

Education Faculty Assembly
Minutes
for Faculty Assembly Steering Committee Meeting –
January 13, 2006

Attendance: V. Bristor, V. Bryan, M. Duffy, J. Furner, D. Harris, D. Ploger, D. Weerts, E. Watlington, R. Zoeller,

The meeting started at 10:10am after getting some technology issues resolved.

I. Welcome and Recognition of Members

II. Joe Furner gave a brief overview of the Dec. 20 Executive Committee Retreat he attended for Val Bryan.

III. Reporting from each member concerns from Departments:

EL

David Weerts indicated that EDL felt that there should be no retreat in spring 2006 and that any further retreats should focus on the work academics are involved with such as research, teaching and service, as a professional development activity.

David Weerts indicated that EDL would like the Dean to justify why market equity was no longer a priority despite him agreeing to this previously. He also talked about the Due Process approach for graduate programs, presented by Dr. Kumar; hence, supporting just the current policy that we did not need another layer/level for review. The call for this was that there are currently cases being heard making some believe that the Graduate Programs Committee is not doing their job completely and this other level or intervention may be needed. Mary Lou Duffy said this is coming from the attorney's office in the university level and this may be why this has come up. This should be referred to the Dean's Talking Points. David also stated based on EL that the market equity issue still needs to be addressed, "What is more important in the budget than bringing market equity for the faculty." Val Bryan also brought up the issue of the eminent scholar issue, for David from EL, that EL feels that the department should be entitled to two votes in the selection of the new eminent scholar since the funding for the position was initiated by EL and the has resided in EL due to the discipline involved. David Rutherford, David Kumar, and Val Bryan are the current committee members to develop guidelines for the selection of the new eminent scholar.

TE

Don Ploger stated that in TE the main concern is the Chair Search and the position has been posted and we will continue with this. He also brought up issues of lines and needing more faculty for CTI's and full-time professors. TE needs to have lines refilled, ie., Math Ed. in Boca. TE needs more faculty and less adjuncts and we need to maintain our lines. Val Bristor talked about working with Andrew Robeson to look at histories of lines so have a handle on the lost lines for TE and other departments. Looking at past

histories of lines is a start. Unfortunately the search will only go back to the hiring of the current Dean.

ESE

Mary Lou Duffy reported she had no feedback from her department.

OASS

Elijah Watlington shared with about the new language in the new 6A Ruling one day not three days per year in a classroom/school setting. Audited for one day will likely be done. So, the language is being addressed now with Rule 6A/Recency. This will also impact the area of programming and monitoring lower-division classes, the how to track and advising are new issues that may be addressed. We will still be held to university requirements, i.e., Gordon Rule, etc.

TE

Joe reported the concern for keeping faculty apprised as to what is happening with Admin. searches and where we are. Perhaps we need to address this at FA where we are in the searches and keeping us all informed.

ES&HP

Bob said his issues would come up later in the meeting in the talking points for the Dean.

TE

Deb Harris brought up the concern of having an Associate Dean present more at the Northern Campuses and how one is being paid to do so, but really is not present often.

ADMIN

Val Bristor reiterated what Joe Furner stated about yes, it was timely and we need to keep faculty informed as to what is happening with Admin. searches.

IV. Old Business

Constitutional revision for membership motions required (**need volunteer** to do wording)- Needs to occur before January 27 Deb Harris offered to help out with this duty.

V. New Business

1. Faculty Assembly Retreat, some saying that the spring is not a good time for a retreat, it may be better in the fall. Deb said maybe doing it early. Rob said that this would not help people who are going up in the fall. – Deb Harris
 - a. Dates under consideration: February 10, 17, 24, or March 17
 - b. Locations- Live Oak or Lifelong Learning Center, Boca
 - c. Focus
 - Professional development via round table discussions: Faculty assignments and evaluations, promotion and tenure issues, full professor role as mentors, third year reviews, grant support, wording choices for promotion, surviving overload
 - d. Need volunteers to assist

Joe suggested that maybe we put the issue on the agenda in January to get input for whether a retreat is needed and wanted and to get feedback as to where to go. Deb suggested also adding topics to share with faculty to see what they want. This was some suggested questions to ask at the next FA meeting:

- e. Need a survey to go out to the Faculty. **Need a volunteer.**

Possible questions:

- Are you please with the service provided by Faculty Assembly at this juncture?
- Do you have suggestions as to how we can improve out service to the faculty at this time?
- Are you interested in having a Faculty Retreat? If yes, what topics would be more valuable? If yes, what campus or location is preferred? Please list three main topics or issues you would like the retreat to focus on.
- If yes, do you prefer to have speakers or discussion groups or round tables or open forums/colloquiums on main issues?

2. Motions from the Floor or from Reporting Forms-Valerie Bristor

- a. Motion Title: Overall Rating for the College of Education Annual Evaluation

The College of Education Annual Evaluation will contain an "overall" rating (Excellent–Good–Satisfactory–Fair–Poor) with Department Chair comments/suggestions.

To determine the Overall rating, a Chair will take into account the ratings of each evaluation category (Teaching, Scholarship, Service), as well as special factors that have influenced a faculty member's performance. Categorical ratings will hold approximate equivalent value but need not equate to a calculated mean.

The Overall rating will take effect beginning with the 2005-2006 Academic year.

Mary Lou Duffy suggested adding "Evaluation of Faculty Members", as she felt this was not clear as it means the COE.

- b. Motion title: Rubrics for College of Education Annual Evaluation

The College of Education Executive Committee recommends the commissioning of a Task Force on Faculty Evaluation. The Task Force will be charged with, but not limited to, the development of an evaluation rubric for the three categories – teaching, scholarship, service – that is aligned to the levels of faculty performance.

- c. Other motions possible

- Strategic Plan objectives for the College of Education document
- Conceptual framework for the college? **Question:** *Faculty input has been given but where is Faculty Assembly voice? Has Ethics Committee approved the conceptual framework? Does this require a Faculty Assembly motion?*
- Policies and Procedures Manual. **Question:** *Does Steering Committee need to vote on changes to take motion to Faculty Assembly?*

Val Bryan asked Val Bristor and all for any additional motions for the upcoming FA meeting in January. Bob said that in his department they feel that the merit pay and market equity are not being addressed well enough. Discussion occurred about how the COE is handling merit and market equity issues.

VI. Committee Reports: Standing and Ad Hoc (Reports if needed)

1. Democratic Decision-making-Carlos Diaz, Don will contact Carlos on this, not present.
2. Equity and Work Life-Deborah Floyd, not present.
 - Distribution of Market Equity. Report at Faculty Assembly.
3. Research-Mike Whitehurst, not present
 - New Policy for Due Process with Graduate Research
4. Ethics-Jennifer Sughrue, not present.

VII. Work in Progress by Leadership Team. **Assistance STILL needed.**

1. Faculty Assignment could have a significant impact on the life of the faculty. **Question:** *What is our role and how can Faculty Assembly Steering Committee be assured that faculty is being well served?*

A long discussion occurred related to whether we were doing our jobs and what we need to do for faculty. We felt we need to put the above question along with the other questions related to the retreat. Val Bristor said she met with Dianne Alperin and that the COE needs to submit the T&P Criteria in the upcoming year. Val Bryan brought up another issue in the COE about the T&P Portfolio and some arriving late. Val is concerned that the COE is being looked at as suspect and we need to get this all ironed out and look better in the eyes of the entire university.

2. Constitution revision. *Section 2. Membership: All full-time members of the higher education faculty of the College who hold tenure or all members who have tenure-earning positions, are voting members except those on leave of absence, sabbatical, or medical leave. This includes chairs, associate deans and deans who hold tenured or tenure-earning positions. **Question:** Will select members of the Steering Committee suggest new wording for a motion based on changes with membership?*

3. Faculty Assembly Calendar, MyFAU Group Site, Revision of website:
<http://www.coe.fau.edu/faculty/faculty%2Dassembly/>-Joe Furner and Bob Zoeller.

4. Current roles exist for Committees. **Question:** *Do new charges need to be given to these committees?*
- The Connections Committee. Purpose is to foster intellectual dialogue and to facilitate faculty collegiality and sharing of research.
 - Democratic Decision-Making & Communication Committee. Purpose is to review processes and procedures relative to democratic governance and communication, and to make recommendations accordingly.
 - Equity & Work Life Committee. Purpose is to review issues related to diversity, equity in assignments and salary, and ethics, and to make recommendations accordingly.
 - Research Committee. Purpose is to conduct research and provide data to assist Faculty Assembly decision-making.

VIII. Dean's Talking Points

1. Previous items have been addressed in writing? We need clarification here.
2. The Dean should go first to address issues.
 - Market Equity Money and Process, \$75,000.
 - What is more important than bringing faculty salaries to market equity? Market equity commitment to resolution was not followed through.
 - How can the increase in administrative searches continue to rise when faculty salaries remain below market value?
 - Faculty lines and genealogy of the lines.
 - Has research been completed on the missing lines? Can the search go back further than current Dean passed on departmental memories?
 - Increase in adjuncts
 - What is being done to address the increasing number of adjuncts?

IX. Announcements: News of Interest

- a. Search Committee to be created for Eminent Chair of Community Education-David Kumar will present at Faculty Assembly
- Will have departmental representation
 - Will have outside college and outside university persons on search committee
 - Procedure for New Hiring of Eminent Chair. David Kumar, David Rutherford, and Valerie Bryan are identifying the elements in this search process.

- b. Master calendar for COE meetings has been created. Faculty Assembly meetings were not added to the calendar. This needs to be sent out to faculty.
- c. New Procedure for Tracking Administrative Funding Requests for Grants has been created.
- d. Proposed Amendment to UFS Constitution to Create a University Graduate Council- Jennifer Sughrue

X. Open Discussion

Joe Furner suggested maybe having another NCATE Report again for the upcoming meeting so the FA body are informed as to what is happening with NCATE. Create an update sheet for NCATE as opposed to a verbal report. Joe suggested that it is the FA leaders responsibility to keep the FA body apprised of where we are with NCATE and maybe each FA meeting needs to cover this for faculty.

Adjourn---the meeting was adjourned at 11:53am. by Val Bryan

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.
