

Faculty Assembly Minutes September 28, 2018

Attendance: CSD: Porcaro, Tessel, Imgrund, Williams. CE: Canfield, Torres, Emelianchik-Key (Jupiter). CCEI: Schoorman, Baxley, Bhagwanji, Brown, Vaughan, Zainuddin. ELRM: Bloom, Lieberman, Salinas, Vasquez, Mountford. ESE: Brady, Wilson, Ramasamy, Finnegan, Darling, Heiser. ESHP: Zoeller, Whitehurst. T&L: Bousalis, Brown, Furner, Musgrove, Powers, Persin. OASS: Shepard. Deans office: Bristol, Torok.

Guest Speakers

10:00-11:00am

Dr. Danilowicz - Provost (10-10:30) 3 main objectives

- 1) Restructuring budget – we have an incremental budget with marginal increases and decreases but programs that grow or shrink are not taken into account. Wants to move to an incentive-based budget. When a program grows and brings revenue into an institution, the college will get a share of that (growth share) about 60% given back to the program.
- 2) There is no one to make holistic decisions for the Jupiter and Davie campuses – wants to change this
- 3) Decentralize power from provost office back to the colleges.

COE communicates well with the school districts. We have lost 20% of our majors in the COE. Preparing future teachers should be a core mission of higher education.

Other departments should be able to move if they think they are a better fit somewhere else. It should be a faculty-driven process.

COE is not being disbanded.

Provost asked the COE to find 2 people per department to be part of a ‘thought group’ and make some phone calls to people who are transforming their COE and help get us back on the right track with student recruitment. *“If we are really far from where we want to be, then it may be better to find an internal interim Dean rather than bringing someone in from outside”*. Comment: *maybe we can use this thought group to craft a dean’s search for someone who will buy into our goals.*

Comment on the market rate, reply: *Market rate programs – you charge a higher than regular tuition for a special program. BOG said no more market-rate programs, but there is another avenue – self-supporting/sustaining programs through continuing education. Nursing is looking to create this on the Davie campus and they are looking to collaborate with hospitals and ROTC to help pay. But we need to be careful to not limit diversity by raising tuition. Must be a current program, not a new degree in order to do this.*

Hopes to move to the new budget model in 3 years.

The university sets aside a pool of money for programs that will never take in enough tuition to sustain themselves like theater or medicine.

Come up with thought leaders by the end of next week.

Comment: concern over non-academic administrators in the university – those that have not gone through tenure process etc. Would like to make some people fellows where they would work their position part-time and work part-time in the provost's office to gain leadership experience.

Tori Winfield – University Gen. Counsel (10:30-11)

Works on faculty personnel management. Faculty search document was revised in July. Training is supposed to be done by EIC, but that is being reviewed. On page 2 there is a template of a chart that can be used for qualifications needed. Should have a set of questions where you ask each applicant the same questions. Shouldn't be predominantly CV based questions so that they are different for each candidate. The committee is not making a hiring decision and should not rank applicants. The hiring authority/manager needs to be given all applicants, not just the top 3.

Know your college by-laws. **Search committee members should not be discussing the search with others – confidentiality. If you receive a request for info from a non-selected applicant be sure to get provost office/legal involved.**

Sunshine law – open meetings - public access to meetings or records made or received as part of your job. Information or fact findings/interviews are not required to be open. If the meeting is just to collect information for the hiring body and NOT to make a decision, then they are not under sunshine laws. If you are conducting or commenting on official business on your personal device it is subject to discovery in a legal dispute.

Documentation – take out adjectives, take objective notes. Do not be vague – better to say “showed up in flip-flops and cut off shorts” (rather than did not dress professionally). Be sure that the chair of the search committee collects all notes and documents and retain all records for 7 years.

Announcements

11:00-11:10 am

Introduce new FASC reps.

Department accomplishments – will be collecting info for next meeting

Hispanic Serving Institution – meeting on October 5th.

VP of Faculty assembly – still in need of a VP

Also – respond to Dr. Brown by Oct 8th for Carnegie community engagement application.

Continuing Business

11:10-11:25 am

Approval of Minutes Dr. Darling moved, Dr. Brady 2nd to approve.

University Faculty Senate report – Dr. Mountford – we had a full house at Senate.

Academic budget and planning committee is looking at SPOTS and then were asked to look at capping overloads. It seems that there are just a small amount of people with a large number of overloads and committee suggested that they deal with those individuals and not change the policies. The rule is currently no more than .25 FTE but there can be special circumstances.

UFF-FAU report – Dr. Zoeller – salary is the most contentious issue, has been in negotiations for 7 months. Currently 1% each year for 3 years and 1% for merit (3 or better). Now the administration wants to introduce metric based bonuses. If FAU scored in top 3 then we would get a 2% bonus. If in the top 3, 2 years in a row we would get 3% the following year. If we went to impasse it would go to arbitration and that could take 6 months.

New Business

11:25 am-11:40am

Dean Search – comment: should departments be responsible or should provost be the one to pick? Dr. Mountford will talk to Dr. Bristor and let us know.

ESHP move – Dr. Whitehurst – They do not do teacher education in any way and their research is more aligned with COS. There is not yet a timeline.

UPC – Drs. Bhagwanji & Mariani will send a handout with links to program changes/catalog changes, etc. They have asked for a webpage for the committee and will have useful info on there – next 2-3 weeks.
At 11:52 Dilys moved to extend, Yash 2nd.

***Deans talking points**

11:40-12:00 pm

Dean is offering one class reassignment per year for VP.

SPOTS – used to be able to go into the system and now info is not available. Jason Ball said they can pull that info but you can submit a ticket for that request, the dean's office will submit a ticket and then disseminate the information until it becomes public.

SWAT – strategic workgroup for ascending to the top. There is now executive SWAT that deans are involved in. One of the big goals is in November where each college is doing a presentation. All Dept Chairs are invited. They will look for all metrics that are common to all colleges - BOG related (graduation rate, cost of the degree to a student, salary after graduation, etc). They are looking for improvement points. Two items from additional key performance indicators – to become a preeminent university and move up in US new and world report rankings. The college will have 3 items that we get to choose. Proposal to appoint a task force for student success. We don't have a lot of FTIC students (first time in college) because you can't be admitted to a teacher prep program until you have 60 credits.

Dr. Zoeller moved to adjourn at 12:18pm, Dr. Bhagwanji 2nd.