

Faculty Senate Meeting
Tuesday, November 6, 2018

Minutes

Senators Present: M. Baarmand (PSS/4), P. Converse (Psych/4), O. Doule (CES), A. Dutta (COB/4), E. Guisbert (Bio/4), A. Huser (Lib/3), M. Jensen (MAE/4), M. Kaya (BME/3), V. Kishore (CE/4), S. Kozaitis (Lib/4), B. Lail (ECE/3), M. Lavooy (Psych/4), D. Lelekis (SAC/4), G. Maul (OES/4), B. Morkos (MAE/2), A. Nag (PSS/4), J. Park (DEIS/3), L. Perdigao (SAC/4), P. Ray (OES/4), R. Rusovici (MAE/3), D. Sandall (COB/3), M. Silaghi (CS/4), E. Subasi (ES/4), N. Suksawang (MAE/3), G. Tenali (Math/4), R. van Woesik (Bio/4), R. Wehmschulte (Chem/4), N. Weatherly (SBA/4), A. Welters (Math/4), B. Wheeler (Aero/4), K. Winkelmann (Chem/4), D. Yuran (SAC/4)

Senators Absent: K. Burke (SAC/3), H. Crawford (CS/3), I. Delgado Perez (COB/3), D. LeVan (CS/1), S. Murshid (ECE/2), B. Paulillo (Psych/2), D. Platt (ESD/3), A. Walton (COB/1)

Proxies: Rian Mehta for U. Jones (Aero/3)

Other Attendees: 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 October 2 (no. 140) meeting were approved.

Old Business

President's Report

The tenure policy and transition plan was voted on and approved by the Board of Trustees. They did not vote on college level criteria. Dr. Baloga gave a presentation at the Academic Affairs meeting and at the board meeting. There were only two questions from the board members. First there was a concern about faculty getting evaluated by their peers, but Dr. Baloga explained that faculty regularly review their peers (including during the peer review process for publications) and we are often our harshest critics, so there should not be a concern that someone from the same academic unit would evaluate one of their own faculty members with too much leniency. The second question was about a conflict of interest if someone was on the committee that will deal with appeals, but Dr. Baloga and Pres. Winkelmann had already spent time working that out to avoid such a conflict.

Pres. Winkelmann announced that the university is getting a replacement for Banner called Workday. Implementation is still a couple of years away and it will be a significant financial investment. Another announcement was made about a change in CFO for the university. Cathy

Wood is no longer at the university. This change was mentioned by Pres. McCay at a faculty lunch a few weeks ago. There were some questions from senators about the details but the answers are unknown since there has not been an announcement released to the entire campus. Pres. Winkelmann urged all faculty, especially senior faculty, to ask questions of the administration at future town hall meetings.

Committee Reports

Sen. Dutta is the new chair of the Welfare committee and Sen. Sandall is the new chair of the Scholarship committee. The TRI committee still has no chair. Sen Dutta spoke to the previous chair, Sen. Walton, who said the focus of the committee had been on two main things -- faculty members' ability to respond to student accusations and the possibility of tenure. Since tenure has been addressed, the committee will follow up on the other issue. Pres. Winkelmann will check in with the administration on the issue too and also on the progress on the handbook updates.

The Excellence Awards, Scholarship, and Academic Policies committees all had nothing to report.

Sen. Rusovici announced that the Administrative Policies committee is working on surveys for assessing administrators. The support from IT has been good and Survey Monkey might be used to conduct the surveys. He is waiting on Dr. Baloga for a list of administrators. It was suggested that criticism be constructive and not focus on negative personal attacks. Pres. Winkelmann wants to discuss what will be done with the evaluations this spring.

There was a question about the COES criteria which was not endorsed by the senate during the October tenure vote. Pres. Winkelmann plans to meet with Dean Carvalho later in the week to continue the conversation about the criteria.

New Business

Vote to endorse CoPLA P&T Criteria

Pres. Winkelmann reviewed the voting process and encouraged senators to abstain if they did not feel comfortable voting for or against the criteria. The ballots were distributed and voting took place. Pres. Winkelmann and Sec. Lelekis tallied the votes and the results were as follows:

CoPLA P&T Criteria

15 Yes 2 No 16 Abstain

Following the vote, there was some discussion about abstaining. Pres. Winkelmann said there was no obligation to abstain on a vote for criteria not for your own college. The breakdown by college and the comments from the last vote were shared with the deans as well as the faculty. Sen. van Woesik asked why senators do not have to identify how they voted and Pres.

Winkelmann explained that some are reluctant to identify themselves because of a fear of retribution; in the future the senate can reconsider how to conduct votes, but requiring senators to identify their college and/or attach their name to their vote was not the popular view when it was discussed before the tenure vote.

Call for AFTC nominations

Pres. Winkelmann asked senators to consider nominations for the new Academic Freedom and Tenure Committee. For more information about the responsibilities and structure of the AFTC, please see the document dated August 30, 2018 on the Faculty Senate website:

<https://www.fit.edu/faculty-senate/>

Send your nominations to Pres. Winkelmann and/or Sec. Lelekis in advance of the January meeting when the vote will take place. Self nominations are also welcome.

Senate Elections and Terms

This spring elections for senators will be held. Senators should serve 3 year terms and should be elected by the faculty in their academic unit. Pres. Winkelmann asked senators to let him know what year they are in their term. [The sign-in sheet was passed around so that senators could write their number down by their name.] Sen. Jensen suggested putting this information in the minutes of the first meeting and Pres. Winkelmann agreed that it can be publically available.

Minimum Representatives Per College on the Faculty Promotions Committee

Provost Baloga has asked Pres. Winkelmann to consider revising the membership of the university promotions committee so that smaller colleges have greater representation. According to Dr. Baloga, it is the senate's responsibility to determine the composition of this committee. Pres. Winkelmann suggested that we have a minimum of two representatives for each college on the promotions committee. Sen. Baarmand agreed that the 2-person minimum was an easy solution and should be implemented. Senators received a handout with the current language for the composition, as well as a resolution with the suggestion for changing it (proportional to college faculty number but with a minimum of 2). The vote on this will need to wait until senators have had time to share it with their constituents. A question was raised about the composition of the tenure committee and Sen. Perdigao said that the tenure document says that the promotion committee will become the tenure committee. However, Pres. Winkelmann was not sure if Dr. Baloga intends for the non-tenure track promotions to be handled through the tenure committee or separately. He will find out before we need to vote.

There was debate about the number of members on the committee, the proportion from each college when voting, how often the calibrations are done, and the potential for adding non-voting members. Sen. Jensen asked how the proportion will be determined for COES and if there is a potential that all of the members for that college are all engineering or all science. Pres. Winkelmann explained that there is no official rule to prevent that, but he thinks that there will be proportional representation because that is in the best interest of the faculty and the dean.

Sen. Wheeler explained that the request to add the 2-member minimum came up as part of a discussion among COA faculty who want more representation; they have been looking at examples of other universities and how they do promotions and have found that there are usually 2 representatives from each large unit. Sen. Lail described Florida Tech as having a hybrid model with both a college level committee and a university level committee (other schools have just one or the other). Sen. Jensen said that not many universities have one college that is so large. Pres. Winkelmann asked that if there are further ideas about this topic that they be sent to him as soon as possible so he can discuss it with Dr. Baloga. He will send out a revised resolution through email so there can be a vote on it at the December meeting.

For the last item of discussion, Pres. Winkelmann asked if the senate should re-evaluate the allocation of senators now that some departments within COES have been combined or split. A different approach would require a change to the senate bylaws and a vote by all faculty at a general assembly meeting. Pres. Winkelmann was initially in favor of keeping the senate allocation the way it is now but because some departments have been split up he no longer sees how that could work. He will look at the numbers in order to make some comparisons between allocations based on departments versus academic units, so that the senate can discuss this further at the next meeting.

Adjournment

The meeting was adjourned at 4:57 p.m.

Respectfully submitted,

Debbie Lelekis, Faculty Senate Secretary