

COE FACULTY ASSEMBLY STEERING COMMITTEE

MINUTES – Approved

August 26, 2016, 10 am - 12 pm

Dean's Conference Room

In Attendance:

Furner (T&L), Marinaccio (FA President), Bhagwanji (FA Secretary), Finnegan (ESE), Hyslop-Margison (FA Vice President), Baxley (CCEI), Zoeller (ESHP), Tessel (CSD), Emelianchik-Key (CE), Catto (OASS)

Meeting was called to order by Dr. Marinaccio at 10:01 a.m.

Dr. Marinaccio invited introductions from steering committee members and Ms. Victoria Urritia (guest). Ms. Urritia (COE Academic Advisor) invited and encouraged faculty to join and meet students during *College Connect Week* (September 29, 2016, 11 am – 3 pm).

Faculty Assembly minutes from April 8, 2016, were reviewed; no edits were suggested. FASC and FA meeting dates were finalized. The next FASC meeting will be on October 28, 2016, followed by FA on November 4, 2016. In Spring 2017, FASC will meet on January 13 and March 31, with FA meetings on January 27 and April 21. An updated flyer will be forwarded to faculty.

FA representation on the UFS. Dr. Marinaccio was nominated by Dr. Baxley to represent COE FA on the University Faculty Senate. Dr. Mountford seconded the motion. *Unanimously approved.*

Out-of-unit faculty serving on UFS. UFS President explained out-of-unit faculty may serve on UFS. Comment: We need to ensure faculty governance stays in control of in-unit faculty.

Announcements and handouts. LiveText financial aid is available for students; application form is available online and submission deadline is in three weeks. The Peace, Justice, and Human Rights (PJHR) initiative is hosting two open sessions to discuss issues and structural changes

Continuing Business

Possible guest speakers for September 9, 2016, FA meeting

Dr. Patti Kirsch would like to speak about CAEP and student progress. Comment: Better to speak on APR progress instead - about strengths and weaknesses across college, remediation plan to address shortcomings. Comment: Don't we have a say about the plan for remediation? Supposed to be faculty driven process; need to ask for the report before it goes to BOT. Comment: Include this in Dean's Talking Point. Comment: Issue is how we can restore faculty governance?

Dr. Paul Peluso wishes to speak about eliminating Graduate Faculty Status and reverting back to university policy; not having enough graduate faculty is creating workload pressures and problems. Comment: Issue is Assistant Professors cannot chair dissertations committee; GPC is generally supportive of Assistant Professors in chairing dissertation committees. Comment: Issue is Status A for chairing. Comment: Make sure GPC representatives discuss this issue at department meetings and share back ideas and recommendations. The steering committee recommended Dr. Peluso be invited to speak about Graduate Faculty Status at a future Faculty Assembly meeting.

Jason Ball wishes to provide updates and speak about CANVAS. Comment: Request to speak about resources and timeline as well.

Comment: Do we want guest speakers at the end of time? Comment: Sometimes the speakers provide information that impact new and continuing business.

New Business

Chair accountability (rotational model). Many faculty members feel chairs have too much power in making decisions (annual evaluation, teaching assignments, etc.). A strategy to address this may be a three-year rotational model - like the one CCEI has adopted. Other ideas? Comment: Chair's role is supposed to be a service role, with shared responsibility every three years; chairs' role here has separated from that ideal; there should be some system of accountability. Comment: The 360 chair evaluation is not appropriate or useful. Comment: Have a process where the chair is evaluated in-unit?

Annual evaluation of administrators (vote of confidence). Some faculty have proposed that department chairs be evaluated by faculty on an annual basis. Comment: Some departments do that. Comment: Procedurally, it is vote of "no confidence". Comment: It's important to diffuse the amount of centralized power. Comment: We will need a well thought-out process, for credibility. Comment: Identify problems and solutions. Comment: Assign the *Democratic Decision-Making and Communication Committee* to discuss chair accountability and annual evaluation of administrators. Drs. Hyslop-Margison, Furner, Marinaccio, Tessel, and Mountford volunteered for the standing committee, with Dr. Hyslop-Margison serving as the point-person. Comment: Read article from *American Educator*, Summer 2016, on *Leadership for Teaching and Learning*. Comment: Emphasize that faculty come to assembly to discuss issues and ideas related to administrator accountability, annual evaluation of administrators, and consistency and equity across departments; emphasize faculty shared governance. Comment: Make motion at department meetings to hold department meetings after faculty assembly.

Merit pay. Need to understand funding pool for faculty raises for merit and procedures for last fall and upcoming September 2016. Comment: Also transparency in equity pay and resources available. **(Dean's Talking Point)**

Other. Get updates on faculty assignment and evaluation procedures. Comment: According to UFF contract, overall it is not an issue; only some individual faculty have concerns. Comment: Chairs and Dean are trying to reduce FTE for classes. Comment: Bigger issue is that the Provost is taking a hands-off approach and letting chairs decide; this is a problem for annual assignments and evaluations. Comment: Follow-up on memorandum and invite the Provost to speak about the procedures. Comment: Ask and consult with the dean first **(Dean's talking point)**.

Departmental Reports

Please provide reports to Dr. Bhagwanji (ybhagwan@fau.edu) to compile by September 7, 2016. Comment: Emphasize faculty accomplishments at assembly. Comment: Post reports online as well. Comment: Also talk about issues that have inter-departmental implications at the next assembly meeting.

Dean's Talking Points

Motion to adjourn made by Dr. Hyslop-Margison and seconded by Dr. Furner. *Unanimously approved.* 12:04 pm.