

Faculty Assembly – Minutes

Date: September 23, 2011

Time: 10am to 12pm

Location: OD101

Dr. John Bernardin introduced himself as the new Chairperson of the Faculty Assembly. It was determined that there was a quorum.

Dean Coates welcomed everyone to the meeting and to another fall term. The Dean introduced the President, Dr. Mary Jane Saunders. The President remarked that the University has made great strides in the Strategic Planning process. The Strategic Planning process was started by a committee that consists of half faculty and half administration. The committee has been working throughout the summer and a couple of things have come out of their work. One of the areas is identifying the institution with what is called Signature Themes. She explained that there is a move across the country that says when you are part of a University system in a given state, the different Institutions in the system think about niches that they fulfill that is non-duplicative of others in the system or ones in which they have shown excellence and it's a way to deal with ongoing budget cuts in higher education across the country. Signature Themes identifies us academically and research wise. Identifying these themes also helps us in fostering new faculty hires, help in finding new faculty across the institution to work with, have visibility about some of the projects going on, to work better with our external community because you've identified things that they see for student recruitment. All of those things help Signature Themes to brand the Institution. She told the faculty that our attraction of students is on the upswing. For the first time we had students in our freshman class from all 67 counties in Florida. We have students from 91 countries and 48 states. The President talked about some of the things that come to the surface being new at the University. The first one is where we sit in the marine and coastal. Ocean Engineering was one of the premier programs in the early 60s. We also had the acquisition of Harbor Branch Oceanographic Institute since the last Strategic Plan and where we sit along the coast line bring all kinds of questions about marine science, oceanography, port security, salt intrusion, and climate change. All of those are things that we can take advantage of and talk about and how that gets imbedded in many disciplines. These are the things that are apparent when you come here and things that we can foster across the University. Our new Executive Director of Harbor Branch, Dr. Margaret Linen, came to us from the National Science Foundation. The second one is one that has morphed a little in discussions with faculty. It started out as Complex Systems and that was pointing to the research of brain science and understanding that was a prominent part of this institution and has been picked out as a Center of Excellence for many years. Why that area and why broaden it? We broadened it to the idea of technology and the Biosciences and that coins together as Biotechnology. With Scripps and Torrey Pines coming on board, we see that as a driver for economic development in this area. The President thinks we are going see more and more of that. Last year, Mark Rosenberg from FIU gathered all of the University Presidents along the I95 corridor and started talking about building the I95 corridor like the I4 corridor. It has been named the Life Tech Corridor. Some of the things, such as asset mapping will be rolled out this

year. The third one is Contemporary Societal Issues. That is also something that when you arrive you see, for example, Florida First. There are things that happen here long before they happen in the rest of the country. The political landscape of Florida is a bellwether state. You look at movements like what the Governor is talking about with the State University System. You look at the languages spoken in schools, immigration, healthy aging, and all the things we do well with and things we are challenged with. These are things that eventually migrate to other parts of the country. We ask ourselves how we as a public institution understand those trends. That is where we sit with that and we ask input from everybody in thinking about how the College of Business can fit within those rubrics and support that and hire faculty that will support those endeavors. The President also reminded faculty that this is our SACS reaccreditation year. It takes a lot of work from everyone in the University. It's one of the most rigorous accreditations in the country. One of the things that SACS Accreditation requires is a mandatory Quality Enhancement Plan and that you put money toward that plan. There was a competition for that, we had 15 different proposals and the proposal that was selected was Honors and Undergraduate Research. ; honors education extending throughout all of our campuses, to all of our programs, instead of being isolated to the Jupiter campus and isolated in some departments more than others. The Undergraduate Research piece is very exciting because we are under pressure from other State colleges. They will be offering "business lite, not accredited business programs, but that will attract students and will over time probably morph into full baccalaureate institutions. President Saunders then opened up the floor to questions.

The President then introduced the new Provost, Dr. Brenda Claiborne. Dr. Claiborne started with a Bachelors Degree in Biology from University of California, Berkeley, went on to get a Masters at the University of Oregon, and got her PhD at UC, San Diego. This was all primarily in the area of Neuroscience. She has had a great many administrative jobs that have prepared her to come here as Provost. She was at the University of Texas, San Antonio as Vice Dean for Research, head of an institute on aging. Her last position was Dean of the College of Arts and Sciences at the University of New Mexico, a research 1 institution. Dr. Claiborne then addressed the faculty telling everyone that FAU was her first choice and she is very happy and excited to be here. She said that she is very much into institution building and going forward working with the community. Her three themes for starting in her new position are, listening and learning; excellence and innovation. She talked about budget cuts and what can we do with them. She said that it's not going to get better soon so we need to think about how can we what we do efficiently and keep the quality and maintain excellence. It's a big challenge and we need to start talking about it. It will take the creativity of everyone here and she will be looking at the College of Business because we know how to do things efficiently in a difficult world. She said that there were many projects started before she got here and is very happy to inherit them, such as the Honors College Task Force which fits with the Quality Enhancement Plan. Dr. Claiborne congratulated the College on our eLearning initiative. She asked us to play a leadership role as other Colleges get on board with that initiative. She is working with the Deans to try and find a way to make some strategic hires this year to come in and help in some of the Signature Theme areas. The then opened up the floor to questions.

Dr. Barry Rosson, VP for Research and Dean of the Graduate College spoke next. He talked about Research and also to talk about our aspiration to move into the next category in the Carnegie Classification for Universities in the very high research category or the R1 category. He said that when we look at the College of Business and at the University there is no reason why we can't achieve that designation. He said that we are one of the largest Colleges of Business in the country, we produce 25% of all the graduate degrees at the University, we have ranked programs, wonderful enrollments, our students get wonderful jobs. We have a very, very strong College of Business. In that classification they really look at the PhD production in their calculations. He suggested we try to increase our PhD production and that could really help the University with our faculty engaged in advising PhD students. We have a large, very research active faculty. The other thing to focus on would be beyond the number of publications that we have the quality of those publications in peer review journals, the impact factor, books that are published, specialty conferences that we host. All that activity is extremely important and we have those connections with our professional societies and if we were to become more actively engaged in those things it would really help. On the funded research side there are opportunities where the College of Business faculty can play a key role. That is in the interdisciplinary research projects. A lot of those projects need the expertise of Business faculty. There will be several roundtable opportunities that will bring together faculty from all over the University. There are usually one or two research projects that are going on with specific funding and deadlines. They are gathering faculty who would like to participate and have an interest in it. This is an easier way to go about writing a grant proposal. Faculty would be part of the team and providing valuable input but would not be burdened with the management of the entire project. The Division of Research is also hiring grant facilitators who will be embedded within the College and can help faculty one on one. As the applications come in they are sent to the Dean and it is a joint hiring decision. The Division of Research is also starting the Seed Grant Program to help faculty with Research projects that can lead to larger funded research projects. There is also the mentor-mentee program for younger faculty and more experienced faculty who would like to be a mentor there is a small amount of stipend that goes with that as an incentive to participate. He said that the goal at the University is to double our research over the next five years. That would be about a 15% growth each year and in five years you will get to double. Our goal for next year is to have at least a 15% growth in our external funding. Dr. Rosson announced two new people in his office, Glen Singer, the new Communications Director and Jim Willkie, Director of Research Accounting. He also mentioned the new leadership at the Research Park, Andrew Duffel.

Discuss and approve minutes from the April 2011 meeting - Dr. John Bernardin asked for approval of the minutes of the April 2011 Faculty Assembly. The minutes were distributed by email and approved by the Steering Committee. The minutes were approved as written.

Announce appointment of Faculty Assembly Secretary - Dr. C. M. Sashi has agreed to be the secretary of the Faculty Assembly. The minutes will be sent to the Steering Committee, approved and then sent to the Faculty.

Introduction of new faculty:

- Congratulations to Dr. Som Bhattacharya on his appointment to Associate Dean.
- Dr. Bhattacharya introduced for the School of Accounting Maya Thevenot, who comes to us from SUNY Fredonia; and Yoel Beniluz, who comes to us from Rutgers. Som also welcomed back Georgi Smatrakalev.
- Dr. Charles Register introduced for the Department of Economics, Ting Levy and Kevin Brady. Kevin will be teaching for both Economics and ITOM.
- Dr. Bill McDaniel introduced for the Department of Finance, Zinat Alam from Florida State University.
- Dr. Jim Gray introduced for the Department of Marketing, Jeff Miller who is an attorney for the hospitality industry.
- Dr. Dennis Palkon introduced for Healthy Administration, Department of Management Programs, Attila Hertelendy
- Dr. Peggy Golden introduced the new Director of Health Administration Dr. Dennis Palkon.

Congratulate newly tenure & promoted faculty - Dr. Bernardin congratulated newly tenured and promoted Faculty:

Andac Arikan earned tenure and promoted to Associate Professor.

Charles Yang earned tenure and promoted to Associate Professor.

Sunil Babbar promoted to Professor.

Dean Coates then addressed the Faculty Assembly. He started by announcing that Kim Dunn will be the Director of the School of Accounting starting with the spring 2012 semester. He also talked a little about the information that was provided by the President, Provost and Dr. Rosson. He said that one of the things they did not talk about is the budget situation. We have been instructed to devise a plan for an additional \$700,000. budget cut for our College and that will be submitted in December. The Dean may ask for a special meeting of the Faculty Assembly to be convened in January. Ninety Eight percent of our \$22.5M budget is for salary and benefits and it includes instruction for summer. There are very few areas that can be cut. We should focus on our PhD and Graduate programs. It's a very important way to differentiate ourselves. We are going to increase our stipend from \$18k to \$24k starting next year in an attempt to draw a better quality of students. It is the College accreditation year for AACSB. We will have our site visit in January of 2013. A lot of the preparation for SACS we will use for AACSB also. If you are asked for information for either of these accreditations please help in any way you can because they are both very important. There will no legislative pay increases for the next couple of years. The Dean said that we are trying to find ways to incentivize faculty. The first way will be through research. We have some money put aside in auxiliary funds. These are funds that we earn through Executive Programs, non credit training, Office Depot training, School of Accounting Executive Programs and programs like that. With that money we can give OPS bonuses to faculty. These are not raises but are bonuses. When the

Journal List project is complete the Dean will ask for a task force to help devise a plan to make the incentives work. This will go a long way to incent faculty to publish in high quality publications, but to also fit into the 15% research growth that they are expecting from us from Central Administration. There is a group that has been charged with developing a Personnel Decisions document. We reviewed it in the spring and have had input from various faculty. We are now on the 6th iteration. The document will be sent to the faculty and there will be one more 30 day period for comments and then it will be adopted or send it out for a vote.

Propose and vote on changes to Assembly Bylaws - Dr. Julia Higgs reviewed the College Bylaws proposal, which was circulated on September 9, 2011. The proposals were broken down into different items. The first ones are mainly cosmetic.

- The word “dean” is lower case – proposal to capitalize it.
- Throughout the document the wording will be changed from “Faculty Assembly” to “Assembly”
- Inconsistency in the document stating how long items had to be sent out to the faculty. To make the timing consistent they would like to change it to 10 week days. A vote was held for these changes and approved by the Assembly.

A few years ago the language was changed in the bylaws to encourage a teleconferencing format for the Faculty Assembly meeting. Now with the Northern campuses closed, they are rethinking that to change it to an in person meeting only. Dr. Higgs called for a discussion. There was no discussion so she called for a vote. It was approved.

To make the meeting more productive they would like to send out a Consent Agenda. It would be mailed to everyone 10 week days before the meeting. It would have items that are routine. The faculty would approve the agenda based on the email received before the meeting. If someone feels that an item on the agenda is controversial it will be removed from the Consent Agenda. A motion was made, voted on and approved.

A vote was taken on the entire motion as amended. It was approved.

Another proposed change would be to have the Committees and Councils appoint their own Chairs. The language would be changed in two places. Two committees that still need to have the Chairs voted on by the Faculty Assembly are the P&T Committee and the Steering Committee. A discussion followed and a vote was taken. The motion was approved.

The next proposed change was that there is language in the document that implied that the meeting had to be in the month of April. Language will be changed to be a spring meeting instead of an April meeting. A vote was taken. The motion was approved.

In the portion of the document that mentions an “Administrative Systems Center.” There is no longer that center. The language needs to be taken out and replaced with other officer titles for clarity. A vote was taken. The motion was approved.

Report on September 9 Teaching Workshop – Dr. Chiang told the Assembly that the workshop was videotaped and the tape will be available. He is also going to send the report to Dr. Bernardin and he will circulate it to faculty.

Report from MBA Review Committee – Dr. Hart started by reminding the Assembly that at the previous Faculty Assembly meeting in April, 2011, Pat Doney solicited recommendations from faculty. The recommendations were put on SharePoint and all faculty were encouraged to review them over the summer. On September 9 there was an open faculty meeting, about 25 people attended. The purpose of the meeting was for faculty to share their thoughts about the recommendations. One of the recommendations that Dr. Hart is very encouraged by is the proposed consulting component that the committee recommended by integrated into the MBA curriculum, as well as some issues related to the number of foundation courses that are required. The other things that have been going on are that Dr. Hart has been trying to advance and fine tune the notion of a consulting project. He has contacted other Universities that are doing this successfully, is talking to potential faculty who might teach this course as well as Dr. Golden who has collaborated on this. The idea has also been brought to other potential partners/businesses. Discussions have also been started regarding Assessment for the MBA program. Going forward one of the things that Dr. Hart would like is to transition the MBA committee into a standing committee. He said that other MBA programs throughout the country have ongoing review of curriculum, procedures and policies that are associated with their MBA programs and we need to do this as well. He has asked the MBA review committee to become a standing committee to implement the recommendations that are proposed, but also from that point on to continue to monitor progress with respect to our MBA program as issues emerge. Dr. Hart thanked Pat Doney for her work on the committee. She is the Marketing representative. George Young from Accounting, Eric Chiang from Economics, Ping Cheng from Finance, Derrick Huang from ITOM and Gary Castrogiovanni from Management and Marcy Krugel from GBC make up the Committee. The tasks going forward for Fall that need to be completed before the end of the semester are to pilot a consulting course in the Spring, develop protocols for problem solving, international and ethics into the curriculum, decision on the number of foundation courses that are required for students who do not have an undergraduate business degree. One of the recommendations that has come from the Dean's Executive Council is that there be more dialog between business executives and faculty who teach MBA courses. Dr. Hart will be asking for your help and participation and meeting with a group of executives at the end of October. A protocol will be developed for enhancing our MBA orientation graduate ceremony developing a system for better collecting feedback from our students and alumni.

Reports from Committees – Dr. Bernardin stated that all committees must submit reports and goals for the year. All but 2 committees have submitted reports. He will include the reports in the minutes for faculty comments. The presentation of the goals was tabled for this meeting. He asked for reports from the Undergraduate Council and FDC. Those reports will also be included in the minutes.

Discussion of faculty “incentive” initiative from the Dean’s Office – Dr. Bernardin stated that the Steering Committee discussed this and there is some kind of initiative as the Dean mentioned for bonuses for publishing in leading journals. It’s the Steering Committees, the Deans and the Vice Provost’s view that the new incentive policy should be considered by faculty assembly committee. A motion was asked for to establish an ad-hoc faculty incentive made up of one representative from each department and the representative would be selected by the Steering Committee and approved by the Dean. The purpose of the committee should be to develop the procedures, criteria and eligibility for any such incentive awards. Dr. Shaw said that a motion is not required for that.

Dean Coates then took the floor and recognized Dr. Dinev on her appointment as Chair of the ITOM department. He also told everyone that the Dean’s Executive Council has been completely revamped. We now charge a \$10k admission fee and everyone has paid it. We charge \$5k a year maintenance and that is give or get, for example, write a check, bring a friend, or find someone else to donate to the college, but it’s the members responsibility to add to the revenue stream by adding \$5k per year. All the members voted to accept that. The College has purchased a suite at the stadium for one year. The Dean told the board members it’s their responsibility to raise the money to pay for it in future years. At the first game the board will attend and each will be assigned potential donors to bring to the final game. We are trying to use the stadium as a potential fund raiser. One of the things that Paul Hart mentioned was that business executives interact with faculty and on December 6 there will be a board meeting prior to the holiday party, then the board members will attend the party.

New Business – none

Meeting adjourned