

**Faculty Assembly**  
**Friday, September 16, 2005**  
**Minutes**

Attendees:

Counselor Education: Michael Frain

Communication Science & Disorders: Connie Keintz, Dale Willaims

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

Department of Teacher Education: Eileen Ariza, Yashwant Bhagwanji, Susannah Brown, Gail Burnaford, Marta Cruz-Janzen, Carols Diaz, Penelope Fritzer, Joseph Furner, Alyssa Gonzalez-DeHass, Deborah Harris, Julie Lambert, Susanne Lapp, Philomena Marinaccio, James McLaughlin, Don Ploger, Dilys Schoorman, Patricia Willems, Hanizah Zainuddin, Nancy Brown

Educational Leadership: Michelle Acker-Hocevar, Ira Bogotch, Valerie Bryan, Larry Decker, Deborah Floyd, Lucy Guglielmino, Patricia Maslin-Ostrowski, Meredith Mountford, Anthony Townsend, David Weerts

Exercise Science and Health Promo: Bob Zoeller

Exceptional Student Education: Mary Lou Duffy, Rangasamy Ramasamy, Lydia Smiley

Instructional Technology and Research: Mary Lieberman, Kenneth Luterbach, Dan Morris

Other Guests to Faculty Assembly: Leah Fiorentino, Andrew Robeson, David Rutherford

I. The meeting was called to order at 10:04 a.m. with a welcome & introduction of the Leadership Team and Steering Committee members.

II. Tony Townsend moved to approve of the minutes from the April 22, 2005 meeting and Rangasamy Ramasamy seconded, Carlos Diaz called for the vote and the minutes were approved and accepted as they were.

III. Recognition of Members for a Quorum: 43 voting member in attendance out of 103 possible voting members; hence, more than 30% in attendance so a quorum was met.

IV. Old Business

A. Dale Williams provided the Faculty Assembly with the 2004-2005 Summary Report & Matrix. He gave a brief overview, the matrix will be attached to the minutes on MYFAU under the COE Faculty Assembly Group.

B. Valerie Bryan discussed the FA 2004-2005 FA Evaluation: Written Summary, she discussed the low response rate of the evaluation.

C. Deb Harris reviewed the Motions voted on last year-

- Membership
  - Student Services would have one vote, agreed on last year by FA.
  - Core Teaching Instructors (CTI's) have not be approved yet. Carlos Diaz commented on how in TE there are more CTI's than Assistant Professors. Pat Maslin-Ostrowski and others suggested that this issue be brought back to an Ad hoc group to discuss further the role of CTI's in the COE. Lydia reiterated that Chairs are voting members of Faculty Assembly.
- Equity Issues
  - There was no discussion about this topic although it was on the agenda.

D. Committee Reports: Standing and Ad Hoc

- Dilys Schoorman began to discuss the Dean's 360 Evaluation by stated that the Provost would be there at 12:15p.m. today to share the evaluation with the COE faculty and how one had already been done in the summer while some faculty

- Dan Morris reported for the Research Committee. He first shared information about the Seed Grants which will provide release time for faculty, originally in the summer but in the future in the regular semesters, release time to write grants and do research. At least ten would be given for the year. It was mentioned that David Kumar would be available to provide workshops series on budgets, writing grants, etc. for faculty. David Kumar was introduced as the new Associate Dean for Research and Graduate Studies. Dean Aloia stated how important and fortunate we were to have someone like Dr. Kumar to provide us with the research and graduate assistant support and his support with the Research Committee. Val Bryan stated how appreciative she was to the support we are receiving for research and graduate students.

Dilys Schoorman reported for the Ethics Committee. She shared that there were concerns with the survey and a low response rate (15 people), but noted that we felt that we should take the comments of these respondents seriously to acknowledge their efforts to participate.

The survey data yielded two concerns: 1) That we needed a 'reactive' approach to issues of ethics whereby faculty felt that they had a way to report or be heard on issues of concern, that went beyond those in the typical purview of the grievance process. Addressing these needs could entail informing faculty of processes that are currently in place to address issues of ethics, and/or forming a committee (could be part of the Steering Committee?) that might define some processes by which such concerns are addressed. 2) That we needed a 'proactive' approach that would help faculty develop a culture of ethics within the college. This would entail speakers, brown bag sessions on issues of ethics. The committee recommended a combination approach. Dilys also noted that the charge of the committee was to determine whether faculty felt that we needed a code of ethics within the college, but with NCATE coming up and with "ethics" in the conceptual framework, the question for the college might well have shifted now from "Do we need it?" to "How do we demonstrate it?" She also note that the Ethics

thanked everyone for the collective efforts and reiterated the importance of the COE having clear criteria for P&T. Michelle thanked the UFF and Lydia for handling the T&P denial issues with dignity and respect. She commented on how what happens to one happens to all and we must unite and now we are looked at as a stronger unit. She again stated how she did not want to diminish the successes of the other P&T candidates and Val Bryan asked them to stand to receive an applause. Michelle stated that she had a greater appreciation for the UFF and the quality people representing us and that we should be happy we have that. She stated it is important to be a member and reminded all that our contracts our negotiated through UFF. Lydia Smiley and Michelle reminded all that new and first time UFF members would receive a half price membership for one year when joining this year and that the forms are on the web if anyone was interested.

B. Mary Lou Duffy gave an overview of her work with Cindy Butler on the Policies and Procedures Manual in anticipation of the NCATE visit. She stated that they needed assistance to meet and review and edit the document prior to bringing it to the FA body. Val Bryan stated that most of the work is done and some clarification on some items still needed attention. Others interested in joining the group may volunteer. Lydia Smiley offered to be a reader for the manual as she has done it in the past..

C. Joe Furner gave a brief walk-through using the Internet/Computer on using the MYFAU Faculty Assembly Group Website showing the faculty how they can access all Faculty Assembly information through their MYFAU account. Bob Zoeller and Joe discussed how they would be organizing the site to make it as easy for all to use and access information. They asked for any suggestions from faculty to improve the site. Bob Zoeller stated how he would be archiving all documents for faculty assembly this year.

D.

search committee recommendations not being followed and that a policy be put in place to address this concern for the future, that the Dean explain why or the chairs report back to the committee as to why a

-The Dean addressed and clarified "interim" administrators (i.e., summer hiring practices, length of service) and gave an overview of the past few years and cases when interim positions were created. He stated that there were ongoing searches for Department Chairs and Associate Deans that they would try not to use as many interim positions once these were filled.

-The Dean addressed search committees on hiring candidates. He stated bottom line that he did not want the committees to recommend candidates who were marginal and that in the future the chairs should get back to the committees to keep them abreast to final decisions on selection of candidates for positions. Dilys raised the following questions/comments to the Dean:

a) how we were to indicate to the Dean that the search committee would absolutely love to have candidate A, but would be able to live with candidate B if A declined.

b) the fact that we were charged by the department chair to send up two names. Dilys reiterated it was that we would only send him our top candidate, if there was a spread in how the committee ranked its preference. As the Dean stated, that in the future we must only distinguish or rank/prioritize the qualified and there is never a minimum of two, that we must only recommend the qualified candidates.

At this time the technology failed and transmission from the Jupiter Campus where the Dean was did not broadcast. Valerie Bryan asked the body permission to extend the meeting for 15 minutes as it was almost 12noon. Permission was approved by the voting body.

-Valerie Bristor addressed salary equity for the Dean by stating that an analysis was completed regarding gender and that there was no significant difference found in our current university structure. She stated that there was some inaccuracies from Sharon Ronco's office on professor rankings.

The last two items on the agenda for the Dean to address were not addressed due to time and transmission problems as the Dean was at the Jupiter Campus.

1. Support for Faculty Assembly operation: Desktop conferencing system, one contact to set video conferencing for meetings, room or file storage for Faculty Assembly work, clerical/technical assistance for the Faculty Assembly
2. Need for master schedule for all COE meetings

#### VI. Open Discussion

A. David Kumar shared with the body issue related to Due Process for Graduate Facultyhulyan7(eesand )JTJ 0

n a m y

The meeting was adjourned at 12:10p.m. by President Bryan.

Submitted by,  
Joseph Furner  
Secretary, Faculty Assembly