April 7, 2015 Faculty Senate Minutes

Call to Order

We have quorum.

Applied Business and Education were without representation.

Public Comments

Ray C.

“Good afternoon, proud of progress. Takes time for people to be comfortable. Not to dig past, but mindful, faculty are not always focused. Many will still not say things publicly, or with a boss, but will in a private location. Goal: urge to take our responsibility to the next level. I realized we are on our way. I believe we should focus on faculty. It is our duty to care humanly for our members. Faculty who are being treated unjust should be addressed. This reduces rumors. We contribute more when we feel valued. We need to be centered on teaching and learning – we need to have the authority over the classrooms (he goes on and I miss some of this). Urge to focus on faculty issues first. Our system is not broken. We can, and must, do a better job of articulating our viewpoints to administration. Our administration – Tom and Amy – are open to ideas we bring. But – it is up to us to bring our issues to them. Not our responsibility to worry about a response. We should not have a union. But we should have a united faculty. We should unite our faculty.”

Bill Tillard

Thanks for being invited. He is glad when faculty get involved. Passes out comprehensive emergency plans (excerpts). How do we deal with critical management. How do we communicate.

Deal with the Bathune Cookman issue. What did we do? How did it go down from my perspective. Two combatants at Cookman shot at each other. There is a radio at our dispatch area. Supervisor called, who eventually called the police
commander, and the response was they had people in custody. He, with Tom, took no action because there was no active threat of someone coming close by as a critical incident. But the person who went into custody, but he did not end up being the right person. We had the best information at the time, but it was bad information.

Felt we had done the right thing at that point. Decided to elevate our police presence but no reason to be on our property. The Police Department on this campus, annually, chat with Bill about our level of readiness to critical incidents. Are we safe? His answer is “yes we are safe.” But are we safe enough? Answer is always no.

Eaton had asked how we felt, he said we are doing the best we can. But they are not armed and they are not policemen. We have options. We can arm our people. I don’t think it is a good idea. But when you arm a security person, they can only discharge the weapon if there is an imminent danger. They cannot arrest etc. We could start a police department, but we don’t have 3 million. Instead we hire Daytona Police to become part of the landscape.

We spent a pile of money to do that. This year came around and he lobbied for more of that money. In August, we will have a police officer from 11 hours M / Th – less on Friday. Tom has agreed it is worth it. I feel good about that. Ask you: if you see Tom say thanks for the police, because it isn’t easy to fork over money for police. Higher education is not prospering. My point, with Tom who bought into it, every school K–12 have deputies on campus. Public schools have an armed presence. Riddle has armed security. With that said, DSC would be the only without an armed presence. We never will fix the problem. We did a pretty good job of doing what we could do within reason. It is difficult – we don’t want heavy handed enforcement – not the right recipe for higher education. In higher ed enforcement is very different. Have to be sensitive to higher ed. Most common: student code of conduct. Can be violence, but they are few and far between. Most are handled by Keith Kennedy. With all that said: Cookman – we communicated with the department. The suspect has never been with DSC. No reason to think it would spill over. Answer was no. We dealt with the detectives involved with the case. We are able to get – ususally – pretty good information. I hope that answers your questions.
What is the guideline to take action? Ongoing critical incident. Mass notification system. Phone activates. – explains more of these. Rave system – we pay to launch messages in the event of emergencies. This costs $10,000. Your cellphone provider sends and received it. The issue is with the provider (i.e. ATT). Sprint doesn't work well – it can be launched – doesn’t mean it will be received due to the provider (ATT is the most reliable). Systems are required.

Rich – open for questions.

Gail – curious, what is the procedure when we get alerts from Orlando or for all clear, how did that not take place in this incident. Why doesn’t this happen here? Why didn’t the automatic go into effect?

Bill – reason is they have one rep. He comes here once a month. Comes to the office. That is about it. He is to contact Bill and let them know. Don’t know where they come from.

Debbie – we get a message from an arrest, or everything is clear. She is asking, when we send out a RAVE notice. Are we also getting a second?

Bill – yes. We don’t send out much information. It is the senior leadership. It isn’t newsworthy. We shouldn’t know about everything. It is emergency circumstances. Just so the college community can be aware of it.

Gail – I didn’t get anything about deltona.

Bill – we sent one out. We did have an incident.

Becca – Two questions: what is the turnaround from shots to the suspect is in custody. Why wasn’t it, even if there wasn’t imminent danger, why no followup about the status.

Bill – about three min between Becca. Second: I don’t know. Maybe that is something we should examine further.
Rich – things that involve another college. But when it involves another college, it seems to be, feels we are concerned with campus violence. Just be informed of it. If there is violence on a campus – even if it is the next day.

Bill – point well taken. Did anybody get Riddle? ::general agreement:: Is this what you normally want? ::general agreement::

Unknown (Deborah) – what about other sites?

Bill – there is one officer per site. Sometimes there are overlaps. We have done drills. Doing a drill is a six month undertaking. We didn’t get the results we wanted from the effort. Gives an example of what we could do for training. Have done these for some areas. We do have a “warroom” in the event of an emergency. Discussed a shooter from Mainlane. Told Eaton to stay where she was during a lockdown. Think about where you work everyday. Plan for your safety.

Carrol – could you speak for a second about the possible implications of concealed weapons on campus.

Bill – you are talking about the Senate bill, it was on perceptions. Likely

Rich – we need some time to be left

Bill – I will share it. Florida Senate is advocating for conceal carry on campus. That is fine and good. I think, the people are suggesting those laws are assuming that if Vickie got a five shot, they are assuming she is willing and read to respond if campus violence occurs. But concealed permits don’t use stress, which makes it different. Then you have to start shooting, but that stress, that person our legislature is saying a gun on campus, jsut went somewhere and fired a gun twice. Now if I am the armed person, do I feel better? Locked down in my office? Yes I do. But, I gotta tell you I won’t go out there with my six shot, I don’t think that is something we want to hang our hat on. But I don’t have the answer to campus violence.

I leave you with this: are we safe? Yes. Both externally and internally. Are we
safe enough? No. We can improve. Right here now today I learned something. We need better communication, not just with faculty, with everyone. Those things are learning tools for you.

:clapping::

Jane Davis, and Susan Antillion (ERP Presentation)

Jane – we went live with HR and benefits. Not everything is perfect. We had confusion about the summer schedule. Those were forwarded to HR. I can’t answer with payroll or leave. But Robin is going to put a communication to address that. We will keep you posted.

Connectivity issues. It isn’t always up. Just because it is new. New elements makes it unstable. actively beign worked on. Introduces Susan. Jose Peres introduced.

Gives a powerpoint presentation. Highlights:

- leave requests and approvals
- Leave tracking
- Viewing paycheck
- Viewing benefits

Susan – never gotten to spoken to the faculty senate, it is an honor. She is going over financial management system. Gives a powerpoint presentation. Highlights:

- Peoplesoft is about self-serve; you are managing your own system. This will continue
- Biggest change for faculty – travel reimbursement.
- Training will occur end of may, june, july.
- Methods will include: instructor lead classes, open labs, and computer based training modules.

Campus Solutions will be going live in the Fall 2016 semester.
Questions? How excited are we are? ::Mild response::

Treasurer Report

644.14, which brings to $689

Unfinished Business

**Stipend release time issue**

Rich –

- Does not effect Assistant chairs.
- Promotion and release time can be used at the same time.
- Can programs apply? Yes they can. Process for approval. Dependent on the case. Would be based on criteria. No restrictions from what I have been told.

Committee has been working on some recommendations. Going to ask for more time for the committee to then present to exec staff.

Michael – finalize recomendations quickly. We don’t want to table it for summer. We put it together, debated, resolved some of them, we were interested in the language couldn’t use stipend for promotion, but that isn’t the intention and then we went to spring break. Try to get it, in good shape, of what we want to do.

Standing Committees

**Bylaws**

motions in the list.

**Awards**
Andrea – lists the areas where they don’t have representations. I will eventually remind everyone for that third year. Full list soon. Second, prof emeritus. We had seven completed applications. The seven names are: Carolyn West, Molly O’Neill, Elizabeth Blanton, Casey Blanton, and Barbara Murray. All applications are on Falcon Online page. They are already posted. Last thing – sent out emails about the award through April 24th. Has to be due to the eval system. If we want to vote on May 1. I will squeeze if need be. Question: new community service award, we didn’t budget, we don’t have money for plaque, decided to not do the award this time around but we will do it next time around. It is just the normal six for now. Posted online. Questions?

**Teaching and Learning**

Lee K. We are talking about publishing. Talk with Doug, he can put you in touch who can help you. Pass along we have McNeally to learn about his dialectic teaching methods. Monday APril 27th at 6pm. Must RSVP.

**Reports from Ad-Hoc**

**Pay Committee**

Michael – Survey came in. Quick results will send them all. 82% said: raises to base pay. ((Did not get all the numbers, see report)).

**Social Committee**

Rich – Kickball game is being scheduled. Will be sent out.

**Presidential Report**

Still looking at firms to get a list of candidates. Also discussed the feedback. Only met once. Cocnerns pass them on. SLow long process

Tech advise board conduct a listening session. Especially in the classroom of the future. Offered us a date and time. Any Friday 2 - 3:30pm bld 500, rm 310.
Time to demonstrate the problems in an interactive way with tech. Want people to show.

Jeff – why couldn’t we do it in another, more typical room, like 340 room 216?

Karen E. – what about regional campus?

Rich – we can look at it.

Unknown – faculty need to embrace tech. But there are some issues with lecterns, etc. but they are listening. Not making all the changes we want.

Ray – heard a lot about the classroom of the future. I tried to embrace the tech. It was cumbersome, and I went back to my old classroom. And the days I went, the male students liked it, they thought it made it easier to focus. Next time female student said she didn’t know where to look. Some of what we do, is too much wow, we don’t have to do everything. What about from the student perspective. Surprised they liked looking at one thing.

Rich – healthcare taskforce now has members. Erik S., Michael F. Amy S.

New Business

Parliamentary Authority

Margrat – purpose is to clarify how it will act, it is a major revision, so it will need a referendum. We are creating a cabinet to handle things over the summer. All the things they do is subject to the full Senate meeting in August. Just so these few people can act in the summer.

Richard Tamboro – move to amend and strike bylaws.

Ray – in the third up, these decisions will be placed for a vote. Could we say the rational will be explained and then voted on. Going into a decision, people should figure it out.
Rich – vote on the first one first.

Vote passes without dissent.

Ray – it seems shallow. I want a rational.

Amend: “Each decision and rationale”

Seconded.

Vote passes without dissent.

Whole bill – passes

Academic Freedom Motion

Rich – senate has tried to solve this, much to the dissatisfaction who can’t get it done. Faculty one a change. We should have the freedom to make changes on your classes as a whole. We need to solve this issue.

Michael – this is the referendum. But I want to say, we were divided, and I was swayed by the other side. We have programs with requirements with standardization. I understand. If that is necessary, we have the professional responsibility to that. I thought about this and surely there is a way to address it. I hope I have been able to do that, this is the goal. This language comes from the AAAP. Sources which have been backed by U.S. law, get these freedoms. We have these rights. These are standard rights. I hope it takes care of the issue in my department. If we have programs that need uniform standardization we need to accommodate that. When you have dedicated, expert faculty teaching, the best way to reach students, is when you choose your own pedagogy. We need to make those decisions, protects us from making those for us. This protects us. Hope you will support it.

(Second it)
Ray – we have sequential courses. We have to make sure certain things are taught. Having different texts makes that virtually impossible. I am for consensus. We are done at that point. My big concern, might misunderstand terminology, and I see a stand alone literature course. Is that going to be addressed here.

Michael – it tries to handle both those things. Programs with a path they are on, when you talk about it as academic freedom, if you look in language, it includes both rights and responsibilities and both are covered. But we know those. I hoping that is covered.

Ray – what does that mean?

Rich – will we send this to faculty to decide. We are deciding for them to decide, If that happens, then it goes to executive staff.

Ray – it could be the policy?

Rich – this was taken from the courts. The language is not coming from faculty sayings: this comes from faculty. Many faculty should get to use it. We shouldn’t give the abusers the reason for not doing it – the worst case senario. Standards of the institution.

Ray – michael you wrote this. What I asked doesn’t go against it.

Michael – no.

Paul – what is going to be debatable, what has to happen, is the definition of reasonable. Sit down and discuss what is reasonable. Does everybody give the same tests? Because this is one course. Can we maintain that integrity. You have to handle it on a case by case. And with the new AVP of arts and sciences.

Ray – I do think, I wasn't looking at the worst case, I do think, if we have an intelligent on reasonable we can come up with something. Hard not to think of specific things.
Rich – this has been an issue we have debated so long. There is no perfect language to use it for *cart blanche*. We hold each other accountable – that is where it is, we need to trust, we don’t trust each other enough, we fight among ourselves more than the administration does and to hold each other accountable and protect faculty members who do not get this. Who are told they can’t make changes. Might not just be our department. Doing it for themselves. Let the faculty decide.

Call to question – passes

Rollcall vote (needs 2/3rds).

Unanimous vote!

**Service and Outreach**

passes

**impeachment**

Eugeno Deyo – My thought is we need to have reasonable justification. I don’t have a substitute. I have a different campus. I did provide a reason. However, that is still the way the bylaws are written and let your area know. I don’t think it is right to have something punitive when you are volunteering.

Erik – the whole idea of the senator scheme. That purpose was going to represent a group. If that isn’t happening, is because the group needs to know. So if the group doesn’t care, or see a problem, the proceedings have ended. So there isn’t any punitive damage.

Erik and Deyo argue outside the rules.

Erik – the group has to have the opportunity to know what to do. But if the group is OK with it, and OK they missed, that is that. And that just repeats.

Deyo – then you get two more at bats.
Paul – another motion with exact language is used with impeachment taken out. That is exactly what you described. The rep body is contacted.

Erik – should there be wording to be created to work under it, the bylaws committee of creating a document for these kind of procedures.

Lee – If you are looking at rethinking the wording.

Erik – we need to create – god almighty – forever ago. About two years ago. yeah. Which is why I keep saying sorry, because there is no procedure, but not in the document, that is going to be part of the bylaws.

Nancy – I was wondering, should there be some sort of language to account for those who are the sole rep. If there is not an availability.

Erik – at what point? At that point do we care that group does not get represented.

Deyo – but there should be a alternate

Erik – there should be.

Steven – if there is not an alt, or if the senator and alt, if both of them are unable to attend, then someone from that constituency, could be called upon to rep.

Rich – but they can’t vote.

Steven – but they could come?

Rich – true, but by the bylaws you can’t vote or participate officially.

STEeven – I mention that because if both cannot attend and they do have rep, the sen or alt, is not penalized, for making the effort.

Andrea – I withdraw my handraise. THe bigger hand issue, can’t we find people in huge areas, to cover that area, it shouldn’t be that issue.
Rich – we can’t have someone held accountable if we don’t know who it is. Who have they talked to. Did they get the motions. Having a random person come sounds good but doesn’t help your group officially.

Ray – I said what I said because of Andrea. We have to energize faculty. People will complain but not stand up. Your main concern, your note ejected, because you cannot get here. Ok, so i am not sure what you said Erik, is there a way to take care of the concern. I think it is a legitimate concern. If striking the word. Do it.

Deyo – I don’t have an alt. I asked if she could come for me, but she doesn’t work for ATC, but she cannot do that. So I don’t know why they can’t do it. I don’t understand it.

Rich – someone cannot vote twice. That’s the issue.

Karen – can we consider a proxy?

Rich – I don’t know.

Margart – the problem is about being informed.

Karen – the seated Senator get a proxy.

Gail – can they vote inabstensia.

Ray – move to table.

Unanimous until next time.

**Cap and Gown**

Passes immediately

**Classroom Security Act**
Seconded.

Passes unanimously

**Budget Freedom Act**

Seconded.

Passes unanimously