

Faculty Assembly
September 29, 2006
Learning Resources, Studio 3
2:00-4:05 p.m.

Chairman, Mark Peterson called the meeting to order. He indicated this is the first time we have been able to connect from Boca to four other campuses. Dr. Peterson stated the theme of the meeting is "Getting Organized." The Provost is relatively new and he is participatory. He is interested in the processes being used by the college. The new dean is also participatory. There are a lot of issues regarding what the faculty assembly does, what the departments do, and what administrators do. A lot of organizing functions need to be discussed.

The minutes of the two previous meetings had been distributed via email and Dr. Peterson asked if there were any changes or objections. There being none, the minutes were approved. He then stated that 40% (of 95) tenured and tenure-track faculty are required to constitute a quorum and there were more than 39 members present in the meeting. Dr. Peterson mentioned that Eric Shaw had been asked by the Steering Committee to serve as parliamentarian. Julia Higgs is secretary to the faculty assembly and will double check the minutes and Mehdi Kaighobadi was asked to assist with counting votes on one of the agenda items.

Chairman Peterson then welcomed new members and asked Department Chairs to introduce them. Charles Register, chair of Economics, introduced Vadym Volosovych, assistant professor, and Monica Escaleras, who had served as a visitor last year and is now an assistant professor. Ruhai Wu and Shu Lin are visiting professors this year in Economics. Carl Riegel, chair of Industry Studies, introduced Charles Carter, who joined the department last fall as an assistant professor and Michael Molenda, who is a visiting instructor this year. Emilio Zarruk, chair of Finance, mentioned that Glenn Williams, who had served as a visiting instructor is now an assistant professor at Port St. Lucie. Danny Kind and Rainford Knight are visiting instructors this year. Peggy Golden, chair of MIBE, stated that Mantha Mehallis is now a full-time instructor for that department.

Chairman Peterson reminded everyone that, for voting purposes, the faculty assembly is comprised of tenured and tenure-track faculty. Proxy votes are not permitted according to the bylaws.

Dean Coates announced that Som Bhattacharya is the new director of the School of Accounting and Peggy Golden is now the chair of the Management, International Business, and Entrepreneurship Department. Dean Coates stated that being a department chair is one of the most difficult jobs in the university. He thanked Brenda Richey and Carl Borgia for their years of service as department chair and director, and presented them with certificates of appreciation. There was a round of applause by members of the assembly.

Dean Coates then mentioned that Gary Luing, who was a faculty member and served as dean of the college for a number of years, is now retired and serves on the Virginia and Douglas Stewart Foundation Board of Trustees. For the past two years, the Stewart Foundation has provided a \$10,000 award for a Distinguished Professor who primarily teaches at the undergraduate level. This year's winner is John Bernardin, who is on sabbatical leave. Dean Coates stated that this award is very competitive and three finalists were recognized, Randy Coyner, Sunil Babbar and Tim Allen. Dean Coates presented them with certificates and there was a round of applause.

Dean Coates then stated that for the past four months he has been working with the associate deans and various college committees on campus planning that was initiated by the Provost's Office. The cost of doing business has increased but the budgets have not kept up. In previous years, budgets had been controlled by campus vice presidents but are now sent directly to the colleges. There are three major parts to the plan. Two of them involve consolidation and efficiency issues.

1. Construction on the new building at Port St. Lucie has been funded and is scheduled to begin soon and should be ready for occupancy by Fall '08. The college will not stop offering classes at Jupiter but will offer primarily distance learning classes. The first part of the plan is to concentrate faculty in Port St. Lucie and at the beginning of the '08-'09 academic year, have 15-20 faculty members at that campus so that Accounting, Finance, Management and Marketing majors can be offered.
2. The second part of the plan is to secure the money to implement the plan. Decisions will then be made on faculty hires, etc. Broward faculty will be focused in Davie, which will further facilitate research and collegiality. The new building on the Davie campus should be complete by Fall '09. Some executive programs will continue to be offered at the downtown campus.
3. The third part of the plan is to provide limited access. Donna Cooke has been working with Marc Rhorer to analyze the effect the change will have on college enrollment. The plan is to initially set the entrance GPA at 2.25 with an annual review to move it up or down at the college's discretion. This has been proposed to the undergraduate council and the dean seeks faculty input on this issue.

The plans were put through various college committees, the Provost's Office, and were presented to the Board of Trustees last week.

Dean Coates mentioned the Business Leader of the Year Breakfast will take place on Wednesday, October 18th. Alan Levan, chair of BankAtlantic will be the honoree. Mr. Levan has graciously offered to pay for any faculty who would like to attend. The Boca Resort has promised the parking situation will be handled better this year. There are over 500 reservations at this point and the dean reminded faculty they can bring a student. He asked faculty to RSVP to Neuman Pollack.

Dean Coates stated this is our self-study year for AACSB reaccreditation and the site visit will take place in early November next year. Donna Cooke has been working on the AQ/PQ issue and all our paperwork/reports seem to be on time and acceptable. Dean Coates concluded his update by asking if there were any questions and there were none.

Mark Peterson stated that at last spring's faculty assembly on April 10, 2006, the following criteria was approved: "A faculty member maintains an academic qualification if he/she has at least one article published in a peer-reviewed journal publication in the last five years, and receives an annual evaluation of highly competent or excellent in three of the last five years for contribution to new knowledge via research and publications as per the faculty annual evaluation document." Subsequent to that meeting, a number of administrators and faculty members expressed a difference of understanding over various aspects of what had been agreed upon. At the second faculty meeting, which took place on April 27, 2006, the following instructions and recommendations were presented:

"Requests that Dean Coates ask for a response in writing by July 31, 2006 from the Provost's office to the question of whether the provisions of the Qualifications Document conflict with University policy and, if so, what options we have for making it consistent while retaining the basic intent of the Faculty Assembly;

Requests that Dean Coates ask for a response in writing by July 31, 2006, from AACSB about any issues in whether they view the Qualifications Document as consistent with AACSB policy."

The Provost's Office responded that the qualifications document does not contain anything incompatible with University policy.

There is no element of AACSB that will hear or respond to a request regarding compatibility with their policies. The Steering Committee contacted a consultant in order to obtain more information about AACSB standards and also the accreditation standards of the three deans who will be serving on our site visit team. As a result, a number of AQ/PQ documents have been collected and given to the ad hoc committee.

Dr. Peterson stated he spoke with several department chairs following the April 27th meeting and there seemed to be some misunderstanding between the item that was voted on and the implementation of it. During the summer, Mark Peterson and Dean Coates put together a proposal that was given to the ad hoc committee for consideration. Ravi Behara then presented the changes to that document as proposed by the ad hoc committee. He stated that committee members had contacted other state schools to ascertain what their standards are. The following recommendations were presented:

Recommended AQ/PQ Document Revisions 18 Sept 2006
AACSB Ad Hoc Committee

The AACSB Ad Hoc Committee agrees with Mark Peterson regarding the following:

1. The AQ maintenance standards approved by the Faculty Assembly are really lower than those at other comparable schools for which we have information so they need changing.

2. Mark Peterson's conclusions about problems with the "or highly competent" are correct and need a remedy.
3. We need to revise/replace the peer reviewed journal publication equivalence academic activity criteria that Dennis Coates and Mark Peterson have drafted.

The Ad Hoc Committee recommends that the following changes to the AQ/PQ document be presented to the Faculty Assembly for discussion and vote:

ITEM 1: Proposed change of section title "Maintenance of Academic Qualifications" to "**Minimum Requirements for Maintenance of Academic Qualifications.**" A motion was made to change the title as presented. The motion was seconded and carried by majority vote.

ITEM 2: Proposed change of section title "Maintenance of Professional Qualifications" to "**Minimum Requirements for Maintenance of Professional Qualifications**" There was a motion to change the title as presented. The motion was seconded and carried by majority vote.

ITEM 3: There are inconsistencies in the PQ section of the document that the Faculty Assembly approved. The document currently reads as give below, changes recommended are shown:

Professionally Qualified Faculty

Original ~~Academic~~/Professional Qualification

A faculty member is considered to have original ~~academic~~/professional qualifications to be considered professionally qualified if he/she satisfies the following requirements:

1. A Master's degree or higher in the primary business field of the faculty member's instructional responsibilities, or a Master's degree and 18 graduate credits in their area of instruction; and
2. Professional experience relevant to the faculty member's instructional responsibilities. Within the last ten years, this professional experience must include at least five years of professional responsibility, or at least three years of professional responsibility and a certification or professional license from a recognized national/international organization or from appropriate government authorities in their field.

Faculty who have the original academic preparation for being academically qualified, but do not meet the significant professional experience threshold indicated above, are considered to be professionally qualified if they receive or maintain a professional certification or license from a recognized national/international organization or from appropriate government authorities in their field during the last five years.

Maintenance of Professional Qualifications

A faculty member who has completed the original ~~academic~~/professional qualifications within the past five years is assumed to be professionally qualified and is not evaluated using the maintenance requirements.

There was a motion to delete the word “academic” from the document in three places. The motion was seconded and carried by majority vote.

ITEM 4

Two alternatives are being recommended to the Faculty to replace the AQ/PQ document section that reads:

A faculty member maintains an academic qualification if he/she has at least one article published in a peer-reviewed journal publication in the last five years, or receives an annual evaluation of highly competent or excellent in three of the last five years for the research element of the faculty annual self-evaluation document.

OPTION 1

A faculty member maintains an academic qualification if he/she has at least two articles published in a peer-reviewed journal publication in the last five years, or has at least one article published in a peer-reviewed journal publication and receives a minimum annual evaluation of competent in three of the last five years for the research element of the faculty annual self-evaluation document.

OPTION 2

A faculty member maintains an academic qualification if he/she has at least two articles published in a peer-reviewed journal publication in the last five years, or has at least one article published in a peer-reviewed journal publication and makes a significant contribution through at least one of the following academic activities within the past five years.

The numbers in parentheses in the list below provide guidance as to the number of instances of specific activities that need to be accomplished in a five year period to be considered a significant contribution. Fractional fulfillment of the specified number of instances of an activity may be considered on a prorated basis only for activities where the specific number is greater than one. That is, partial completion for items 2, 9, 10 and 11 cannot be counted towards this evaluation.

1. Present an academic paper at an international, national, regional meeting/conference or invited colloquium at a university (5)
2. Write and publish a research monograph or scholarly book, or technical report for a funding agency (1)
3. Edit a book or journal issue (2)
4. Serve as a discussant at an academic meeting. (10)
5. Published a paper in selective conference proceedings, or book chapter (2)

6. Hold a program chair or other research office in a national or international academic organization in the field (3)
7. Serve as an editor/editorial board member/reviewer for an academic journal (12)
8. Publish review of scholarly book in the field, pedagogical cases with instructional materials in the field, instructional software, and other publicly available pedagogical items in the field (5)
9. Write a text book in the field (1)
10. Significant external funding (in excess of \$10,000) for research (1)
11. Obtain a patent in the related field (1)

A motion was made that the existing policy about maintaining academic qualifications be replaced with one of the two options presented at the meeting. There was a second and the motion carried by majority vote.

After some discussion, Mark Peterson reminded members that this vote is needed for accreditation purposes. Pam Peterson-Drake stated this is a paperwork exercise and is not intended for decisions regarding merit or other internal rewards. After a general discussion, a motion was made to adopt Option 1. The motion was seconded and there were 24 votes in favor; none against. There was a motion to adopt Option 2. The motion was seconded and there were 29 votes in favor; none against. Therefore, Option 2 will be adopted.

Chairman Peterson then indicated the college needs to designate a representative to the university's assessment committee. The committee is charged with teaching evaluations, also evaluations of chairs and deans. Tom Lenartowicz volunteered to serve on the committee.

Alan Friedberg, chair of the undergraduate council, stated the council recommends the college retain the existing rules, which are:

“The College of Business will not award a second baccalaureate degree (or a first baccalaureate degree if a second is to be simultaneously awarded) unless the student:

1. Earns a minimum of 30 credits in residence at FAU beyond those required for the first degree. Students earning two degrees simultaneously within the College of Business must earn at least 150 credits.
2. Earns at least 50 percent of all upper-division courses in the major department at FAU.”

A motion was made to accept the council's recommendation of retaining the existing rules. There was a second and the motion carried by unanimous vote.

The second item proposed by the undergraduate council was based on a discussion initiated by the Management, International Business and Entrepreneurship Department. The following was proposed:

“Any courses in the group of ACG 4957, ECO 4957, ECO 4644, FIN 4957, QMB 4957, MAR 4957, Man 4957, MAN 4680 may not be repeated for the purposes of counting towards a business major, business minor, or a free business elective. A second course within this group will only count as credits towards graduation.”

A motion was made to approve the recommendation as proposed. The motion was seconded and carried by unanimous vote.

The third item presented by the undergraduate council was adoption of the following policy:

“The following criteria to be met prior to admission:

- Pre-professional coursework completed with minimum “C” grades
- Fulfill FL CLAST requirement
- Fulfill FAU Foreign Language Entry requirement
- Earn a minimum of 51 semester hours
- University GPA of 2.25

ANNUAL REVIEW OF STANDARDS BY COLLEGE:

The College of Business, in consultation with the Provost, will annually review the admission requirements and determine any revisions to the GPA or other admissions criteria. Any changes must be finalized/approved by December 31st, and will be effective beginning the first day of the Fall semester the following year. The minimum admission standards (GPA, pre-professional coursework, etc.) are effective for any student (admitted to FAU Fall 2007 or after) applying for upper-division to the College of Business regardless of the time of his/her enrollment in the University.

IMPLEMENTATION

It is recommended to make the admissions standards effective for students entering FAU (freshmen or transfers) in Fall 2007 and after. Any student enrolled at FAU prior to Fall 2007 should be exempt from the admissions standards. This will provide a gradual impact of the new standards, without requiring the college to incrementally phase-in admissions changes.”

Dr. Friedberg stated the GPA would have to be close to the college’s standard even for consideration of an appeal. Dean Coates stated the provost has assured us that the college’s funding would not be tied to enrollment fluctuations. In the past the college has experienced increased student enrollments without the ability to hire more faculty. A motion was made that a 2.25 GPA be required for admission to the college beginning fall ’07; additionally, that an annual review be done regarding enrollments with possible revisions to the GPA standard. The motion was seconded and carried by unanimous vote.

Jayhun Goo, chair of the faculty development council distributed copies of a “Survey on the Faculty Development Workshop” and asked members to return the surveys after the meeting or via interoffice mail. Chairman Peterson also sent the survey via email following the meeting.

Tim Allen, chair of the bylaws committee, stated the committee of three is elected at large. Proposed changes to the bylaws were distributed prior to the assembly. Mark Peterson indicated the changes would be handled one at a time and in order.

ARTICLE 1

Section 1 - This is an update which changes the word “Regents” to “Trustees.” There is no longer a Board of Regents, now it is the Board of Trustees.

Section 2, Line 36 - The addition of the words “and who are members of the bargaining unit” would exclude anyone who is out of unit (including the dean, associate deans and department chairs from the faculty assembly). Dean Coates stated that he is strongly opposed to the change. Eric Shaw stated the change would set-up a conflict model and that college administrators are included in faculty assemblies of every other college in the university. One member asked what the rationale was for this change. Tim Allen stated that at least two faculty members had approached one of the bylaws committee members and asked that the phrase be proposed. Mark Peterson stated the vote would be taken anonymously on pieces of paper to be counted after the meeting with Mehdi Kaighobadi’s help. Some general discussion followed. Without any support for the bylaws change, one member made a motion to table indefinitely the bylaws motion in Section 2. The motion was seconded and carried unanimously.

Section 4 – the proposed addition were the words “via e-mail” for distribution of notices and agenda for meetings. Bill McDaniel made a motion to combine all references to e-mail (lines 44 and 243) for the vote. There motion to approve the proposed changes. The motion was seconded and carried unanimously.

Section 4 lines 47-50 “When feasible, teleconferencing technology that allows all participants to simultaneously hear the person who holds the floor shall be implemented at each meeting of the Faculty Assembly and all committees and councils to allow participation by members from partner campuses.” The intent was to include teleconferencing technology in the bylaws. Dr. Coates stated it appears that it precludes faculty ever getting together for a meeting. Paul Hart stated the use of teleconferencing technology inhibits interaction among faculty and over the years has had a negative effect on the culture of the college and the amount of faculty participation in college governance. Kay Means proposed an amendment to change the word “shall” to “may” on line 48. The motion was seconded and passed unanimously. There was a motion to accept the change to the bylaws as amended. The motion was seconded and carried unanimously.

Mark Peterson stated the allotted meeting time had been used. A motion was made to extend the meeting for an additional five minutes in order to vote on an assessment issue per Donna Cooke’s request. The motion to extend the meeting was seconded and carried by majority vote.

There was a motion to approve the addition to Article 1, Section 5, B.1 and 2 which reads “...program assessment (which will entail assessment of student learning and assessment of curriculum and its delivery)...” The motion was seconded and carried by unanimous vote.

Chairman Peterson stated he would go to the Steering Committee for a decision on how to handle the remaining agenda items. The meeting was then adjourned.

Respectfully submitted,
Eileen Holden