

Faculty Senate Meeting
Tuesday, December 4, 2018

Minutes

Senators Present: M. Baarmand (PSS/5), K. Burke (SAC/4), P. Converse (Psych/5), H. Crawford (CS/4), I. Delgado Perez (COB/4), A. Dutta (COB/5), E. Guisbert (Bio/5), C. Harvey (SBA), A. Huser (Lib/4), M. Kaya (BME/4), V. Kishore (CE/5), S. Kozaitis (Lib/5), B. Lail (ECE/4), M. Lavooy (Psych/5), D. Lelekis (SAC/5), G. Maul (OES/5), S. Murshid (ECE/3), A. Nag (PSS/5), J. Park (DEIS/4), B. Paulillo (Psych/3), L. Perdigao (SAC/5), D. Platt (ESD/4), P. Ray (OES/5), D. Sandall (COB/4), M. Silaghi (CS/5), E. Subasi (ES/5), N. Suksawang (MAE/4), S. Snelson replacing G. Tenali (Math/5), R. van Woesik (Bio/5), R. Wehmschulte (Chem/5), N. Weatherly (SBA/5), A. Welters (Math/5), B. Wheeler (Aero/5), K. Winkelmann (Chem/5), D. Yuran (SAC/5)

Senators Absent: O. Doule (CES), M. Jensen (MAE/4), D. LeVan (CS/1), B. Morkos (MAE/2), R. Rusovici (MAE/3), A. Walton (COB/1), Replacement still needed for U. Jones (Aero/3)

Proxies: none

Other Attendees:

Kastro Hamed (Math), Nasri Nesnas (Chem)

[NOTE: The attendance report above will be included in the minutes for each meeting to include the numbers present during the 2018-2019 academic year.]

Call to Order

President Winkelmann called the meeting to order at 3:30. The minutes from the Nov. 6 (no. 141) meeting were approved.

Old Business

President's Report

1. No meeting with President and Provost since Nov senate meeting. Pres. Winkelmann and Sen. Baarmand will meet with them on Dec 19.
2. Pres. Winkelmann met with Dean Carvalho about the senate's non-endorsement of COES criteria. He was not willing to change the criteria now but is open to changes in the future if necessary. We will see how the tenure implementation proceeds this spring.

3. Reiterating what Pres. Winkelmann sent in an email to senators, he spoke with Provost Baloga about the resolution that was proposed for revising the membership of the university promotions committee. She clarified that she envisioned this being something worth taking our time on, especially since the current promotions committee will become the tenure and promotions committee in the near future. The senate will discuss the formation of a task force for this during New Business.

4. The Provost prepared the policy for Teaching Track faculty and shared it with the Senate Executive committee, which was shared with a few other faculty who had helped with the tenure policy. A few changes were suggested, which the Provost agreed with. That policy was released for faculty review soon after the November Senate meeting and is posted on the Senate website.

5. Tenure update: Tenure decisions are being made for upper-level administrators and deans now. Given that a denial of tenure is potentially embarrassing, these decisions are not made public, although each individual can disclose their status. Dr. Baloga chose not to pursue tenure.

6. The SGA has reached out to Pres. Winkelmann to ask if he could meet with their president Jace Petrowski and/or Jake Genova, SGA's academic affairs chairperson. Pres. Winkelmann has met with Jake twice so far. The SGA has implemented Fix It bicycle repair stations around campus. They want to improve lighting around crosswalks and elevator maintenance in Crawford. They wanted Pres. Winkelmann to ask Senators if there are other ways for students to provide feedback about teaching besides the evaluation forms. They are not sure that faculty read them or consider their ideas.

Sen. Guisbert asked about the tenure roll-out and if it was still on schedule for the rest of the faculty to be evaluated along the original timeline. Pres. Winkelmann said yes, but there has been no announcement about a deadline for faculty to formally make the decision about whether or not they will go up for tenure. Sen. Kozaitis asked if faculty could choose to go up for tenure later if they don't initially choose that path, and Pres. Winkelmann clarified that the policy says that once you are in the teaching track then you can't jump back into the tenure track.

There was a question about titles and it was reiterated that current faculty will not be publicly identified as Teaching Professors (unless they want to be known by that on their webpage); those designations will just be used internally with HR.

Dr. Nesnas asked what was submitted by those currently under consideration for tenure. Pres. Winkelmann said that he assumed that they submitted documents similar to what full professors were asked for, and Sen. Perdigao said that there was no page length specified for the submission and no letters were required.

There was some discussion about the effect of not knowing if the program chair or Dean from your own college is tenured. Some senators questioned whether or not those people should be involved in the decision process since it might cause a conflict of interest. Sen. Baarmand said he thought that those people will probably not stay in that leadership position long term if that's the case, so it won't be an issue.

Sen. Baarmand returned to the point raised by the SGA about faculty evaluations, and asked about the progress by the Teaching Council on revising the questions on the evaluations. Pres. Winkelmann has asked Mary Bonhomme and they are working on something but they are not ready to go to the next step; he will remind them that should include bringing it to the senate for feedback.

Dr. Nesnas asked about the status of the AFTC and Pres. Winkelmann said that nominations are still open until the January meeting where there will be a vote. The next meeting will be held on January 15.

Committee Reports

1. Excellence: Sen. Baarmand said he has had people express interest in becoming a member but will check with members from last year to see if they want to serve again and then take it from there; if there is room for new members then he will let people know. He would like one representative from each college at least.

2. Welfare: Sen. Dutta had nothing new to report. The committee will meet in the spring and he will send out an email to ask people from each college to serve.

3. Administrative Policies: Sen. Rusovici was absent but Pres. Winkelmann said that he has been working with IT to get the admin surveys ready and he is waiting on a list of admins to give to IT. The survey will be conducted early next spring. Pres. Winkelmann discussed the surveys with the Provost and reminded everyone that in the feedback, faculty should not make personal attacks because that causes them not to be taken seriously.

4. Scholarship: Sen. Sandall had nothing to report.

5. Academic Policies: Dr. Tenali is no longer a senator so he needs to be replaced as chair of this committee. If you are interested, please let Pres. Winkelmann know.

6. TRI committee: doesn't have a chair currently.

New Business

Discussion of Teaching Track policy

When Provost Baloga was developing the teaching track policy, she modeled it after the tenure track policy but took out the sections on tenure. The teaching track faculty will be on rolling

contracts as they are now. Their promotions will be considered by a Teaching Promotions committee separate from the Tenure Promotions committee.

Sen. Baarmand raised the issue of the expectations for COES being too much in regards to the amount of teaching and research expected; he said that several faculty members have expressed that for this reason they do not want to endorse those criteria. Pres. Winkelmann clarified that this discussion is about the university wide policy and later in the meeting there will be a vote on the college level criteria. In January, there will be a vote on the university teaching track policy. Sen. Baarmand said that the metrics for each college may be different but university wide there seems to be an expectation to do research in order to get a promotion on the teaching track. Pres. Winkelmann reiterated that research is encouraged but not required.

Sen. Perdigao noted that there has been a shift in the naming of this track from non-tenure track to teaching track. CoPLA does require research for a teaching track promotion. There was some discussion following this about how colleges will handle teaching loads. Sen. Burke pointed out that for faculty not on the tenure track, then 80% of their load would be teaching with the remaining 20% being service, so being encouraged to do research would mean that faculty would have to do research as extra work on their own time.

Pres. Winkelmann said he would ask Provost Baloga specifically if research is required or not for promotion in the teaching track, particularly in COES since there has been some confusion over Dean Carvalho's expectations.

Sen. Lail pointed out that the policy says that the college-level criteria section does say that the criteria was supposed to be developed and endorsed by the senate. This came up in relation to the COES criteria not being endorsed by the senate.

Sen. van Woesik brought up the issue of Florida Tech losing its status as a university that is well-known for undergraduate research if the professors in the teaching track are not acknowledged and recognized for their research work. Sen. Guisbert echoed this when he pointed out that teaching track faculty may close their labs and even tenure track faculty may not allow undergraduates to participate in their research if the expectations are so high that they have to be more efficient and have a higher output. Sen. van Woesik reiterated that faculty need to get credit for supervising students in their lab, but that is not explicitly stated in the policy. Pres. Winkelmann said he will ask the Provost about that, but it will probably be something addressed in the college level criteria instead. The teaching loads have not been described for any of these tracks yet. Sen. Baarmand said it just needs to be spelled out that teaching faculty who are doing research will be accommodated somehow. It was suggested that the word "encouraged" should

be replaced with “rewarded” or “supported” instead, and Pres. Winkelmann said he will bring this up with the Provost before the senate votes on this policy.

A vote was held on the AFTC policy and college level criteria for non-tenure track faculty positions.

Faculty Senate Ballot Results:

Academic Freedom and Tenure Committee (AFTC) Policy

Endorse	Do Not Endorse	Abstain
27	3	5

College of Engineering & Science Teaching Track Promotion Criteria

Endorse	Do Not Endorse	Abstain
8	12	15

College of Business Teaching Track Promotion Criteria

Endorse	Do Not Endorse	Abstain
11	2	22

College of Aeronautics Teaching Track Promotion Criteria

Endorse	Do Not Endorse	Abstain
9	1	25

College of Psychology & Liberal Arts Teaching Track Promotion Criteria

Endorse	Do Not Endorse	Abstain
14	1	20

College of Engineering & Science Research Track Promotion Criteria

Endorse	Do Not Endorse	Abstain
9	11	15

College of Psychology & Liberal Arts Clinical Promotion Criteria

Endorse	Do Not Endorse	Abstain
12	1	22

Discussion of allotment of Senators from each college for 2019

2017 Department of Current Senators	Current # of Senators	COES Department	2019 # of Senators**
Mech & Aero Eng*	1	APSS	3
Phys Space Sci	2		
Biomed Eng	1	BCES	4
Chem Eng	1		
Chemistry	2		
Biology*	1		
Comp Sci	3	CES	4
Elec Comp Eng	2		
Eng Sys	1		
HCDIA	1		
Civil Eng & Const Mgt	1	MCE	3
Mech & Aero Eng*	2		
Educ & Interdis. Studies	1	MS	3
Math	2		
Ocean Eng	2	OEMS	3
Biology*	1		

* Former department that was split by the merger.

** Based on a list of faculty that Pres. Winkelmann received from Office of Institutional Research and the current formula of 1 Senator per 10 department faculty.

There was a discussion of possible ways to reallocate senators but no specific alternative to the current method was proposed. Due to the short amount of time between now and the spring Faculty Senate elections and the challenges of changing the allocation rules in the faculty handbook, Pres. Winkelmann recommended that the Senate not change the allocation method now but leave open the possibility that the Senate could change this in the future.

Nominations for new Academic Policies Chair (and TRI chair)

Marius Silagh was voted the new chair for the TRI committee.

Formation of task force on the composition of the University Promotions Committee
Pres. Winkelmann explained that the Provost is open to proposals for ways to change the committee composition. Sen. Wheeler will be the chair of this task force. There should be representation from each college on this task force, and the proposed purpose is to review the current membership of the committee and look at the membership criteria at other schools for their promotion and tenure committee. The task force should also consider that the structure of the tenure and promotion committee could be copied for the teaching track promotion committee. Contact Sen. Wheeler if you want to join. The work is expected to be completed by the end of the spring semester. They will make a recommendation to the Senate and then it will go to the Provost. Sen. Lail asked if the task force will also look at the college level committees, and Pres. Winkelmann said that they weren't told not to look at that, so if the task force feels like that is a factor then they can think about that too.

Adjournment

The meeting was adjourned at 4:52 p.m.

Respectfully submitted,

Debbie Lelekis, Faculty Senate Secretary