to be approved by the Dean. Please submit departmental criteria to the Dean. Departmental criteria will be posted on the COE website.

Preview of program reviews. Will present report to BOT in a couple of weeks, on Wednesday November 16. Once we have access to a link, we can send it to faculty. The audience is BOT, with only 15 minutes to provide aspirations and mission statements. Will provide overview and data for departments and programs; special initiatives and accreditations; make connections to the pillars; research and grant achievements; highlight 2nd largest doctoral program; and broad findings and action plans. Will hint about where the needs are. Comment: Will BOT ask about how to maintain quality of Ph.D. programs with high number of students? Response: Don't think they will ask.

GUEST SPEAKER (Dr. Paul Peluso, COE GPC Chairperson)

Graduate Faculty Status requirements (action item). Program reviews mentioned issues with current graduate faculty status requirements. Following feedback from departments and discussions at GPC, three options were developed: (1) keep requirements as they are, (2) merge requirements for A and B statuses, or (3) revert back to requirements in the Graduate College governance document. We are the only college with additional expectations. Comment: What are the differences among A, B, and C levels? Response: A is for associate and full professors with a record of at least five research and scholarly activities in the last five years, has served on at least one completed dissertation study, and who can chair doctoral dissertation committees; B is for assistant professors with a record of continuous research and scholarly activities, and who can serve on doctoral committees; and C is for assistant professors or higher with one record of publication or research, and who can serve on Master's or Specialist's committees. Comment: EDLRM is the largest doctoral program at FAU; we objected to levels in 2010; university developed graduate status criteria after; we have stellar assistant professors but they cannot chair dissertation committees; the judgement should be at the department level; some departments do not have doctoral programs and puts faculty at disadvantage because a criterion for excellence for P&T is chairing a dissertation committee. Comment: We don't have doctoral program so it's difficult for our faculty to apply for A status. Comment: So what can we do? Comment: Serve on committees in departments offering doctoral programs. Comment: Your qualifications should determine eligibility, not the levels; some criteria linked to performance might be necessary, but not sure if rank is an important criterion. Comment: Depending on what we decide here, departments can determine additional or more stringent criteria. Comment: If we decide on option 3, individual units can develop additional criteria.

Dr. Zoeller articulated a notice of motion for the "FA of COE to adopt the Graduate College Governance document and remove the COE graduate faculty status requirements". Dr. Mountford seconded the motion. *Unanimously approved.*

Comment: Do we now discuss this at the department or GPC? Comment: Might be good idea for GPC to collect criteria from departments. Comment: Why add a level to GPC? Comment: Important that departments are careful with 3rd year reviews if assistant professors are involved in dissertations. Comment: The same argument can be made for protecting assistant professors in teaching and service and research; decisions should all rest at the departments. Comment: We already have issues with annual assignments.

NEW BUSINESS

Sustained Performance Evaluation (SPE) - College-Wide Committee (action item). A college committee needs to be appointed to address the first 4 bullets from Section I; the last bullet on evaluation procedures is for the departments to work. Comment: At this time, assistant professors can represent the college committee, but in the future this may not be a good idea. Comment: This is a committee to help develop SPE guidelines, but not peer evaluation committee. Comment: Nominate the FA steering committee to serve as the SPE college-wide committee? Comment: Shouldn't departments nominate

representatives on the college committee? If FASC is selected, it precludes departmental discussions about their representatives; departments have not discussed this with their FASC representatives; ask departments to decide. Comment: Have to get this done by March 2017; this is a lot of work, it is more work for faculty; it's extremely important, but it's the administration making us do this. Comment: On the flip side, if we have a different group than FASC, then we will need a different leader and have logistical issues; perhaps ask departments if their FASC representatives will be okay to serve on the college committee. Comment: Specify the college-wide SPE guidelines committee's work will be for 2016/2017.

The following motion was made by Dr. Peluso and seconded by Dr. Zoeller, and *unanimously approved*:

FASC serves as the college-wide SPE guidelines committee in 2016/2017. Should any departments wish to replace a department representative, they should be allowed to do so by November 18, 2016.

Comment: FA steering committee members should take this back to their departments and ask about it. Comment: Once the college committee is decided, doodle for meeting dates after November 18, 2016.

COMMITTEE REPORTS

United Faculty of Florida – FAU Report (Dr. Robert Zoeller). Been relatively quiet, no updates at this time.

University Faculty Senate Report (COE Senators). Dr. Dan Flynn, Vice President for Research, stated there is a turnover of 60 faculty members every year; that's a projected of 300 faculty members for 5 years. Comment: Student ratios to teachers went significantly higher; may be dichotomies in teaching professors and research professors. Comment: We need people to deliver classes; will we fill classes with adjuncts? No, was his response. There is more investment in high profile STEM faculty. There is a shift in faculty investment that is more tightly tied to the pillars. Comment: Dr. Flynn also said this is a corporate model. Comment: Critical faculty shortages is an issue that will come up over and over again. Comment: This has to do with faculty evaluation criteria. Comment: How we use critical faculty shortage to our advantage? How can we advocate research intensive initiatives in COE? Ask the dean or departments to consider hiring one or two research intense lines to assist across the departments. Essentially he's looking for money. Comment: Basically it's robbing Peter to pay Paul; who will cover classes? Comment: Perhaps develop research intensive degree programs.

CONSTITUTION CHANGE (*Notice of Motion*)

The following notice of motion was presented to the assembly:

NOTICE OF MOTION to add language about UFS representation in the Constitution

Add to: Section 3. Officers and Election Procedures of Officers

A. The Officers

6. University Faculty Senators

All senators from COE must be in-unit faculty. Faculty transitioning to out-of-unit faculty during a senate term should complete their term of office.

Comment: When expect to see the ballot? Comment: E-vote allows everyone to vote. Comment: Steering committee suggested anonymous ballots at next FA meeting.

OPEN DISCUSSION

Distance Education Committee (Dr. Ann Musgrove). The committee met on October 20, 2016, to discuss and articulate concerns pertaining to the push for standardized courses. There are also concerns related to the elimination of duplicate programs, where one university may be picked to provide only one online program. A one-page summary about the concerns were drafted by the committee. Comment: This is violation of academic freedom. Response: Please share your ideas at a *lunch and learn* event to be held on November 10, 12-1:30 pm. The topic of discussion will be about offering 40% of courses in the Florida SUS as online courses. Comment: Could you send updates if we cannot make it to the *lunch and learn*. Response: Yes, will send updates.

Other. At the last BOG meeting, President Kelly spoke about EDLRM's Wallace Foundation grant. Governor Scott suggested removing technology fees to reduce educational costs; also studying textbook costs and issues as well as contracts for University presidents; mentioned metrics were hugely successful and helped SUS improve; also encouraged private enterprises and suggested cost-cutting measures every year.

APPROVAL OF MINUTES (*action item*)

Motion to approve Faculty Assembly minutes of September 9, 2016, with minor edits, made by Dr. Mountford and seconded by Dr. Goldstein. *Unanimously approved.*

NOTES AND ANNOUNCEMENTS

Faculty reported that email communication about the Dean's evaluation went to junk mail. Faculty were encouraged to check their junk mail. Mr. Jason Ball (Office of Information technology) will also send a reminder. The dean's evaluation is due on November 17, 2016.

The request deadline for the next Canvas migration is Friday, November 18, 2016. *Big Blue button* is a cloud-based tool to teach synchronously; also looking at *WebEx* and *Skype for Business*. Dr. Mary Lou Duffy is on a committee looking into these options. Blackboard *Collaborate* available until June 30, 2017. In Canvas, recordings can be saved as mp3s and on cloud. Faculty were encouraged to provide feedback about what they would like to have in synchronous tools.

UFF Bowling is scheduled for Saturday, November 5, 2016.

A University Expo will be held on November 18, 2016.

The *Future Educators of Broward College* event is seeking volunteers.

ADJOURN. Motion to adjourn made by Dr. Goldstein and seconded by Dr. Duffy. *Unanimously approved,* 11:49 am.