

Minutes
for Faculty Assembly Steering Committee Meeting
March 24, 2006

Attendance: V. Bristor, V. Bryan, M. Duffy, J. Furner, D. Harris, Paul Peluso, D. Ploger, D. Weerts, B. Zoeller,

The meeting started at 10:12 a.m. after getting calls made and connected.

I. Welcome and Recognition of Members and Attendance

II. Approval of Minutes, Bob Zoeller moved to approve the minutes and Deb Harris seconded and the minutes were approved.

III. Update from Val Bristor on Issues for Faculty Assembly

- Written response to Dean's Talking Points will be [sent](#) to Joe [to place on MyFAU group page](#)
- Additional Analysis for Market Equity Report [was run with all the cases and the grid was created](#) as it was, increase difference (Pool 1%, range, \$100 [for](#) 2002-2005 years for Market equity). Val [Bristor](#) offered to present this if need be to faculty. Val Bryan said this might be an item we want on the agenda. Val [Bristor](#) will do a written and verbal report about market equity for FA.

IV. Departmental Reports

- A. David Weerts—Ed. Leadership--When Dean visited [Ed Leadership](#) department meeting, the issue of the Eminent Scholar issue has been resolved and explained it is now a college position not a department position. The department wants it stated that it was a history in their department for the Eminent Scholar. [Question raised:](#) What are the implications for the COE if we head down this road in the future [for other departments?](#) Community Education is a discipline in itself and is traditionally in [EdL](#) and not just a theme, but a well established research track in education.
- B. Mary Lou Duffy---ESE---her department felt that not enough time was spent [before](#) moving the Eminent Scholar position out of Ed. Leadership. This issue was discussed greatly in her department. Needs to be discussed as an item, high priority, for other searches in the future ([Dr. Duffy](#)). Deb Harris said that it was not logical to say we were taking it out of [EdL](#) just to increase the pool. Bob Zoeller feels that we were shut out of the process when this decision was made to move it from [EdL](#). Valerie Bristor spoke to the [problems of hiring faculty late](#) like in this position to come in with tenure, since FAU has a requirement that this information need to be in by March 31 to FAU to be recognized for the following fall. Deb said we need to put something in writing about our concerns. Mary Lou said to talk about this at FA and lobby the committee. Val Bryan said that we as a

committee need to maybe craft a motion to this issue. Joe Furner suggested too that maybe all searches need to be announced and organize early in the fall to meet the March 31 deadline to bring tenure people in. Mary Lou also stated that in her department, that the department chairs [as a group](#) were not in favor to move the position out of EL. Val Bryan and Val Bristor were also at a meeting with chairs and felt that the opinions were mixed as to the Eminent Scholar position. Mary Lou said talk to about it at FA and then maybe lobby for what should be done. The Community Ed. position supports both [A](#)dult [E](#)d and K-12 ed. And not having a professor in this position [Ed](#)L takes away from the [Ed](#)L doctorate students.

- C. Don Ploger---Teacher Education---The search for the chair only had seven candidates for the pool. Don wants to have time to just share the concerns with the FA on this search. Mary Lou said, “Do we have the option to extend the search?” However, a new search can be started this August.
- D. Paul Peluso---Counselor Education----Paul stated that also in CE there were concerns about the precedence for how this [Eminent Scholar](#) position is being handled. He stated that the two searches in his department were successful and it looks like they have hired two quality professors. Paul stated that Mike Brady has been great to have in CE this spring and he was a real support and he should be recognized [for his service](#).
- E. Bob Zoeller---ES---States that there were no other specific items that his department were concerned with other then what was stated above.
- F. No other departments were in attendance or reported.

V. New Items

- o Val announced about the Dean’s Evaluation: Provost 360 process and/or COE FA process and his e-mail to the Provost. David stated that his department was concerned with the process for the Dean’s Evaluation or knowing about his contract and how he serves the Provost. “Will the 360 evaluation really count for anything?” is a concern of the EL folks. Bob Zoeller said this should all be placed [?????](#). Mary Lou stated that notion of the 360 evaluation is not just to please superiors, but to all they serve. Deb Harris is concerned about whether the technology even counted their evaluations. Don stated that the Provost must answer to the faculty in the COE. We need to have it in writing from the Dean a written summary of his evaluation. The Provost needs to address this. We likely need a paper and pencil anonymous survey. We must report our concerns too about why we are not having large pools to come to teach in the COE.
- o Policy and Procedures URLs Matrix and Report on Governance Survey is being worked on and will be handed out at the end of this year. Mary Lou offered to add and put the finishing touches on the URL’s and Policy Procedures.

- Rank, Gender, Ethnicity and Salary Study or Compression, Val reported that Sharon Ronco has sent her back a grid. Deb stated that it may be best to put Sharon Ronco on the agenda to discuss these issues as they relate to COE faculty. Compression may be one of the largest issues in the COE to adjusting salaries. Bob Zoeller feels that there are many issues and variables involved with salaries. Val Bristor stated that the university also is working toward addressing this and they want this addressed in the near future to get our salaries in line with Oklahoma. Val summarized and said we may need to place Dr. Ronco on hold until we do more homework on this issue.
- P & T 's charge should be *education* as well as *review for P & T*. Concerns as to whether COE is in line with competitive nature of other colleges. Do we need a more rigorous criteria? Bob stated he was concerned about P&T and that there are rumors that some faculty going up for full still did not make it this year. He is concerned with the consistencies with T&P, he stated we need to recognize that T&P has changes and standards are higher and we need to confront this reality. David stated that Pat Maslin-Ostrowski said that now that we have the new 2006 guidelines approved that we will be looked at again with rigorous standards comparable to other colleges. Our college is a college of the field and our culture here may be different. Bob feels that the other colleges really do not care nor respect our COE. Val Bryan will put Pat MO on the agenda.
- New officers slate to be created and circulated.

Meredith Munford open to a position

Joe Furner stated that Sharon Crawley was interested in the Archivist Position
[Susannah Brown is interested in the University Faculty Senate position](#)

- Year End Survey
 - Year End Evaluation for FA.
 - Fall Retreat Decisions.
 - Culture questions for college climate.

Val and Deb are working on this to get this up on the web for input from faculty. Val will send it to us before placing it online.
- Research Committee, Bob stated he spoke to Dr. Whitehurst and that he was willing to speak at FA to report on what is happening with research in the COE. We need to send feedback and feed-forward loops for this committee. Bob and Val both will speak to Dr. Whitehurst to have him present and speak at the last FA meeting.
- DDC Report —Val Bryan gave a brief overview from her visit to DDC last week as follows she will have their final report to be posted or shared with the faculty:
 - Need a structure to develop priorities for all requests to eliminate the sense of ongoing chaos and crises management
 - Ongoing fear of confidentiality in COE. Anonymity is still an issue.
 - Possible change regarding chairs' role in FA voting

- Role of COE Committees (ad hoc and standing): Where are the feed-back and feed-forward loops? How are things going forward without department reps informing the departments they represent?
- Continued concerns as to Search process for faculty.
- How to improve faculty involvement? “Critique is not disloyalty”.

VI. Concerns to the date of the next FA meeting since our scheduled time is April 14, but this is Good Friday, and the Dean will be away for this Holy day. April 21, may be an alternative date for us to meet. It was discussed that possibly moving the ESE meeting so we can meet on the 21st or possible afternoon meeting. If not, we will have the meeting April 14 as it is already listed without the Dean present.

VII. Discussion Regarding Possible Agenda Items for April 2006 COE Faculty Assembly Meeting

- Dean’s Talking Points
 - Detailed Budget. How is money being spent?
 - Salaries, Budget, Admin travel, more detail where money is being spent, details by department and campus, misinformation of wish list for technology needs, keep informed as to monies available.
 - Genealogy of lines—Val [Bristol](#) can report on this
 - Salaries, Market Equity, Merit, Compression, create a long range plan/action for salaries
 - Eminent Scholar issues that still exist.
 - Technology creative approach to group meetings on a distributive campus—Invite Cynthia Wilson (tech committee) and Jeff Schillet to discuss and update new technology needs and our concerns. Technology and budget related, they could invest in technology to save money for mileage.
 - Policy and Procedures Manual concerns from FA and Mary Lou Duffy, updates and with all new/update info, new procedures from Dr. Kumar, etc. Mary Lou is working on this.
- Departmental Reports
- Climate/Culture Issue
- Report: Dean’s Evaluation, COE Faculty Assembly Retreat
- Policies and Procedures Update
- Vote on Constitution and new officers
- Changes in Research Committee
- Celebration of P & T Process for 2005-2006
- New slate of officers inducted and retiring of ‘old’ officers

VIII. The meeting was adjourned at 11:59am. By Val Bryan.

Respectfully submitted by,

**Joseph M. Furner
Secretary for Faculty Assembly**