

Memo

To: Dr. Jack Crocker
From: Faculty Senate
CC: Faculty Senate All
Date: March 3, 2009
Re: Faculty Senate Recommendations

Faculty Senate Recommendations:

After two and a half years of research, surveys, and discussion, Faculty Senate is in a position to recommend changes in the governing of the action of full-time faculty at Manatee Community College. The issues and recommendations below are not ranked in any order. All research and surveys can be made available at your request. Faculty Senate respectfully submits the following for your review.

Issue # 1:

Beginning Spring 2009 Student Evaluations will be on-line. Student Satisfaction rates will be dramatically affected. E-learning students have a 60% or less compliance rate for instructor evaluations.

Senate Recommendation:

Faculty Senate recommends removing the 85%* satisfaction rate from the annual evaluations. In addition, Senate recommends that the student success rates be removed from the annual evaluation. The official Senate position is that the entire institution is responsible for student success.

Issue # 2:

Enrollment at Manatee Community College has grown at a steady increase for the past five years. Because we have a healthy enrollment our classes are filled to capacity almost immediately. When students do not attend the first day of classes for which they are registered, they not only miss pertinent information that will aid them in successful completion of their courses but they also block the success of other students who would like to register for these closed sections and who are in attendance on the first day.

Senate Recommendation:

Faculty Senate recommends the institution of a First Day Mandatory Attendance Policy. Senate recommends that the policy be modeled after the University of South Florida's policy as studies indicate that a majority of our students transfer to USF after graduation. This cohesiveness in policy will aid in a smoother transition into the University setting.

Issue # 3:

The state of Florida requires 10 hours for all faculty contracted as FT with a 5/5 course load. Manatee Community College requires 15 hours for the same contract.

Senate Recommendation:

Faculty Senate recommends a reduction of the 5 extra office hours in order to become consistent with the state requirements. In addition, as the college has become flexible with course scheduling (e-learning classes, one day per week classes, 8-week sessions, MW and TH classes), so should the faculty become flexible with office hours. It is the recommendation of faculty senate that the requirement set forth by Manatee Community College (faculty MUST be on campus each of the five days of the working week for at least 4 hours) be reviewed by administration and revised ultimately allowing for faculty to complete their teaching, office hours and other duties in a manner that best suits their individual schedules (for example faculty who teach MW and TH schedules could complete their contracted duties reasonably within the four days they are on campus and so should be granted the opportunity to do so without penalty).

Issue # 4 w/ Senate recommendation:

As times in academia have changed over the past few years, Senate recommends that a review of the Promotion and Sabbatical procedures be established. Senate, as a governing faculty body, recommends that two committees be established by Faculty Senate to review and recommend changes to the two documents. These changes will place Manatee Community College's Promotion and Sabbatical processes in line with the standards that govern tenured faculty at other academic institutions.

* The following is a summary of faculty discussions that have culminated on the 85% debacle:

It is important to note that the 85% (even though Dr. Rosen initially stated that it would not be used to deny anyone a merit increase) is not a "statistically reliable" number to begin with because of the generally small class sizes. The drafting committee did bring this up when the creation of the revised evaluation review process was underway. Dr. Rosen wanted something quantifiable to justify "merit increases." However, if he was not going to use the evaluations to deny merit increases, it does not make sense to use them in an annual evaluation process. The revised language that was added just prior to Dr. Rosen's departure does suggest there may be some cases when student evaluations would affect merit etc. In any case, common sense indicates that if the evaluations are demonstrating that there is something significantly wrong happening within the teaching process then department chairs and faculty can certainly address the situation on a case by case basis.