

New College of Florida Faculty Meeting
Wednesday, March 13, 2024
Sudakoff

Recorded Attendance:

Faculty: Aguila-Ames, Barton, Bauer, Black, Brion, Carrasco, Clark, Colladay, Cooper, Crow, Ellis, Fennie, Flakne, Gilchrist, Gillman, Gorup, Graham, Griffen, Harley, Hernandez, Hicks, Hubbard, Humphries, Hustwit, Jiang, Khmeraj, Klingenberg, Kottke, Labrador-Rodriguez, Li, Manzur, McDonald, Myhill, Pederson, Perez, Pirone, Portugal, Reid, Reilly, Rohrbacher, Roy, Ruppeiner, Rycyk, Serbann, Sharifian, Shi, Skripnikov, Soto, Tatatabaie, Thompson, Toms, Walstrom, Wells, Wyman, Young, Zambrano, Zamsky, Zhang

Staff and Guests: Brickhouse, Charles, Corcoran, Harvey, Hausinger, Jones, Keenan, Lopez-Zafra, Masten, Noss, O'Donnell, Rancourt, Thiessen, Wen, 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 (David Gillman)
- Second (Chris Pederson)
- Minutes approved as amended

Announcements

- Rob Zamsky introduced Dean of the Library Shannon Hausinger, who invited faculty and staff to coffee and conversation during the fourth Wednesday of every month.

Reports

- President's Report:
 - Student growth
 - Up 200% year over year on enrolled students
 - SAT and GPA up 40 points and .1 year over year, respectively
 - Revenue growth
 - 25M from the legislative session
 - Hope to see more recurring
 - Money for continued housing
 - Money for dorm repair: Palmer B and Pei currently being evaluated; hope to bring 100 rooms online.
 - Foundation
 - Archimedean Society (recurring giving – expecting 2.5M/year)
 - Hoping to get 4-6M per year
 - Prestige growth
 - Hiring is going well

- Continuing work on curriculum
 - Working on salary compression
- Campus improvements
 - Construction continues with graduation as a target for beautification projects
 - Bids out for other projects including strobic fans
- Looking for graduation speakers
- Questions and comments
 - Barbara Hicks: Can we get a graduation speaker who focusses on students and their futures instead of politics?
 - David Rohrbacher: As chief negotiator for NCUFF, thanks to the administration team for working out a plan to allocate retention bonuses. According to the auditor, there are six members of the bargaining unit who are not eligible. Can you find a way to give those members of the bargaining unit equivalent bonuses?
 - President: If possible, yes. I'm sorry it took so long, but we hope to get checks out quickly. The legislature did allocate more money, but the pre-eminent institutions got a piece. We will get about 1M if we are lucky.
 - Sarah Hernandez: Students feel scholarships will be removed if they speak up.
 - President: This will never happen. I view it as cause and people will be let go.
 - Sarah Hernandez: This is how the students feel. How do we make it clear to them that they should not worry about this?
 - President: Tell them what I said.
 - Amy Reid: Are you saying B dorm will be reopened? Will students in third and fourth year be given housing?
 - President: Yes. We didn't want to shut them down and pay money to house students. We are bringing in two inspectors to make sure they are safe.
 - Melanie Hubbard: I heard we will have a summer program for students with test scores around 1000. I am concerned they are being set up to fail.
 - President: Test scores aren't everything, but I worry about this. Test scores are going up.
 - Melanie Hubbard: I understand there is no essay and no letters are required to apply. How are we obtaining information as to what their skills are?
 - President: The provost's office will speak to this. Apologies to Amy Reid for getting the details concerning the essay wrong.
- Provost's report
 - David Rancourt:
 - Continuing on the thread, Amy is correct that the essay had been removed as a requirement. We are returning to the former policy and will require them in the future.
 - We are running a summer program for students who typically have about a 4-point GPA and strong essays.

- On housing, we are looking for hotel contracts to make sure that first and second year students will get housing. We would like to offer everyone housing, but we need to build housing in order to do that. No special classes of student are given housing preferences.
- We are reworking the deposit policy.
- Admission numbers are roughly 52%/48% female to male with regard to current recruits, with money at the same split. We are doing everything we can to comply with Title IX.
- Federal FAFSA is behind, complicating things for NCF.
- Goal: significant year/year improvement
- Compliments to the Faculty Chairs on their work to get the business of the College done.
- Thanks to the Faculty for Admissions events help.
- Salaries: Recruiting under high inflation is creating more trouble with compression and inversion. We are working on it.
- Baseball scheduling: Next year will be better. There will be a defined varsity team and fluctuations will diminish. The Athletic Director has declared that students come first and students in jeopardy will be released from practice.
- Looking for opportunities to introduce faculty to coaches.
- Looking for ways to share our culture with new community members.
- Looking to establish a process so faculty can have input in shaping the mission statement.
- Questions and Discussion
 - Sonia Labrador-Rodriguez: How is the summer program financed and who is teaching in it?
 - Provost Rancourt: I don't have precise answers. Ideally, the program would be face-to-face. We are not giving lots of aid. We are looking to run a pilot for about 25 students. We will give them a summer course load at home and see how they do. If they do well, then they will enroll at NCF in the Fall. If they don't do well, they will not be enrolled.
 - Pat McDonald: I want to clarify. Students who do well will be offered admission as regular NCF students in the Fall. Students who do not do well will not be offered admission.
 - Provost Rancourt: That is correct.
 - David Harvey: It is critical that we get schedules for athletes ahead of time. We can then give better advice, both academic and career.
 - Provost Rancourt: NAIA regulations will help sort this out in the Fall.
 - Michelle Barton: Faculty need to know how to deal with student athletes. We need to know the regulations concerning accommodations for student athletes.
 - Provost Rancourt: We will arrange a meeting with Mariano where we can work out the details. We will do this as quickly as possible. Mariano has always said students first.

- Brad Thiessen: We got a 70 for our performance funding score. This means we will get additional funding. The key improvements are in jobs and salary for graduates.
 - Brad Thiessen: Please follow up with students concerning Midsemester Progress Reports.
 - Brad Thiessen: Please follow up with your division chair if you can offer a second module course.
 - Barbara Hicks: What are the details concerning pay for such a course?
 - Brad Thiessen: We will follow the overload policy.
 - Sarah Hernandez: I have concerns about overloads. Can we hire adjuncts?
 - Sure. Please make suggestions.
 - Sonia Labrador-Rodriguez: We can also arrange to have students sit in on second half of some courses for which this is appropriate.
 - Brad Thiessen: We will need to work through the details.
 - Rebecca Noss: Consider a mod credit tutorial.
 - Maribeth Clark: Who are the students looking for such courses?
 - Brad Thiessen: We will provide details.
 - Barbara Hicks: Is there an updated Drop/Add form?
 - Rebecca Noss: We will release a new form very soon.
 -
- Chair's report
 - Amy Reid:
 - I have concerns with the Summer Program, with the online program, and with student housing.
 - I am concerned with the transfer students: there were 60+ students admitted as transfer with a drop in the average SAT score of 150 points.
 - I am concerned with the AAUP censure of NCF.
 - I am concerned with the NAACP's call to reconsider Florida schools.
 - I will attend the ACFS upcoming meeting attached to the upcoming BOG meeting. There are many topics to be discussed. All are invited to attend.
 - Alberto Portugal:
 - The April faculty meeting will be in the Music Room.
 - We continue our work with the PAC/FPBC/EPC/AAC.
 - There are a number of additional issues to be resolved before the end of the year.
- FASC report
 - Andrey Skripnikov:
 - PAC election results are in
 - Waiting on information concerning post-tenure reviews.
 - We need people from each division for the EPC.
 - Presidential reviews will be coming soon.
- EPC report
 - Nova Myhill:
 - Advising days, Academic Calendar and Faculty Handbook are being reconciled.
 - A feasibility study on a first-year program is coming out.

New business

Motion concerning the covid tenure clock

- Removed from the agenda pending settlement through collective bargaining.

Motion on the resolution concerning the provost

- Moved by Chris Kottke
- Seconded by Nova Myhill
- The resolution was projected for all to read
- Discussion:
 - David Harvey: I would like to offer an amendment.
 - Pat McDonald: Point of order: you must be a voting member of the faculty to offer an amendment.
 - Amy Reid: I offer a friendly amendment: I suggest the resolution read: a search committee comprised of elected, not appointed, representatives from the student body and all three academic divisions.
 - Chris Kottke: Accepted as a friendly amendment.
 - Nova Myhill: Accepted as second.
 - Don Colladay: As a matter of process, doesn't the president just appoint the provost?
 - Jessica Young: In cases past there has been faculty input. That is the norm elsewhere. Also, student input is appreciated.
- Vote: By voice
 - Motion carries with no one voting against.

Special Reports

- David Rohrbacher: Report on the Odyssey course
 - The report was previously circulated to the faculty.
 - Questions and Discussion
 - Jenn Wells: I am concerned that some of the responses collected were generated by ChatGPT. I worry about setting a precedent that would become problematic. There is a Canvas tool that would be useful in identifying such products.
 - David Rohrbacher: Thanks for the suggestion. I will meet with Marian and look into it.
- Athena Rycyk: Report on First-Year Program/Set Sail
 - A slide presentation was given.
 - Questions and Discussion
 - Sonia Labrador Rodriguez: I have some advisees who are frustrated by the thesis requirement and the lack of majors in which they have an interest.
 - Nova Myhill: Are adjunct replacement faculty available. It is a challenge for faculty in small disciplines to participate in first-year program.
 - Athena Rycyk: Yes.
 - Sandra Gilchrist: Do you plan to inform division chairs concerning who intends to participate so that they can properly allocate resources?

- Athena Rycyk: Yes. Part of the form instructs faculty to inform their division chair.
- Sandra Gilchrist: We need the information early for planning.
- Athena Rycyk: Yes.
- Chris Kottke: Should we also fill out a course form?
- Athena Rycyk: Yes.

Announcements

- Manu Lopez:
 - There will be a two-day mindfulness event occurring on March 25 and 27.

Move to Adjourn: Don Colladay

Meeting ended at 2:00PM