

Faculty Senate Meeting
Tuesday, March 12, 2019

Minutes

***These minutes were constructed from notes taken by Senators Perdigao and Wheeler.**

Senators Present: M. Baarmand (PSS/8), K. Burke (SAC/6), P. Converse (Psych/8), H. Crawford (CS/7), I. Delgado Perez (COB/7), O. Doule (CES), E. Guisbert (Bio/8), C. Harvey (SOBA), M. Kaya (BME/6), V. Kishore (CE/8), S. Kozaitis (Lib/8), B. Lail (ECE/7), M. Lavooy (Psych/8), G. Maul (OES/8), R. Mehta (Aero/6), S. Murshid (ECE/4), A. Nag (PSS/8), J. Park (DEIS/7), L. Perdigao (SAC/8), M. Silaghi (CS/8), S. Snelson (Math/8), E. Subasi (ES/7), N. Suksawang (MAE/7), R. van Woesik (Bio/8), R. Wehmschulte (Chem/8), N. Weatherly (SBA/8), B. Wheeler (Aero/8), K. Winkelmann (Chem/8), D. Yuran (SAC/7)

Senators Absent: A. Dutta (COB/7), M. Jensen (MAE/6), D. Lelekis (SAC/7), D. LeVan (CS/1), B. Morkos (MAE/3), B. Paulillo (Psych/4), D. Platt (ESD/4), R. Rusovici (MAE/4), A. Walton (COB/1), A. Welters (Math/5)

Proxies: Cheryl Davis for A. Huser (Lib/7), Ron Reichard for P. Ray (OES/8), Henry Perez for D. Sandall (COB/6)

Other Attendees: Chris Chouinard (COES), Heidi Edwards (SAC), Tristan Fiedler (COES), Kastro Hamed (Math), Nasri Nesnas (Chem), Ken Revay (BoT), Munevver Subasi (Math), Bhaskar Tenali (Math)

Call to Order

Senate Pres. Winkelmann called the meeting to order at 3:30 pm. The minutes from the Feb. 5 (no. 144) meeting were approved.

New Business

Dr. McCay attended the meeting to discuss changes in the administration. He stated that Dr. Baloga's role has been modified to Senior Vice President for Academic Administration. She will continue with most of her responsibilities with the exception of supervising the colleges. She will also be taking over international travel, which will allow Dr. McCay to focus on business planning and fundraising. Bino Campanini has been elevated to Senior Vice President of Student and Alumni Affairs. Dr. McCay noted that there has not been sufficient energy dedicated to student affairs and he believes that Mr. Campanini will bring passion and energy to the role.

Sen. Baarmand noted that the provost has supervised the deans and asked who was now going to be in that role. Dr. McCay responded that in the interim, he is working directly with the deans and that the university might reintroduce the provost position in the future.

Dr. McCay noted that budget planning is a central focus and that requests will go through Dr. McCay and CFO Marsha Bewersdorf. Dr. McCay said that the reorganization will give more autonomy and authority to the deans, particularly in overseeing their colleges' budgets.

Dr. Nesnas asked for clarification on the tenure process. Dr. McCay said that the deans make the recommendations and Dr. Baloga prepares the cases for his review. The Academic Freedom and Tenure Committee (AFTC) will handle appeals. When there are enough faculty members granted tenure, they will populate the committees. Final recommendations for full professors are forthcoming, and some will include 1-2 year probationary periods to allow faculty additional time to meet tenure requirements.

Senate Pres. Winkelmann asked if any of the top 100 schools have a structure without a provost. Dr. McCay responded that there are different models of university provost positions—some are in the role of Executive Vice President while others do not supervise deans.

Dr. McCay emphasized the importance of tenure as new faculty are currently being recruited.

Senate Pres. Winkelmann noted Dr. Baloga's strong background in teaching, assessment, and accreditation and asked how the university will compensate for that loss of talent overseeing the university. Dr. McCay responded that although the deans do not report directly to her, Dr. Baloga still has oversight of accreditation review and the tenure process, just not direct supervision of colleges and budgets.

Sen. Maul inquired about who would lead the university if Dr. McCay is unable to. Dr. McCay said that he has identified three people that the Executive Council can choose between. Dr. McCay thinks that a permanent replacement would come from outside the university, but three individuals could fill the role in the interim.

Sen. Baarmand asked for clarification of Dr. McCay's statement that the deans would have "more autonomy." Dr. McCay noted that the deans have goals and milestones that their colleges are expected to meet. As they manage their budgets, the deans will set milestones in order to use funds in the best way possible.

Sen. Baarmand noted his concern about the lack of uniformity in the tenure implementation process and wondered if there are checks and balances with the deans. Dr. McCay replied that he is both provost and president. He is the immediate supervisor of the deans, whom he sees as relatively autonomous.

Senate Pres. Winkelmann inquired if Dr. McCay will be able to take on the additional responsibilities of provost since he plans to dedicate more time to business planning and fundraising. Dr. McCay responded that it depends on his energy level, whether or not it can be sustained.

The floor was then opened for other questions, and Dr. Nesnas asked if April 1st was the contract date and what the deadline was for those receiving tenure in the spring. Dr. McCay said that it

should occur around that date and he is currently working on the paperwork for contracts and determining raises. He also noted that the contracts would be on paper rather than electronic like last year.

Sen. Baarmand inquired about Assistant and Associate Provost titles. Dr. McCay noted that they will keep their titles for now, but that might change. Dr. McCay noted that SACS is less concerned with titles than meeting standards.

Dr. Hamed asked if discussion of titles impacts individual faculty. Dr. McCay responded that he was going to rely on input from the deans on recommended salary increases.

Senate Pres. Winkelmann asked for an update on the COES merger. Dr. McCay responded that it has been a “difficult experiment,” not implemented in the way that he would have implemented it, but there are not any glaring issues. He said that it is going to take 2-3 years to consider changes and impact. He is committed to this experiment and the opportunities for synergism that it might create.

Dr. Hamed asked what kind of data they are gathering to determine the effects of tenure. Dr. McCay emphasized the role of research in the new tenure system. This year, the university has \$15-16m in research dollars, 25% more than last year. He hopes to make similar gains next year.

Dr. McCay noted that we should be making \$40-50m/year based on the size of our university. Senate Pres. Winkelmann asked about enrollment for 2019-2020. Dr. McCay said that the university changed enrollment managers this year to Interim Vice President of Enrollment Management Deanna Voss. Revenue is driven by recruitment. Dr. McCay noted that graduate enrollment flattened while undergraduate enrollment is increasing. He thinks that we will meet the current goals, but they have new goals to meet. The current goal for undergrad enrollment is 715 students, which we will likely meet. The new goal is 1100 new undergrads. We expect 200 transfer students.

Dr. McCay said that he was asked if we should lower admission standards, and he replied no. He emphasized that we need to have innovative and creative approaches to recruiting graduate students.

Dr. McCay identified another goal of increasing faculty salaries.

The university is consolidating its athletic programs. Dr. McCay noted that Florida Tech has more varsity athletes than any other school in Florida and offers 149 scholarships.

There was a question about the university’s world ranking in *Times Higher Education World University Rankings*, which are important to recruiting international graduate students. Dr. McCay said that we were at 199 four years ago but now are back on the verge of being in the top 600.

Dr. Nesnas asked if faculty could find data about the university, and Dr. McCay referred to new Assistant Vice President of Institutional Research and Effectiveness Jessica Ickes.

With no further questions, Dr. McCay concluded the discussion and left the meeting.

Old Business

Committee Reports:

1. Excellence: Sen. Baarmand reported that the Faculty Excellence Committee has selected recipients for the three awards who will be acknowledged at the Honors Convocation on April 11, 2019. He encouraged candidates who were not selected to apply again, as many winners have applied more than once. A separate committee selected the recipient of the Edward H. Kalajian Professorship Award who will also be acknowledged at the Honors Convocation.

2. AFTC: Sen. Perdigao reported that the committee will reconvene in mid-April for its next meeting after tenure decisions for full professors have been finalized in order to avoid potential conflicts of interest as some of the committee members are currently going up for tenure. Dr. Baloga agreed to an extension of the appeals process until fall 2019 for full professors who were not granted tenure this spring.

3. Welfare: Sen. Dutta was not in attendance.

4. Administrative Policies: Senate Pres. Winkelmann stated that a link to the administrative survey would be sent out next week. Access to the survey is changing to an open link in order to increase faculty participation and assure confidentiality.

5. Scholarship: The Senate scholarship recipient has been selected and will receive the award at the Honors Convocation.

6. TRI: Sen. Silaghi reported on the Academic Information Technology Committee (ACITC) meeting. Personal websites at the my-fit.edu addresses will be going away. He asked that senators communicate this change to their academic units. The end date is July 3, 2019, but that can be extended if needed. Sen. Silaghi discussed questions as new business later in the meeting.

The university is buying a system called Slate for managing reference letters.

WiFi authentication will move to OpenAthens. We are moving to getting certification through Eduroam to get automatic access when visiting another school. Canvas has been renewed for 5 years.

7. Task Force for reallocating senators: There is difficulty in defining programs. There was a meeting about how faculty are allocated and 6 proposals posted by members. Go to vote.fit.edu/allotment to give feedback and discuss these ideas.

8. Task Force on the composition of the University Promotions Committee: Sen. Wheeler reported that the group compared the composition of Florida Tech's promotion committee to 41 other universities. They identified a flat distribution across colleges as a model. Senate Pres.

Winkelmann asked if she could present the model at the April meeting and Sen. Wheeler agreed to do so.

President's Report

Senate Pres. Winkelmann met with Jake Genova from SGA. SGA is creating an award for a student-selected Professor of the Year. They will provide details as they work them out this semester.

Dr. Baloga said that she would be happy to meet with the Senate in April to inform us about the Second Year Advising program.

Pres. Winkelmann attended a presentation by CFO Marsha Bewersdorf about university accounting practices. Florida Tech is making changes to the way it performs university accounting so that there is a better idea of long-term budget issues.

New Business

Election of Faculty Senate Secretary: Current Faculty Senate Secretary Lelekis ran unopposed and was unanimously approved.

Election of Faculty Senate President: Dr. Nasri Nesnas ran unopposed and was unanimously approved.

Election of new Academic Policies chairperson: Sen. Vipuil Kishore ran unopposed and was unanimously approved.

Sen. Silaghi asked if faculty want the ability to transfer grades from Canvas to PAWS. Questions were raised about faculty being given the option to accept the Canvas submission or input their own grades and the conversion of numerical grades to letter grades. Sen. Silaghi posed a second question to the Senate, asking how important it was that IT set up email lists for faculty so that they could easily email their entire class using their usual email client, such as Microsoft Office. Currently emailing all students in a class requires the faculty member to log into Canvas and use their email service. The issue of low participation from students for evaluations was also discussed and whether students should be offered incentives for completing them or not. Participation has dropped from 80% to about 50%. Senate Pres. Winkelmann asked senators to talk to their constituents about all of these items and share their feedback next month.

Election of new COES representative for the AFTC: Sen. van Woesik was selected in a ballot vote.

Adjournment