

Minutes of College of Business Faculty Assembly

Date: Friday, April 10, 2015

Time: 2:00-4:00 PM

Place: KH 102

1. Welcome – C. M. Sashi

Dr. Sashi, Chair of the Steering Committee, welcomed the College of Business full-time faculty to the spring Faculty Assembly Meeting and announced that there was a quorum. In accordance with the College Bylaws, the announcement was sent out at least 10 business days prior to the meeting.

2. Approval – Minutes of Fall Faculty Assembly (September 26, 2014)

The minutes for the fall meeting are posted on the Faculty Assembly page on the College website and the link provided to faculty with the meeting announcement. Dr. Sashi asked for any changes or corrections to the spring minutes. There being none, the minutes from the fall 2014 meeting were accepted as approved.

3. No-Grade Policy – Michelle Hawkins and Edward Pratt

Dean Pratt and Associate Provost Hawkins addressed the assembly on the newly instituted university-wide no-credit policy. The new policy is based on an analysis of the other SUS institutions is implemented automatically. The policy was designed in response to evaluation metrics in order to improve the student experience, allow students to explore majors, and keep students on track. This policy is only applicable to intellectual foundation courses for which only economics 1 and 2 in the COB are included.

Other policies recently modified include the late-withdrawal policy and a course repeat policy.

4. Student Success – Jenny Peluso

Dr. Peluso, assistant provost for student success, discussed current initiatives to improve student success and how faculty and departments can become involved. Faculty need to enter grades in Blackboard, take attendance, note activity / participation, give frequent / low-stakes assessments / feedback, and refer students to resources as needed. She also updated the assembly on the status of FAU's performance improvement plan.

5. University Faculty Senate – Chris Beetle

Dr. Beetle, incoming Faculty Senate president, addressed the assembly providing his view of the Senate's direction for his term. He wishes to continue working toward more joint governance of the university between the faculty and administration. He also indicated that faculty will need to be more engaged as a result.

6. Teaching Load Policy

Dr. Sashi discussed a draft teaching load policy that the Steering Committee prepared at the request of Dean Gropper. The draft policy established a 4 course nine month teaching load (typically implemented as a 2-2) for research-active faculty. The research active classification is linked to AACSB accreditation standards. Deviations from the base teaching load may be made for differing research productivity,

service requirements, etc. Instructors have a higher base teaching load. Implementation of any teaching load policy is now in the hands of the Dean's office.

Dean Gropper then provided his views concerning the teaching load policy and supporting increased research productivity, given the constraints facing the university. The Dean supports the concept of a 2-2 teaching load for research active faculty but that measuring higher research productivity is key. Progress on the policy is being made, but the policy is not finalized yet.

7. Instructor Promotion Policy

Dr. Sashi discussed the instructor promotion policy previously adopted by the assembly. He then stated that there has been some misunderstanding and disagreements concerning the appointment of instructors as clinical without going through the stated process and to position classifications not provided for in the policy. Sashi stated that these concerns are about policy not the individuals. Steering and the Dean's office discussed this issue over numerous meetings without resolution.

Sashi was subsequently informed this morning that while the position titles incorporate "clinical," the actual rank is instructor for the two individuals.

Associate Dean Hart confirmed that the policies are to be followed and the policies were followed last summer when two instructors were provided clinical titles. However, the various issues are moot as official promotions never occurred last summer. Dr. Hart then discussed the importance of clinical positions and asked the faculty to re-open a discussion.

Dean Gropper discussed reasons in support of having clinical professor positions. He then indicated his displeasure with discussing this issue and how we may be treating our colleagues. The Dean took ultimate responsibility for the two decisions.

8. Committee / Council Reports

a. P&T Committee – Dr. Bob Cervený

Dr. Cervený reported that the committee considered a number of cases and acted on them. The process is still underway. Those considering promotion and tenure next year, there will be a meeting April 28, 2015.

b. Strategic Planning Committee – Dr. Stuart Galup

The committee is on a holding state as the university created a new strategic plan. The committee will meet in the future to determine how the COB strategic plan fits with the new university strategic plan.

c. Graduate Council – Dr. Bill McDaniel

The council met a number of times and passed various course and program updates.

d. Undergraduate Council – Dr. Ethlyn Williams

The committee updated a number of degree programs, courses, etc. during the semester.

e. Faculty Development Council – Dr. Kuntal Banerjee

Dr. Banerjee is on leave and the committee will report next year.

9. News from the Senate – Bill Bosshardt

Dr. Bosshardt updated the assembly on recent activity at the Faculty Senate. Specifically, he stated that SPOTs are expected to be reduced to 6 questions and 3 comments.

10. Election of Members

The following nominations were made from the floor and the faculty members agreed to serve.

University Faculty Senate (3 members)

- Dr. Kim Dunn (Accounting)
- Dr. Gary Castrogiovanni (Management), reelected
- Dr. Jim Han (IT), reelected

University Research Committee (1 member)

- Dr. Tom Lenartowicz (Management)

COB Bylaws Committee (1 member)

- Dr. Julia Higgs (Accounting)

On a voice vote, each of the above faculty members are elected to serve.

11. Election of Committee Chairs

The following COB committee chair nominations were made from the floor and the faculty members agreed to serve.

Steering Committee

- C. M. Sashi (Marketing)

P&T Committee

- Bob Cerveny (ITOM)

On a voice vote, each of the above faculty members is elected to serve two-year terms.

Dr. Sashi asked for an extension of the meeting length. The extension passed on a voice vote.

12. Dean's Address – Dan Gropper

Dean Dan Gropper addressed the Faculty Assembly. The following summarizes key points of his address.

- Dean provided a thank you to the faculty for all their good work this past year
- Profile of college is being raised – Best Online Programs, Best for Vets
- Research initiatives include summer research grants, professorships, and fellows
- Centers of Excellence created over the past year – some progress, more to go
- Growing market-rate programs including a Masters in Finance, new cohorts with existing programs, combined providing a total of 133 new graduate students; possibility of a DBA program
- How to demonstrate and measure impact of research
 - Citations (Google Scholar, SSCI, Harzing's Publish or Perish)
 - Popular news articles
- Focus for the coming year – continuous improvement in faculty research and support, student services (advising, careers), teaching effectiveness and efficiency, engagement with community

(class ties and big events), and organizational efficiency and effectiveness

- Thank you to Drs. Peggy Golden and Kim Dunn as they roll off their positions as department chairs
- Internal issues- out of state funding penalty box, need to revisit the COB strategic plan
- External issues – growing market-rate programs, community engagement (Palm Beach County programs, Broward County programs, International)

13. Other Business

None

There being no other business, the meeting adjourned at 4:40 pm.