

FAU College of Education Faculty Assembly
Friday, November 19, 2004
10:00 – 12:00

Minutes

Present: Michele Acker-Hocevar, Gregory Aloia, En Ariza, Ira Bogotch, Michael Brady, Valerie Bristol, Valerie Bryan, Gail Burnaford, Lorraine Cross, Ali Danesh, Carlos Diaz, Deborah Floyd, Julie Lambert, Jodi Leit, Joan Lindgren, Philomena Marinaccio, Paul Peluso, Don Ploger, Barbara Ridener, Dilys Schoorman, Tony Townse, Michael Whitehurst, Dale Williams

Meeting called to order at 10:10am by Dale Williams.

1. Welcome

The handouts will be referred to throughout the meeting.

The August 19th minutes. Moved to approve by Don Ploger and seconded by Paul Paluzo.
Minutes approved as written.

- x Should the list of included members to ~~BA~~ be expanded to some non-tenure track positions (student services, instructors, Henderson)
- x Can these individuals contribute to the mission of the College?
- x Should individuals serving as instructors be required to serve on committees as representatives of faculty?
- x Is it morally and/or ethically appropriate that the FA serve as a voice of reason for these

Eligible faculty: Permanent bargaining unit faculty with 3 or more years of continuous service and a 3 year average evaluation of satisfactory or higher.

Market equity formula:

- satisfactory annual evaluations – 80% of mean OSU salary survey data;
- Above satisfactory – 100% of mean OSU salary survey data;
- Excellent – 120% of mean OSU salary survey data.

It was decided to take an average of all institutions for the survey.

Key committee decisions – Annual 3 years evaluations around them to create a multiplier in the contract. (minimum of one year needed)

1.00 – 1.50	Excellent (1)	1.2 multiplier
1.51 – 2.50	Above Satis (2)	1.0 multiplier
2.51 – 3.50	Satisfactory (3)	.8 multiplier
Above 3.51	Ineligible	

Convert 12 month salaries to 9 month for comparison purposes and compare them by rank and OSU discipline. Combine BOT pool of \$49,524 with COE pool of \$75,000 into one pool and use the negotiated union contract language for distribution. Allocate available Market Equity money proportionate to the difference between a faculty member's FAU salary and the evaluation (contract) adjusted OSU salary. Allocate monies based on a distribution proportional to the salary deficit as measured by the OSU salary study. (see sample distributed and discussed)

A question was asked about how the increments determined. Don Ploger said the increment was 10.35% of the difference. Dan Morris will send out the formula when he returns. Our plan is to submit the report to the Dean prior to Thanksgiving. Our deadline is November 30, 2004.

Questions:

Will the base salary be adjusted for people who got promotions? No. The promotion doesn't go into effect until August.

After allocating \$124, 524, where are we now with equity? COE faculty moved from 75.29% of the OSU comparison salaries to 77.80% (a 2.51% gain). COE needs an additional \$1,077,766.99 to bring faculty up to the OSU market equity comparisons.

It is recommended to the Dean to ensure all faculty be evaluated by their respective chairs/unit leaders utilizing consistent format will also ensure that all faculty evaluations include an overall evaluation guide (item for FA?). While these equity monies are helpful, our analysis of the data shows that these funds are inadequate to address salary deficits that remain. We recommend that the Dean continue to allocate recurring COE monies to address continuing market inequities and compression inequities within the COE. Mike Whitehurst said the formula used will be sent to the faculty and comments will be forwarded. Carlos Diaz mentioned the issue of consistency in evaluations that came up in the DDC. Depending on the department and the criteria, it may be tougher to get a 1 in one department than in another. The more disparity in

WHEREAS the work of the Market Equity Committee resulted in a strong case for support that the COE is still over \$1million dollars away from the OSU salary comparisons.
WHEREAS the total equity monies brought faculty salaries up to 77.80% of the OSU salary comparisons (a 2.5% gain).
WHEREAS even with the union negotiated monies and the recurring funds from the COE Dean, faculty salaries in the COE are still substantially inadequate compared to the OSU benchmarks.

THEREFORE...Be it resolved, that the COE Fa

Questions:

Do we need a separate code of ethics for the college?

What is the current code of ethics existence at the university level?

Oct/Nov Identify what exists – Dec. Creation of faculty survey – Jan – administer survey

Conversation with Robin Fiore (Ethics Initiative): Discussion of code vs culture; multiple contexts of ethics; Input from faculty

Other concerns to Dilys or Jennifer - equity in Assignments - postpone

5. Updates/Announcements

a) Meeting date - Jan 28th 10 am in this room

b) Promotion & Tenure

c) Faculty Assembly Web Sites

d) Dean's Evaluation – Michelle Acker-Hocevar:

On Oct 15th we met with the Provost to review where we are. The Provost commented that we will pilot the Dean's evaluation instrument in this college and it may be used by the whole university. The model is different in that it includes a 360 degree feedback process. The evaluation is used in conjunction with focus groups and other data gathering by the Provost and then shared with the Dean for what it means for the college.

Michele shared the Dean's duties as perceived of the Provost. The Dean has been asked to share artifacts for collaboration. They have working documents and they want to make it valid and reliable based on what the Dean is expected to do. Send questions and comments to Val Bryan, Dale, Dilys, Michele. The Provost recommended talking to Dale Bussart in Economics who has developed a chair evaluation. ()6(of-i)1exo(s)-1.5(si4.4(R)