

meeting minutes

COE FACULTY ASSEMBLY REGULAR MEETING

Friday, November 3rd, 2023

MEETING MINUTES

Attendance. Adriana Labarta, Alyssa Gonzalez-De Hass, Ann Musgrove, Ayse Torres, Bessie Dernikos, Brian Canfield, Bryan Nichols, Caitlin Imgrund, Carman Gill, Charles Dukes, Chris Robe, Cristobal Salinas Jr., Dale Williams, Daniel Reyes-Guerra, Danile Jerome, David Kumar, Deborah L. Floyd, Deborah Shepherd, Dilys Schoorman, Emily Fenichel, Gwendolyn Carey, Ira Bogotch, Jack Scott, Jenny Bloom, Jillian Powers, John Hardman, Joseph Furner, Judith Martinez, Justin Faulkner, Katie Miller, Kelly Emelianchik-Key, Lisa Finnegan, María D. Vásquez, Mary Lieberman, Maysaa Barakat, Melanie M. Acosta, Melissa Antonelli, Meredith Mountford, Michael Frain, Michelle Vaughan, Pat Maslin-Ostrowski, Paul Peluso, Rangasamy Ramasamy, Rick Laliberte, Rina Bousalis, Robert Shockley, Robyn Klein, Ronald Persin, Sabrina Sembiante, Sharon Darling, Sita Ramnarace, Steve Diaz, Steve Silverman, Susannah Brown, Susanne Lapp, Traci Baxley, Victoria Brown, Yash Bhagwanji. N=58

Welcome. Sharon Darling welcomes faculty, administrators, and staff to the second of four Faculty Assembly meetings, 2023-2024

Minutes Approval. Motion to Approve (with correction: spelling of Nicolle Morse): Dr. Ramasamy; Seconded: Dr. Schoorman

Committee Reports & Other Updates

- **FAU Faculty Senate Update** by Dr. Mountford.
Highlights: Resolution to BOT to extend the contract of Interim President, Dr. Volnick; FAU admitted largest freshman class this year; Dissertation titles and names of advisors will again appear in the graduation program/program will be printed for ceremonies; Window for students to complete SPOTs extended to 10 days; Discussion of Foreign Language requirements at the bachelor's level; FAU PTR Policy reviewed and revised; Senate seats open for faculty nominations. Dr. Mountford will forward the Senate President's report to the COE.
- **Constitutional Amendments:** Ad Hoc Committee formed to review Committee status, standings, and structures and propose overall Constitutional amendments: Drs. V. Brown, Schoorman, Bogotch, and Mountford. Committee Charge: Determine FA standing committees vs. COE committees; Recommend who should be voting members of FA: Just faculty, Faculty and staff, Faculty, staff and administrators; Suggest other updates as needed.

Continuing Business

COE Faculty Assembly Regular Meeting

November 3, 2023

Meeting Minutes

- **Listening Session & Faculty Incentive Results** (A committee comprised of Drs. Darling, Imgrund, and Mountford presented the major themes (a separate email report will be sent to the COE faculty) from the Listening Session conducted by Sept. 2023. The results were based on the notes taken by scribes assigned to different departments. Highlights of Overall COE Results: Faculty feelings of isolation (for various reasons), including feelings of being under attack and the overall lack of leadership/administrative guidance during these turbulent times; Inequity of loads (mentioned in the context of Research 1 status); Lack of COE identity; Adjunct pay disparities; Faculty shortages (not addressed); Justification for online vs. face-to-face-delivery; and, department-specific issues such as climate, colleagues not respecting each other; inequities, [lack of] administrative support and infrastructure, i.e., grants]
- **Listening Session Action Steps.**
 - Share data with College of Ed administrators, university administrators, and the UFF. The data represents a snapshot of COE culture/identity today.
 - Contextualize the listening session results with the historical efforts of the COE. Address equity (teaching loads and salary), compression, market forces (inflation), dissertation compensation, grant support, Gas, travel, “drop and do’s,” P&T criteria, PD and other resources for faculty development, low adjunct pay, making service a pillar, and protecting faculty doing DEI work.
- **Post-Tenure Review (PTR).** Faculty are encouraged to respond to University and College requests for information. Administrators are encouraged to include faculty voice as a part of the procedure for post-tenure review (even as the law does not require this step)

Guest Speakers.

- *Danile Jerome, Associate Director of Community Engagement, the Robin Rubin Center for Happiness and Life Enhancement (FAU), in the College of Social Work.* Gave an overview of the services of the Center and encouraged faculty to take part in their offerings.
- *Emily A. Fenichel, UFF-FAU (joined by Chris Robe).* Listed the positive accomplishments of the UFF and the issues on the forefront of the UFF-FAU agenda (e.g., salary increases, family leave, reduced tuition for dependents, collective bargaining rights, PTR criteria, grievance protections, and the filing of lawsuits).

New Business.

- *Judith Martinez, FAU Research Integrity Coordinator.* Discussed IRB Changes in Novelution. On-line training is available (YouTube videos) on the website of Research Integrity. The benefits of Novelution were highlighted as being easy to amend submissions and post protocols, close projects, add CITI training; and, view the status of projects all through dropdown menus.

Dean’s Talking Points.

- *PTR-College/Department criteria.* Silverman noted that the COE was a “way behind” in finalizing the PTR criteria but that the Chairs had agreed that it would be tied to ANNUAL Assignments and that the faculty would have input through Advisory Committees. In developing criteria, the COE FA President (Darling) sat in on all deliberations. The criteria would be exceeded, meets, and does not meet

COE Faculty Assembly Regular Meeting

November 3, 2023

Meeting Minutes

expectations. He expects that most COE faculty would be rated as meets or exceeds. Only substantiated violations over the past five years would be reviewed (e.g., personal improvement plans).

- *Plan for differential teaching loads in the COE.* Not addressed by Silverman.
- *Adjunct Pay increases.* Not addressed by Silverman.
- *Plan for moving COE toward R1.* Silverman believes that FAU would meet R1 criteria based on published criteria, but infrastructure improvements (e.g., grant support, etc.) were needed.

Meeting adjourned at 12:10pm.

*Minutes Submitted by Ira Bogotch
2022-23 COE FA Secretary*

Minutes Approved TBD