

COE FACULTY ASSEMBLY STEERING COMMITTEE

MINUTES – NOT APPROVED

October 28, 2016, 10 am - 12 pm

Dean's Conference Room

Future FASC meeting dates: January 13, 2017; March 31, 2017

Future FA meeting dates: November 4, 2016; January 27, 2017; April 21, 2017

Attendance: Drs. Marinaccio (President), Mountford (Vice President), Bhagwanji (Secretary), Tessel (Archivist, CSD), Furner (T&L), Morris (EDLRM), Zoeller (ESHP), Rangasamy (ESE), and Peluso (CE).

Welcome Note and Announcements

Meeting called to order at 10:02 am.

Review and approval of August 2016 FASC minutes. Motion to approve made by Dr. Zoeller and seconded by

Dr. Morris. *Approved*, with one abstention.

Faculty Assembly minutes of September 2016 were reviewed; no changes were required.

Issues with course migration to CANVAS after requests were made were noted by some faculty.

Continuing Business

Out-of-unit faculty serving as FA senators on UFS. FA had requested FASC discuss the motion in further detail.

Comment: Faculty already have a voice who should represent, take motion off the table; instead ask the Dean for stipends for faculty to serve; may send wrong message if out-of-unit faculty not allowed to serve, send positive message instead. Comment: Provide incentives for faculty to get involved in faculty governance.

Comment: While there is out-of-unit faculty overrepresentation on senate, the cause is lack of faculty involvement; as a result, chairs step up and serve on senate; look at people individually; no need for the motion as it puts some administrators already on the senate in an awkward position; also chairs not in collective bargaining anymore. Comment: Chairs represent the dean, not in-unit faculty; also not every chair advocates for faculty.

Comment: Chairs bring multiple perspectives and there are many paths for administrators to be in senate; in spirit of shared governance, need to be sensitive to the dual role of faculty in administrative positions and in-unit faculty must be encouraged to get involved. Comment: Not heard of any concerns from my department about chair serving on senate. Comment: There is some apathy among younger faculty; they feel threatened when going for promotion. Comment: There is a culture of fear among faculty and we need encourage faculty to step up. Comment: Culture of fear needs to be addressed by all Deans as a matter of policy and procedures. Comment: It's also about how faculty treats faculty and is not necessarily the Dean's issue. Comment: Used to be chairs were nominated within department, not appointed by the dean. Comment: Chairs also served on round robin basis. Comment: University of Florida model rotation of chairs was a good model; bring back vote of confidence; talk with Dean about consistent rotation of chairs if faculty do not to support chair. Comment: Faculty may also choose to keep chair. Comment: Faculty has stepped up when chair is out on medical leave; as long as faculty are happy and chair is advocating for faculty, it's well and good; if not, then opt to vote no on vote of confidence. Comment: Revise motion to say faculty transitioning to out-of-unit appointments should complete their senate terms. Motion to take the following written notice of motion to Faculty Assembly was by Dr. Mountford and seconded by Dr. Zoeller:

NOTICE OF MOTION to add language about UFS representation in the Constitution

Add to: Section 3. Officers and Election Procedures of Officers

A. The Officers

6. University Faculty Senators

**All senators from COE must be in-unit faculty.
Faculty transitioning to out-of-unit faculty during a
senate term should complete their term of office.**

The motion was *approved*, with two abstentions.

Graduate Faculty Status requirements. Following several Academic Program Review reports citing issues with the Graduate Faculty Status requirements, the dean had asked the Graduate Programs Committee (GPC) to review and recommend changes. GPC is seeking the assembly's feedback on three options: (a) make no changes in the A-B-C graduate status requirements, (b) maintain the A-B-C levels and allow departments flexibility in allowing Assistant Professors in serving as Dissertation Committee Chairs, and (c) adopt the University's policy. Comment: Like using the University policy. Comment: Some assistant professors may already have a strong record of serving on committees and publication records; allow departments to review assistant professors on a case by case basis. Comment: Be careful not to hurt assistant professors. Comment: Issue is not having enough faculty to serve as dissertations chairs. Comment: If departments decide to go with the University Policy, this will help GPC eliminate making evaluations for faculty status. Comment: Could ask FA to vote on which option at next assembly. Comment: Ask Dr. Peluso to present the three options at the next faculty assembly meeting.

New Business

2016 Dean's evaluation. Vice Provost Michelle Hawkins will send the evaluation to faculty. Please encourage faculty to complete the evaluation.

Sustained Performance Evaluation (SPE) – College-wide Peer Evaluation Committee. The Faculty Assembly needs to establish college wide SPE evaluation policies. Comment: Need college committee to establish procedures. Comment: Two decisions then need to be made: (a) who determines criteria and (b) who the peer evaluation committee is; these decisions are due March 2017. Comment: SPE is not about re-tenuring; it's about contributions to department, college and university. Comment: Keep SPE process as simple as possible. Comment: Say FASC established guidelines, then we could set minimum criteria levels; then departments may add more criteria. Comment: College peers or individual departments then establish committees to develop criteria and evaluate SPE. Comment: Need time for developing SPE plan. Comment: Dean wants by March 2017. Comment: Ask FA if FASC can serve as college-wide committee to establish procedures. And then we can meet and decide on the specific guidelines.

Vote of confidence in chair evaluations. Comment: Ask Dean to address in Talking Points. Comment: Also address consistency in chair evaluations.

Non-tenure promotion guidelines. Comment: Most departments do not have criteria and needs to be addressed. Comment: The Provost guidelines should be on the college website. Comment: Share departmental criteria; send to Dr. Bhagwanji.

Third year reviews. Comment: Outcomes have to go to Provost; provost by-passed senate steering. Comment: It's gotten tough for third year reviews. Comment: Provost and university constantly posting policies that contradict bargaining by not letting anybody know; policies need to go to faculty assemblies; policies are created but not vetted.

Academic Program Review report to BOT. Comment: Ask the Dean if the report is available for review by faculty before its presentation to BOT.

Departmental Reports. Send recent achievements and accomplishments to Dr. Bhagwanji (ybhagwan@fau.edu) by November 1, 2016.

Motion to **adjourn** made by Dr. Ramasamy and seconded by Dr. Mountford. *Unanimously approved*, 12:01 pm.