College of Education
Faculty Assembly Meeting
Friday, September 25, 2009
1:00-3:00
Boca COE 313, Davie LA 139,
Jupiter EC 202C, Port St. Lucie MP 114

Approved Minutes

WELCOME
President Warde called the meeting to order at 1:06 p.m.

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

CCEI- Nancy Brown, Carlos Diaz, Dilys Schoorman, Noorchaya Yahya, Hani Zainuddin, Robb Kvasnak
CE- Greg Brigman, Paul Peluso, Irene Johnson
CSD- Connie Keintz, Deena Wener, Carol Hess, Ali Danesh
Dean's Office- Valerie Bristor, Donald Torok, Eliah Watlington,
EL- Valerie Bryan, Al Jurenas, Dan Morris, Meredith Mountford, Daniel Reyes-Guerra, John Harman, Anne Mulder, Steve Rios
ES&HP- Robert Zoeller
ESE-Michael Brady, Peggy Goldstein, Lydia Smiley, Beverly Warde, Cynthia Wilson
OASS- Deborah Shepard, Lorraine Cross
Teaching and Learning- Ernest Brewer, Eileen Ariza, Victoria Brown, Sharon Crawley, Patrica Heydet-Kirsch, Don Ploger, Joseph Furner, Joan Lindgren, Philomena Marinaccio-Eckel
Guests- FAU Interim President Dr. John Pritchett

GUEST SPEAKER: Dr. John Pritchett, FAU Interim President

Parking Situation will change in the next few weeks when construction activities end.

University Budget Issues
The COE falls under the E & G (Educational and General) budgeting compartment.
FAU has two priorities, to protect credit hour production and to maintain faculty productivity.
FAU's push is to maintain or grow credit hour production because the state gives us a target and we have to remain on that target or they reduce state appropriations.
Six years ago the budget was very different. Everything that came in went out; we are trying to build a reserve now.

Total FAU Budget is 500 Million (FAU budget spreadsheet below)
2007-08 the E & G budget was 250 million, about 70 million was tuition, with a remainder of 180 million.
8 million cut reduced the 180 to 172 million (restricted additions show up in both budgets, see below).
2008-09 another 18 million cut.
December 2008 7 million mid-year cut was made, but an additional 7 million was found.

2009-2010 17 million cut. All units in academic affairs report to the provost and are 82 % of the E & G budget.
These losses have resulted in lay-offs. Some centers supported by E & G funds have been closed such as the Small Business Development Center and The Center for Environmental Studies. However, the Holocaust Center has been saved by donations.

Reductions Not Always Obvious
2007-08 8 million was cut out of the academic sector. However, the addition of 6.2 million for Torrey Pines Institute for Molecular Studies and 8.5 million for Harbor Branch put restricted money back in budget.
2008-09 FAU lost 25 million for academic programs but received money for medical education (4 million for medical installment).
2009-2010 FAU took a 17 million hit but the state gave 2.8 million specifically for power bills and infrastructure at Harbor Branch Oceanographic Institute.

Differential Tuition
2009-2010 additional tuition totaled only $400,000 dollars. Differential doesn't always apply (7% applies to out-of-state graduates). Most revenue comes from in-state graduate and in-state undergraduate tuition. We have next to the lowest in-state tuition in the U.S.
In the next two years the differential yield will become better because we haven't been able to apply an increase to students who were here before the new tuition rate increase.

Stimulus Funding
Only for this year and next year, FAU will receive 12.1 million in stimulus funding. This has helped with the state appropriation or we would have had 29 million in cuts.
FAU needs to start planning in case the state doesn't replace the stimulus money.
Additionally, this year FAU received 1.2 million in one-time coverage of continuing expenses.
If this isn't replaced next year we will need to find 1.2 million.

Florida Atlantic University				
State-supported budget funding 2006-07 to 2009-10				
Appropriated Funds	**2006-07**	**2007-08**	**2008-09**	**2009-10**
General Revenue	$ 153,663,915	$ 181,814,697	$ 162,049,309	$ 138,628,034
Educational Enhancement (lottery funds)	$ 12,768,252	$ 11,881,615	$ 16,632,794	$ 14,001,547
Incidental Revenue (tuition and fees)	$ 71,191,164	$ 72,343,264	$ 77,994,024	$ 83,662,724
Federal Grants				$ 12,155,065
Total	$ 237,623,331	$ 266,039,576	$ 256,676,127	$ 248,447,370
Of note:		Torrey Pines	Medical Ed	ARRA
		Medical Ed		Diff Tuitiion
		HBOI		Plant operations-HBOI
Source: Office of the Provost based on annual operating budget presentation to Florida Atlantic University Board of Trustees				

Faculty Efforts and Incentives
Faculty efforts can be seen in all-time record high enrollments.
We need to explore "what-if scenarios" to protect access, credit hour production, and faculty scholarship.
Dr. Michael Moriarty is exploring research incentive packages for faculty research. These incentives would allow faculty to choose additional salary dollars rather than course reduction.
We are developing a proposal at the Board of Trustees that will allow for money to be set aside for Distinguished Performance Awards of $10,000 a year for five years to support individual faculty professorships. These will be awarded on the basis of strong achievements in two of the three areas (scholarship, teaching, and service).
Promotion increases for this year have been protected by setting aside $400,000.

Provost Question and Answer
QUES: Are Distinguished Performance Awards in place? **ANS:** No, we need to set in place a selection process. Once begun, former recipients will be on the selection board.
QUES: Will this include civic outreach? **ANS:** Yes, however we need to define outreach.
QUES: What is the state of the visioning process? **ANS:** Dr. Susan Clemmons is involved in visioning, but not for budget reduction purposes. Visioning is not about cutting, it is about looking at ourselves and how we can demonstrate to the public that we have taken a look at ourselves.
QUES: Is Dr. Clemons recommending drastic reductions in faculty? **ANS:** Provost Pritchett doesn't know a thing about Dr. Clemmons and faculty cuts. Faculty can talk to Dr. Clemmons. Anything that is going to happen is going to be determined by the faculty.
QUES: You said we might need to cut more programs. **ANS:** We may not have to make any more cuts this year but all the indicators aren't there.
QUES: How do you work closely and sensitively to the psychological along with the economic goals that we are facing? How can we prevent the human side from getting washed away? **ANS:** Everything we will do will be attuned to the human side. But I cannot say that the human side won't be hurt. Already 36 humans were cut with the loss of the Small Business Center.
QUES: Stanford University emphasizes that they fund for quality not for FTEs. How do we know that we are providing higher quality? **ANS:** The units need to come up with indicators of quality. When this university had additional money (12 million) we did not set aside money. Funding was not allocated on FTE. COE was given 1.2 million for core teaching. We need to identify 3-6 really important areas within the university that will make a name for ourselves (i.e. instructors). Mike Moriarity is developing a process for this.
QUES: When stimulus money goes away what do you see as potential new source of revenue?
ANS: Tuition will continue to go up. The state is going to continue to tell us what the undergraduate tuition will be, on differential expect the full 15% each year.
QUES: In regard to setting aside reserves, could the state come in and take reserves.
ANS: They don't own it…all you have to be ready to do is justify. FSU has been putting away money for the last five years and yet they still had to cut the entire department of Anthropology.
QUES: What changes or restructuring at the branch campuses might occur due to budget constraints and new community colleges four-year programs? **ANS:** The state college system is not far enough along to assess what impact the community colleges four-year programs are going to have. This won't be available for the next 4-6 years. Community colleges have been experiencing a lot of problems implementing those programs. Restructuring our branch campuses was a big discussion at the BOT retreat. Workshops held on some of these issues resulted in no decisions at this point in time. However, the business offerings in Port St Lucie

and Jupiter were converted to distance education modalities. We are trying to offer attractive alternatives.

SPEAKER: Dr. Valerie Bristor, Dean of College of Education

Strategic Planning
Dr. Susan Clemmons came to COE during the summer for a very casual talk with the chairs and associate deans. The executive committee meetings will have a strategic planning topic thread. Change will come from within units, what do we want to be; what is our vision?

IRB Procedures
IRB investigators do not need to seek approval from both Dr. Bristor and Dr. Torok. The reason for both names being on IRB is that if either Dr. Bristor or Dr. Torok is away, the other can sign.

Budget Decisions
Everything depends on whether the state asks for additional money back. If, in December, we find out that we can do some searches, the following is our tentative process: At the chair meeting, on October 20, chairs are going to present goals, missions, and positions for their department. After presentations, the chairs will go back and talk to their department faculty and share what they have heard. On October 23, chairs will come back and deliberate and discuss further. Then the chairs will think about what needs they see from their own and other departments and decide what the priority order should be. Finally, they will submit a priority list (excluding their own department) to Dr. Bristor. She will talk to the associate deans and Dr. Robeson. Then, at the November 6 faculty assembly meeting, Dr. Bristor will report on the process and share what happened. This will be faculty's opportunity to give feedback.

Dean Bristor Question and Answer
QUES: Who makes the final decision? Will the November 6th FA meeting give an indication of where the college is going? **ANS:** At the October chair meeting every department chair will give a one-page presentation of their departmental needs. Don't think of just this year's needs; think in two-year framework. If the state doesn't ask for more money, keeping in mind that we still have that stimulus question, we want to go forward. The intent is to post the position advertisements as soon as possible with a prospective December 11th (last day of fall semester) deadline for applications; then applications could be reviewed in January.
QUES: Are there some overall college goals in place so that the chairs are not just defending their own territory? Are new goals to be set or are we trying to maintain where we were a year ago? **ANS:** This is not new money, every department has people who have resigned or retired, but future needs could be a part of your chair's presentation.
QUES: Right now are we looking at college money to fund these lines? Should we invite people from development to find endowed money? **ANS:** Actually, each department chair is filling out a wish grid and you can include an endowed position. The grid breaks down budget requests into different chunk amounts. If you haven't had an opportunity, ask your chair about this wish list and discuss what your department wants. When we first did open budget presentations, the chairs were very clearly asked to look at the process from a collegial perspective. Although the last couple of years have put a lot of pressure on everybody, we hope to have the same collegial process.

APPROVAL OF MINUTES: The January 30, 2009 and April 17, 2009 Meeting Minutes were approved. A motion to approve both sets of amended minutes was made by Dr. Mike Brady, the first motion was seconded by Dr. Dilys Schoorman and the second motion was seconded by Dr. Paul Peluso. Both sets of minutes were approved by a majority.

NEW BUSINESS

Process for COE Response to Proposed Changes to Promotion and Tenure (President Warde)
Dr. Alperin has asked for feedback to draft provisions by the end of the semester so that it is available when the committee reconvenes in January. The following chronology has been developed for the P & T review process by the COE.
Today we are officially making faculty aware of the P & T revision information. The chairs will be sharing (some already have) draft provisions for the P & T changes. It is the responsibility of each individual faculty member to read the document.
At **October departmental meetings** faculty needs to discuss and develop feedback. They need to identify ideas of concern and come up with solutions.
At the **November 6 FA meeting** each department will present feedback to the proposed P&T changes. A hard copy and an electronic copy is to be provided to the FA secretary.
Immediately after the November 6 FA meeting, the SC will meet to synthesize and compile all departmental feedback into a draft document. Data from departments will be analyzed and organized to display issues that departments have in common and issues for individual departments.
The draft COE feedback document will then be finalized by the FA leadership team and **forwarded to the Provost before Thanksgiving break.** We want a united document in response to these drafts. However, individuals can send feedback to Dr. Alperine.

DEPARTMENTAL REPORTS
Communication Science/Connie Keintz: Currently about 30 students are in the department. Actually, enrollment is larger since 28 students began graduate programs while an additional 13 students are taking prerequisites. They are covering classes and have been re-accredited.

Counselor Education/Paul Peluso: The department received word from the counseling body for accreditation. They will receive word in January. They just completed their third successful dissertation defense.

Curriculum, Culture, and Educational Inquiry/Dilys Schoorman: CCEI is shepherding through many defending graduate students. Their Master's in TESOL has 20 students and Early Childhood reports 63 students. Every time a department approves a program with an ESOL endorsement it means more work for the CCEI department. Only one Boca-based faculty is available to do all of this extra paperwork.

Educational Leadership/ Daniel Reyes-Guerra: The department has already been discussing the P and T guidelines; specifically the guidelines that concern changes that require chair evaluations for associate professors regarding progress towards full professorship and tenure. Three faculty are going up for tenure. There has been a myriad of curriculum changes. The leadership department has refined their program from four to three areas of concentration. They will approach the Faculty Senate for approval of new courses resulting from state mandates (i.e., to pass leadership exam 132 skills and competencies, FL Leadership Exam, TESOL

requirement, and recency of experience requirement). The department has successfully incorporated a new research program and they are currently undergoing a strategic planning process which includes deciding on a new name. The Higher Education master degree program is very strong. Is has been four years since it was established. There is a large number of students, including many doctoral students, with a low number of faculty. Also in that program are a lot of doctoral students. Other programs such as School Leadership and Community School Leadership are also doing well. Ira Bogotch and Pat Maslin-Ostrowski are in Malaysia on a scholarship that provides funding for visiting universities and attending conferences. The department requested that COE faculty promote these opportunities with your students. They will be implementing more programs that create opportunities for serving as instructors within these universities. John Pisapia was appointed to university research planning committee.

Exceptional Student Education/Mike Brady: The bachelor's degree with CCEI will see their first group of graduates this year. Peggy Goldstein, Mike Brady, and Yash Bangwanji revised the master's degree in Early Childhood that will be going through the approval process this year. They would like to request time at the next meeting to talk about their grant from the TOPPEL foundation for an early childhood institute.

Exercise Science and Health/Bob Zoeller: The department moved successfully up to the Boca campus. They celebrated with a successful "Open House" on September 10th. The department took over campus recreation and inherited a very nice lab. The current enrollment consists of 350 undergrads and 80 graduate students. They are growing and are hoping that moving to Boca will help them to grow even more.

Department of Teaching and Learning/Andrew Brewer: The department is promoting a new assessment program: LIVE TEXT. T & L faculty piloted the assessment program and made positive comments about its uses for critical assignments and for recording competency assessments. One person is up for tenure. The new course RED 6318 has been approved for the graduate reading program. Lorraine Cross is very excited about her academic service learning project. This university wide initiative involves many faculty members in the COE. If you want students to have a service learning course on their transcript please submit a one-page request and your syllabi to Dr. Lorraine Cross. Also, there will be a symposium on academic service learning on November 19, 2009 from 8-12 in the College of Business' beautiful Office Depot Executive Education Center. Department of Teaching and Learning is also busy revising rubrics to go along with live text

OASS/Lorraine Cross:
Joe Waters and Marsha Lynch have created presentations that explain new intellectual foundations information in language that is understandable. The impact of transfer students is still to come in. Placements (student teaching and practicum field placements) are up and running. Tracy Cato is now co-coordinator of clinical experience along with Carol Hess. Deb added that OASS is very excited about having exercise science students on this campus and that they are looking into putting some systems in place for these students.

Faculty Senate: Dilys Schoorman: As a result of the new Banner system, there are still quite a few things that need to be cleared up as far as the elimination of codes. Another issue concerns communication between voting college representatives and the college faculty and administrators. We need to think about things happening within the college and decide the correct way to communicate issues. Dean Bristor has given Deb Floyd a chart with all of the

necessary steps. First, you should speak to the senate representatives, etc. This information sheet also includes the names of representatives and the dates available for anyone about to present a proposal or course program approval. Faculty really needs to plan ahead as dates are reserved far ahead of time.

ANNOUNCMENTS
In the future FA will meet from 10 am -12 am.

OPEN DISCUSSION
Steve Diaz and the Technology Committee have a protocol for technology requests. This is also on the technology website.

Officers and Senators for 2009-2010

Faculty Assembly:
President- Beverly Warde
Vice-President-Meredith Mountford
Secretary-Philomena Marinaccio-Eckel
Archivist-Connie Keintz

ADJOURN President Warde adjourned the meeting at 2:55 p.m.

Submitted by,
Philomena Marinaccio-Eckel
Secretary, Faculty Assembly

Future Faculty Assembly Meetings / Steering Committee Meetings

- Faculty Assembly Meeting – Meetings will be held from 10am-12:00 pm: Nov. 6, 2009, Jan. 22, 2010, April 16, 2010
- Steering Committee – Meetings will be held from 10am-12pm: Oct. 23, 2009, Jan. 15, 2010, (last to be determined)

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.