

**Faculty Senate Meeting**

When: Tuesday, December 6, 2022 3:30pm

Where: Zoom @ <https://fit.zoom.us/j/95744544218>

**Minutes**

**Senators Present:** Faculty Senate President Tolga Turgut (Aeronautics),

Joo Young Park (MTH), Manasvi Li11(e TJETQq0.00000912 0 612 792 reW\*ñBT/F2 11.0



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successful in hiring very, very talented faculty, and he encourages all of us to look at your colleagues and  
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Another important item we have been addressing is the review of policies that is associated with

intention by himself, the CFO, and from the President to look for the opportunity to do that in the Spring. But we need to gain better confidence in the numbers going forward. (At this point Dr. Carvalho yields the floor to the Senate for questions.)

Pres. Turgut begins by thanking Dr. Carvalho and opens the floor to questions.

Pres. Tolga Turgut asks a question on behalf of the faculty. Are there any developments with respect to the COLA resolution that we had approved prior to his Faculty President term during the last Senate meeting in April of last year, which was conveyed to the Board of Trustees? (He also mentions he did this question as a follow-up to the Chair of the Board of Trustees and their reply was ``We are considering it  
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Dr. Carvalho responds. He can speak to that in the sense that the request was sent to the Board and has been discussed a couple of times. One of the real challenges when we talk about an indexed COLA is that we are not a line item in a State budget, for example, that gets adjusted. We are absolutely dependent on what we collect in terms of tuition, and what we generate in terms of research and other support. And so as much as we would like to have the ability to always index any particular loss that comes through inflation or anything else and be able to compensate for that, but ~~L W O R~~ it is not realistic to be able to do that because the revenue that supports that is not automatically indexed by that in any way. He mentions though, as a personal belief, that he is in full support of finding ways to index the faculty gains and that he wholeheartedly believes it is the best investment you can make believing

Pres. Tolga Turgut thanks Dr. Carvalho and the Dr. Carvalho thanks the Faculty Senate for the opportunity to speak.

### **Old Business**

#### Committee Reports:

1. Excellence Awards Committee: Senator Julie Costopoulos said that they have sent out the announcement, so she encourages the senators to remind all your faculty that we are going to be collecting applications, they come with a cash award, and they should apply, and that they are actively trying to recruit a member for the committee from engineering.
2. Academic Policies Committee: Senator Vipuil Kishore said there is nothing to report.
3. Scholarship Committee: Senator Nezamoddin Nezamoddini-Kachouie said nothing to report.
4. Welfare Committee: Senator Nakin Suksawang said nothing to report, but they are looking for members and if you have any concern regarding welfare, to please send him an email and they will work on it.
5. Administrative Policies Committee: Senator Mehmet Kaya said that as the new committee chair, he is in the process of creating a committee and anyone interested in serving in this committee is welcomed with a diverse committee being a goal. With the committee formed they will create a strategy and be proactive.
6. Technology, Resources, and Infrastructure (TRI) Committee: Nothing was discussed as this committee needs to elect a chair.

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(39:04) President Tolga Turgut begins by saying as you heard partially from our Provost, Dr. Carvalho, I have been in dialogue with interim President King, on the importance of faculty resources & compensation and its immediate impact on the rankings for FIT especially our average faculty compensation hovering below the peer ranked universities. He emphasized the importance of considering the equity adjustment for the faculty very soon. Of course, this all depends on the budget situation and the planning for the next few years. We need to basically bring the lower paid faculty more to the median as soon as the financial situation permits. He also followed up, to Dr. Carvalho as well, about to be welcomed

Committee

at least three areas in the appointment of new faculty, in professional development of faculty, and identifying what are the best classroom practices. Some of the issues that Provost Carvalho identified are ones which are not just unique to our institution.

Right now, if you go to our AAUW website (<https://www.aauw.org/>) you will discover that the majority of non-tenure track professors at universities are women. At the same time, if you look at the number of women that are on the tenure track and are tenured is 44% of the population, and at the level of tenured full professors only 36% are women.

among the 300 full-time faculty not only of the well-established faculty who have been at our institution for so many years just like Dr. Patterson was saying. You know we always learn from new voices, new ideas, fresh energy and we need to reflect that in our Faculty Senate as well. Having a blend of well-established faculty with new incoming faculty represented in the Faculty Senate would bring help this. He sees serving in the Senate as an honor and privilege. And we must provide this opportunity to all the faculty and in order to assure this, he thinks limiting the terms for Senators, Committee chairs, and Senate officers by two terms would be an idea to consider.

He gives an example that we had in the October meeting of the new faculty coming from Aerospace and asking questions about the profile of the President. He admires that courage. Because courage is contagious, and we want to promote the culture of people being able to come freely and discuss new ideas here. The term limits would promote more rotation among the faculty in the Senate, as well as the other academic committees, and lead to a more educated, more productive and versatile faculty population.