

STETSON UNIVERSITY FACULTY MEETING
FEBRUARY 14, 2020, 12:00 P.M.
LBC RINKER AUDITORIUM

CALL TO ORDER: 12:02 PM

Provost Painter welcomed faculty and staff. Dr. Painter stated that the two meeting topics for today are the faculty compensation annual report and information security.

INFORMATION SECURITY – (ECKROTH, BERNIER, ROBERTS)

PASSWORDS

Jose Bernier, Associate Vice President of Information Technology, spoke about the ways that the IT group collaborates with academics. Dr. Bernier stated that Stetson allows students to audit our network and share the vulnerabilities that they find. The students sign a non-disclosure agreement with the University. It is unusual to allow students to do this for a university, however it has been a real partnership which has made it more difficult each year for people to hack.

Joshua Eckroth, Assistant Professor of Math and Computer Science, presented on Information Security and passwords. The presentation included the following:

- 1) Why passwords matter
- 2) How hackers discover passwords
- 3) How to protect yourself and Stetson

Dr. Eckroth showed a long list of recent ransomware attacks that included a list of major cities, governments and public places that have been hacked. One way that hackers get passwords is with a phishing email where users willing provide passwords to the hacker. To avoid these scams, users should check to see if the website looks legitimate, and check the URL address before entering log in credentials. Stetson actively seeks to educate our community through simulated phishing emails.

Another way that hackers can get passwords is through a system exploit by using password hashes to crack a password. Only weak passwords are vulnerable to this. This is because weak passwords are vulnerable through using a hash, which is a different way of writing passwords inside the system. No well-designed system keeps user passwords in their database. Passwords are stored as a hash, which is an encrypted form of the password. With modern hardware, hackers are able to make about 10 billion password guesses per second. Weak passwords can get cracked very quickly because of this.

Dr. Eckroth stated that some ways to protect passwords is by using a long, random password with symbols, and passwords should never be reused. If a password is reset using a very similar password, the hackers can figure this out because they assume users do this, they can change the rules of their program to account for this. A long random password will take 1.5 trillion years to be cracked. It is often not easy to remember random passwords, but there are apps that can keep track for you and generate them for you. The best applications to help log in using a random password are **LastPass** and **1Password**.

Dr. Eckroth encouraged everyone to use websites/log ins that have the MFA system (multifactor authentication). Even if the hacker is able to get a user's password, they cannot log in as the user on their own computer. MFA will send a code via SMS or email. Be sure that the password for your email is not the same as your backup MFA password!

ACADEMIC TECHNOLOGY COMMITTEE SURVEY RESULTS

The Academic Technology Committee evaluates anything from software to technology and emerging iTech to help academics. Last year, IT sent out a survey to learn from faculty and students about expectations regarding online education. The survey had 96 responses from Stetson faculty: 57% of the responses were from CAS, 20% SoBA, 3% SoM, 18% CoL and, 2% preferred not to specify.

Out of all of the responses received:

73% prefer to teach in a learning environment with some online components.

66% think Stetson should offer online classes during the fall and spring semesters.

60% are most concerned with course quality and technical support regarding online learning.

The results of the Fall 2018 OOLET student survey are as follows - out of 446 completed student responses:

64% would like to see online courses offered during the fall and spring semesters.

76% prefer to learn in an environment with some online components.

68% would like Blackboard to be used more frequently.

61% would like to have the lectures recorded.

The full report was sent this week via an email titled: "Announcements from Academic Affairs, February 10-14, 2020."

There is a similar comparison between student and faculty responses, especially regarding having online courses offered in the fall and spring semesters. The committee is working on a set of policies for how classes get approved, how to observe and evaluate classes, the approval processes, peer reviews etc., and are hoping to have this completed by the end of this spring semester.

This semester the committee is also doing a software inventory survey. Stetson spends \$1.5 million on software, and licenses to software are automatically renewed each year regardless of viability. The committee would like to send out a survey to find out if the faculty are still using the current software and how to make more efficient ways to fund software. Funds could potentially be reallocated to accommodate new requests for the University's faculty, staff and students. The committee hopes to be completed with the survey next week and would like to ask that all chairs complete this survey to establish what software is being used from the list. The committee encourages and appreciates the participation in the survey.

FACULTY COMPENSATION ANNUAL REPORT – ANGELA HENDERSON

Dr. Henderson presented on how Stetson faculty salaries compare to our peer institutions. Stetson's approach is market based, and looks at peer comparison (CUPA and Affinity), years in rank (Adjusting CUPA median) and distance of market-based salaries to the median. Libraries use Affinity salaries to get more detailed information, CUPA doesn't provide the level of data that they need.

The results of the study can be found in the PowerPoint presentation which will be posted to the website along with the minutes. In summary, the total dollar amount from adjusted CUPA Peer Median, CAS SoBA and SoM combined: the total above is \$726,934 and the total below \$706,331. The collective difference across all ranks and all colleges and schools from the total adjusted CUPA median is \$12k (.14% of total salary expenditures). There is no statistically significant difference in distance from the adjusted CUPA peer median between male and female within rank, minority and non-minority within rank, and within rank. Stetson is within \$302 of the average for assistant professor, \$4,399 for associate

professor, and \$825 for professor. This data includes all schools except the College of Law. Dr. Henderson stated that we are pretty close in line with our peers, which good to see. If anyone has any questions, please contact Angela Henderson.

ADJOURNMENT: 12:53pm

Grad University/Degree/Program/City, State

Florida State University, Master of Arts Administration (Tallahassee, FL)

Stetson University, Master of Education (DeLand, FL)

University of Tennessee, Master of Vocal Performance (Knoxville, TN)

Stony Brook University (SUNY), Masters in Oboe Performance (Stony Brook, NY)

Peabody Conservatory, Masters (Baltimore, MD)

Boston Conservatory, Masters in Vocal Performance (Boston, MA)

Trinity Laban Conservatoire, Masters in Saxophone Performance (London, United Kingdom)

{2 grads} Stetson University, Master of Business Administration (DeLand, FL)

Jacksonville State University, Master of Arts in Music (Jacksonville, AL)

Lynn University Conservatory of Music, Master of Trombone Performance (Boca Raton, FL)

Johns Hopkins University, Master of Education (Baltimore, MD)

Florida State University, Master of Arts Administration (Tallahassee, FL)