

Minutes of the COE Faculty Assembly Meeting - August 19, 2004
COE Room 119, 2 – 3 pm

Meeting called to order at 2:07pm. Since this was not a formal meeting, we did not keep a list of those present.

Welcome

Dale Williams welcomed everyone to this introductory meeting. Dale announced there will be 2 business meetings this fall, the first in late Sept. The purpose of this meeting is to introduce new officers and mention some of the issues that faculty assembly is facing this year.

Dale extended thank you's to last years' officers and all of the committee members.

Introduction of Faculty Assembly Leadership Committee

Introduction of officers and steering committee members that helped to plan this meeting

Prioritization of Issues

Val Bryan begin by discussing past accomplishments. All those who served as a chair or committee member were asked to please stand up.

Past accomplishments

- Increase democratic participation
- Shift in organizational culture (action, follow-through, results)

Outcomes

Participation at meetings increased, departmental feedback on issues
Operating structures: survey, ad hoc committees, increase in data driven decisions
Increased communication: website, regular meetings with Dean, accurate and published minutes

Constitution: adherence to and revision via constitutional convention

Search process: guidelines were created

Salary equity: Dean's committee was formed

Assignment equity

Democratic and Decision making committee

Faculty Connections committee hosted 2 events

Special session on Charter College

Meeting with Provost

College Retreat

Val asked for help in prioritizing issues – see matrix attached to minutes. She acknowledged that there are more issues than those listed and we may add to them. There will be a survey online to identify concerns. Then we will plan a business meeting based on the issues raised by faculty

Ali Danesh discussed the survey that will be forthcoming. Ali is responsible for putting documents on the web and making them available to faculty and administration. This should be available in the next few weeks. MyFau groups allows faculty to look at the minutes from all of the meetings. To access this faculty should sign in, go to groups, there are two sub-groups, one COE and the other Faculty Assembly. Under Faculty assembly there are files and folders available with the information.

Committees

At the close of last year, there were four committees. Representatives from last year were asked to explain the committees and how people can get involved.

Democratic Decision Making & Communications Committee – Pat Maslin-Ostrowski represented this committee. It was formed last year after the survey was taken. The committee members are interested in continuing their involvement, but it is open to all interested. The committee met last year on 2nd Friday of each month from 10 – 12. This year the 1st meeting will be Friday Sept 10th in Boca in Ed Leadership Dept on 2nd floor 10am. If you can't attend, send email and they'll keep you posted. The major accomplishment was the evaluation and recommendation of major changes in the constitution. They were asked to look at P&T but that was put on hold to address other issues.

Salary Equity Committee – Deena Wenner represented the committee. They were called together by the Dean. They met 4 times, had a rep from each department and 3 members from faculty assembly. Perry Schoon was co-chair. Let Barbara Ridener know if you are interested in participating since she will be co-chair this year. They developed a draft that was submitted to the chairs of a salary equity process. It should be discussed soon. Now it needs opened to input. Then a final draft of an acceptable equity plan will go to the Dean's office.

Equity in Assignments Committee – Dilys Schoorman represented the committee. The committee tried to look into assignment equity because the survey raised it as a possible issue. A survey went to the chairs about assignments and data was collected and presented. They have not yet looked at the results of the final survey to see if what was done met the needs. A decision needs to be made of whether to continue the committee or to disband. They are looking for new members.

Faculty Connections Committee – Alex Miranda spoke for the committee. It was formed a year ago to create connections between faculty to help others understand what colleagues are doing in research and scholarship. They are looking for a new chair for the committee.

Next Steps

Issues to touch on today:

Ethics Committee – Initially discussed at the Feb 6th mtg the decision was made to form a committee to discuss whether we need a code of ethics. Anyone interested in joining this committee should sign up after the meeting.

Dean / AD evaluations – Dilys Schoorman reported that she and Michelle Acker-Hocevar met with Dean Aloia to discuss his ideal process for evaluations, they also met with Val Bryan and the associate deans to discuss the process going forward. There is also now a mandate from the provost to conduct this evaluation and provide feedback to him. We were originally looking at perceptions and now this is looking at assessment. We will meet with legal counsel to discuss whether we are doing this appropriately and there are no issues we are not considering. The next step is that this will be further discussed in the steering committee

Promotion and Tenure Issues

Faculty retreat raised several issues. The DDM committee was going to address the issue this fall. They began a conversation about it but decided to table it until this year. Emerging from the executive committee retreat this summer was the idea of forming a P&T task force. The idea is that the task force would address many of the issues the DDM committee would be looking at. Questions that need answered are Who should do this? Should both groups?

Dean's Comments

Dean Aloia encouraged all to get involved with Faculty Assembly. They are addressing a lot of important issues. He announced there will be a college reception at 3:30 to discuss goals, budget, and then tie together 4 or 5 new initiatives that will put concerns in place.

Additional Business

First Official Meeting will be Sept 24th, 10am – 12pm, COE Room 313

Peggy Goldstein asked that officers explore the idea of teleconferencing to other campuses for meetings.

Anyone interested in serving on a committee, please sign up.

The meeting adjourned at 2:45.

Submitted by
Barbara Ridener
Secretary, Faculty Assembly