

Dorothy F. Schmidt College of Arts & Letters, FAU
Faculty Assembly Minutes
April 26th, 2021 | 11:30 a.m. – 1:00 p.m.
WebEx Remote Meeting due to COVID-19 | 48 (Peak) Faculty Attended

11:32 a.m.

Welcome/Faculty Assembly Chair's Report/Consideration of Minutes

Meredith Ellis - Faculty Assembly Co-Chair

- Meeting called to order.
- Consideration of March 29th, 2021 minutes. (*Approved*)
- Guest speakers in attendance will present first.

11:33 a.m.

Guest Speakers

Chitra Iyer, Assistant VP, Human Resources

Ryan Kelly, Interim Executive Director, Office of Equity and Inclusions

- In attendance to discuss discrimination and harassment amongst faculty.
- Discrimination and harassment comes in many forms. Humiliations, sexual misconduct, racism, ridicule, disability, ageism, etc.
- There will be a workshop in fall 2021 to bring awareness to these issues.
- HR and OEI review many complaints and identifies the issues that are the root cause of the conflict. Some disagreements do generate value in decision-making. However, not all conflict can be resolved and could manifest in behaviors that meet the threshold of discrimination and harassment. The workshop will cover mobbing and bullying. It will touch on accountability and will have a number of resources for faculty. OEI and HR can be contacted if there are any questions or concerns.
- The workshop date will be announced in the weeks ahead. No date is set at this time.

11:43 a.m.

Guest Speaker

Courtney Jones, Committee on Equity, Diversity, and Inclusion Report

- There have been no new developments since the March 29th FA.

11:45 a.m.

Mauricio Almonte - Faculty Assembly Chair

- Announced next year's meeting schedule with some discussion about delivery of meetings. Faculty Senate is still making a decision on how they too will deliver meetings. Their first meeting will be remote.
- A motion was made to follow the model of the Faculty Senate. Motion had a seconder. The motion was approved.
- There is now a nominee for Secretary for Faculty Assembly, Kyle Prescott. There was an open call from the floor for additional nominees. No nominations were made from the floor. Therefore, Kyle Prescott is the new Secretary for the 2021-2022 academic year.

- Resolution of scheduled meetings. The idea is that Faculty Assembly is good for the entire College. Therefore, standing committees should not compete with the general FA meetings and not schedule their meetings at the same time. The goal is to schedule meetings around Faculty Assembly. One reason for this resolution is to have good attendance at Faculty Assembly. The Faculty Assembly is also asking that the Dean share this information with Chairs and Directors of College Units.
- The resolution is on the floor for a vote and comes with the recommendation from Steering Committee.
- The resolution passed and therefore committees will not schedule future meetings at the same time as Faculty Assembly.
- General discussion and “Thank You” to Mauricio Almonte for his service with Faculty Assembly. Good things have certainly been done!

12:05 p.m.

Gust Speaker

Dr. Bret Danilowicz, Provost

- In attendance to take prescreened questions from the faculty.
- **RETIREMENTS (3 Questions)**
- The first is about retirement. 41 applied for retirement and 35 have gone through the process and accepted the program. There’s no breakdown for ethnicity, rank, etc. However of the 41, there are 17 women and 24 men.
- Decisions on replacement lines for colleagues retiring are up to College Deans. The goal is to return the funding to each of the Colleges. The Colleges would need to come forward with their plans. The provost does not want to disrupt the College’s process. It could be that some of the retiring lines may fund two lines. For example, a full professor’s salary may go to a new assistant professor line and/or an instructor line.
- A search committee for these lines is for the department and college to handle and it’s up to them to decide if the outgoing retiree would participate.
- **TEACHING (4 Questions)**
- There is a trend with institutions across the nation starting to mandate COVID-19 vaccines. However, Florida’s SUS (State University System) has an executive order from the Governor that states a vaccine is not required at this time.
- Before COVID-19, there was a target of 30% of instruction online by 2025. There is around 18% of true online course. For fall, it’s gone up to 21%. High-flex courses still pose issues and are not a part of the strategic plan.
- FAU does have a plan-B. If there are any new spikes, then perhaps fall 2021 will be the same mode of delivery as spring 2021. Accordingly, CDC considerations and policies will be followed.
- Employment and classroom spaces may have some restrictions, but the goal is to be back in-person 100% for FAU and the SUS.

- **BUDGET (1 Question)**
- From the reconciliation of the Florida State Senate and the House, they've agreed to a budget. There could be \$600K reductions (best case scenario) and up to 18 million in reductions (worst case scenario.) Obviously, the Deans are advocating for budget cuts to not occur.

12:25 p.m.

Dean's Report

Michael Horswell, Ph.D. - Dean of Arts and Letters

- Dean first thanks Mauricio and the other Officers of Faculty Assembly.
- Welcomes next year's Officers.
- There is not much to add about the budget after the Provost's news. The big unknown is the holdback from this year, which is \$1.8 million. Hopefully it carries forward.
- The Program Assessment Process (PAP) analysis has been ongoing and reports are due this week. This is to encourage programs to have a look at what each Unit's strengths and weaknesses might be. A comprehensive look into programs and/or corrective actions, if struggling. The first task is to supply the Provost with a list of open lines and a priority order. It appears that the amount of open lines the College has may take more than a year to fill. Once the list is prioritized, it'll be shared with the faculty. The hope is to replace the retirement and frozen/open lines. The College has about 30 potential lines to fill. This analysis is the first pass of the PAP report, and it will go into the strategic plan for fall 2021.
- **Questions & Answers**
- When will reviews begin for PAP?
- Read troughs will begin today, April 26th. The list of priority faculty lines is due May 10th.
- Growth in enrollments seems consistent. This summer (2021) the Collge is up 3.96% from last summer (2020). Upper division is up 11.5% for summer (2021). Revenue is shared back to the College from the Provost based on enrollments.
- Fall 2021 enrollments are down about 2.5% with upper division down 7%. These should go up when first time in college students (FTIC) enroll.
- The college has 16 faculty members applying for the new retirement plan.
- It has been an amazing fundraising year. Over \$26 million this year. \$20 million is from one donor. (\$5 million up front and \$15 million as legacy.)
- There are plans for a new building for the College.
- There's a new university task force looking at courses that could be online. There's also a new university task force for multi-campus reviews. And lastly, a task force for self-sustaining programs. The Provost may have start-up funds.
- Faculty travel is for essentials only and can't be funded for this academic year unless there is precedence. Next year will also be for essentials only and should be for in-person paper presentation, creative exhibition, etc.
- The College had a student win a category for the 3-minute thesis contest.

12:50 p.m.

For the Good of the College & Motion to Adjourn

Mauricio Almonte - Faculty Assembly Chair

- Faculty should attend the last Faculty Senate of the semester at 1 p.m.
- Motion to adjourn.
- FA adjourned at 12:51 p.m.

DFSCAL FA Minutes recorded/submitted by:

Prof. S. C. Eason, Secretary

Dorothy F. Schmidt College of Arts and Letters, Florida Atlantic University