

College of Education
Emergency Faculty Assembly Meeting

Minutes

Friday, January 23, 2009

10:00-12:00

Attendance:

CCEI- Yashwant Bhagwanji, Nancy Brown, Gail Burnaford, Carlos Diaz, Rob Kvasnik, James McLaughlin, Dilys Schoorman, Roberta Weber, Hanizah Zainuddin

CE- Michael Frain

CS&D- Nancy Better, Cynthia Core, Ali Danesh, Constance Keintz, Deena Wener, Dale Williams,

EL- Valerie Bryan, Lucy Guglielmino, Robert Shockley, Meredith Mountford, Mary Lieberman

ES&HP- Robert Zoeller

ESE- Michael Brady, Sharon Darling, Mary Lou Duffy, Charles Dukes, Peggy Goldstein, Lawrence Heiser, Lydia Smiley, Ron Taylor, Beverly Warde, Cynthia Wilson

OASS- Lorraine Cross, Deborah Shepherd

Teaching and Learning- Jennifer Bird, Ernest Brewer, Susannah Brown, Sharon Crawley, Joe Furner, Susannah Lapp, Joan Lindgren, Felicia Romeo, Janet Towell

Welcome

President Warde welcomed all and began the meeting at 12 noon.

Purpose of Emergency Meeting

The Purpose was to discuss the Budget proposal that was presented by Interim Dean Bristol at the Executive Committee meeting and to provide the President with direction to take to the Interim Dean and the Chair's Committee.

Faculty were also informed that while Dr. Bristol was invited to attend this meeting, she had suggested that perhaps the faculty would prefer to have a discussion without her since the meeting time is only one hour and the faculty will have an opportunity to ask her questions next week at two different meetings. President Warde agreed with her suggestion.

Timeline of budget meetings

Information on the timeline was provided on Appendix A, page 4.

Background Information

Budget cut proposal

President Warde gave the directive to talk only to the cuts regarding College of Education and the Interim Dean's proposal, not about university or administrative cuts. President Warde gave an overview of whom and what would be affected by the 2009-2010 Budget cuts starting at 5% and continuing incrementally until 10%.

Information on Communication Sciences and Disorders Department

President Warde discussed how starting at the 8% figure in the budget, Communication Sciences and Disorders (CSD), will lose two faculty members and at the 9% CSD will lose two more faculty leaving the department only three members.

The four faculty cuts may become permanent. However, it has not been phrased that CSD will be shut down. The implications of such a reduction in the faculty of CS&D were discussed. Information on the many FAU and community services and outreach programs provided by CS&D was provided at the meeting as well as in Appendix B of the Agenda.

Issues that have arisen as a result of the budget proposal

President Warde presented a synopsis of concerns faculty have voiced in the past week regarding the budget proposal and process. These concerns included:

- The decision making process in creating the COE Budget Proposal, including the issue of CS&D faculty and staff being informed of the reduction and/or elimination of the CS&D department/program prior to the Executive Committee begin informed of the proposed budget plan.
- The long range ramifications of this budget proposal on the COE.
- The future impact of BA programs at state colleges on COE programs.
- The possible evolution of COE into a graduate college.
- The budget proposal effects on the COE Strategic Plan.
- An apparent lack of strategic planning for the College.

Open Discussion from Faculty

President Warde gave 20 minutes for the Faculty Assembly to discuss the Interim Dean's Budget Proposal.

Proposals for plans of action

It was stated that before motions be entertained, it should be reminded that all cuts starting now are not equal. Some departments have had cuts for the last two years.

President Warde then opened the floor for motions.

Motion: The motion was made and seconded to direct the Interim Dean to examine the non-FTE generating programs in the College, their funding sources, and to either stop or eliminate those programs. The motion was passed unanimously.

Motion: Although recognizing that there may need to be economies made in this department, like in all others, that the faculty recognizes the value of the Department of Communication Sciences and Disorders and wishes to have this program continue. An Addendum was added that the Faculty Assembly President write a letter to the Administration (Dean and Provost) in support of CSD department and delineating the importance and impact of the program to the College, University, and Community. The motion was seconded and passed overwhelmingly.

Motion: Charge the Interim Dean with making a committee to make a five year Strategic Plan; or if there is one, examine how the plan would be affected by the proposed Budget Cuts. Motion was seconded and passed with some discussion.

Other remarks:

- Look at all lines across the College. If it is deemed necessary to introduce salary cuts, then it should be shared across administration and faculty.
- Can the closing of the College of Education Building on Fridays be moved from a University decision to a College decision?
- Strategically, the entire faculty has to think of the change. It was stated that the College of Education did not have enough money to effectively run its programs four years ago.

The Department of Communication Disorders and Sciences respectfully thanked the Faculty Assembly for their concern and continued collegiality.

Meeting was adjourned by President Warde at 1:00 p.m.

Submitted by,
Ernest Andrew Brewer
Secretary, Faculty Assembly

The Faculty Assembly is an advisory body. As such, it passes along the faculty concerns, recommendations, and motions to the Dean. The Assembly does not create or prohibit programs/policies. It does, however, communicate issues to which the Dean is expected to respond.

Appendix A

Timeline of Budget Meetings

- Jan. 7** COE Executive Committee Special meeting with Dr. Bristor presenting various costs connected with programs and positions
- Jan. 9** Presentation to COE faculty and staff by Dr. Bristor of cost factors related to programs and positions
- Jan. 14** COE Executive Committee Special meeting with Dr. Bristor presenting budget cut proposals ranging from 5% to 10%
- Jan. 16** Steering Committee meeting with discussion of proposed budget cut plans presented by Dr. Bristor.

Steering Committee requests special Faculty Assembly meeting the next week.
- Jan. 20** Departmental chairs meeting with Dr. Bristor with discussion of proposed budget cut plans.
- Jan. 21** Faculty Assembly Leadership team meeting with Dr. Bristor
- Jan. 23** Faculty Assembly Special Meeting
- Jan. 27** Chairs meeting
- Jan. 29** Dr. Bristor to meet with COE faculty and staff to discuss budget proposals
- Jan. 30** 3rd Faculty Assembly scheduled meeting (10 -12)

Dr. Bristor meets with Provost in the afternoon

Appendix B

Communication Sciences and Disorders Program at Florida Atlantic University

- **Chronology:**
 - Established in 1985 / accredited in 1994
 - 2000 became a department / 2001 named Department of Communication Sciences and Disorders
- **Program purpose:** to train Masters-level speech-language pathologists.
 - Critical shortage area in the state and nationally (see below for information of shortage)
 - Currently over 1100 unfilled speech-language pathology jobs in Florida.
 - FAU/CSD students achieve a 100% job placement rate upon graduation
- **CSD faculty** (3 tenured, 2 tenure-track, 2 twelve-month clinical faculty)
 - participate in & publish research on a variety of speech, language, and hearing disorders
 - serve as editors or reviewers for major journals in the field
 - obtain grants that help support teaching load and student assistantships
 - collaborate with other FAU departments and/or programs at other institutions
- **Communication Disorders Clinic**
 - provides speech-language-hearing **services to FAU students, FAU faculty/staff and their families, and to individuals in the surrounding south Florida communities.**
 - **100-105 clients** receive services **each semester** at fees well below current market for:
 - articulation/phonological disorders
 - language-learning disabilities
 - voice disorders
 - hearing disorders/central auditory processing disorders
 - augmentative/alternative communication training
 - motor speech disorders
 - fluency disorders
 - developmental language disorders
 - aphasia & traumatic brain injury communication therapy
 - accent reduction for speakers of English as a second language
- ✓ **Additional clinical services provided:**
 - **Free speech-language-hearing screenings provided to local preschools**
 - **Free evaluation and treatment services to Slattery Center**
 - **Free tinnitus and hearing screening days open to FAU employees and local community**

- **Free services to full-time FAU students; reduced fee (one-half of regular fee) to FAU faculty/staff and part-time students**
 - In-service programs to local preschools and school districts
 - Monthly Fluency Support Group - designated as “star” chapter by Stuttering Foundation of America
 - Tinnitus Awareness Page (<http://www.coe.fau.edu/csd/tinnitus.htm>) as well as “Email a question” service (tinnitus@fau.edu)
 - 1990-2005 free services to Henderson University School
 - Free inservice provided to FAU students in the professional voice program (voice hygiene)
 - Student participation set up by CSD in the Camp Superstar program (weekend camp for children with cranio-facial anomalies and their families)
- **Graduate Programs for Speech & Language Pathologists**
- Graduate SLP programs in Florida include FAU, FIU, Nova Southeastern University, UCF, UF, USF.
 - FAU program received 80 applications in 2007 (25 accepted) and 99 applications in 2008 (25 accepted)
 - Programs with similar numbers of student enrollment from across the U.S. vary from having 9 to 33 faculty members (average of 18) as compared to our program (7 faculty)
- **Critical shortage of speech-language pathologists:**
- Employment of speech-language pathologists is expected to grow much faster than the average of all occupations through the year 2010, with the field ranked 12th out of 700 occupations (U.S. Department of Labor, 2004)
 - According to the U.S. Bureau of Labor Statistics (2004), more than 26,000 additional speech-language pathologists will be needed to fill the demand through 2012 (this represents a 27% increase in job openings)
 - Many school-aged children qualified and in need of speech-language services are either not receiving services or are being served by out-of-field professionals (Florida Department of Education, 2002)
 - Speech-language pathologists are listed as 3rd in the nation for number of vacancies as compared to other areas of education (American Association for Employment in Education, 1999)