

Dorothy F. Schmidt College of Arts & Letters, FAU
Faculty Assembly Minutes
September 14th, 2020 | 11:30 a.m. – 12:50 p.m.
WebEx Remote Meeting due to COVID-19 | 66 Faculty Attended

11:30 a.m.

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

Mauricio Almonte - Faculty Assembly Chair

- Meeting called to order.
- Approval of 04.27.20 minutes and Chair's report pushed to 12:10 p.m.

11:35 a.m.

Guest Speaker

Brett Danilowicz, Ph.D. - Provost and VP for Academic Affairs

- Went through the 360 review for Dean Horswell.
- 12 Community members gave feedback, which was positive. The Dean is effective. "Human dynamo!" "Passionate and professional!"
- 40 peers replied and 80% of the responses were positive, or agreed with the questions. "Great leader and great with donors." Could improve on infrastructure and budget. College could benefit overall with a stronger strategic plan.
- 75% of faculty agree, or strongly agree, as to how the Dean operates the College.
- Some comments include: "Being a good communicator and approachable." "Needs to be more proactive addressing conflicts with faculty." "More transparent on how budget is allocated."
- Very positive and constructive 360 review overall.
- The Dean has heard and seen the review.
- Started planning for spring 2021 semester. There are general guidelines for the Colleges. The goal is to go from 20-25% of courses face-to-face.
- Asks faculty to continue to attend Faculty Senate where there could be more advocacy for concerns that are directly given to administrators.

Questions & Comments

- *Question: Is there numbers for the face-to-face courses offered this fall?*
- *Answer:* Yes, there is an online link available. The patterns that were anticipated are not there. For example, more Assistant Professors instructing face-to-face. There is no hard data on this. However, there are more graduate teaching assistants instructing in-person.
- *Question: What is the plan for layoffs and the concerns for the college?*
- *Answer:* The budget is hard and this year will continue to be difficult. There are unanticipated costs. There is a hold on funds at the state level. No one knows what will happen post election. There is uncertainty for the next academic budget. Most colleges have managed budgets as best they can. There are a lot less adjunct hires. FY 2021-2022 may have a tighter budget. Any additional questions can be sent to the College or Provost.

11:50 a.m.

Dean's Report

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

- Appreciation for Faculty Assembly committee and those attending.
- Welcomes new faculty. (16 new faculty for the college.)
- Update to enrollments. (A&L have maintained and grown the enrollments for summer 2020 and fall 2020.)
- Appears that summer funds will be shared with colleges. This will be between \$300000-\$400000. Summer will need to continue enrollment trends, even increasing to maintain revenue. A&L has a robust online summer, which works pending what a department is requiring.
- The college is up 5.6% for student enrollment. Upper division courses in particular are at 12%.
- 4-year graduation rates have increased throughout FAU and the College.
- Graduate program enrollments grew 13% with the Ph.D. at 25%.
- The college has 950 new students. There should be around 400 new students in the spring. FAU appears to be holding strong for enrollment.
- Spring 2021 scheduling is going to replicate fall 2020. So far, the faculty instructing face-to-face seems to be doing okay.
- Face-to-face courses are instructed evenly between faculty, adjuncts, and graduate teaching assistants.
- AWA (Alternative Work Agreement) will need to be reviewed and renewed if needed for COVID-19.
- Due to COVID-19, the budget for the college has been reduced 5.46%, or \$1.7 million. There has been a hiring freeze in place since March 2020. Some funds are also frozen. There could be strategic planning meetings set up for cuts to departments. Some departments/schools could be more affected than others.
- Good time to do self-sustaining programs where we can keep the revenue. (AKA: Revenue Generating Programs)
- Faculty assembly has a new standing committee for Diversity. Good idea as these faculty leaders should be thinking about issues committed to antiracist policies, ethos, etc. The committee will get a small amount of funds. A Chair needs to be elected and will represent the College at the university level. One task is curricular expansion and diversity for some of the courses instructed regarding diversity and inclusiveness.
- The Provost mandated that the College go over P&T criteria and annual evaluations. We need to benchmark the criteria at R-2 (Research 2) status. In the Carnegie rankings, we are an R-2 and the goal is to become an R-1. This will protect faculty going forward regarding some emerging and changing fields. Each unit should ad-hoc committees for this project.
- College P&T criteria is also something that needs tweaking.

Questions & Comments

None

12:10 p.m.

Faculty Assembly Chair's Report/Consideration of Minutes

Mauricio Almonte - Faculty Assembly Chair

- Minutes from April 27, 2020 reviewed and approved.
- Need a new FA Steering Committee member. If anyone is interested, nominations will be taken from the floor. Maybe Architecture or Public Administration.
- Ian McDonald will be added to FA Steering Committee.
- Faculty Senate decided to create Diversity and Inclusion Committee with 3 seats that are for representative from Arts and Letters.
- A&L should have 251 full-time faculty members. We are allowed 1 senator per 20 faculty members. We have 11 at Faculty Senate, but this will now be increased to 12.
- There will be a continued conversation that was started last year with the FAU Chief of Police. Faculty would like an opportunity to fully engage him.
- There is the updated list of Faculty Senators on the College's website. Senators will sit for two years.

Questions & Comments

- *Comment:* Faculty Senate can be more active on vetting university policies if faculty attend.
- *Comment:* Dr. Trapani has been added to Faculty Senate policy committee. The faculty assembly is the best platform for questions and discussions, which can then be taken to Faculty Senate.

12:20 p.m.

For the Good of the College

Questions & Comments

- A faculty senator will be addressing SPOTS. Electronic SPOT responses have dropped significantly in contrast to the traditional written SPOTS.
- There was a recent meeting regarding SPOTS and there will likely be another in January.
- There is concern that the responses are poor and originally went from 21 questions to 6 questions. Any changes must go through Faculty Senate.
- *Question:* Is it possible to tie SPOTS to receiving grades? Grades are not sent until students respond?
- *Answer:* It's definitely something to consider, as is the overall timing of when the SPOTS are made available.

12:35 p.m.

Motion to Adjourn

- Adjourned

DFSCAL FA Minutes recorded/submitted by:

Prof. Shane Eason, Faculty Assembly Secretary

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