

Dorothy F. Schmidt College of Arts & Letters, FAU
Faculty Assembly Minutes
December 7th, 2020 | 11:30 a.m. – 12:50 p.m.
WebEx Remote Meeting due to COVID-19 | 45 (Peak) Faculty Attended

11:30 a.m.

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

Mauricio Almonte - Faculty Assembly Chair

- Meeting called to order.
- Consideration of November 16th, 2020 minutes.
- Minutes approved.
- There will be a meeting held on January 25th, 2021 for an update of DFSCAL P&T (Promotion & Tenure) requirements. These will be presented to offer a broad discussion before any sort of approvals.
- Move to introduce the guest speaker, Sean Brammer, FAU Chief of Police.
- The Chief did visit with FA before where a number of issues were raised, especially through a video screened that had an altercation documented. However, the time allotted ran out.

11:35 a.m.

Guest Speaker

Sean Brammer – FAU Chief of Police

- Chief Brammer begins with thanking the FA and goes into some detail about the video screened at a past meeting regarding an on-campus crisis. There were questions submitted to the Chief prior to the meeting. These questions are and will remain anonymous.

Questions & Comments (submitted prior)

- *Q: How do police respond to mental health emergencies?*
- A: There are some deficiencies here and there, but there is CAPS that assists and works with the police. If 911 is called, the police officer will respond no matter what. There appears to be more students with mental health issues. In the video there was a Taser used. This is a tactic that brings uncooperative assailments physically down using an electric charge if the person can't be talked into complying. Often, the police uniform escalates the situation. Each year there is de-escalation training. They train with the Palm Beach Sheriff's Office and other police units from around the county. They are working with university units, such as the Library, to assist with deescalating persons with issues. Calling a police officer for metal health and/or social work is best represented with those in the community that have this training.
- *Q: What are the non-violent tactics to take down a person?*
- A: Verbal, then by hand, restraints, and then Taser, if needed. Most are held for 72 hours and assessed when detained, then released.
- *Q: How can the Chief improve responses?*
- A: FAU police will meet and discuss how things have happened per week and per month. They review arrests, Baker Acts, body camera footage, etc.

There are multiple layers to reviewing the body camera footage to be sure there is no inconsistency with how a person is addressed, arrested, etc. At the end of the year a full audit is done of the footage. The Chief is also the Chair for the Law Enforcement Planning Council of Palm Beach County. This is a general review of policing services and their accountability. The FDLE (Florida Department of Law Enforcement) also sits at this table.

- *Q: Does it help to have a diverse police force?*
- A: Absolutely. The Chief feels that the force reflects community diversity, especially between all FAU campuses.
- *Q: Can you address the viral racist video recently posted by a student?*
- A: Officers are there to protect and enforce the laws. If someone is being threatened, then they provide protection. Although you may not like what was said, the university process is currently looking into it and then the law could get involved. There are rights through the constitution that everyone has access to.
- Opens floor to additional comments and questions that were not previously submitted.

Questions & Comments (from floor)

- *Q: What is the long-term goal to make policing on campus less necessary and more in tune to what faculty needs might be? And can you address sexual assaults?*
- A: With sexual assaults, the police are inclined to keep the privacy of the victim in line to the standards of law. As for disruptive and vocal students, some put their statements online, as did others regarding their disagreements with such students. There are safe rooms on campus available to victims to protect their identities. FAU police work in close proximity with victims.
- *Q: What sort of transformative justice is being explored?*
- A: They are working with CAPS and the Dean of Students. Not everything needs to be a police response. So resources could be diverted to counseling centers. COVID-19 has suspended some of these conversations. There are many things that occur and police are needed. For example, active-shooter situations. Therefore, police need to be accountable for all responses and need to continue to train, and retrain regarding a number of situations. Of course, the Chief is the head and needs to address police officers not in compliance or violating ethical and professional standards. There will be a new team of faculty (Criminal Justice and Social Work) and students that will be an advisory board that reviews how effective the police department is at FAU.
- *Q: Safe rooms are available to all students?*
- A: Yes, they are. And again, only a few people know where it is. Continuing, the chief is taking notes to take back to his team to discuss further, reassuring faculty in attendance.

- *Q: Do you pay attention to radicalization and hate speech online and how it transitions to real crime? Is there data? For example, a student's speech as perceived as dangerous.*
- A: Students are welcome to visit the Chief and he can discuss further. However, when laws are in play, there is not a lot that can be done. Free speech is not against the law. However, what can be reviewed is the student code of conduct in violation. This is discussed with FAU reps to see if there was indeed a violation. There is a unit that monitors social media and if there's a person that appears to be at risk, they could be monitored. At times, this is pushed to reps at the federal level as they may have more resources. Sometimes a media release is done to contradict what's said or done by someone where the law can't quite be put in play.
- *Q: Officers appear to go through significant training. However, faculty and staff often deal with problems first before police arrive. So, is there any de-escalation training for faculty?*
- A: There is faculty training available. Some quick notes for faculty if engaged by someone on campus is to keep arms low and not raise the voice, if possible. Then call security and police.
- Ending the Q&A and discussion period for the FA, the Chief suggests that he's always available and can be reached at sbrammer@fau.edu and/or 561.239.9314.

12:25 p.m.

Dean's Report

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

- There will be more discussion regarding racist incidents by students at the Faculty Senate later today.
- Wished everyone a happy end of term and holiday season. There is a remote holiday party planned over Zoom.
- KPI (Key Performance Indicators) took a bit of a back seat this fall but we need to pay attention to past and new strategies. Chairs and Directors of units will begin to discuss this in spring 2021. One theme will be student engagement.
- Sabbaticals were announced this week as well as SCAFs. As the budget becomes clearer in the spring, there could be another round of grants. This will be brought to the attention of Chairs or Directors.
- Spring enrollments are positive for the week of December 7th. Today the College is up 2% in comparison to spring 2020 and prior to COVID-19. Upper division course are up 4.5%. Graduate programs are up as well.
- For instruction next term, there is the *Good Ideas Workshop*. This is where faculty can discuss options for instructing hybrid courses. The Center for eLearning also has workshops.
- P&T are all at the Provost level for tenure track faculty. NTT will get to the Provost's office soon. There is some P&T changes in the works and will be discussed further in January 2021.

- As for the budget, there is no definitive scenario. Still in a holding pattern. The BOT is urging Kelly to begin planning for the next fiscal year. It appears however, to be financial contractions. There could be a committee formed with administrators and faculty possibly called the [sic] *University Program Priority Committee*. We should know in January regarding whom this committee will be comprised of and what it will be about. Projected loss is about \$5.5+ mil.
- Opens floor for question and comments from faculty.

Questions & Comments

- *Q: There is a lack of clarity for modes of course delivery. Can messaging be clearer?*
- *A: There was a blanket statement sent to advisors and units that could be used to help students understand how they may attend a class. After two weeks for spring 2021, if there is an in-person component for a course and no one is attending, then faculty can ask to have the course transition to fully online.*
- *Q: Is this effective at the beginning of the term, before and after add/drop period? And can it be asynchronous or synchronous?*
- *A: In effect throughout term. But again, the idea is that there needs to be at least 2 two weeks minimum of no in-person attendance to shift online fully. Asynchronous and synchronous would depend on how the course was originally delivered.*
- *Q: Is there a metric being used for enrollment when considering course cancellations for spring 2021?*
- It's up to the department.

12:55 p.m.

Motion to Adjourn

- Motion to adjourn.
- Faculty Assembly Adjourned.

DFSCAL FA Minutes recorded/submitted by:

Prof. S. C. Eason, Secretary

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