

Dorothy F. Schmidt College of Arts & Letters, FAU
Faculty Assembly Minutes
February 1st, 2021 | 11:30 a.m. – 12:50 p.m.
WebEx Remote Meeting due to COVID-19 | 49 (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 December 7th, 2020 minutes. (Approved)
- P&T unit reps will give a 3-5 minute presentation of their criteria.

11:35 a.m.

Dean's Report

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

- Brief report for more time for P&T criteria
- University budget is still waiting on the state's news on a budget, which could come in May 2021. The College is prepping with optimism. However there could be a budget cut. There are about 12 to 14 positions frozen. The funding for these positions is still sitting there. Some of it could carry forward as one-time money. Budgetary issues still in the air.
- University introduced a voluntary retirement program. There have been faculty applying and the Dean's office will be speaking with these individuals. The hope is that the lines will carry forward as replacements.
- Overall, most budgetary issues are surrounded by uncertainty.
- At the Chairs meeting it was decided that there should be program reviews. This would be through a *Strategic Planning Committee*. This would be where programs are reviewed for new investment, reviewed for sustainability, or even reviewed for consolidation and/or termination. The idea is to reinforce units and identify what's needed for resources and faculty lines. The process will include faculty at each step and could be summer when the concepts are put in motion, be it improvements, sustainability, or cuts.
- It's too early to know if the faculty that applied for retirement will follow through with it. About 12 faculty members from the College applied, and around 40 across the University.
- Enrollment appears to up 6% for the College at both UG and GR levels.

Questions & Comments

- *Q: Is summer anticipated to have an increase for enrollment?*
- Last year was strong. It's possible that it could carry into summer 2021. The goal is to produce what was done last summer. It should be robust and the Chairs and Directors are working with faculty to put courses on the schedule that will make. Most in-person teaching would happen in the second half of summer. However, this is speculative. Online courses, prior to COVID, seem to be strong for summer courses.

11:50 a.m.

P&T Criteria Reporting (Intro/Benchmarks)

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

- The Dean's team has reviewed all unit criteria and sent them back with recommendations for amendments.
- There are two units with brand new criteria. They include Public Administration and Architecture. These presentations will be 3 – 5 minute summaries. Full P&T documents will be made available after revisions suggested from the Dean's office.
- *1. Anthropology (Mary Cameron)* – Three peer intuitions for review. The unit fell in about the middle. Did promotion and tenure only. Added language around governance and teaching.
- *2. Architecture (Tony Abbate)* – The review began with edits with the move to Arts and Letters. There were R2 peer institutions reviewed. Gave detail as to how other institutions and their faculty access research and/or work. The document is still being edited. ARCH docs need to be purged to separate out P&T criteria and create other faculty documents.
- *3. Communication & Multimedia (Chris Robé)* – Committee was 5 faculty members. Out of 11 institutions looked at, three peer instructions were selected as peers. The issue is that SCMS is so diverse that finding a peer institution that offers the same as FAU's is difficult. There were some adjustments to Assistant to Associate, and Associate to Full. There is also a mentor assigned to junior faculty. There should to be some instruction and service crafted, especially some regulations for junior faculty doing too much service.
- *4. English (Don Adams)* – There are a few changes proposed after looking at 6 peer instructions. Some changes include requiring three letters instead of five for external review. Another change was to add grants.
- *5. History (Mark Rose)* – The criteria was to present papers, write articles and continue to publish books. History looked at 6 peer intuitions. It appears FAU's History program is in the top tier for production in comparison to other peer institutions. Not a whole lot of changes planned.
- *6. LLCL (Marcella Munson)* – LLCL used 3 peer institutions, each mirroring LLCL. In fact, LLCL appears to hold higher standards than the peer-reviewed institutions. Added language for grants.
- *7. Music (Kyle Prescott)* – Revised to seven types of achievements with three tiers. This allows faculty to do publication, performance, and/or production.
- *8. Philosophy (Bill Trapani/Simon Glynn)* – Looked at a number of peer instructions. Criteria were on par and exceeded peers. Still awaiting some guidance regarding revisions. Might want to add new language regarding mentors and amplifying grants.
- *9. Political Science (Annette LaRocco)* – Peer instructions included those tied in ranking with one ranked slightly higher. In comparison, the findings were that the FAU's Poli-Sci documents were really detailed. Also found more details around third year review for FAU's Poli-Sci program.

- *10. Public Administration (Hugh Miller)* – In the same position as Architecture recently coming to the College of Arts & Letters. There should be some separation and supplementary documents created.
- *11. Sociology (Ann Branaman)* – There were five committee members. Of the 11 peer institutions, 5 appeared to be in line with their unit. There weren't a whole lot of changes as there was a significant amendment a few years ago. However, instructional activities were expanded and added co-authorship. Added that pay to publish articles should not count, and added grants.
- *12. Theatre and Dance (Kathryn Johnston)* – Looked into four peer institutions. Found that similar programs had more faculty members. There were not a whole lot of updates as the criteria were updated in 2017. Added an external review to add an industry professional. Added a mission statement for junior faculty.
- *13. Visual Art and Art History (Stephanie Cunningham presenting for Brian McConnell)* – Three distinct areas that allow cross-disciplinary activity. Looked into peer institutions as well as professional standards. Acknowledged multiple paths to promotion. Added professional activities, created tiers to promotion, and community engagement and mentoring.

Questions & Comments

- *Q: Should mentoring be a benchmark? And does a mentor get service for doing this?*
- *A: There are college wide guidelines for faculty mentoring. These are on the College's website. There should be encouragement to mentor and it's definitely service.*
- *Q: Do we need all the committees/subcommittees? Perhaps these should be cut back.*
- *A: There should be a review of what's available regarding committees on the Arts and Letters website so that all documents are up-to-date.*
- *Q: Why would fees be paid to publish make an article ineligible?*
- *A: This is a more of a pay-to-play fee. You may need to be a member of a particular journal, but the idea is that faculty could be buying their publications with very little, or no peer review.*

12:55 p.m.

For the Good of the College & Motion to Adjourn

Mauricio Almonte- Faculty Assembly Chair

- Announces that a minimum of 7 FA Senator positions should be available for Fall 2021.
- Motion to adjourn. (Approved)

DFSCAL FA Minutes recorded/submitted by:

Prof. S. C. Eason, Secretary

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