



COE Faculty Assembly Steering Committee

Minutes

November 8, 2013

ED 356 (phone or Blackboard Collaborate), 10-12pm

Approval of Minutes

Connie Keintz made a motion to approve the 9-13-13 minutes as written. Mary Lieberman seconded the motion. The vote to approve carried unanimously, no abstentions.

Future Meetings

Faculty Assembly Steering Committee

- Friday, January 17, 10 am-12am, Boca, Ed 356 (Teacher Ed Conference Room)
- Friday, March 28, 10 am-12am, Boca, Ed 356 (Teacher Ed Conference Room)

Executive Committee Meetings

- Friday, January 24, 2013, 11am-12am, Dean's Conference Room
- Friday, April 4, 2013, 11am-12am, Dean's Conference Room

Faculty Assembly Meetings

- Friday, January 31, 2013, 10am-12am, Boca Ed 313 (teleconferenced)
- Friday, April 11, 2013, 10am-12am, Boca Ed 313 (teleconferenced)

Announcements

- If you are unable to attend FASC in person or by phone you may attend using Blackboard Collaborate. Documents will be shared with professors on partner campuses through Blackboard.
- Ron Nyhan will be guest speaker at the next FA meeting.
- We are pleased to announce that Bob Zoeller will serve as the COE Representative on the University Post Tenure Review Committee.

Post Tenure Review Committee

The FASC Committee voiced appreciation that Bob Zoeller is serving in this role to speak on behalf of the College.

Comment

- Rather than being punitive, the system needs to be fair, with a reward system similar to other universities (e.g., 12% salary increase for seven years of good ratings); if a faculty member is performing well, why not reward he or she?

Question: How did this committee come about? Was it the Administration's suggestion to have this post tenure review? FAU already employs PIP at the five-year point. Is there an agenda associated with this? Might it be to unwind tenure?

Response: The Administration says that the Legislature wants to see some type of post tenure review process. They want to put this in place before someone does it for us. But I share the concern that the approach could be used to erode tenure. FAU already employs annual evaluations, so a post tenure review process implies that annual evaluations are deficient. This means that we should be fixing the annual assignment so that it is more meaningful, then make use of these, instead of new evaluations. Bob stated that he would voice this at the meeting.

General Discussion:

- In the contract, the Chair is given extra time to do these evaluations, but it does not seem that anyone is being given extra time.

- We've already had experience where the Administration says that some new approach (for example, summer pay going to 75%) is a one-time exception, but then it becomes the rule. And if we give something away, we likely will never get it back.
- Chairs used to be in the faculty unit, and there was said to be no raises unless Chairs were moved to Administration, and the threat was to divide us up into administrative units. So, these things are a concern.
- Question: With all the current processes in place (i.e., merit, annual evaluation, etc.), why can't we just turn in our past documentation, instead of re-submitting the data over and over again?
- In the past, this was always retroactive, but now the BoT has said this will not be, in spite of the suggestion of the attorneys. This will be probably pushed back until December before this is done. So, it is difficult to understand the rush for faculty to get this material together.

Question: Should we make a collective statement from the FASC that Bob will have to use?

Response: If needed, Bob Zoeller will let the committee know.

Question: Do you suggest we vote "yes" on the ratification bulletin November 12?

Response: Yes. We did not get everything we wanted, and there were some trade offs, but all things being equal, we did well. The concern is the way the summer was handled. But the line was held on that, and there is a concern the waters are being tested. In some Colleges, faculty do not get to teach a second class, but this was changed three of four years ago. It's a cut for those of us accustomed to teaching two summer classes, and particularly for full professors. Dr. Bristor has said she does not have the money for 12.5% for the second class. The money from summer does not come from the University Budget, but from the Colleges. They initially wanted to pay 125% of adjunct rate for a second class. We ended up with 175%, but are not happy with this. Next year, we can reopen this to argue for more money.

Comment: SACS always cites us for over-use of adjuncts.

Response: The amount of money saved using these techniques is really not that large.

Additional Announcements

- Mena Marinaccio will serve as the COE Representative on the University Admission and Retention Committee and the University Athletic Advisory Board.
- Departmental Representatives are reminded to solicit information from their respective departments to develop their departmental reports for the 11-22-13 faculty assembly meeting.
- USF Steering Committee Member Replacements are Chris Beetle and Kevin Lanning.
- Newly appointed assistant provost for Admission and Retention is Jenny Peluso.

University Admission and Retention Committee

Mena Marinaccio is serving as the representative for this committee. FAU is no longer being funded through FTE, but only through students who graduate. By January, the Administration wants to hear from every Department and Chair their specific efforts supporting student retention.

Comment: One approach that Bob Shockley has done to make phone calls to students who were near to graduation, those who had recently graduated, etc.

Comment: OAS has been consistently getting lists of students who are within a window of graduation, etc. It is suggested that we get in contact with Christine Robbins (Student Services) to get some help with this.

Comment: If this is to be a serious effort, there should be resources allocated to support the effort.

Comment: We need to have a unified response to this. Each member should come back with a report on their department's efforts along these lines.

Comment: Can we have all department representatives send to me what you are doing on both recruiting and retaining students so we can collate and report on it? Please have this to me by January 17th, the first FASC meeting of the new year.

Athletic Advisory Committee

Mena Marinaccio is also the representative for the Athletic Advisory Committee. Mena was selected to chair the Student-Athlete Well-Being & Academic Performance Committee, COE Associate Professor, Department of Teaching and Learning. **Issues to discuss:**

- Status of Gender Equity
- Status of Health and Safety (e.g. concussions)
- Status of APR and GSR
- Academic Advising and Mentoring
- Team Missed Class Policies

Library Committee

Mena Marinaccio is also on the Library committee. If everyone would write the name of a book you would like to have in the library, please send any books by next Thursday.

Old/Continuing Business

2014 Collective Bargaining Update

- The Union is aiming to ratify the contract on November 12, at 11:00 AM. Below are listed the major changes to the contract.
- Article 23 – Salary increases: Full-time employees at the university since August 2012 are eligible for 2% merit raises; full-time employees at the university with three years of annual evaluations are eligible for 2% equity raises; \$1,400 raise for full-time employees with a base salary beneath \$40,000 and \$1,000 raise for full-time employees with a base salary over \$40,000. Raises effective upon ratification.
- Article 17 – Parental Leave: Limiting leave to full-time 9-month faculty. FAUS faculty will have sick leave buyout reinstated. 10-12-month faculty members are ineligible.
- Article 12 – Instructors who have been employed for over three years be notified of a subsequent annual appointment on or before the expiration of their present annual appointment.

Concerns

- Article 8: In return to offer more second summer courses to more faculty, the second summer course will now be offered at the rate listed in the attached Appendix H, not to exceed 12.5% of the base salary.

Comment: We have already hit the major points. We need to get the "Yes" vote in.

Question: What is the actual amount of the raises? Does this amount go towards the base salary?

Response: Yes, both market equity and merit raises will be added to the base salary. The next BoT meeting could possibly get this done by November, but it may not be until December. The Union will meet the deadline, but it is up to the BoT.

Question: If we e-mail you, can you bring these questions to the union?

Response: Bob Zoeller will accept these. He is on the Executive Committee, as well.

Comment: Ratification is scheduled from the 12th, and the next time the BoT meets is on the 19th. But there are no more meetings listed for the remainder of the year.

Response: Bob Zoeller will check on this. This is what they told us in the contract negotiation. Paperwork must be to the Dean by November 13th. So, deadlines set by departments will be anytime before November 13.

Graduate Faculty Status

Question: Is there was an update on the graduate faculty status issue?

Response: We must renew every five years. Some people were grandfathered in. The idea was to have a rapid process for renewals for those grandfathered in. Bob Zoeller stated will be attending the next meeting.

Question: Is there a list as to who is up for what year? Might Ali Danesh have a copy of this list?

Response: Yes. Each departmental rep should have a copy of this list, also.

Comment: Mary Lieberman offered to take the initiative to find this information out so no one misses the deadline for this. (Deb Floyd is the chair of the graduate programs committee.) Mary will suggest that this information be sent out.

New Business**Positions / New Lines / Searches**

Exercise Science is getting a new Chair. But we should put this item (i.e., the status of the position searches) on the Dean's talking list. Exercise Science has requested three new positions.

Committee Reports**UFS Report**

Gary Perry has spoken of the sharing of syllabi, the possibility of MOOCs, etc. But does FAU currently have the infrastructure to support this initiative?

Ron Nylan, UFS President, is on the Presidential Search Committee. He says the pool will close in January. Eight candidates will be selected (January 6th), and then this list will be reduced to three (January 17th) and will know this before the end of January. Faculty are said to have input via the Blackboard UFS site, and we should use it. We should all have access to it. (The detailed timeline is available for the Presidential Search in Blackboard.) It looks like faculty input is being done through the BB site. So, there will not be much faculty input until the later part of the process.

Mena Marinaccio stated that she would ask if everyone can all have access to this online site, rather than just committee members. Mary Lieberman will also ask Deb Floyd about this. It was agreed that the faculty need to be involved in this decision.

Reminder:

Please send faculty accomplishments to Ray Amirault (amriault@fau.edu) since last departmental meeting one week before Nov 22.

Dean's Talking Points**Items to be brought to the Dean**

1. Status of position searches
2. FAU's relationship with Community Colleges
3. Mixed messages concerning online learning
4. Presidential Search
5. Merit pay

Closing

Connie Keintz made a motion to close at 11:27pm. Traci Catto seconded. Mena Marinaccio adjourned the meeting at 11:27pm.

END OF MINUTES

Minute submitted by Ray Amirault, Secretary, FAU COE Faculty Assembly