

New College of Florida Faculty Meeting
Wednesday, April 10, 2024
College Hall Music Room

Recorded Attendance:

Faculty: Aguila-Ames, Barton, Black, Brain, Brion, Clark, Colladay, Cottrell, Edidin, Fennie, Gilchrist, Gillman, Gorup, Griffen, Hernandez, Hicks, Hubbard, Humphries, Jiang, Kottke, Labrador-Rodriguez, McDonald, Myhill, Perez, Pirone, Portugal, Reid, Rohrbacher, Roy, Rycyk, Serban, Sharifian, Shi, Skripnikov, Soto, Tabatabaie, Thompson, Toms, Toro-Farmer, Walstrom, Yildirim, Young, Zambrano,

Staff and Guests: Brickhouse, Charles, Corcoran, Harvey, O'Donnell, Lopez-Zafra, Rancourt, Thiessen, Zamsky

The meeting was called to order at 12:32 PM, Alberto Portugal serving as Chair.

Approval of the Minutes

- Motion to Approve the Minutes (Barbara Hicks)
- Second (Sandra Gilchrist)
- Minutes approved

Announcements

- Jessica Young: Update to the historical marker remembering Manasota's lynching victims. Four years ago the faculty voted unanimously to become community partners in advocating for a branch of the Equal Justice Initiative's nation-wide memorial for victims of lynching. The monument was unveiled on February 24th at the Unitarian Universalist Church on Fruitville. The marker includes the names of six documented victims of lynching: Henry Thomas (1903), Mr. Rudy (1910), Sam Ellis (1910), Wade Ellis (1910), Wille English (1912), and James Franklin (1934).
- Amy Reid: Gender Studies will consider nominees for the Bates award. Usually 8-10 awards are made with a ceremony in May.
- Nova Myhill: Final show in the Black Box Theatre will be April 25-28.

Reports

- President's Report:
 - Student growth
 - Up 185% year over year on enrolled students
 - SAT and GPA up 20 points and .04 year over year, respectively
 - Student housing partnership with USF in the making
 - Looking at new vendors and bids for renovations
 - Sarasota honors high school programs visited (looking at what schools produce top students and targeting them for recruitment)

- Revenue growth
 - Things look good
- Prestige growth
 - Hiring is going well: 35-45 new faculty
 - Continuing work on curriculum
- Questions and comments
 - Sonia Labrador-Rodriguez: Great news on enrollment, but new recruits are not opting for humanities. Given enrollment concerns cited in tenure denial, can you give some assurance to humanities faculty recruits concerning their chances going forward?
 - President: The BOT denies tenure. For the recent case, there was more than one component in play. Humanities departments are declining everywhere. We need to pitch liberal arts – there is much work to do in this direction.
 - Pat McDonald: On Good Friday, the College auditor distributed a note which seemed to imply that faculty were being charged with monitoring bathrooms for individuals who might be “in the wrong one.” Is it true that faculty, as part of their assigned duties, are required to patrol bathrooms?
 - President: We were required to distribute information by the Legislature.
 - Amy Reid: We need clarification regarding whether we are required as faculty members to patrol restrooms.
 - President: I will talk to legal and respond.
- Provost’s report (David Rancourt)
 - Thanks for all the hard work
 - There are many administrative challenges:
 - Athletics:
 - We need to work on schedules. NAIA experience will help shape things. We need to have set-aside hours.
 - Academics come first. There is a commitment from coaches to keep academics first.
 - Bookstore: Up and running in the Fall
 - Faculty retention: If faculty are due a bonus and declare they are leaving, they will still receive a bonus.
 - Survey: There will be a survey of faculty on issues of importance.
 - Division Chair workload
 - There is a dialog underway to make sure support is available
 - Course registration
 - We know fees well in advance. There will be a change in policy: July 1 billing with August 15 payment due. Financial problems can then be worked out before classes begin.
 - Billing plan: 1-12: hour rate; 12-20: flat rate; 20+ hour rate.
 - Clarification: we are not recruiting part-time students
 - Add/Drop billing:
 - Change in week 2-4 allowed if they are neutral with respect to hours.
 - Grades

- There were 30 students this year that needed GPAs. There is trouble with post facto construction of grades.
 - Looking at models (Brown, etc.) where this is done
 - The problem will get worse with growth
- Questions and Discussion:
 - Nova Myhill: The EPC is discussing grades – it is definitely a faculty issue. What is the timeline? Evergreen has an NAIA compliant model.
 - Manu Lopez: At a recent conference it was suggested that the Evergreen model be avoided.
 - Jessica Young: I am concerned with hiring people with tenure. What does the process look like?
 - Provost Rancourt: We are asking for an accelerated process. We are working with Chairs. We are trying to honor process.
 - Barbara Hicks: Faculty are never brought in with tenure for regular teaching positions. Our processes don't allow it; the maximum credit towards tenure is three years. We should maintain our standard in fairness to other candidates.
 - Provost Rancourt: We will be right on policy.
 - David Rohrbacher: Students dropping a class after week 4 is not always bad. We encourage people to take risks.
 - Provost Rancourt: Understood. And similarly with grades. I like the way we do things.
 - Sandra Gilchrist: According to the timeline, we should be discussing a mission statement.
 - Provost Rancourt: We want to include everyone. We will get it on an agenda.
 - Sandra Gilchrist: I am troubled by the Giving Challenge results. We didn't break the top 200. Usually, we are in the top 10.
 - Katie Walstrom: Please consider changing the clause in the bonus MOU regarding leave.
 - Erika Worthy: The April 18 collective bargaining meeting will address changes in the MOU.
 - Aron Edidin: With regard to Add/Drop deadlines, there seem to be two deadlines that are operative: one for contracts and one for financial aid.
 - Provost Rancourt: We are focusing on financial aid deadlines
- Provost Rancourt: We will organize an event to recognize students.
- Robert Zamsky: Introduces Elisabeth Bright, new ORPS director.
- **Chair's report**
 - Amy Reid: There are many things we should recognize:
 - Eid al-Fitr the end of Ramadan
 - The hard work of the Division Chairs
 - Grace Keenan as President of the NCSA; for hard work, grace under fire, and graduation
 - The hard work of the seven candidates standing for tenure: honor and respect.
 - Socratic Dialog at 6PM.

- Alberto Portugal:
 - Mission statement: All are invited to participate and contribute. Look for an announcement via the Faculty Chair email.
 - FPBC: A budget process is under construction
 - Covid tenure clock: Being collectively bargained.
 - Co-Chair arrangement: To be discussed in Division meetings and officially revisited in May.
- **Report on MSPR2 reporting**
 - Hui-Min: The MSPR2 reporting is designed to catch students who might be falling through the cracks. Please read the distributed flyer and the FAQ list. Students who are indentified as in trouble will be contacted. We are working with IT to address a few previously identified problems.
 - Barbara Hicks: I support MSPR2 reporting. Students should receive reports directly. Otherwise, there are problems with cross-talk.
 - Hui-Min: We can change this if we want
 - Manu Lopez: We will look into this. We need to make sure there is no compliance issue
 - Jessica Young: The understood audience changes what gets written. We need to have clarity on who sees the provided information

New business

Motion to change the Faculty Handbook language on advising days

- Moved by Nova Myhill for the EPC
- Motion was projected for all to read and a rationale was given
- There was a call for discussion
- Motion carries on voice vote with none voting against

Motion on Free Expression

- Moved by Maribeth Clark
- Seconded by Sandra Gilchrist
- The motion was read by Maribeth Clark and projected for all to read.
- Discussion:
 - David Ellis: I am concerned with a possible contradiction arising in the second paragraph: there is a tension between free expression and creating space.
 - Amy Reid: If there is support for an amendment, we will entertain it.
 - Jessica Young: Perhaps strike the last sentence.
 - Sarah Hernandez: This is a way of expressing opposition to things like “Sociology is no longer a science in Florida.”
- The question was called.
- Motion carries with none voting in opposition.

Announcements:

- Graduation is May 17.

Motion to adjourn:

- Moved: Maribeth Clark
- Second: David Gillman

Meeting adjourned at 1:43 PM