

COE FACULTY ASSEMBLY MINUTES – NOT APPROVED

April 8, 2016

Meeting locations: Boca Campus, ED 313; Davie Campus, LA 148 (teleconferenced); Jupiter Campus, EC 202C (teleconferenced)

Attendance:

<u>Communication Sciences and Disorders</u> Dr. Porcaro	<u>Counselor Education</u> Drs. Frain, Peluso	<u>Dean’s Office</u> Drs. Bristor, Torok
<u>Curriculum, Culture, and Educational Inquiry</u> Drs. Bhagwanji, Hyslop-Margison, Ramirez	<u>Educational Leadership and Research Methodology</u> Drs. Bloom, Bryan, Mountford, Shockley	<u>Exceptional Student Education</u> Drs. Brady, Duffy, Finnegan, Goldstein, Heiser, Miller, Ramasamy, Wilson
<u>Exercise Science and Health Promotion</u> Dr. Zoeller	<u>Office of Academic and Student Services</u> Catto	<u>Teaching and Learning</u> Drs. Bousalis, Furner, Marinaccio, Musgrove, Nichols, Ridener

WELCOME NOTE AND ANNOUNCEMENTS (FA President, Dr. Frain)

Meeting was called to order at 10:03 am.

Motion to approve the January 29, 2016, Faculty Assembly minutes was made by Dr. Hyslop-Margison and seconded by Dr. Porcaro (Dr. Keintz); *unanimously approved.*

Election Results of FA and UFS officers for 2016/2017. Along with President-Elect Dr. Marinaccio, Dr. Emery Hyslop-Margison will serve as the Vice President, Dr. Yash Bhagwanji as the Secretary, and Dr. Carol Tessel as the Archivist. Dr. Valerie Bryan was elected as a senator and will serve for a 2-year term on the University Faculty Senate.

A *Community Engagement Workshop* will be held on April 15, 2016, in Majestic Palm of the Student Union. The morning session will focus on *Tracking and Assessing Community Engagement* and the afternoon session will focus on *Building and Maintaining Community Partnerships.*

TENURE AND PROMOTION UPDATE (Dr. Cynthia Wilson)

Our college’s document does not have collegiality as a consideration or criteria. The document needs to be updated and the P&T committee will look into revising the document in Summer 2016 and recommend revisions in Fall 2016 in line with Provost guidelines. Faculty evaluation has changed and needs to be addressed as well. Also looking into undergraduate research involvement. Research, teaching, and service areas will be reviewed and revised. Overall consistency with university guidelines will be important. Departments and faculty are encouraged to provide feedback. Revisions and consistency with university guidelines are also required for third year review and portfolio processes. If there is agreement to make the changes, then it will be submitted to Provost for approval. No changes will take effect until one year after changes are approved. Affected faculty may select the new criteria or the criterion that was in place at the time of their appointment.

A University P&T forum will be held on April 26, 2016, 1-3 pm, in Nursing College Room 202, and will be teleconferenced to other campuses. The Provost’s criteria will be the focus of the forum.

COE’s P&T forum will be on April 27, 2016, 2-4 pm, 4th floor Conference Room and video-conferenced. The focus will be on COE’s criteria.

Comment: How many colleges include aspects of collegiality? Response: Some do, at least a third, but don't know how many. Most are simply a quote from the Provost's document. Comment: I do not support the idea of including collegiality, it's very generic. Cannot do service and research if you're not collegial. Response: If we do not include, we cannot preclude departments from discussing about collegiality because it is in the Provost's document. Comment: Nationally people are stepping away because of ambiguity and lawsuits. Provost's is pro forma language. Non-collegiality is difficult to prove. Response: We will make recommendations for approval at assembly. Comment: Option of choosing which criteria, but if it is inconsistent with the Provost's guidelines, then will it revert to Provost's guidelines? Response: Criteria under which faculty came in before were consistent. With promotion, the previous criteria are phased out and then defaults to new criteria. Comment: When did ours go out of compliance? Response: In the last two years for the third-year reviews.

DISTANCE EDUCATION COMMITTEE (Dr. Ann Musgrove)

The committee met on April 5, 2016, to discuss intellectual property issues. Dr. Jack Luden, Vice President for Research, was invited to provide clarification but had declined participation. He had asked Dr. Vicki Brown, eLearning Center Director, to provide guidance instead. Dr. Brown explained what FAU had currently in place and did not provide any new information.

There is general lack of awareness that UF is pushing to be state's online university. This impacts course development. Have no updates where that matter stands. Comment: SUS has been pushing for a lead university for online delivery. Comment: Since discussions are ongoing but not finalized, what would be most logical to go forward? Since nothing has changed, we can move forward, nothing has changed. Discussion should be about whether to use one basic platform. Response: Will keep an eye on this. Another concern was about sharing online course information with others. Comment: Another issue is about teaching faculty versus curriculum ownership, whether we have a right to look at the shell of course developed previously. At this time, an instructor makes the request through OIT and the department chair approves the request. Comment: Can chairs approve if the faculty who developed the course is teaching. Response: It's an issue for people who are not actively teaching the course and when the faculty who developed the course are not here any longer. Please send your comments and ideas for consideration.

UNITED FACULTY OF FLORIDA-FAU

Consulted with the President about the "Faculty Compensation" committee created by the President and Senate Chair to generate ideas about rewarding high performing faculty. In violation of bargaining rules, there was discussion about merit pay and compensation by the group. The group has not met again. The President did not reveal who was on the committee.

Bargaining changes for 20 articles, with tentative agreements reached for 8 articles. Tentative agreement reached for 8% salary increase across 3 years. Issues were noted for the high rates and distribution of equity funds.

Comment: The pay raises over the three years, how will that help us as doctoral institution? Response: Doubt it will move us up the ranking. Sadly, it is the biggest raise in many years. Over 10 years, state employees received only \$1,000 bonus. Comment: Concerned about annual evaluation criteria. A real problem across university, little direction from provost and deans, and many chairs take it to mean faculty will not receive as high scores as last year. There's confusion. Has implications for merit and P&T. Response: Criteria must be provided at the beginning for teaching, service, and research and cannot be changed. Faculty shall be involved in the development of the procedures for annual evaluation. Comment: Should FA make a motion to assist with the implementation of evaluation? Response: May help. Comment: Will everyone get 3% raise next year? Response: 3% is 2% merit and 1% equity; but for administration, everyone receives merit with a good evaluation. Who gets equity? We have a formula for merit pay in our college. In other colleges, deans make the decisions. Comment: Does this mean we will need a college committee to discuss merit? Response: Don't know yet until after

negotiations. Comment: What if negotiations are not resolved or ratified? Response: Stays at status quo. Comment: The raises are based on current base pay? Response: Yes, but it isn't a lot of money. Raises will take place within 45 days of ratification. Dr. Mountford made a motion to submit a memorandum urging that the Provost provide guidance in faculty evaluation process that is fair and consistent manner across all departments. Dr. Furner seconded; *unanimously approved*. Comment: What happens next with the memo? Response: It will be sent to pertinent university officials.

Comment: Any updates on tuition remission for dependent children? Response: Dependent children who finish in 4 years will receive 50% of tuition or \$12,000 whichever is less. Comment: Are dependent children currently at FAU included? Response: I believe so, but may not have included every possible situation or case. Comment: Any considerations for employees or children who have taken loans? Response: Does not mention specifically, but will get the refund regardless. Comment: Is there an application for students in graduate school? Response: Was addressed and need to follow up.

UNIVERSITY FACULTY SENATE

Term extension for senate president was discussed.

Dean Pratt asked if instruction has been affected due to late withdrawal and no grade policies. Senate President nominees made statements.

Changes in Reading Days requested from Student Government.

Provost thanked faculty for performance metric achievements.

In 2016-2017, Senate meetings will be on Mondays and Steering will be on Thursdays. Changes were made due to shifts in schedule and room utilization.

NEW BUSINESS

Election of UFS senators. Need to decide whether COE Dean and Chairs (out of unit) can serve as COE senators on the UFS. Almost half of the UFS steering committee is out of unit. How can we ensure faculty governance?

Comment: Senators should be faculty from in-unit. Comment: If chair and faculty from same department were on senate, and voted differently, that may affect faculty.

Dr. Peluso made a motion to extend FA meeting time; seconded by Dr. Marinaccio; *unanimously approved*.

Comment: Chair is in a precarious position, may be influenced by higher officials, and at times may be at odds with faculty. Some chairs are exceptional and trustworthy, but the broader issue is the influence of administration. Comment: Is this adversarial? Comment: It's about faculty voice in the senate. Comment: Issue pertains to the roles of chairs, which is 100% administration at this time. Before chairs were on a rotational model and chairs were viewed as providing service. Comment: Problem occurs when chairs do not follow the guidance provided by faculty. Comment: Need to keep number of administrators down in faculty governance. Creates confusion down the road when faculty are not involved. Comment: Good idea for chairs to rotate and have a vote of confidence for chair each year. Comment: Does FA Constitution say only faculty be elected as senators? Dr. Goldstein made the motion to specify only faculty be selected as senators; seconded by Drs. Mountford and Furner; *approved*, with one abstention.

Note of thanks. Drs. Frain and Bhagwanji were recognized for their contributions and leadership.

DEAN'S TALKING POINTS (Dr. Bristor)

Recalibration of faculty evaluations. Switched to calendar year. This transition year covers Summer 2015 and Fall 2015. Discussions have focused on the new descriptors and issues about normative percentages. We have not been directed to allocate percentages for the five levels and deans have been discouraged to adopt percentage allocations. Chairs here have discussed the matter and consistency in everyone's evaluation had been emphasized. Faculty are concerned that evaluation ratings have dropped, but it is not clear what is causing the rating changes. This is our first year with new rating and the executive team is trying to figure this out. Provost's 360 assessment of chairs uses different wording, and we can change this to use same wording. Comment: The chair's evaluation is not about responding to categories and is subjective. Article 10 addresses employee evaluation and their participation in the development of the evaluation process. Comment: Use definitions and descriptors to guide process. Comment: This is tied to P&T, we need to know where to go. Comment: If there were no publications in transition year, what would the chairs rate? Comment: Common sense is not being applied across several departments. Comment: There will be issues of consistency depending on validity of assessments, individual situations, and ongoing projects. Comment: Faculty can respond to the evaluation, can appeal to the evaluation, can go to next higher level about concern.

2/3 or 3/2 assignment update. Has been budgeted, will begin in Fall 2016. Comment: Will research percentage will be upped? Response: Most of it, depending on the circumstance.

Updates on searches and budget. Requested performance funding money for faculty load support, non-recurring professional develop/research travel funds, and homes scholar program (support for doctoral students from traditionally underrepresented groups). Dr. Ramasamy has agreed to coordinate the Homes Scholar program (recurring for graduate assistantships and non-recurring). Network wiring funds requested as well. New position requests is a separate process and Provost has not yet begun process. Three college-funded offers accepted and four other positions in progress.

DEPARTMENTAL REPORTS (see handout)

ADJOURN (Dr. Frain)

Motion to adjourn was made by Dr. Marinaccio and seconded by Dr. Bhagwanji.
Unanimously approved, 12:15