

North Florida College
Faculty Senate Meeting

Approved Minutes

February 8, 2023 11:00 am
Building 6, Room 101

Call to order

President Jay Welch called the meeting to order at 11:00 am

Members present

Sharon Brave Heart, Carol Burkart, Denise Callaway, Anna Doughty, Michelle Ginn, Laura Hanna, Daniel Harris, Anna Kelley, Guenter Maresch, Manoharan Mariappan, Greg Molnar, David Palomino, Phillip Taylor, Jay Welch, Philip Wilkerson, Lynn Wyche, Karen Hiers, Ellie Morgan and Jamen Brock.

1. Approval of minutes

Minutes from January 11, 2023, meeting approved by show of hands.

2. Old Business

- a) **POS 2112 American State & Local Government** – Jay Welch discussed VP Page’s concerns the impact this course may have on the enrollment for credit courses currently offered for AA degree. Philip Wilkerson discussed the course is intended to meet transfer pre-requisites for specific majors and to give students elective choices. He stated it would not fulfill any social science requirements for AA degree. Motion to use POS 2112 for only elective credit was made, second and approved by show of hands. (see attached POS 2112 syllabus)

3. New Business

- a) **NFC 2023-2024 Calendar Update** – Phillip Taylor provided an update on the proposed 2023-2024 calendar (see attached calendars). Discussion included taking finals before Thanksgiving, offering classes online Thanksgiving week, and having 4-weeks between Summer and Fall terms to accommodate CWE faculty. The following statement, or one to the effect, will be added to the calendar for clarification: Offering classes online during Thanksgiving week is at the discretion of the instructors.
- b) **FIRE Letter** – Jay Welch discussed the Foundation for Individual Rights and Expression (FIRE) letter (see attached) received by President John Grosskopf in response to the support statement issued by the Florida College System. President Grosskopf asked Jay to present the information to the faculty and determine if faculty wanted to make a statement. After discussion, it was determined faculty did not want to make a statement and no action was taken.

- c) **Student Life** – Lynn Wyche presented information on Student Life at NFC (see attached). Lynn asked the following questions: 1) How to increase students on campus; and 2) How to provide campus life to online students. She stated the cafeteria is almost in the black and a Field Day is being planned.

4. **Other Business**

- a. **Calendar** – It was stated other community colleges start fall term on August 21. Phillip Taylor will research.

5. **Adjournment**

Meeting adjourned at 11:45 am. Next meeting will be held on March 8, 2023.

Minutes submitted by: Denise Callaway

NFC Faculty Senate Meeting – February 8, 2023 @ 11:00 am

Faculty – Initial beside your name	Bell, Ashley
	Brave Heart, Sharon <i>Sharon</i>
	Bryce, Glenn
	Burkart, Carol <i>CBurkart</i>
	Callaway, Denise <i>DC</i>
	Curry-McDougal, Ebony
	Davis, Rick
	Doughty, Anna <i>AD</i>
	Eustace, Bill
	Ginn, Michelle <i>MG</i>
	Hanna, Laura <i>LA</i>
	Harris, Daniel <i>D.H.</i>
	Haynes, Ashley
	Kirkland, Michael
	Maresch, Guenter <i>Guenter</i>
	Mariappan, Manoharan <i>Manoharan</i>
	McCullers, Paula
	Molnar, Greg <i>GM</i>
	Morgan, Ellie
	Palomino, David <i>David Palomino</i>
	Paulk, David
	Paulk, Elias
	Plummer, Brandy
	Ring, Hillary
	Spence, Katherine
	Summers, Kristin
	Taylor, Phillip <i>PT</i>
	Thompson, Lisa
Waldron, Stormy	
Welch, Jason <i>Jason</i>	
Valadez, Maricela	
Kelley, Anna <i>AKelley</i>	
Guests – Initial and/or sign-in	Dunkle, David
	Holland, James
	Wilkerson, Philip
	James Broad
	Lynn Wyche
	Karen Hiers
	Ellie Morgan

Faculty Senate Meeting Agenda

11:00am 2/8/23

- 1) Approval of Minutes

- 2) Old Business
 - A) POS2112 redux – Philip Wilkerson

- 3) New Business
 - A) Calendar update – Phillip Taylor
 - B) FIRE letter – Jay Welch
 - C) Student Life – Lynn Wyche

COURSE TITLE: American State and Local Government		
COURSE NUMBER: POS 2112	NUMBER OF CREDIT HOURS: 3	
PREREQUISITES: POS 2041, American National Government	COREQUISITES: N/A	
REQUIRED TEXT: No Textbook is required for this course.		
OTHER REQUIRED MATERIALS: N/A		
ADDITIONAL RESOURCE MATERIALS AND/OR SUPPLIES: Internet access for completing course assignments and access to a computer with Microsoft Word for papers.		
COURSE DESCRIPTION: This course provides a comparative study of American state governments and political processes, with an emphasis on Florida. The curriculum emphasizes the structures and functions of state governments, as well as the importance of federal-state relations and state-local relations.		
COURSE LEVEL STUDENT LEARNING OUTCOMES All courses with multiple sections must use the same wording for all SLOs, and assessments must share common attributes.		
<ol style="list-style-type: none"> 1. Students will apply an objective, analytical approach to understanding state and local government issues and concerns. 2. Students will describe the major characteristics of a representative republic. 3. Students will explain how the Florida Constitution protects life, liberty, and the pursuit of happiness. 4. Students will examine the role of state legislative, executive, and judicial branches within a system of checks and balances. 		
Course Level SLO #	Gen Ed/Program Outcome #	Summative Assessments (A student artifact: A specific assignment that could be submitted as evidence of a General Education competency)
1	4a, 7a	Class discussion and Discussion Post 2
2	4a, 7a	Quiz 5 and Final Exam
3	4a, 7a	Class discussion and Final Exam
4	4a, 7a	Quiz 8 and Final Exam
SUGGESTED METHODS OF ASSESSMENT:		
Writing Assessment: 5 Discussion Posts, 2 website reviews		
Quizzes: 9 multiple choice/short answer blended quizzes		
Exams: 2 major exams, Midterm & Final		

DRAFT

North Florida College 2023 – 2024 Academic Calendar

TRADITIONAL TERM

2023	Term I	Comments
August 10, 11	Faculty Planning Days	
August 14	Classes Begin	
Sept. 4	LABOR DAY Holiday	
Nov. 10	VETERANS DAY Holiday	
Nov. 22, 23, 24	THANKSGIVING Holidays	
Dec. 4	Classes End	
Dec. 5 – 8	Final Exams	
Dec. 12	Grades Due 9:00 a.m.	
Dec. 12, 14	Faculty Planning Days	
Dec. 14	Term Ends. Commencement	

2024	Term II	Comments
Jan. 4, 5	Faculty Planning Days	
Jan. 8	Classes Begin	
Jan. 15	MARTIN LUTHER KING, JR. Holiday	
Feb. 19	PRESIDENTS' DAY Holiday	
March 11 – 15	SPRING BREAK	
April 25	Honors Convocation	
April 29	Classes End	
April 30 - May 3	Final Exams	
May 7	Grades Due 9:00 a.m.	
May 7, 9	Faculty Planning Days	
May 9	Term Ends. Commencement	

2024	Term III	Comments
May 20	Classes Begin	
May 27	MEMORIAL DAY Holiday	
June 19	JUNETEENTH Holiday	
July 4	INDEPENDENCE DAY Holiday	
July 15	Classes End	
July 16, 17	Final Exams	
July 22	Grades Due 9:00 a.m. Term Ends.	

NON-TRADITIONAL TERMS (e.g. Weekend College, Mini-mesters)

Fall 2023 Mini A: 8/14/23 – 10/6/23

Fall 2023 Mini B: 10/9/23 – 12/8/23

Spring 2024 Mini A: 1/8/24 – 3/1/24

Spring 2024 Mini B: 3/4/24 – 5/3/24

Commercial Vehicle Driving – Dates TBD, may also include Saturdays, and Sundays

Public Safety – Open Entry/Open Exit

*** **DRAFT** ***

2023-2024 Calendar

July 2023

FALL 23

August 2023

September 2023

October 2023

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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

76 CD + 4FX

16 M

16 T

15 W

15 R

14 F

39A/41B

31MW/31TR

S	M	T	W	TH	F	S
		1	2	3	4	5
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November 2023

December 2023

SPRING 24

January 2024

February 2024

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24	25	26	27	28	29	30
31						

74 CD + 4FX

14 M

15 T

15 W

15 R

15 F

38A/40B

29MW/30TR

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March 2024

April 2024

May 2024

June 2024

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July 2024

Summer 24

August 2024

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30 CD + 2FX

8 M

8 T

7 W

7 R

15MW/15TR

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Grey - Holidays
Green - Final Exams
Blue - Faculty Planning
Yellow - Classes in Session
Brown - Commencement
Goldenrod - Online Class

- Back-to-School Mtgs: 8/11, 1/5
- Commencements: 12/14, 5/9
- Holiday Party: 12/12
- Campus Service Project: 3/22
- Honors Convocation: 4/25
- Lakeside Party: 5/7

BoldItalicsUnderline - Minimester StartEnd/Grades Due



FIRE
Foundation for Individual
Rights and Expression

**NATIONAL
COALITION
AGAINST
CENSORSHIP**

January 25, 2023

Sent via U.S. Mail and Electronic Mail

John Grosskopf
North Florida College
Office of the President, Building 3
325 NW Turner Davis Drive
Madison, Florida 32340
president@nfc.edu

Re: Florida College Presidents' "Statement" on "Critical Race Theory" and "related concepts"

Dear President Grosskopf:

The Foundation for Individual Rights and Expression (FIRE)¹ and the National Coalition Against Censorship (NCAC)² write to share our deep concern regarding your recent pledge to violate the First Amendment.

On January 18, 2023, you joined a public statement pledging to eliminate—within two weeks—all “instruction” that “promote[s] any ideology that suppresses” expressive freedom, including instruction on “critical race theory or related concepts such as intersectionality” or ideas about “systems of oppression.”³ Such “instruction” is, according to the statement, a form of

¹ FIRE is a nonpartisan nonprofit dedicated to defending freedom of speech, with a particular focus on higher education. For more than 20 years, FIRE has successfully defended speech across the ideological spectrum.

² NCAC is an alliance of more than 50 national non-profit literary, artistic, religious, educational, professional, labor, and civil liberties groups that are united in their commitment to freedom of expression. Since its founding, NCAC has worked to protect the First Amendment rights of students and teachers, artists, authors, librarians, readers, and others around the country.

³ Fla. Coll. Sys. Presidents Statement on Diversity, Equity, Inclusion & Critical Race Theory (Jan. 18, 2023), <https://bit.ly/3GXfWh5> [perma.cc/E5JF-7UCS]. The statement was heralded by Commissioner of Education Manny Diaz, Jr., who said it “commits” your institution “to removing all woke positions and ideologies” within two weeks’ time. Press Release, *Florida College System Presidents Reject ‘Woke’ Diversity, Equity and Inclusion (DEI)*,

“discrimination.” Even where “critical race theory or related concepts” are permitted to be taught, faculty may only discuss them if presented “as one of several theories and in an objective manner.”

Your statement is a promise to enforce the “Stop WOKE Act”⁴ in the very manner the First Amendment prohibits: as a viewpoint-discriminatory constraint, as a federal court has already ruled.⁵ Simply put, you have pledged to impose the views of elected officials on what students and faculty discuss in undergraduate and graduate classes, Bill of Rights be damned.

Your pledge to enforce or replicate the Stop WOKE Act is a willful departure from the First Amendment’s requirements. It is also an about-face from the “fundamental” principles your institution embraced in a similar collective statement four years ago, acknowledging that it was “not the proper role of our institutions to attempt to shield individuals from ideas and opinions they find unwelcome . . . however offensive or disagreeable those ideas may be to some members of our communities.”⁶

Again, just four years ago, your institution’s principles were clear:

Our fundamental commitment is to the principle that debate or deliberation may not be suppressed because the ideas put forth are thought by some or even by most members of our communities to be offensive, unwise, or immoral. It is for the individual members of

Critical Race Theory Ideologies and Embrace Academic Freedom, FLA. DEP’T OF EDUC. (Jan. 18, 2023), <http://bit.ly/3GVlk4m> [perma.cc/W345-S39L].

⁴ The “Stop WOKE Act” provides, as does your statement, that any “instruction” that “promotes” certain concepts “constitute[s] discrimination” unless presented “in an objective manner and without endorsement.” Fla. Stat. § 1000.05(4). The proscribed concepts have been collectively characterized by the Act’s proponents as “Critical Race Theory” and “woke indoctrination,” as does the press release accompanying the statement. *Cf.* Press Release, *Governor DeSantis Announces Legislative Proposal to Stop W.O.K.E. Activism and Critical Race Theory in Schools and Corporations*, OFFICE OF GOV. RON DESANTIS (Dec. 15, 2021), <http://bit.ly/3J80Ckx> [perma.cc/S7N5-AXHS]; Press Release, FLA. DEPT. OF EDUC., *supra* note 3. Most glaringly, your counterparts in the university system—expressly enjoined from enforcing the Stop WOKE Act—have not joined your statement or issued their own.

⁵ The U.S. District Court for the Northern District of Florida enjoined the Stop WOKE Act’s enforcement by the state’s public universities because of its “positively dystopian” limits on the First Amendment rights of faculty and students. *Pernell v. Fla. Bd. of Governors of the State Univ. Sys.*, No. 4:22cv304, 2022 WL 16985720 (N.D. Fla. Nov. 17, 2022).

⁶ Ava Parker, *The Florida College System Council of Presidents Statement on Free Expression*, Apr. 12, 2019, available at <https://bit.ly/3HkGKJC> [perma.cc/Z9ZR-3Y9W].

our communities, not for the institutions, to make those judgments for themselves[.]

But you have now abandoned those principles. Your embrace of administrative censorship—defended with some chutzpah as *effectuating* freedom of expression, under the notion that some ideas are dangerous because they (or their proponents) are hostile to freedom of expression—defies the Constitution in multiple respects.

First, your statement purports to impose a speech code over pedagogically relevant faculty speech, even where it does not amount to discriminatory harassment. The First Amendment forbids state officials from imposing the “pall of orthodoxy” over the college classroom, which is “peculiarly the ‘marketplace of ideas.’” *Keyishian v. Bd. of Regents*, 385 U.S. 589, 603 (1967). Academic freedom, which is “a special concern of the First Amendment,” *id.*, protects the right of the academic to determine how to discuss material “germane to the classroom subject matter,” including “matters of overwhelming public concern” like “race, gender, and power conflicts in our society,” however “repugnant” others might find the discussion. *Hardy v. Jefferson Cmty. Coll.*, 260 F.3d 671, 679–80, 683 (6th Cir. 2001). The notion that administrators can censor college faculty, or that they have “no First Amendment rights when teaching,” is “totally unpersuasive.” *Id.* at 680.

Second, your speech code is content- and viewpoint-discriminatory. It is content-discriminatory because it singles out for special treatment academic discussion on particular subjects. Your statement does not require that *all* academic discussion be “objective” and present “several theories”—it *only* applies to discussion about “critical race theory” and “related” subjects.

The restriction is viewpoint-discriminatory because it is triggered *only* when faculty introduce a particular viewpoint but not when they discuss *only* the competing “theories.” Therefore, it is presumptively unconstitutional and anathema to the free exchange of ideas, “woke” or otherwise.

Third, your statement fails to provide faculty with adequate notice as to what academic speech will amount to “discrimination.” Your statement prohibits, without any accompanying definition, “any ideology that suppresses intellectual and academic freedom”⁷ or the “related concepts such as intersectionality.” Because this is incapable of objective definition, it

⁷ For example, it would appear to violate your prohibition for a professor to read and endorse the text of the “Stop WOKE Act” now that a federal court has ruled that it suppresses intellectual and academic freedom.

President Grosskopf, North Florida College

January 25, 2023

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simultaneously deprives faculty of any “fair notice of what is prohibited” and is “so standardless that it authorizes or encourages seriously discriminatory enforcement.” *Loc. 8027, AFT-N.H., AFL-CIO v. Edelblut*, No. 21-cv-1077-PB, 2023 WL 171392 (D.N.H. Jan. 12, 2023) at *13 (quoting, in holding that a prohibition on “divisive concepts” in K-12 institutions was unconstitutionally vague, *U.S. v. Williams*, 553 U.S. 285, 304 (2008)).

The ambiguity of your statement invites, and intends, a chilling effect. Because you assert that “instruction” that “promotes” certain “ideologies” is itself “discrimination,” faculty will rationally avoid subject matter that may expose them to personal and professional consequences.

Your statement imposes the very “pall of orthodoxy” our Supreme Court has condemned, and does so without care for clarity, precision, or concern for the First Amendment rights it trammels. Institutional leaders, administrators, and staff asked to violate the First Amendment rights of faculty and students must refuse. No statute, regulation, or statement can relieve you—or them—of the obligations imposed by the First Amendment.

Sincerely,



Adam Steinbaugh

Attorney⁸

Foundation for Individual Rights and Expression



Chris Finan

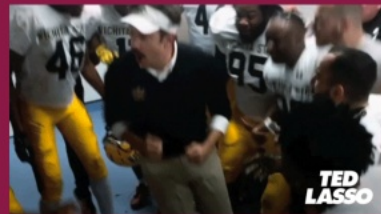
Executive Director

National Coalition Against Censorship

⁸ This attorney is a member of the Pennsylvania and California bars.

Data shows that students with **Early Alerts** who use the **Academic Success Center (ASC)** are much *more likely to pass* their course than those who don't.

51%



Used ASC

36%

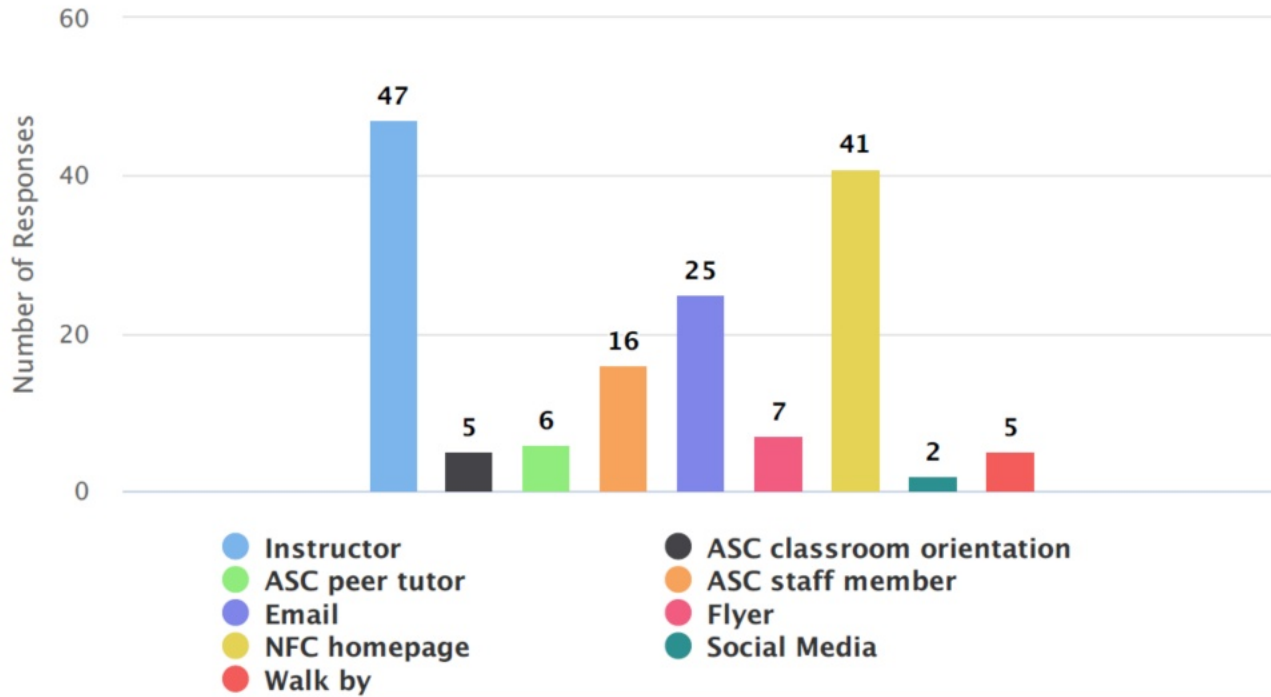


Did NOT Use ASC



Used ASC

How did you hear about the ASC and Tutor Lab? (Check all that apply)

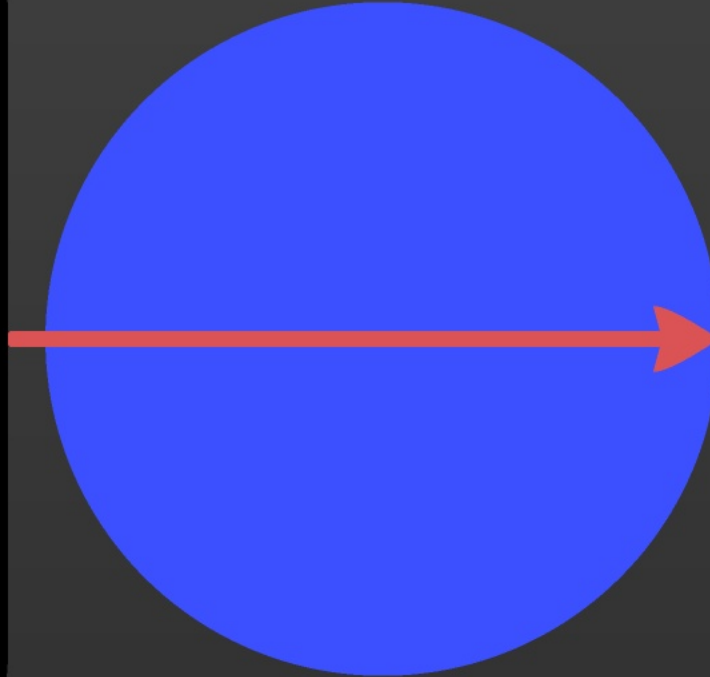


**Believe you
have the
power!**



What's the Process?

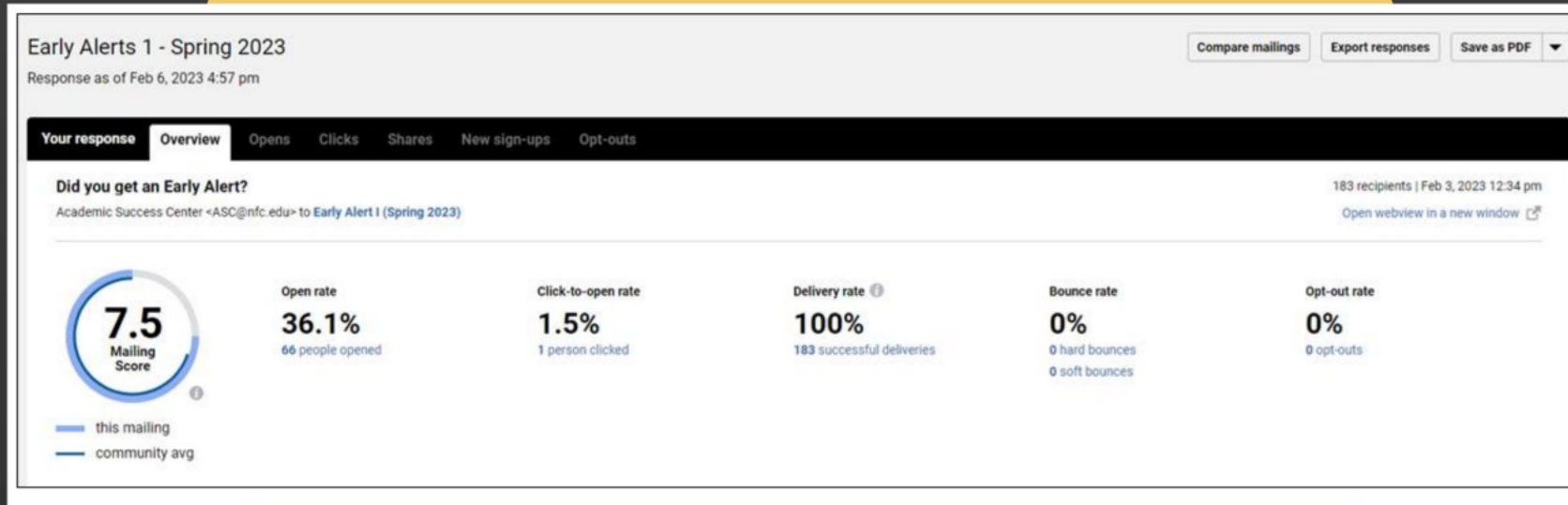
- An instructor sends in early alerts for students whom are struggling
- Their advisors are notified as well as the ASC
- The advisors and ASC staff reach out to students



**Now
What?**

In a perfect world,
students would open
their email...

Let's help
each other!





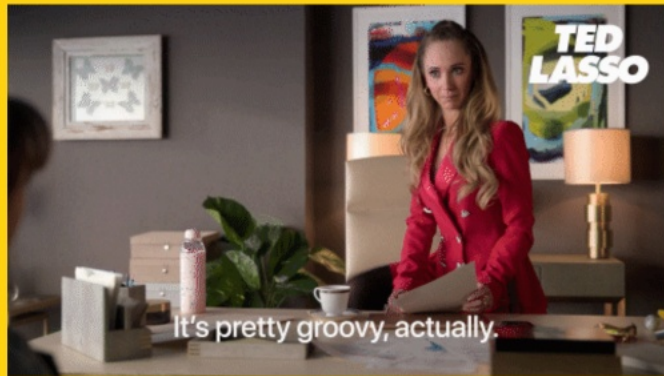
**Faculty remind
students to answer
the ASC emails and
we help them
succeed in your
class!**



https://mynfcc-my.sharepoint.com/:v/g/personal/morgane_nfc_edu/ERva-OLpdL9MpWO8cgLMbOEB3Tw-gFEkiQw1uaLGRUQeGw

North Florida College - Student Life *Presented by a Ted Lasso Fan*

What's going on?



**This
Semester**

**On the
Horizon**

Challenges

Spread the word!

- **Weekly Health Tips in Student Newsletter**
- **Fitness and wellness challenges (Stair to Stair)**
- **Food pantry**
- **Make your Mark wall**
- **First Gen Recognition**

Providing opportunities for students and staff to engage!

Challenges for engagement

On Campus traffic
Limited time/other obligations
Unaware of offerings
Need for club sponsors

Finally...

Student
Snapshot

Spring 2023

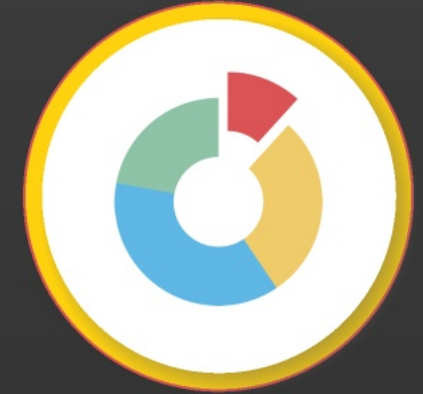
TERM	LOAD_TYPE	COUNT
202320	Enrolled in Combination	297
202320	Enrolled in All Online Courses	569
202320	Enrolled in All On-Campus or Hybrid C...	279

Fall 2022

TERM	LOAD_TYPE	COUNT
202310	Enrolled in All On-Campus or Hybrid C...	329
202310	Enrolled in All Online Courses	509
202310	Enrolled in Combination	346



- **Return of Sentinel Ambassadors**
- **Revitalization of SGA**
- **Revamp of Kids in College**



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North Florida College - Student Life *Presented by a Ted Lasso Fan*