

**Faculty Assembly
Friday, January 27, 2006
Minutes**

Attendees:

Counselor Education: Michael Frain, Paul Peluso

Communication Science & Disorders: Dale Williams

Dean's Office: Greg Aloia, Valerie Bristor, David Kumar, Perry Schoon

Department of Teacher Education: Eileen Ariza, Nancy Brown, Sharon Crawley, Marta Cruz-Janzen, Carlos Diaz, Penelope Fritzer, Joseph Furner, Deborah Harris, Susanne Lapp, Joan Lindgren, James McLaughlin, Don Ploger

Educational Leadership: Michele Acker-Hocevar, Valerie Bryan, Larry Decker, Deborah Floyd, Lucy Guglielmino, Meredith Mountford, Robert Shockley, Jennifer Sughrue, Anthony Townsend

Exercise Science and Health Promo: Joseph O'Kroy, Donald Torok, Bob Zoeller

Exceptional Student Education: Michael Brady, Mary Lou Duffy, Lydia Smiley, Cynthia Wilson

Instructional Technology and Research: Dan Morris

OASS/Visiting Professors/CTI's and Other Non-Tenured Lines/Visitor to Faculty Assembly: Lorraine Cross, Andrew Robeson, David Rutherford, Eliah Watlington, Deborah Williams-Shepard

I. Welcome- Valerie Bryan

II. Sign-in-with Joe Furner

III. Approval of Minutes-Joe Furner----Paul Peluso moved to approve the minutes and Jennifer Sughrue seconded to move the minutes. All were in favor of approving the minutes with no changes.

IV. Recognition of Members for a Quorum: 37 voting members in attendance out of 99 possible voting members; hence, more than 30% in attendance so a quorum was met.

V. Dean's Talking Points-Dean Aloia

Concerns are being voiced at the departmental levels concerning what happens to lines when people leave or those lines are not being filled. We understand there is a genealogy of lines report being prepared that will date to when the Dean arrived. Why can that genealogy search not include "institutional memory"? Build the missing lines with the FTE. Making a request in Tallahassee to refill the lines. We are currently operating under a deficit and there are new no monies, the Dean is trying to get new money for the lost lines. The Dean stated that the commitment was also there to make sure all faculty can teach two classes in the summer. Genealogy, FTE, and growth request. No lines have been taken.

Faculty has expressed concerns that the Dean did not follow through on a goal from last year for market equity from last year to match the salary equity monies. (\$75,000 last year was matched; should be \$51,000 this year). The Dean stated that he did not go back on his word as it was a goal, but rather a goal that the university did not fulfill due to lack of funding. Jennifer Sughrue asked how does the COE Administrative infrastructure compare to other colleges? Perry talked about the importance of the Northern Campuses wanting to have an Associate Dean full time at the Northern Campuses.

What is being done to address the increasing number of adjuncts? What action plans are being put into place to address? Is this a concern for NCATE? There is a need for more classes and with not enough full time faculty to teach all classes, we need to use more adjuncts. WE have reduced the number of adjuncts through CTI's in TE. We have needed to add courses due to the demand of campuses growth. In the next few years the CTI lines will be converted back to regular tenured-track lines, this is the goal. The Dean feels that we are trying to address this issue. The Dean thanked Don Torok and the other chairs for helping with the FTE and growth at all campuses. Dr. Shockley stated that there is no magic number from NCATE of the percentage of adjuncts, it is more about the quality of our programs and how they blend into our programs to make them of quality. Lorraine stated she feels that in TE with the new restructuring with Team leaders that it has improved with better communications with adjuncts.

Current search process proposed for Eminent Chair in Community Education has only one representative per department in search committee. Concerns have been expressed that at least one department has a legitimate claim to having two reps on the committee. That department has expressed a concern that the position historically has resided within that department, that the department created the position and acquired the initial funds, and the discipline most closely related to the position resides in that department. Is the search committee's representation firm? The Dean stated that Dr. Decker is retiring in August after 11 years as the Eminent Scholar. Now a national/international search is in place to find a national rep. for Community Education. This is a chance to re-energize community education in Florida and nationally. Deborah Floyd stated she researched past Eminent Chairs at FAU in the COE, whatever we do as a COE, she looked back to the original documents to do what the original donors had hoped us to do, she feels we need to be very ethical, we need to read the original documents and do

activity. Retreat should not address “maintenance” functions for college and Faculty should indicate preferences for Retreat.

2. Faculty is being polled. Faculty Assembly Steering Committee needs your input. The FA administered a short survey about the Progress of FA and the Retreat, results will be shared soon with the FA body.

- B. Motions from the Floor or from Reporting Forms-Valerie Bristor, Val explained the importance of having an overall rating for annual evaluations for COE faculty.
- a. Motion Title: Overall Rating for the College of Education Annual Evaluation

The College of Education Annual Evaluation of Faculty 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.

Bob Zoeller stated that he had concerns about weighing of the three categories. Deb Floyd said that overall rating for market-equity, Deb said she is speaking for the first motion, but not the second as we have too many rubrics. The department chair and the person need to come together to determine this. Mary Lou brought up the issue of percentage/weight of assignment needs to weigh in for the three categories, but if you have 90% teaching then, then whether good or bad this can be influenced the overall rating. Mike Brady said that the FA body kicked back the issue back to the executive committee. An approximate weighing may need to be determined by the chair and the faculty members as they are being evaluated.

Deb Floyd seconded the motion by Dr. Bristor,

The motion unanimously passes.

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

Acker-Hocevar stated she wanted to thank the committee for their work and put more pressure on the Board of Trustees as it is a very serious issue. Deb said that Lydia, Val, and Dan all helped to help put this report together. Joe O'kroy had some issues with how the market equity is calculated based on merit, looking at higher salaries. Discussion occurred to distinguish between merit and market equity. Jennifer S. stated is it feasible to look historically on all salaries of faculty, or using a sample of faculty how the merit has impacted their salary. Martha stated about how in the past their were the TIP Awards and how these really impacted some peoples salaries in the past. Deborah Floyd again stated that the committee does not have money to address compression, it is out of the role of the committee yet the it is an issue that has come up for two years and it needs to be addressed, but their committee only can handle market equity. Larry Decker stated that he experienced this at other universities and that compression was a major issue. Tony Townsend stated that now the issue exist with some getting a 9% raise and now with others with a 12% raise. Bob Shockley stated that here at FAU merit has not played a big role as the increases have been minimal. Bob Zoeller and Val said this will be addressed and followed up at the next meeting more.

- c. Research-Mike Whitehurst-No Report was given although on the agenda.
New Policy for Due Process with Graduate Research

D. **The Provost** -The Provost Pritchett spoke at 11:25am. He first said he wanted to echo Michele Acker-Hocevar's comments about market equity to bring our salaries to 100% of our peers nationally based on discipline, years of service, and performance all need to be considered. The Board of Trustees has also agreed to help bring graduate assistance pay up, in the COE they are very low compared to nationally. The Provost said 7.9 mil are needed over the next four years to address faculty salaries and resources. The Provost stated that the Drop and Do is common at his level too. The Provost explained the previous years' evaluation of the Dean, budget transparency, communications, drop-and-do, etc. Four other Dean's will also go through the 360 evaluation. The Provost expects that the five specific issues will be assessed again. He stated that it will be a joint effort to administer the Dean's Evaluation this year. Val asked if he will report back to us about the evaluation. Michele asked to still have open-ended comments for the evaluation. No other questions were asked of the Provost. He stated the College of Education faculty were doing a great job and to keep on keeping on.

E. Val Bristor presented the COE Strategic Plan Objective with edits and shared it with all the faculty and said she didn't think a vote was needed it was based on the input from the Fall Retreat. People can e-mail her with comments or other edits.

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F. **Work in Progress by Leadership Team.**

STATUS REPORT for CURRENT FACULTY ASSEMBLY

The current Faculty Assembly has actively been engaged in the following issues since May, 2005, in an effort to address its theme to *Coordinate, Communicate, and Collaborate*:

- 1. Quick action taken regarding Spring 05 P & T decisions**
 - 2. Follow-through on Provost commitments regarding report on Dean's evaluation**
 - 3. Follow-through on questions for Open Forums for P & T**
 - 4. Follow through on membership issues and changes in constitution**
 - 5. Open communication regarding all matters of faculty governance through extensive minutes and other reports on MYFAU Group Faculty Assembly**
 - 6. Use of videoconferencing for meetings to address barrier of distance for faculty participation**
 - 7. Creation of master yearly calendar of Faculty Assembly meeting in August 05**
 - 8. Clarification of items affecting faculty matters through Dean's Talking Points called for in writing**
 - 9. Active participation in Dean's Executive Council to insure role in decision-making and proactive approach to a more transparent management**
 - 10. Role in policies and procedures revision related to governance for NCATE**
 - 11. Support of efforts to improve faculty life and their working conditions (e.g., support of efforts of market equity committee, support of graduate program committee regarding petitions, support of departments to question use of adjuncts, support of questions regarding genealogy of lines, support of efforts for rule 6A, support of NCATE, involvement in strategic plan process)**
 - 12. Continued requests to solve SPOT evaluation issues for distance learning faculty**
 - 13. Representation in creation of search committee and guidelines for Eminent Scholar of Community Education**
 - 14. Support of Dean's Forums when he is present to address questions**
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