

## COE FACULTY ASSEMBLY MEETING

### MINUTES – APPROVED

**November 2<sup>nd</sup>, 10 am to 12pm**

**Future FA meeting date:** Jan 25<sup>th</sup>, April 19<sup>th</sup>, 2019

**Future FASC dates:** Jan-18<sup>th</sup>, 2019, March 29<sup>th</sup>, 2019

**Attendance:** : CSD: Dr. Imgrund, Porcaro, Tessel. Counselor Ed: Dr. Peluso, Frain. CCEI: Dr. Schoorman, Sembiante, Ramirez, & Vaughn. EDLRM – Dr. Mountford, Shockley, Bloom, Reyes-Guerra, Salinas. ESE: Dr. Duffy, Dr. Finnegan, Nguyen, Ramasamy, Wilson, Miller & Heiser. Exercise Science: Dr. Zoeller. T & L – Dr. Ariza, Dr Bousalis, Dernikos & Dr. Musgrove. From Davie: Dr. Torok. From Jupiter: Dr. Robeson, Nichols, Bryan, Duffy & Dennett. Dr. Bristor.

#### **Announcements**

10:00-10:15 am

#### Faculty Accomplishments & New System for Collecting Faculty Accomplishments

Most people said yes that they liked the new form. We'd like to put a link on the webpage to the accomplishments.

#### Importance of COE Faculty Accomplishment Documentation

Ad-hoc subcommittee to work on marketing the COE due to some negative talk regarding the COE at different meetings across the university. Concerns about our enrollment being down/declining.

Comment: Faculty accomplishments documents should also include department accomplishments. We need to have a source showing that we are not actually declining. Dr. Heydet-Kirsch suggested that when you include BGS degrees we are actually above last year's enrollment. Do the chairs keep internal data? One more person on committee?? Will send out email to query the chairs if they keep internal data.

#### COE Faculty Assembly Constitution 5-Year Review

Provost has asked to see the FA bylaws, there is a need for compliance every 5 years. Dr. Hawkins said that they needed to make sure the bylaws are aligned with the policies in the faculty handbook. Should also make sure they are aligned with the CBA. Provost also wanted to be sure whether the term 'faculty governance' or 'shared governance' were used. We used to have a college policy handbook but we no longer do that as everything is available online. Ours contains a clause about the faculty being informed about restructuring. Will send an email regarding what comes of bylaws review.

Comment: We already sent a letter to the provost saying that the COE did vote that they want a dean's search rather than an interim dean. Meredith will find that document and send to provost.

## Behind the Scenes with FAU Football

Faculty athletic rep. Trying to improve the relationship between athletics and faculty. Weekend of Nov 23-24 there is a spot open for a COE rep – tour the Oxley athletic center, attend team dinner, attend a meeting with coach, attend position meeting, participate in owl walk, see pregame and drills. Comment: would there be a chance for those of us that have young children to bring them?

### Faculty Assembly Upcoming Dates

#### **Continuing Business**

10:15-10:35 am

##### Approval of FA Minutes from FA meeting Sept 28, 2018

A few changes suggested and approved with changes at 10:33am.

##### University Faculty Senate report – Dr. Mountford

Dr. Peluso – sparsely attended and very short. Senate meeting at 1pm on Monday. Can log on online to stream meetings. How are they monitoring how many people stream it? Attendance at senate meeting is an issue of concern from provost and others. Maybe there could be a way to email someone to say they were attending via videoconference or streaming.

##### UFF-FAU report –

Contract was ratified. 400-500 votes were received.

They will be creating a BOG admin committee to work on improving the metrics as they want faculty involved. We didn't want the metrics involved in raises.

We are now over 50% for union membership.

Raises should be retroactive to Oct 1<sup>st</sup>.

Check your paychecks

It's a 2% raise for anyone that is 3 or above on merit.

Comment: Students are able to give SPOT scores after they get a grade. A committee is trying to make a calendar to get exact dates for each different semester (including things like the mini-mester so that this can be avoided)

##### Vice-President Position for FA/Constitutional Change?

Still available

##### Mean SPOT scores for annual evaluations (plan?)

No longer able to get SPOT scores online, not clear if we should use department or college scores. Anyone can ask IEA for that info. They are working on a system to have this back online and available. Banner is changing.

#### **New Business**

10:35am - 11:05am

##### Summer assignments/salaries-

Trying to get an audit done but needs permission from president. Dean Bristol – incentive model. Must have 1.6 margin for dollars to flow back to the university/college or else we are just paying for the running of the university. The schedule was reviewed with each chair. 3 credit courses should be your #1 class, not a dissertation supervision. In CBA it says agreed upon compensation. Still hasn't been run by the provost and we have not been in the red, we have precedent for doing this. Many of our students must complete dissertation work during the summer because they are teachers and principals. First course .125 of salary and course #2 \$5,250. 3<sup>rd</sup> course is \$3,000.

### Departmental Lines verses Capping Overload Pay

Our college is the biggest overload payer of the university. Could we take all this overload money and invest in faculty. Comment: Hiring adjuncts and paying someone overload at adjunct rate is the same. Provost took 4 lines from our college and they went to science and engineering.

### COE Promotional Materials/Documents - Tabled P & T external letters

There have been problems with candidates getting 5 letters. Upper administration has become aware of this problem. Dr. Wilson – concern was that if one or more external letter was questionable due to a relationship with the candidate or it was negative then they needed more. It's supposed to be people who can evaluate your work from an unbiased perspective. There is an inherent bias at the departmental and college level. Comment: All the names are of those requested are still in interfolio so you have to click on each name.

### **\*Deans talking points**

11:05am - 11:30/40am

Instructors should consider those that needed to be absent due to hurricane relief.

Incident on first floor - A COE instructor gave some kind of insinuation that running down the hall yelling was an assignment and a student took it seriously. A professor was giving an exam at the time, had to lock door, students were scared and police were called. An email went out to students but not instructors. Classes weren't notified that the threat was gone.

Dean can write a letter to superintendent's office regarding BGS degree.

Dr. Peluso moved to extend the meeting, Michelle Vaughn second. At 11:37am.

### **Thought Committee Panel**

11:30/40am - 12:00pm

#### Dean's Search

Question: What is a thought leader? People that have been identified (not by hierarchy) to be in a conversation group with the provost and with each other and with all COE in relation to what is college doing now and how will we move forward and how does that relate to a Dean's search and when that will happen.

Comment: Was this for Dean search or for enrollment? – the charge is to find a path forward for the college to address things like decreased enrollment. They are not the Dean's search committee but a Dean's search seems to be tied to the results of this committee.

What questions are you trying to answer?

Provost is aware that we want a Dean's search. He wants clarity on structure and movement of the college and then he will make a decision about the search.

T & L has had the greatest enrollment after Exercise science leaves. He is looking at us as a whole, not department by department. Provost believes there is a need for change.

Information from ASU Dean: There is one person dedicated per college for research needs like finding grants and helping people write their grants. Provost wants triple amount of research grant money and increase in FTE. If everyone is in agreement with the changes that he has in mind then he will do the external search. If people are not in line with his desired changes then he will do the interim Dean.

He wants an interim Dean because it will us more time to decide our direction.

He chose ASU (a similar institution chosen for teaching) and John's Hopkins (a dissimilar institution chosen for research). Needs to be stronger support for faculty building up external funding. Marketing needs to be better.

FTE and research are the biggest issues. Additional issues: External funding, retention of students, more online degrees. Key performance indicators. Somebody to be hired to help write grants and that there is more emphasis put on the pre-award than the post award. Comment: Compared to the other colleges in the university we have been 1<sup>st</sup> or 2<sup>nd</sup> in grants over the last 3 years. Comment: Do they have indirects?

Comment: Being an HSI allows us title 5.

Thought leaders will meet with provost again next Tuesday and he will come up with recommendations. Those recommendations will then be organized by thought leaders and put out to college for their review/input. There will then be a meeting with all faculty in the COE. If there is not broad buy in to the suggested changes then provost will most likely opt for interim Dean. Send ideas to your rep if you have them.

**Dr. Wilson and then Dr. Peluso moved to adjourn 12:40pm.**

**Adjourn**