



School of Education
March 11, 2022, 10:00 a.m.
Department Meeting via Zoom

Present: Dr. Anne Angstrom, Sherry Blanset, JoAnne Devine, Kathie DiLascio, Dr. April Fleming, David Koehler, Dr. Julia Kroeker, Dr. Regina Miller, Terri Ratini, Dr. Joyce Rollins, Dr. Kelly Roy, Dr. Caroline Seefchak.

Welcome and Approval of January Minutes: Approval of February 11, 2022 minutes: Sherry Blanset moved to accept the minutes as distributed. Anne Angstrom seconded the motion. The motion carried and the minutes of the February 11, 2022 department meeting were approved as distributed and placed on Document Manager.

Administrative Updates: April Fleming reported:

- FSW is moving to Pathways for Education tracks. Each school needs a Champion to attend events, talking about our degree programs. Kelly Roy will be representing the SoE in this position. April Fleming will represent Workforce Programs as the Dean Navigator. April and Kelly will attend the Pathways Institute in Clearwater in April. Seven other state colleges will also attend.
- Commencement: time is 6 pm. Faculty and staff strongly recommended to attend. 4/29 6 pm.
- Happy Spring Break!

Family Engagement Athletic Event: Joyce Rollins reported:

- Thursday, March 24. SoE attending softball game. Adjuncts and family are welcome.
- Faculty Forums: Held this past week. Highlights: data shared about modalities, days and times students prefer. First choice still ground classes, least favored as a first choice is live online. Joyce asked if aggregated data be available by school as this was not asked in the survey. SoE may survey our students to see their preferences to include ECE students and Intro courses as well.
- Commencement addressed as well, students will get 5 tickets. Joyce will send out regalia information for ELED. Kelly will ask ECE students as well.

Enrollment and Retention: David Koehler reported:

- **Elementary Education:**
 - followed up on all applications for Summer 2022 and Fall 2022 Elementary Education applications by e-mailing and/or phoning each student every week
 - 4 conditional admits to the Bachelor of Science in Elementary Education program for Summer 2022

- 3 conditional admits to the Bachelor of Science in Elementary Education program for Fall 2022
- worked with alternative certification population to put in the necessary upper-level division overrides for the Spring 2022 Mini B-Term registration period
- **Early Childhood Education:**
 - 12 ECE advising sessions
- **General Information:**
 - responded to over 250 e-mails (mostly regarding advising)
 - 5 GKT prep appointments
 - handed out field experience polo shirts and collected KDE money from students
 - attended Advising department meeting
 - attended three full days of Advising Kickoff
 - attended Lee County and Collier County Open House events to recruit
 - attended virtual Transfer Fair to recruit
 - worked with Dr. Kuhn on preparing for AS in ECE workshops
 - followed up with professor on attendance verification and Spring 2022 Mini B-Term grades
 - followed through on alternative certification petition
 - put on GKT holds and sent out educational plans for Fall 2021 cohort and Spring 2022 cohort

Field Experience: Sherry Blanset reported:

Completed:

- Updated records (teaching certificates, clinical, principal recommendations) for all current Cooperating Teachers at Foundation level
- Confirmed Job Fair attendees for 3/11, created signage and snack baskets
- Requested and received CT payment paperwork for finals and practicum II
- Requested CT payment paperwork for practicum I and foundation
- Entered foundation placements into Anthology
- Placed ECE practicum student, notified student and CT of placement
- Deleted all vacant placements in Anthology
- Closed open placements from past semesters through Spring of 2021
- Sent out FE application for Fall of 2022

In Process:

- Job Fair Spring 2022, 11 organizations
- Communicating with legal regarding ECE MOU and 3 ELED MOUs
- Updating list of Early Childhood Centers accepting interns and allowing video

- Monitoring student field experience hours and evaluations, contacting CTs as needed for incomplete evaluations
- Closing open placements from past semesters Fall of 2021 to present
- Communicating with mentors and students regarding communications and expectations issues
- Supporting CTs and students as needed with Anthology
- Collecting data from Fall 22 FE applications to share with districts

Committee Reports:

Academic Standards: Anne Angstrom reported:

Academic Standards met on Friday, March 4. Anne was unable to attend the meeting due to a personal matter. The committee is continuing to finalize a flow chart that outlines the process for student and faculty response to violations of academic integrity. The committee is scheduled to meet again on Friday, March 25.

QEP Advisory Board: Anne Angstrom reported:

The QEP Advisory Board met on February 14 to discuss funding related to professional development, summer committee work, technology needs, and future study abroad course sections of IDS 2891. Fall course sections of IDS 2891 were also announced. The board is scheduled to meet again on Monday, March 11.

Learning Assessment Committee: Caroline Seefchak reported:

- The Learning Assessment Committee, LAC, met on Friday, March 4.
- LAC and AASPIRE will be holding the following March PD sessions to review the submissions and assessment process for assignments in Think and Investigate. *Note that two are on March PD Friday and there will be a repeat of the Investigate session on Wednesday, 3-30.* These sessions will be especially useful for anyone who has submitted an assignment and would like individual feedback on how their assignment was used, and how well it fit the dimensions of the rubric. The “Investigate” session will also be of special interest to those involved in the FSW QEP.
 - “Talking about a ‘Think’ Assignment,” Friday, 3-25, 9am
 - “Talking about an ‘Investigate’ Assignment,” Friday, 3-25, 10am
 - “Talking about an ‘Investigate’ Assignment,” Wednesday, 3-30, 2pm
 - For more info about these sessions, check the TLC webpage or contact Elijah Pritchett or Joe van Gaalen.
- The 9th FSW Research Expo will be held April 4th to 6th. The Expo will be hosted on FSW’s Lee and Collier Campuses where we can expect over 30 posters from students and faculty for the Poster Session, 20 presentations from students, faculty, and external speakers, and an Art Exhibition to display work of FSW students. Sessions will allow in-person attendance on both campuses, and many will be presented live via Zoom. The Office of Sponsored Programs, a part of Team AASPIRE will release additional details regarding times and Zoom links as we get closer to the event. Direct any questions to Dr. van Gaalen,

(joseph.vangaalen@fsw.edu) or Jessica Godwin, (jessica.godwin@fsw.edu), part of Team AASPIRE.

- Faculty are reminded that assessment review happens in the spring (for most departments). AASPIRE is encouraging everyone to think about it and bring ideas to the review sessions.

Educator Preparation Community of Practice Webinar: Caroline Seefchak reported:

- February's FLDOE Community of Practice was on new initiatives with CPALMS and its availability to teacher preparation programs.
- The technology aspects of this will be discussed with Dr. Rollins by Laura Osgood, who was in attendance.
- Notes for the webinar and a PDF of the PPT were emailed to SoE faculty and staff last week.
- March's FLDOE Community of Practice webinar will be held this Friday, March 11, at 2:00 p.m.
- If any faculty member is interested in attending any of these, or if anyone wants to take over being the SoE representative at these meetings, please let Dr. Rollins know.

eLearning: Regina Miller reported:

- Committee met on 3/4/22.
- Discussion of Reassignment Hours for eLearning coordinators
- Collective Negotiations and Bargaining Discussion

ATC: Regina Miller reported:

- Committee met on 2/18
- Collective Negotiations and Bargaining Discussion regarding master courses

Curriculum Committee: Julia Kroeker reported:

- Committee met on 3/4/22. It was a full agenda with 20 action items, many of which were changes in programs. The proposal for the AS in EC program needs minor revisions. More program changes will be heard at the April meeting.

Professional Development Committee: Kelly Roy reported:

- Committee met on 3/4/22.
- Requests for funds for the upcoming quarter were reviewed. Increased funding is available so you are encouraged to apply for both Ancillary and PD opportunities.
- OER week continues through 3/11/22.
- There is an online institute available through 3/25/22.
- A comprehensive needs assessment of the TLC continues.
- There will be a Diversity Expo. Sponsored by the TLC on 3/25/22.

Faculty Senate: JoAnne Devine reported:

- The Committee met on 2/28/22.

- Ad Hoc Committee has been formed, Policy Review Committee for Sexual Misconduct & Harassment: Matt Hoffman will chair. April Fleming is also on that committee.
- Update on the vote of no confidence for Dr. Norman was given. The Senate passed a Vote of No Confidence in the leadership of Dr. Thomas Norman Vice-Provost. Effective 2/9/22, Dr. Norman has been reassigned and is to no longer have supervising duties in Academic Affairs. The Workforce School Deans (Health Professions, Education, and Business and Technology) will report directly to Dr. Eileen Deluca. Dr. Norman has been reassigned to Special Projects and Grants out of the Bonita Springs office. Martin is checking on Dr. Norman's job and salary.
- On Friday, 3/3/22 an emergency meeting of the Faculty Senate Executive Board was held. At this time, a notice of updates on the Office of the President and creation of a President Opinion Survey was discussed. It was agreed that the general updates would be sent to all faculty on Monday followed by a Presidents Opinion Survey the next day.
- The Faculty Senate Update with explanation follows. One main concern is that the meeting the President agreed to is after his evaluation/meeting with the Board of Directors about his employment.
- **Senate Update:**
 - During its January meeting, the Faculty Senate passed the following two resolutions:
 - # 1: Be it resolved that the Faculty Senate President, The College President, and the Board of Trustees Chair shall meet once a semester to help promote open communication and enhance shared governance; **(President Allbritten responded by setting strict guidelines for the time, place, and the right to censor agenda items. His first response to the resolutions was dated 1/27. After no further response from Dr. Allbritten, the Faculty Senate President sent a request for follow-up on the meeting. President Allbritten's final response, sent almost a month after his first email, came through Danessa Stevens, and included his strict requirements to meet.)**
 - # 2: Be it resolved that the Faculty Senate is asking the College President to present the Faculty Senate with a Senior Administration Reduction Plan that helps align the college's academic priorities in anticipation of lower enrollment. **(No response from the College President in his 1/27 email, and our resolution has been ignored after the Faculty Senate President's repeated request for an update.)**
 - As for resolution #1, a meeting was set up, but would have necessitated that the Faculty Senate President abide by the College President's requirements and censorship in order to meet:
 - *Dr. Tawil, "As to a proposed meeting with FSW Board of Trustees Chair Chris Cunningham and Dr. Allbritten; Mr. Cunningham has agreed to meet on Wednesday, April 27 at 10:00am. For Mr. Cunningham's convenience the meeting will take place in the FSW Corporate Training Office in Bonita. In preparation for the April 27th meeting **please submit agenda items for consideration** by end of the day on April 20th. This will provide the President's office with time to research the topic prior to the meeting. **Dr. Peel, Chief of Staff, and myself will be in attendance. Dr. Allbritten will invite any administrator to address specifics to topics submitted. Thank you. Danessa Stevens"***

These actions by the College President make it clear that he is not being collaborative and supportive. His actions constitute a direct violation of the Board of Trustees (BOT) Policy #6Hx6:5.03 which states:

“By promoting a collaborative and supportive working environment, Florida SouthWestern State College seeks to **provide and sustain an atmosphere conducive to, mutual respect and trust**, successfully allowing all employees to work towards the common purpose of achieving the College’s mission.”

I believe that the Faculty Senate has approached the President in a very respectful way, and we are being faced with opposition and censorship. I do not feel comfortable meeting with all of these administrators, and the BOT Chairman on my own. The type of meeting that the President is proposing appears to be hostile and unfriendly. The atmosphere and collegiality between the President and the Faculty Senate are now broken beyond repair; this is a direct result of blowing the whistle on the President’s plan to change the structure of the academic unit.

I will be sending out the Presidents Opinion Survey on Monday to gauge the faculty’s perception of the President’s job performance. Here are some facts and data:

1. The President’s compensation package has reached an alarming cost to the college (Approximately: \$670,000 per year according to public records obtained from FSW’s Department of Human Resources).
2. The President has given raises and car allowances to certain senior level administrators, causing the college financial burden.
3. Administrators receive two vacation days per month (24 business days per year) and senior level administrators, including the President, receive four days per month (48 business days per year), which administrators can sell back to the college without any accountability of actual working days.
4. The President has increased the number of administrative positions and provided raises that are not justified by need or any positive change in enrollment.
5. The President has approved the changing of administrator’s titles to allow for significant raises.

These are only some of the financial issues facing the College today, and yet the President has entirely refused to respond to Faculty Senate Resolution #2. He has responded to Faculty Senate Resolution #1, as stated above, with a lack of collegiality and respect for faculty. When the President did not take into account faculty concerns for his proposal, the faculty leadership in turn did not want to appear to endorse of his administrative style by accompanying him during the townhall meetings. Then, the President set up his own townhalls (recently announced for the first week in April) without any consideration of shared governance or taking faculty input. The President appears to have chosen to carry out his campaign without the involvement of faculty.

Your Senate President,

Martin Tawil

OBOC: Joyce Rollins reported:

- Culminating “Life on Our Planet” this spring. There will be a contest for students, how can FSW change footprint on the environment.

- Announcing “David and Goliath” at OBOC 2022-2023

GEAC: Joyce Rollins reported:

- Changes to Gen Ed requirements include removing Speech and reducing communication to 6 credits and also reducing Social Sciences to 6 credits. This allows students more room for electives required by certain degrees.

Adjourned: 11:06 a.m.

BREAK OUT:

ELED: The following awards were determined for the 4/27/22 Pinning Program:

Deans Award Evening: Cheyenne Sobel

Deans Award Day: Jamie Hale

Outstanding ELED Student Day: Colton Poling

Outstanding ELED Student HG: Denise Moreno

Outstanding ELED Student Evening: Ross Turner

ESOL: Colleen Vacarro

Literacy: Caroline Johnson

KDE: Sydney Gorski

Speakers for Pinning Program:

Reflection: Amber Annarumma and Jamie Hale

Charge Forward: Krystal Giraldo

ELED Adjournment: 11:40