Valencia College  
Faculty Council Meeting  
January 12, 2014

West Campus, Room 6-202

Council Members Present: Deidre Holmes DuBois (presiding), Carl Creasman, Rob McCaffrey, Clay Holliday, Stanton Reed, Dave Curtis, Damion Hammock, Debra Hollister, Linda Anthon, Jolene Rhodes, Pam Sandy, Desiree Voita, Aniko Harrier, Kristin Abel, Karen Cowden, Kris Dougherty, Rudy Darden, Val Woldman, and Ruby Alvarez

Absent: Bill Gombash, Suzette Dohany

Invited Guests Present: Sandy Shugart, Amy Bosley

The meeting reached quorum at 2:33 pm.

I. Call to Order

Deidre Holmes DuBois welcomed the 2014 Faculty Council members and introduced Sandy Shugart.

Kristin Abel introduced herself as a new Faculty Council member; Val Woldman and Rudy Darden are also new for 2014, although we met them in December.

Cissy Reindahl has moved to a new position at Valencia, and Myranda Pierce is transitioning into this role and will act as Secretary for the Faculty Council. Cissy is providing support.

II. Discussion Item: Governance Redesign (Sandy Shugart)

Dr. Shugart discussed the current status and draft of the governance design.

He has visited all 5 campuses and is now visiting all existing councils to gather feedback. There will also be a meeting next month with the group that worked on the redesign last summer. Then, a final plan will be taken to the Board of Trustees this spring with hopes of achieving full implementation in the fall.

Some of the changes will consolidate councils (e.g., operations, planning) so the remaining councils can do work in less cumbersome ways. Right now, the draft model has three councils: Executive, Faculty, and Learning, which he thinks is most efficient. He is still considering some sort of expeditor role, someone or some group that will serve as “air traffic control” to keep work moving. We will need additional discussion about how this function actually works: job description, new position or someone already in another role at the College. Major initiatives will need to be commissioned by an executive sponsor. We will also have to consider campus-level governance: who will be involved and what structure will it take?

Questions for Dr. Shugart on design:

Q: How would this design affect at-large roles on campuses?

Dr. Shugart: There are a lot of routes to take; there could be changes in timeframes (he believes it is beneficial to have the Council president serve two years). There needs to be more clarification on the different roles.
Deidre: Members of the Council have received a draft Constitution that we will discuss on Jan 24th. Once we have feedback and have made adjustments, Carl and I will present it to Dr. Shugart for his approval and then have a vote of all Association members.

Q: Is this design written/drafted anywhere?
Dr. Shugart: It is still in process and nothing is solid, so no. After Dr. Shugart gets feedback from executive team, he will share a draft, and at that point he will get feedback from Councils; any questions can be sent to Dr. Shugart—he welcomes suggestions and hypotheticals.

Q: This would be good to be on the same page, and I would appreciate the ability to give feedback before implementation.
Dr. Shugart: Definitely: there is still a lot of dialogue occurring, and communication needs to improve across Councils. We want to make sure everyone is on the same page.

III. Action Item: Committee Assignments

Academic Department Organization – Karen Styles and Colin Archibald were appointed.

Learning Assessment Committee – Shalini Gopalkrishnan was appointed to the Math seat on the LAC.

Learning Council – Dave Curtis was appointed to the Learning Council to fill the open at-large seat.

Classroom Observation Form Short-Term Work Team – The following faculty were appointed to this work team: Shari Koopmann (chair), Katie Shephard, Regina Seguin, Kim Long, and Dan Dutkofski. They will join the deans who volunteered at IAC this morning and Wendi Dew and Jenny Charriez.

IV. Discussion Item: Classroom Observation Procedures

Working on the process for the faculty evaluation tool, Deidre discovered that some deans allow tenured faculty to conduct classroom observations of other tenured faculty. She proposed a set of restrictions on that process to ensure observations, which become part of a faculty member’s annual evaluation, are conducted as fairly and competently as possible.

The Council had a spirited discussion about classroom observations in general, including the thoughts that some deans have too many faculty to observe frequently, the current form doesn’t provide useful feedback, and tenured faculty shouldn’t have to be observed. Carl made the following motion:

The Faculty Council tasks Rob McCaffrey, Karen Cowden, and Carl Creasman with initiating a discussion with IAC (through them to other deans) about the viability and usefulness of class observations done by the deans for tenured professors. Rob, Karen, and Carl would be presenting the position that Faculty Council did not want to sanction classroom observations.

Further discussion about the motion led to the following options:
--a yes vote would mean that the FC rep was saying he or she wanted to move away from classroom observations and the hope was the deans did as well, and the conversation initiated by Rob et al would demonstrate this fact.
--a no vote would mean that the FC rep was saying he or she wanted to keep classroom observations, working on making that system better through more discussion on Deidre’s working draft of procedures for the observation.

The motion failed, with 7 yes votes, 9 no votes, and 1 abstention.

Deidre asked, for the purposes of the original question, whether members of the Council objected to tenured faculty observing other tenured faculty. Fifteen members said yes, one said the proposed restrictions were fine, and a couple of members abstained.

Deidre will bring feedback to the campus presidents that the general consensus of the Faculty Council is that only deans should observe tenured faculty.

**V. Discussion Item: December 2013 Minutes**

*There were 18 votes: 13 approve, 2 abstain, and 3 want to discuss further.*

The Council discussed changes requested to the December minutes. Deidre will correct and post the minutes.

**VI. President’s Report**

Update: Administrative Assistant Position – Deidre introduced Myranda as the Faculty Councils new assistant.

Online Proctoring – Bill White would like to know if faculty are looking for ways to conduct online proctoring. Campus reps should ask their groups and report back.

HR VP Search: VP of Organizational Development and Human Resources posting ends today (1/16/14). The committee is meeting tomorrow (1/17/14) to decide what they are looking for in a candidate.

Learning Day Registration – Reminder to register and attend faculty sessions in the afternoon.

FAAETCL – Nominations open on 1/27/14. There will be an ATLAS e-mail and a link in *The Juice.* Any faculty member is eligible. Deidre will recruit for committee members to review portfolios next month.

**VII. Campus Reports**

Reports moved to next Faculty Council meeting.

**Adjournment at 4:33 p.m. for training on the faculty evaluation tool for the fake pilot.**

Next Meeting: Friday, January 24, 2014 at 10:00 a.m. WEC SEC (Bldg. 8)