

COE AGENDA FOR FACULTY ASSEMBLY MEETING

October 23, 2020

10:00am-12:00pm

Zoom Teleconference

Meeting ID: 858 2759 6125

Passcode: CoeFA1023

Future FA dates:

Jan. 22, Apr. 23

Welcome

Old Business: Approval of August FA Meeting Minutes

10:00-10:05

Dr. Frain opened meeting and made motion to accept minutes as amended
Dr. J. Scott made motion and Dr. Ayse Torres approved.

Guest Speakers:

Dr. V. Brown presented on protecting privacy using video conferencing and recording tools. Important for faculty to remember that students may record on cell phone and to be cognizant of this.

Dr. Ed Pratt/Russ Ivy—Quality Enhancement Plan (QEP) topic. Undergraduate research was selected 10 years ago. QEP is required by SACS but it is an opportunity to enhance undergraduate education at FAU. www.fau.edu/qep is the website for faculty to reference regarding process and more information. Faculty are encouraged to start thinking about possible topics for next QEP topic. All information is posted on the website including timeline. Faculty will receive a call at the beginning of December for pre-proposals on a topic. Complete process is on website. Ultimately, the President and Provost will make final decision. Cross-curricular proposals are encouraged. There was a question regarding if the current QEP will continue. Response indicated that undergraduate research initiative will continue as it was well received.

Faculty Senate Report: Dr. S. Brown reported that EEX 6626 was approved. Discussion on research fringe benefit rates with Dan Flynn occurred. Mental Health Summit was discussed as well. Consent agenda for undergraduate programs—discussion on two issues—one was on enrollment and awarding of certificates. This defined that students should declare their interest in pursuing a certificate as early as possible. Students will need to submit application for certificate or degree during last term in enrollment. However, there are recency of credit issues. Students must complete within 5 years of initial enrollment or 10 years if they are degree seeking. The UUPC discussed foundations courses. These courses must be taken within the first year for English and Mathematics and foreign language must be taken within two years to meet the requirement. Proposed thematic clusters were discussed. General discussion was had regarding how senators were selected. There was also an item re: change to Spring 2021 calendar. Dr. Darling commented on the research fringe rate and that the presentation at Faculty Senate was about the change in fringe rates. Fringe rates are being increased to recoup alleged lost revenue. Depending on agency, this could be problematic.

Provost on P/T Issues: Dr. Bret Danilowicz---Discussed USF closure & loss of preeminence funding which contributed to this. Discussed that changing the COE is not his intention here at FAU. It is his belief that a COE at FAU is strategic for us. He discussed that if faculty had ideas regarding taking advantage of USF disbursement to make him aware. P/T issue for proposed changing of guidelines were discussed. Tenure and promotion guidelines were sent to all colleges, the CBA articulates this process. If there is a change in evaluation standards, there is a year pause before they are implemented, then there is a three-year period where faculty are allowed to choose from either framework. If there is a change, there is a year pause before it is implemented. Faculty have the option to choose between which guidelines they will go under. CBA can guide this. Provost remarked most recent guidelines he could see from website were

from 2006. Dr. Mountford summarized that there were newer COE guidelines. The provost stated there is a difference between standards and procedural review. Dr. Floyd remarked we looked at criteria and guidance for P/T. Dr. Wilson—chaired committee. The review started in 2015 and had a two year review. Every standard was reviewed. All departments gave feedback. That feedback was taken into account and put into guidelines. It was approved by FA in Spring of 2018. It went into effect into academic year 2018-19.

Provost wasn't sure why COE was not aware of the 5 year review process. The provost remarked that it is important that faculty understand expectations across the university. He was unaware that these changes had been made to the COE P/T in 2018. The P/T criteria is at the College level for COE, but most Colleges have Department level criteria. The Dept. level standards are often used for review and COE may want to change the Dept. level standards.

Dr. Wilson remarked that this was discussed during our college-wide P/T review process at that the COE made a conscious decision to make it become college wide criteria. The COE went through a two-year process, with multiple opportunities for feedback. The criteria became effective in 2018. The provost did not review most current P/T criteria on website and he will review new criteria. He wants to ensure that COE is well positioned, and criteria protects new faculty. He would like to take pause on this.

The Provost then opened up the discussion for questions. It was brought to his attention that the old P/T criteria is still on the website as some faculty can still go up under old guidelines. There was a remark regarding the quick timeline for the P/T changes. He stated that most Deans thought it was practical. That is why the timeline seemed too fast. Other colleges did not think it was too fast, but COE did. College of Arts and Letters extended to Feb. He remarked that there could be an accommodation to this request.

Federal Executive Order

Ms. Tori Winfield spoke on the Executive Order that was issued by President Trump which applies to contractors and recipients of federal funding. The training of employees to create an inclusive workplace is appropriate. She spoke on the language of the Executive Order and noted that she had drafted a memo outlining guidelines to be followed. On the question regarding if order will be rescinded if change in leadership—no lawsuits have been filed yet. However, SUS attorneys are awaiting to see outcome of upcoming election. People may be adopting wait and see approach. This strictly is workplace training for FAU employer/employee. Not necessarily training within academic training.

UFF Report—Dr. Mountford.
Statement on P/T issue with provost.

Grievance follow up—involves some members on COE. Stepped back from ADR (assignment dispute resolution). Negotiated FAU teacher salary level. MOU #2 was discussed.

COE Diversity Committee, Dr. Dilys Schoorman

A pilot of the diversity survey has been launched with a target of our COE graduates from 2020. They hope to send students a survey in Spring of 2021. The FAU university diversity survey is on hold at this point.

Dr. M. Brady propose the following motion regarding COE P&T criteria:

The faculty of the College of Education re-affirms that the COE criteria for Promotion & Tenure is based on a college-wide perspective of competence and exemplary.

SAC council and Holmes group will conduct a student panel on diversity. This is the output from the summer listening session. Dr. Schoorman recommends that faculty may want to consider listening to the panel. Kudos to Dr. Acosta for kicking off the faculty book club. Dr. Dukes

added that for the pilot, a sample for those students who are going to graduate this semester as well and will be a well-represented sample.

Traci Catto thanked Dean for persisting and support on testing topic. More availability for GK were able to open and FAU testing center held slots for FAU students.

Spring Teaching Motion proposed. See below:

Proposed Spring Teaching Motion:

In accordance with the health and well-being of all faculty, staff and administration in the College of Education, it is proposed that:

In the Spring semester of 2021, faculty are given the choice of how to conduct their class with the option of in-person, hybrid or fully online being available to all. In all situations, faculty and chairs should discuss the course delivery options. Faculty should have control over the rules of the classroom (e.g., wearing masks), classroom issues and input on cap size. Faculty evaluations should not reflect any conflict with the method chosen unless a clear establishment of rules of teaching have been approved prior to the semester.

Motion was reviewed and discussed. Question regarding how this motion supports chair. Dr. Mountford clarified current teaching issues with 96% of required face to face classes in Spring 2021. Dr. Frain asked about clarification on this issue. Dean Silverman reiterated that he does not want anyone to feel unsafe. Discussed Board of Governors mandate. College is supposed to get hybrid (at least 20%) or face to face numbers (at least 50%). 3 sessions are minimum. Dr. Frain believed the said motion supports what is happening at college and university levels.

Discussion regarding motion entailed. Dr. Brady does not support the motion and believes this motion creates confusion with assignment. Comment regarding sharing impact of decision on faculty and share with dean, provost, and president. There is a concern as the faculty senate may be acting on this issue on behalf of all faculty.

There was a question regarding if there was any harm in passing this motion? Higher ed should take a responsibility with faculty empowerment in taking a stance. There was a remark that this motion will help other faculty who may not be in same situations. Questions regarding that if we as faculty assembly pass this, what will it do? Will it help our chairs? If we don't go forward with motion, how will it affect our chairs? A remark regarding that this motion will support chairs if they are unable to meet percentage of face to face. A remark that this would make it more cumbersome for chairs was shared.

Dr. Mountford made motion to extend meeting by 15 minutes, Dr. Peluso extended.

Motion withdrawn. Discussion that faculty feel comfortable. Dr. Mountford made motion to table another time. Dr. Persin second.

Under New Business, Dr. Brady proposed a new motion regarding COE P&T criteria:

The faculty of the College of Education re-affirms that the COE criteria for Promotion & Tenure is based on a college-wide perspective of competence and excellence.

Motion to table first motion was withdrawn. Brady's motion was approved by all.

Dean's talking points:

The effort to add more testing dates were discussed. The testing center at FAU has opened more dates for students. The invites for the Budget and finance committee will be going out soon.

Cuts to library---Governor vetoed virtual library that provides funding for journals for SUS schools. Dean has been pressing for programs that bring in revenue, putting into proposal to new CFO that we should get money from programs back.

Meeting 12:15 ended.