

Faculty Senate Meeting
Tuesday, January 15, 2019

Minutes

Senators Present: M. Baarmand (PSS/6), K. Burke (SAC/5), P. Converse (Psych/6), H. Crawford (CS/5), I. Delgado Perez (COB/5), O. Doule (CES), A. Dutta (COB/6), E. Guisbert (Bio/6), M. Jensen (MAE/5), M. Kaya (BME/5), V. Kishore (CE/6), S. Kozaitis (Lib/6), B. Lail (ECE/5), M. Lavooy (Psych/6), D. Lelekis (SAC/6), G. Maul (OES/6), R. Mehta (Aero/4), B. Morkos (MAE/3), A. Nag (PSS/6), J. Park (DEIS/5), B. Paulillo (Psych/4), L. Perdigao (SAC/6), P. Ray (OES/6), M. Silaghi (CS/6), S. Snelson (Math/6), E. Subasi (ES/6), N. Suksawang (MAE/5), R. van Woesik (Bio/6), R. Wehmschulte (Chem/6), N. Weatherly (SBA/6), B. Wheeler (Aero/6), K. Winkelmann (Chem/6), D. Yuran (SAC/6)

Senators Absent: D. LeVan (CS/1), S. Murshid (ECE/3), D. Platt (ESD/4), R. Rusovici (MAE/3), A. Walton (COB/1), A. Welters (Math/5)

Proxies: S. Odom for A. Huser (Lib/5), F. Liu for D. Sandall (COB/5)

Other Attendees: Monica Baloga (Provost), Marco Carvalho (COES), Kastro Hamed (Math), Celeste Harvey (SBA), Nasri Nesnas (Chem), Ted Richardson (COB), Lisa Steelman (CoPLA), Donna Wilt (COA),

[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 Dec. 4 (no. 142) meeting were approved.

Old Business

AFTC vote

The following faculty members were elected to serve on the AFTC:

Marc Baarmand (COES)

Nasri Nesnas (COES)

Lisa Perdigao (CoPLA)

Alex Vamosi (COB)

Donna Wilt (COA)

Committee Reports

1. Excellence: Sen. Baarmand reported that the committee still needs one more member from COES and that he will send out an email to solicit candidate applications soon.
2. Welfare: Sen. Dutta had nothing new to report. He will send out an email to ask for more faculty members to volunteer to serve. Currently the committee has 3 members (one each from CoPLA, COB, and the library).
3. Administrative Policies: Sen. Rusovici was absent but Pres. Winkelmann reported that the committee is working with IT to set up the administrator survey and is making good progress.
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: Sen. Silaghi is the new chair of this committee.
7. Task Force on the composition of the University Promotions Committee: Sen. Wheeler reported that she has found faculty members willing to serve on the task force and they are in the process of collecting data from peer institutions.

President's Report

Pres. Winkelmann announced that the new CFO, Marsha Bewersdorf, has joined Florida Tech.

He and Sen. Baarmand attended December and January meetings with the Provost and President where they learned that summer teaching salaries are now determined by the college. Rules for the minimum number of students will be set by the university. Details are being worked out.

Pres. Winkelmann reported that the tenure implementation is moving along well. Department heads and other administrators are being evaluated now. Details about the procedure for full professor tenure applications are being determined now also. Promotions for the current year are underway.

Assistant professors who are due for promotion before 2021 can be promoted to associate professor and then they can go up for tenure in 2021.

Pres. Winkelmann also reported that non-tenure track faculty of any rank in the clinical and research tracks will receive two-year contracts and faculty in the teaching track will receive 3-, 4,

or 5-year contracts depending on rank, as we have now. Contract lengths for library faculty are still under discussion. They are currently one-year contracts.

Pres. Winkelmann also attended a meeting of administrators where Jessica Ickes, Associate VP for Institutional Research and Effectiveness, gave a presentation showing Florida Tech's position in various US News rankings metrics and other schools' positions in those metrics.

Florida Tech is currently #177. Our goal is to be a top 100 university. Only two schools have increased ranking by more than 60 points, a few more have risen 30+ pts. Pres. Winkelmann explained that rankings are all relative – Florida Tech must improve its ranking by not only getting better but by becoming better than schools ranked above us. Some metrics are multi-year, not annual, so a change in rankings can be slow. US News makes unannounced changes to metrics.

It was reported that the following metrics are holding us back:

Graduation rate performance Based on characteristics of freshman class, we should be graduating more students than we are. Our graduation rate is more like that of a school that US News ranks near #200. We don't get much credit for being a STEM school.

Peer assessment Other schools rank us low.

Faculty compensation Total faculty compensation is significantly lower than other schools surveyed by US News. Our figure is \$101k and the compensation of schools #190-200 is \$119k. The figure for schools ranked around #170-180 is \$120k, and for schools ranked #90-100, it is \$144k.

Total spending per student Our spending is more like schools that US News ranks between #180 and 200. This metric includes faculty compensation and all other expenditures.

Pres. Winkelmann points out at every opportunity that money spent on faculty salary directly improves our US News rankings whereas money spent in other ways may or may not have the desired positive impact.

Things that we do well:

Student to faculty ratio, full time faculty with terminal degree, and class size Our rankings in these categories are more like that of a school ranked near #90-100.

Incoming class characteristics Our incoming students' SAT/ACT scores and other characteristics are similar to those for schools ranked #90-130.

Proposed priorities that were recommended to the administration:

1. Improving graduation rate (metric that is 35% of the ranking) benefits students and generates revenue from tuition. Impact on rankings is long-term.

2. Improving faculty compensation (17% of the ranking) improves faculty recruitment and retention. This is expensive.
3. Improving peer assessment score (15% of the ranking) is changeable, this improves relationships with alumni and donors, and may not cost much.

A question was asked about our current graduation rate and Sen. Baarmand noted that the number was around 61% in 2017. [After the meeting he followed up with the Provost who reported that the graduation rate for the spring 2018 class is 58%.]

Sen. Kozaitis asked if students leave due to the high tuition. Pres. Winkelmann said that students do cite the high tuition as their main reason for leaving, but the underlying cause of it is often because they lost financial aid due to not doing well in classes.

Sen. Kozaitis asked if alumni could be helpful in raising our peer assessment, and Pres. Winkelmann clarified that the way that part of the ranking is determined is by the presidents and provosts of the peer schools who rank each school on a 1-5 scale. In the past Florida Tech has sent materials to those people with information about the accomplishments of our alumni in hopes that it will impact our score. Departments can also be ranked and that is done entirely by peer assessment, but that is not part of the school's overall US News ranking.

New Business

Discussion of Teaching Track policy

Invited Guests:

Dr. Baloga, Provost

Dr. Carvalho, Dean of College of Engineering & Science

Dr. Wilt, Professor in College of Aeronautics (representing Dean Korhan Oyman)

Dr. Richardson, Dean of College of Business

Dr. Steelman, Dean of College of Psychology & Liberal Arts

Pres. Winkelmann began by asking what resources will be available to teaching-track faculty who choose to do research? He clarified that resources could include course load reduction, funds for materials/consumables, etc.

Dr. Richardson explained that in the COB every faculty member will be required to do some research. This may include peer-reviewed journals or other scholarly work that contributes to the field, such as textbook chapters or conference proceedings. Faculty will receive support to attend conferences. Teaching-track faculty may have to teach more than 3 courses, which is the current load, but they will have reduced expectations for research. For example, while tenure-track

faculty would be expected to produce 5 works in 5 years, the teaching-track faculty would do about half.

Dr. Wilt stated that COA teaching-track faculty will be primarily responsible for teaching, and they will need to buy out the extra class in order to reduce their teaching load. Currently, the typical load is 3 classes, but it will be 4 classes for teaching-track faculty.

Dr. Carvalho explained that the COES teaching-track has a higher load (4/4) that faculty can be asked to teach, but it is not likely that all will have to teach that many courses. There is some flexibility to allow for research, but it is not a requirement to do research. Sen. Baarmand asked for clarification on the wording of research being encouraged or optional because the criteria for promotion on the teaching track seem to indicate that it is required. Dr. Carvalho responded by saying that faculty will be expected to contribute to the support of their program and they will have the option to pursue research in lieu of a 4th class, but that would come with the expectation that a publication or something would come out of it.

Pres. Winkelmann asked about the criteria of supervision of undergraduate research or capstone projects, and noted that the projects in science are faculty driven and would require lab space and resources that a teaching-track faculty member might not have. Dr. Carvalho explained that faculty working with capstone students would be considered advising rather than research. He said the necessary resources would be made available to faculty mentoring undergraduate research students.

Dr. Richardson explained that in the COB course releases would be available if you are running a center. Research is a requirement for promotion in every rank, including promotion within the teaching track. This is necessary for the college's accreditation requirements.

Dr. Steelman noted that in CoPLA research or scholarly activity is required for promotion on the teaching track. Publications that focus on pedagogy and other types of research are counted. She explained that the college's goal is to differentiate the two tracks and provide resources that make sense for each track. Currently there is an internal research grant that is available to all faculty in the college, and she hopes to broaden the resources available so there will be additional support specifically for teaching faculty.

Sen. Burke asked if there was a possibility that faculty might be asked to teach more than a 4/4 load, especially due to faculty resignations or some unexpected need. Provost Baloga acknowledged that faculty might be given an extra class, but they would be supplemented with additional pay to support that. Sen. Burke asked if it is defined anywhere in writing (such as the faculty handbook) that 4/4 (12 credit hours per semester) is a full teaching load. Provost Baloga

responded that there is nothing in the faculty handbook. That has just been the practice. She also referenced a memo by Pres. McCay that defined the load for traditional faculty members.

Dr. Hamed asked if supervising PhD students was considered research, teaching or service. Dr. Richardson and Dr. Carvalho responded saying that they consider it to be research.

Dr. Nesnas asked if the results to the employee survey sent out by HR would be circulated. Provost Baloga said that she will follow up on that and intends for the results to be shared.

Provost Baloga requested to address a few things in the teaching policy before the Senate votes in February, and she will meet with Pres. Winkelmann to discuss that.

Pres. Winkelmann thanked the Deans and Provost for coming to the meeting and answering questions.

Formation of task force on the allotment of senators from programs versus departments

Pres. Winkelmann explained that some senators have requested that we continue to explore alternative ways of determining the Senate's membership so as to more closely match the current allotment rather than the allotment that will begin next year due to the COES merger.

At this point, there is not enough time to determine a new plan, get agreement among senators, and get approval from the general faculty (at a special General Faculty Meeting) before the March Senate elections. Any changes to our membership will take place in the 2020 spring term.

For those faculty interested in this issue, a task force is being established to explore alternate methods for allotting senators. Sen. Silaghi will chair the committee. Contact him if you are interested in participating. They will give a monthly progress report at future meetings so the Senate can discuss their ideas then.

Adjournment

The meeting was adjourned at 4:43 p.m.

Respectfully submitted,

Debbie Lelekis, Faculty Senate Secretary