

**College of Education
Faculty Assembly Meeting
Friday, November 4, 2011 10:00 a.m. – noon
Boca COE 313, Davie LA 148, Jupiter EC 202C, Port St. Lucie MP 223
Minutes**

WELCOME:

President Keintz called the meeting to order at 10:00 a.m.

ATTENDANCE: Please advise Marinacc@fau.edu if you attended and your name does not appear below.

CCEI- James McLaughlin, Evelyn Torrey

CE- Mike Frain, Irene Johnson

CSD- Connie Keintz, Deena Wener, Carol Hess, Ali Danesh

Dean's Office- Valerie Bristor, Donald Torok, Eliah Watlington

EL- Valerie Bryan, Meredith Mountford, John Shockley, John Hardman

ES&HP- Bob Zoeller

ESE- Mike Brady, Lydia Smiley, Cynthia Wilson

OASS- Deborah Shepard, Lorraine Cross

Teaching and Learning- Penelope Fritzer, Alicia Gonzalez, Patty Heydet-Kirsch, Philomena Marinaccio-Eckel, Deborah Harris, Joan Lindgren

Guests- Marie Mascaro, Associate Director of Human Resources, Chris Robe, UFF President

APPROVAL OF MINUTES: The September 30, 2011 meeting minutes were approved. A motion to approve the amended minutes was made by Meredith Mountford; the motion was seconded by Mike Brady. The minutes were approved by a majority vote.

SPEAKER: Dean Valerie Bristor

FTE year-to-year comparisons. FTE data comes from the IEA web site. FTE numbers decreased slightly. Fear concerning the economy may have contributed to this. It is not a drastic drop in student enrollment, but seems so because we have been so accustomed to increases in past years. Dean Bristor met with Provost Claiborne and Dean Rosson to talk about the graduate FTE. Faculty can go to the website or ask Don Torok if you have a specific question about FTE. We don't have this year's numbers yet; Don Torok is monitoring that. It is difficult because we have to first deduct the unfunded FTE from the total FTE. For example, we have people who receive free tuition for supervised student teaching. The current FTE numbers indicate increases in FTE for Colleges of Science, such as Biology. However, some of these freshmen might be coming to the COE in a couple of years. We are exploring ways to tap into that. (See the attached FTE chart at the end of this document). *Note ITR is the former Department of Instructional Technology & Research. Don Torok analyzed and then added the ITR FTE into the two departments where ITR is now housed.

Faculty Questions and Comments & Dean Bristor Answers:

QUES: "I understand that the FTE for Teacher Education is down in Davie but up in Boca."

ANS: “Overall numbers are just slightly down in Davie. FTE is coded to wherever the course is taught. We also have a lot of distance learning classes.”

QUES: “How was the medical student numbers calculated?”

ANS: “They were considered as belonging to the College of Biology and then they moved to the School of Medicine.”

QUES: “Have any other colleges experienced decreases in FTE?”

ANS: “Yes, the Honors College and the College of Nursing have also experienced losses.”

ANS: “There was a drop in FTE for Counselor Education in 08 and 09 because of a change in their distance learning courses. In 2008/09 ITR numbers were not put into department FTEs.”

QUES: “Are doctoral students and/or graduate programs weighted in FTE?”

ANS: “They are divided into Graduate Students One and Graduate Students Two.”

Meetings for faculty-hire proposals. The FASC questioned why faculty members were not invited to attend the faculty-hire proposal meetings. Dean Bristol explained that due to a very tight timeline, which prohibited setting up technology across campuses, and since the process was reviewed after the September FA meeting, she did not formally invite the entire faculty as in previous years. However, she did send out an email to get the information out to faculty members. She insured faculty representation by inviting Faculty Assembly President Connie Keintz.

Statement about COE public relations. The COE is working on a showcase of faculty activities and accomplishments. Teresa Crane is taking photos across campus today. Unfortunately some COE accomplishments released to the press do not make it into print because when you live in urban area it is very hard to get good news into the press.

Strategic Thinking Plan. The committee has completed their work. This strategic thinking plan is the work of every member of the COE and has been embedded in the conceptual framework. We are finalizing the final approval.

GUEST SPEAKER: Marie Mascaro, Associate Director of Human Resources Florida Retirement System Reporting. The 3% mandatory retirement contribution was effective on July 1, 2011. If you were in the Optional Retirement Program (ORP), FAU contributed 10.42% that went to 7.42 % effective July 1, 2011. This 3% mandatory contribution doesn't go towards the maximum you can shelter in a year under IRS rules. You can continue to contribute more as long as you stay below the maximum IRS yearly contribution.

Open enrollment. Nov 7-18; we would like faculty to make changes online. There haven't been any major changes. If you were a member of United Healthcare insurance, that is going away. Instead, you could choose Avmed or Coventry as your provider. If you don't choose a new provider you will be put into the PPO plan. If you choose HMO there is no maximum.

Q&A Faculty Questions and Comments & Marie Mascaro Answers:

QUES: “How is the 3% not tax sheltered?”

ANS: “It is tax sheltered, it just doesn't go towards the maximum tax-free income for the IRS. In respect to the pension plan, the contribution from FAU went down. If you were looking at the Florida Retirement System, they contributed 10% and now it is 4.91 %. This change doesn't affect your pension calculation. Your pension is based in a formula using your average final compensation, total years of creditable service and percentage

value received for each year of service. FAU's contribution rate went down because the State of Florida doesn't need as much money to fund the program. If you are participating in DROP you don't have to contribute the 3% since you are considered retired. We don't know what the legislature is going to do next year in respect to DROP. If you are close to retirement, you need to pay attention to the session next year. This year we knew in May, so you still have time to make a decision before July 1, 2012."

QUES: "In your opinion, what is the best coverage for healthcare, HMO or PPO?"

ANS: "It depends on what is important to you. The premium is the same. However, PPO covers you worldwide as using a non-participating doctor and in the United States using in network or outside of network rates. The HMO copays are higher. It is \$25.00 for your general practitioner and \$40 for a specialist. But that is all you pay. HMOs require doctors within network. The PPO copays are \$15.00 and \$25.00 plus 20%. We are also changing the prescription plan. Walgreens is not part of the network. Caremark is going away. Medco is the new provider, but you can still go to CVS. You should not use Medco before January 1, 2012."

GUEST SPEAKER: Chris Robe, UFF President

Announcement re: UFF. We had a consultation two weeks ago on Friday with the administration that revealed semi-negative/semi-positive news.

1. Administration doesn't want to talk informally about salaries. Our argument is that we want to talk about salaries ahead of time, particularly concerning non-tenure track people, so that it doesn't come as a surprise during negotiations.
2. Another item on the agenda was Rick Scott's attack on tenure. UFF wanted to know what the administration's position was and how faculty could assist administration in terms of giving a more informed view. There is no proactive view on behalf of President Saunders. However, President Saunders said we should write her a letter and she is genuine. UFF is debating whether it is better to send in a collective letter, deaf by committee, or to send individual letters. She is sympathetic and negative towards the tenure issue however she wants to work through formal channels.
3. The positive side of the meeting was in respect to benefits. The administration was responsive to parent benefits and paid parental leave.
4. UFF is pushing for a town hall meeting with President Saunders and Provost Claiborne.
5. We need a sense of transparency now. We have harsh legislation for unions and public education. We also need more people to be involved in UFF membership and UFF leadership. President Robe has had to turn down television interviews when several stations approached him at the same time, resulting in a series of lost opportunities.
6. What can faculty do to help? First, everyone should join. Current conditions are extremely dire. If we are under 50% membership faculties' interests are mute. We have grown enormously. We were 22 % when President Robe joined however membership now stands at 37%. We need approximately 150 people before July 1, 2012. We need to speak to our peers to join today.
7. We really need everyone helping in getting involved. UFF is the collective faculty voice and UFF is trying to open up those lines of communication with the administration so it doesn't reach a critical or crucial stage during bargaining.

8. Faculty needs to be proactive and get fellow faculty involved. We all believe in the integrity and autonomy of our profession. President Robe believes in what FAU union members do. Union membership and leadership “is contributing to making the world a better place, making a better university, and creating the kind of culture we want.”
9. UFF participated in Occupy FAU on November 17, 2011.

Q&A Faculty Questions and Comments & UFF President Robe Answers:

QUES: “How many universities have the 50% membership?”

ANS: “Florida Gulf Coast does. FIU has 51% membership and the community colleges are powerhouses. The more people who become involved in the union the more self-mobilizing and transformed the union become. We have grown much more rapidly in the last year because of adverse public opinion.”

QUES: “I am a union member, when you send out announcements who do they go out to? Is it just to the membership?”

ANS: “Sometimes sensitive information only goes to members but in general faculty gets most of the information.”

QUES: “What kind of response was there for Occupy FAU?”

ANS: “There wasn’t much press coverage but 45 people were there and many more connections were made. The purpose was to bring groups together. FIU is really into the Occupy movement. Broward College also wants to create more of a public forum for what we do. I intend to have a protest in spring 2012. I do social media activism. I have been chatting with people for three years in regards to Occupy movement. Now it is popping. It is an important movement.”

OLD/CONTINUING BUSINESS

SPEAKER: Deb Harris

NCATE Conceptual framework: We have kept the framework for NCATE essentially the same as the last accreditation; however some essential updates have been made. There is a diversity theme interwoven throughout the new framework, the references are updated, and finally the COE strategic plan and all faculty suggestions were put into this new document

SPEAKER: Bob Shockley

In 2006, this faculty adopted our conceptual framework after 2-3 years of debate and discussion. A lot of effort has gone into showing how that conceptual framework is the core of the COE as a college and how it has affected our programs, students, and curriculum. It was decided that we needed to update references, add our strategic planning process, and provide more evidence of diversity since that is our target. The new conceptual framework has also added the requirement of a brief history of the university. Over the summer we worked on this and what you see in front of you is a reflection of that hard work. It was extremely important for the committee to get the input of the entire faculty and to respond to every suggestion.

MOTION FOR APPROVAL: A motion to approve the NCATE Conceptual Framework was made by Lorraine Cross; the motion was seconded by Lydia Smiley. Discussion was called for.

Motion Discussion & Bob Shockley Answers:

QUES: “Bob, right now FAU strategic planning is in place. Val Bryan is on that committee. I know they are working. I would like to have an understanding that if the university makes changes, that we could make changes.”

QUES: “A lot of effort was spent on the visual for the last conceptual framework. Branding required that the COE take out the visual because it was a logo. Now that we have a graphic artist in the college to play with this visual and make it look a little better, with your approval can we change the visual?”

AMENDED MOTION APPROVED: A motion to approve the NCATE Conceptual Framework with the possible understanding that the image is going to be revised, and if the university vision mission values change we are also changing it in the document was made by Lorraine Cross; the motion was seconded by Lydia Smiley. The motion was approved by a majority vote.

NEW BUSINESS

SPEAKER: FA President Keintz

Proposed change to the constitution re: Elections (see end of minutes)

1. The steering committee would like to make the following proposed changes to the constitution. The FASC is proposing the first change because current dates for elections have proven to be problematic due to a very tight timeline. That timeline this year might be tighter still because John Cahill is no longer available to assist with the online voting process. We need to discuss these changes and vote on them at the next meeting. Nominations are traditionally held the week before spring break, with nominations accepted after Jan 27. The FASC has also added a suggestion that nominees be contacted to see if they are interested in running.
2. The COE FA constitution previously required the entire FASC assemble to approve the ballot. This would change to requiring only the president and vice president approve the ballot.
3. In respect to the election process, traditionally held before spring break, results will now only need to be verified, in a timely manner by the president and one other member of the steering committee. The new officers will be introduced at the last FA meeting.
4. In addition, each department representative will be elected before the last meeting of the spring semester. This is due to the fact that it is so difficult to set meeting dates without knowing the representatives. We will vote on these changes at the January 27, 2012 meeting.

ANNOUNCEMENTS

Jim McLaughlin announced that Deborah Floyd was featured in *The Chronicle of Higher Education*. The journal noted her leadership in one of the educational leadership journals. The article was quite flattering and spoke of her desire and accomplishment in taking a journal that was floundering and making it successful.

ADJOURNMENT: Lorraine Cross moved to adjourn the meeting; the motion was seconded by Mike Brady. The meeting was adjourned at 11:30.

FACULTY ASSEMBLY MEETING DATES FOR 2011-2012:

ED Room 313 (other campus locations TBA)

Friday, January 27, 2012 10:00 a.m. – noon

Friday, April 20, 2012 10:00 a.m. - noon

COLLEGE OF EDUCATION DEPARTMENTAL REPORTS**(Celebration of Success)**

Communication Sciences and Disorders. Connie Keintz had no report at this time.

Counselor Education. Michael Frain had no report at this time.

Curriculum, Culture, and Educational Inquiry. Dilys Schoorman reported:

- November 18th:

4:00 PM – Tammy Mentoring as an educative function: Professional

4:45 PM Bresnahan development experiences that influence mentor teacher beliefs.

4:45 PM – Martha Effects of workplace credentialing on literacy among

5:30 PM Brown incarcerated adult males.

Each of these sessions will be preceded at 3 p.m. by a Writers' Circle consisting of interested faculty members gathering to discuss concerns about students' writing and identifying ways to support writing.

- The following article is now included in the "*Routledge Class of 2011*" for being the most downloaded article published in *Intercultural Education* in 2010. Schoorman, D., & Bogotch I. (2010). Moving beyond 'diversity' to 'social justice': The challenge to re-conceptualize multicultural education. *Intercultural Education* 21(1), 79-85.

Educational Leadership and Research Methodology. Meredith Mountford had no report at this time.

Exceptional Student Education. Ronald Taylor reported:

- The DESE has been engaged in lengthy discussions regarding those undergraduate courses that might lend themselves to distance learning. The faculty voted to offer DL sections for several courses on a trial basis and gather data for future decision making.
- The DESE is continuing its preparation for the NCATE accreditation visit focusing on ways in which the department addresses the Standard 2 Assessment component.

Exercise Science & Health Promotion. Robert Zoeller had no report at this time.

Office for Academic and Student Services. Lorraine Cross reported:

- The application process and deadline for the Outstanding Dissertation Award will be placed on the college's website on **Tuesday, November 1, 2011**. This information will also be sent to department chairs. We would appreciate if you would emphasize to your departments that **graduate students** scheduled for spring 2012 semester graduation must adhere to the following deadlines established by the Graduate College. Please note that a mass mailing containing this announcement was sent to all **graduate students** in the College of Education on Monday, October 3, 2011.
 - Approved Plan of Study must be received by Friday, December 9, 2011

- Revisions to Existing Plan (Form 9) must be received by Friday, February 3, 2012
- Application for Degree by Friday, February 3, 2012

Teaching and Learning. Alyssa Dehass-Gonzalez reported:

- On October 14, Kappa Delta Pi initiated approximately 73 new members. Along with the initiation, new initiates were honored by an inspirational speech by our guest speaker, Kappa Delta Pi member, Dr. Nancy Brown. Following the initiation, the Kappa Delta Pi Executive Board hosted a reception for the new initiates and their guests.
- Congratulations to Megan Formel for being selected to be inducted as a member of FAU's Parliament of OWLs honorary leadership society. The induction ceremony will be held prior to the Talon Awards event on Thursday, November 3.
- Congratulations to Joseph Furner who was awarded the FAMTE (Florida Association of Mathematics Teacher Educators) Mathematics Teacher Educator of the Year Award for the State of Florida. He was awarded a plaque for this accomplishment at the closing session breakfast on Saturday morning at the FCTM convention.
- Florida Atlantic University (FAU) Broward president's Community Council (BPCC) presented its Faculty of Distinction Award to three recipients. One of them is an associate professor in the Department of Teaching and Learning, Dr. Philomena Marinaccio-Eckel. The award recognizes outstanding Broward FAU faculty and highlights their contributions to the community-at-large through academic research, teaching and service. Dr. Marinaccio-Eckel, who teaches reading courses, received the award at BPCC's fall 2011 luncheon meeting on October 7, 2011, at FAU's Fort Lauderdale campus.
- A grant funded by the Robert and Mary Pew Foundation sponsored Janet Towell and Barbara Ridener to attend The Reading & Writing Project's 81st Saturday Reunion on October 22, 2011 at Teachers College at Columbia University. These professors are planning to infuse the Reading and Writing Project model into undergraduate and graduate reading courses. Janet Towell is designing a Special Topics course on Writing Workshop that will be taught for the first time next summer. This meeting was a follow-up to the Reading and Writing Workshop sessions participated in the past two summers by several professors who teach reading.

Across Departments. Mike Brady, Jim McLaughlin, and Bob Shockley reported:

- **COE Seminars on Research Methods.** Recently a number of colleagues in the COE discovered that we wished to learn more about changes in research methods during the past decades – and thus the *COE Seminars on Research Methods* was born. We're kicking off the seminars this fall with two sessions on recent changes in the design, delivery, and analysis of survey research. Dan Morris, will provide examples of *Research design and process of data generation* during the first seminar on Friday, October 28, from 1:00 to 3:00. A follow-up session covering *Analysis of data and procedures such as power and effect size* will be held on Thursday, December 8, also from 1:00 to 3:00. Both sessions will be delivered via video conferencing, in room 411 on the Boca campus. Come join us! Enjoy the

opportunity to learn and discuss advances in research methodology, with one of the College's finest researchers.

APPENDICES

Institutional Effectiveness FTE Analysis (IEA)

<http://www.fau.edu/iea/index.php>

DEPARTMENT	2008-2009	2009-2010	2010-2011
Comm Sci & Dis	53.4 (+5.8)	59.1 (+5.7)	59.8 (+0.7)
Counselor Ed	89.5 (-149.0)	89.1 (-0.4)	96.3 (+7.2)
Curr, Cul, & Ed In	281.3	294.0 (+12.7)	281.8 (-12.2)
Ed Lead & Res M	356.4 (+42.6)	337.6 (+87.7)	325.4 (-12.2)
Ex Stud Ed	146.3 (+21.8)	142.2 (-4.1)	137.3 (-4.9)
Exercise Science	371.5 (+52.3)	415.9 (+44.4)	479.6 (+63.7)
Teaching & Learn	857.9	876.0 (+78.9)	784.4 (-91.6)
COLLEGE TOTAL	2155.5 (-104.5)	2214.0 (+58.5)	2164.5 (-49.5)

COLLEGES	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
A&L	3960.9	4013.0 (+)	4107.1 (+)	4281.9 (+)	4518.4 (+)
Business	3180.5	3216.4 (+)	3134.3 (-)	3264.5 (+)	3378.4 (+)
Medical	52.7	44.1 (-)	40.9 (-)	45.2 (+)	47.1 (+)
Education	2185.3	2260.0 (+)	2155.5 (-)	2214.0 (+)	2164.5 (-)
Engineering	681.3	660.7 (-)	680.2 (+)	739.9 (+)	828.0 (+)
Honors	273.3	251.7 (-)	217.9 (-)	221.1 (+)	204.2 (-)
Nursing	486.1	530.5 (+)	481.9 (-)	490.7 (+)	479.0 (-)
Science	2906.4	3062.2 (+)	3155.5 (+)	3451.3 (+)	3786.1 (+)
Design &SI	1019.7	1005.9 (-)	1016.4 (+)	1114.4 (+)	1141.6 (+)
UNIV TOTAL	14,746.3	15,044.4 (+)	14,989.7 (-)	15,823.0 (+)	16,547.2 (+)

Faculty Assembly/FTE (110411).doc

Constitutional Changes in Nomination and Election

The Steering Committee of the Faculty Assembly will serve as the Nomination Committee.

1. Nomination
 - a. The Steering Committee shall call for nominations for officers from eligible members of the Faculty Assembly during the first week following Spring Break.
 - b. Nominations will remain open for a period of a minimum of two weeks.
 - c. The Steering Committee will assemble the ballot and prepare it for display on the Assembly's Election web page.
2. Election
 - a. The election will be conducted electronically no later than two weeks prior to the final Faculty Assembly Meeting of the Spring Semester.
 - b. All voting will be conducted electronically by secret ballot with access restricted to voting members of the Assembly.
 - c. Results of the voting will be tallied by the President, Vice-President, and a member of the Steering Committee. Results will be announced immediately.
 - d. The new officers will be introduced at the last scheduled meeting of the Faculty Assembly.

Proposed changes to discuss (or details to add):

Nominations should take place during February.

Each nominee should be contacted to verify that he/she will run for the office.

Nominations should be closed the week before Spring Break (early in the week to allow tech support to create the electronic balloting system).

The ballot should be open for the 2 weeks after Spring Break.

The President will be sent the results via email. That result should be verified by the VP and a steering committee member.

Nominees will be notified of the results and then a general email will be sent to the faculty announcing the new slate of officers.

Other considerations:

Not realistic to have the entire SC prepare the ballot. It has fallen to the President to make this process happen. Should the President be in charge of the process? The VP? Or 2 members of the SC? Bev feels whoever is in charge should be in charge of the entire process, that the responsibilities should not be broken down.

Another suggestion- faculty would like ongoing updates during the nominations time frame – Senate Elections – could these be held on the same timeline?