

Faculty Senate Meeting
Tuesday, February 5, 2019

Minutes

Senators Present: M. Baarmand (PSS/7), P. Converse (Psych/7), H. Crawford (CS/6), I. Delgado Perez (COB/6), A. Dutta (COB/7), E. Guisbert (Bio/7), A. Huser (Lib/6), M. Jensen (MAE/6), V. Kishore (CE/7), S. Kozaitis (Lib/7), B. Lail (ECE/6), M. Lavooy (Psych/7), D. Lelekis (SAC/7), G. Maul (OES/7), R. Mehta (Aero/5), A. Nag (PSS/7), J. Park (DEIS/6), L. Perdigao (SAC/7), P. Ray (OES/7), R. Rusovici (MAE/4), M. Silaghi (CS/7), S. Snelson (Math/7), N. Suksawang (MAE/6), R. van Woesik (Bio/7), R. Wehmschulte (Chem/7), N. Weatherly (SBA/7), B. Wheeler (Aero/7), K. Winkelmann (Chem/7)

Senators Absent: K. Burke (SAC/5), O. Doule (CES), M. Kaya (BME/5), D. LeVan (CS/1), B. Morkos (MAE/3), S. Murshid (ECE/3), B. Paulillo (Psych/4), D. Platt (ESD/4), D. Sandall (COB/5), E. Subasi (ES/6), A. Walton (COB/1), A. Welters (Math/5), D. Yuran (SAC/6)

Proxies:

Other Attendees: Stephanie Bacon (Alumni Affairs), William Bowman (Lib), Kastro Hamed (Math), Ed Kalajian (COES), 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 Jan. 15 (no. 143) meeting were approved.

Edward H. Kalajian Professorship Award

Special guest Dr. Kalajian was invited to speak about the Edward H. Kalajian Professorship Award. This is a professorship made in his name by family and friends and the endowment has grown enough to begin awarding it. Dr. Kalajian recommended that the recipient of the award be decided by the faculty senate, and specified that it should be someone strong in teaching and advising. The selection will be done in a similar way to the Faculty Excellence Award recipients and the selection committee members are Drs. Marc Baarmand, Brian Lail, and Beshoy Morkos. The award is restricted to full and associate faculty in COES, and the criteria has been distributed to faculty. The award will be \$5000 annually to be given as a bonus. It's a 5-year award but it is not portable if the professor leaves Florida Tech. Any questions about the monetary award should be directed to Stephanie Bacon in Alumni Affairs. The deadline is Feb 18 at 5pm and dossiers should be submitted as a single PDF file because review will be done electronically. The senate thanked Dr. Kalajian. Dr. Nesnas asked for clarification about when the applications

will be accepted. This will occur every five years, not every year. Someone who has already received it will not be eligible again.

Old Business

Committee Reports:

1. Excellence: Sen. Baarmand reported that the deadline for other awards is Feb. 15, and they should be submitted electronically as one PDF.

2. AFTC: Sen. Baarmand reported that the committee had its first meeting on Jan. 25 and they still need to write the charter explaining the functions of the committee. It will need to address the question of how binding the decisions are from the AFTC. Another issue discussed during the Jan. 25 meeting was the uniformity of the expedited tenure review of full professors across the four colleges; the committee plans to meet with Provost Baloga to raise these concerns.

3. Welfare: Sen. Dutta had nothing new to report.

4. Administrative Policies: Sen. Rusovici reported that the administrator survey is being set up. A list of admins was provided by the Provost. Sen. Kozaitis asked what percent of response there has been from the faculty in the past, and that number was reported to be a low response of about 30%. There was also a question about how the data is used and Pres. Winkelmann explained that he has spoken to the Provost about how it has been used and how it could be used. In the past, there has been a limited number of people who see the results, including each administrator's supervisor. The idea of releasing the survey data to the BoT has been raised but it is not likely that Pres. McCay would be in favor of that. Pres. Winkelmann pointed out that the BoT is aware of the survey and if they wanted to see the results they could ask for it and receive the data. Dr. Hamed asked what would be the purpose of sharing the results with BoT, and it was explained that doing so would ensure that the BoT understands the faculty's view of how the administrators are doing, which is essential if the BoT is going to play an active role overseeing the university. Sen. Kozaitis asked if a 30% response rate was representative enough, and Pres. Winkelmann said that he would communicate to faculty about how important it is to make our views known. He explained that constructive criticism is valuable, so hopefully more faculty will participate. Sen. Jensen asked if the senate will get the results of the survey, and Pres. Winkelmann answered no.

5. Scholarship: There was no update from Sen. Sandall.

6. TRI: Sen. Silaghi has communicated with his group by email. He will do a demo of new software later in the meeting. It has already been approved by IT.

7. Task Force for reallocating senators: Sen. Silaghi has gathered information for half of the departments, and there are four more faculty members who have volunteered and will provide their collected information soon.

8. Task Force on the composition of the University Promotions Committee: Sen. Wheeler reported that her group has collected data from 41 peer institutions.

9. 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.

President's Report

Pres. Winkelmann attended the Board of Trustees meeting two weeks ago. Many important issues were discussed. Melbourne campus enrollment is up but enrollment is down in online programs and off-site campuses. Florida Tech's US undergrad enrollment is up but our international enrollment in grad and undergrad programs declined by 5% (average 2% decline at universities nationwide). Female enrollment is up and we enrolled more students from Florida.

Florida Tech is starting an Honors College led by Dr. Lisa Perdigao. Participation in the Honors College will include seminars, activities, enrolling in honors courses, and maintaining a higher GPA.

Pres. Winkelmann announced that Florida Tech is beginning a 2nd year advising program that builds upon the success of the first year advising program. It is meant to help with retention and spot students who might be at risk. The administration would like faculty to provide information about students who are struggling early in the course and there is a push to share that grade information with the advising office through Canvas. This would eliminate the need for faculty to fill out a lot of progress report forms online. However, it would require faculty to use Canvas. There was a question about whether students would be assigned to a specific advisor within their college still or if they will only have a second year advisor, and Pres. Winkelmann said that all of the details haven't been worked out. The advising staff member would contact the students proactively if they see the students struggling and getting low grades. Sen. Baarmand pointed out that just putting grades on Canvas will not be enough information because of differences in grading by different faculty members and different weights of graded assignments. Advising staff would also need to know how to analyze that data correctly. He cautioned that there should be serious consideration about how this will be implemented. Pres. Winkelmann explained that the administration wants the quality of advising to improve because that helps with student retention. Putting grades on Canvas is one possible way to get the data to the advising staff so they can reach out to the students to intervene. Sen. Jensen asked if anyone has looked at best

practices from other schools, and Pres. Winkelmann responded that yes, other schools were looked at and one thing that has worked is to get information about a failing student to the stakeholders in a timely manner (soon after the first exam a student fails). Some universities use dedicated software to do this, but that can be expensive. As an alternative, Florida Tech is slowly building its own program and trying to use resources that are already available, such as Canvas. Sen. Baarmand reiterated that there should be a clear idea of what procedures should be implemented before asking faculty to do extra work.

Pres. Winkelmann reported that as of two weeks ago, 13 faculty and administrators have been awarded tenure and the process continues. Associate faculty will begin the tenure review process in Fall 2019.

The Research Office is developing a process for paperless proposal approval and improving the quality of reports that faculty receive about their research grants.

Pres. Winkelmann also noted that according to Dr. McCay, the university has fully recovered from the financial problems of three years ago. One of our challenges is increased competition for international students and online students. Florida Tech used to be ahead of other colleges in these areas. The university's endowment reached \$80 million recently and we anticipate being in the black at the end of this fiscal year.

The Board of Trustees is interested in an e-sports program and continuing to "right-size" our athletics programs. The Board will continue to discuss the following issues:

- Refinancing the university's debt
- New branding and marketing strategies
- Improve space utilization on campus
- New recruitment strategies to target specific majors

Sen. Baarmand asked what happened to the previous study on branding, and Pres. Winkelmann noted that a few ideas were pitched but he was not sure if the administration has decided on any one of those. It is still an ongoing process.

New Business

Endorsement vote of teaching track policies: 28 total senators voting

21 voted to endorse

6 voted to not endorse

1 abstained

Demonstration of faculty discussion board (by Sen. Silaghi)

Sen. Sen. Silaghi introduced an online discussion board for Florida Tech faculty. This can be found at <https://vote.fit.edu/senate>. He explained that this is a tool for the senators to use to gather viewpoints from the faculty that they represent. It will provide a way to present arguments and endorse arguments that are already posted. He clarified that this is not in place of voting at Senate meetings. Concerns were raised about it not representing everyone or the notion that some might present their ideas multiple times since it is anonymous, but Sen. Silaghi reiterated that this is just an additional resource for faculty to get their viewpoints to senators.

Pres. Winkelmann asked if there should be a trial run, and it was suggested that we do so on the topic of advising. Sen. Silaghi has already had twelve faculty members test it out to make sure there are no technical problems. Pres. Winkelmann agreed to send a message out with details about participating in a trial of the discussion board on the topic of advising.

Call for nominations of AY 2020-2021 Senate President and Secretary

Pres. Winkelmann opened up nominations for these positions, and there will be a vote during the March 12 meeting.

Notification of department heads regarding election of senators

Pres. Winkelmann reminded everyone that elections should occur for any senate seats held by faculty at the end of their term.

Adjournment

The meeting was adjourned at 5:05 p.m.

Respectfully submitted,

Debbie Lelekis, Faculty Senate Secretary