

Faculty Assembly Minutes – DRAFT
Friday, September 28, 2012
2pm to 4pm
OD101

Dr. John Bernardin called the meeting to order and announced that there was a quorum. Two changes were made to the agenda: Dr. Som Bhattacharya's address to the assembly was moved to the end of the meeting as per his request and Dr. Marc Rhorer was added to the agenda.

1. Dr. Brenda Claiborne, Provost, addressed the assembly

Dr. Claiborne started her address by mentioning that she had attended the faculty meeting of the Finance department earlier in the day and would like to attend meetings of other departments as well. She asked the departments to call James Capp with details.

She then shared details about a couple of initiatives. A task force will focus on student success and helping students graduate in a timely fashion. She would like faculty to be represented on the task force, which will examine policies, procedures, course scheduling, and other factors that affect graduation. We want to do what is best for our students and the State is looking into performance-based funding that depends on retention and graduation rates. The Provost then talked about the Strategic Plan initiative. She has sent an email to all faculty asking for volunteers to be on the teams and anyone interested should please contact the Provost.

Next, she discussed the search process for the Dean. She felt the College is positioned well to attract to attract a Dean with the academic credentials "to take you where you want to go." Three Dean searches are currently underway: College of Business, College of Science, and College of Engineering. The search firm of William Funk & Associates has been hired and they are already working with the search committees. She clarified that the search firm does not select the candidates but works with the committee to help recruit, vet, and bring in the candidates. If anyone has someone they would like to nominate, please submit the name to the search committee. The Provost is confident that the President will do whatever it takes to bring in the best candidate. Community relations and fund raising will be a big part of the role of the new Dean. The hope is to have the finalists on campus in January 2013 and in office by June or July 2013.

2. Quality Enhancement Plan – Dr. Donna Chamly-Wiik

Dr. Wiik heads the University's Quality Enhancement Plan. COB representatives are Kim Dunn and Gary Castrogiovanni. COB representatives on the Honors Education Task Force were Marc Rhorer and Som Bhattacharya. QEP is a key component of SACS reaccreditation of the University. The plan gives the opportunity to look forward, identify best practices at FAU, and foster excellence in our students. The focus of the plan is on undergraduate research and inquiry. QEP has four major goals: curriculum, faculty-mentored student opportunities, showcasing QEP as a major part of FAU's mission and goals, and establishing an infrastructure to support QEP. Kim Dunn has spearheaded the initiative in the College of Business with the Accounting Scholars/Honors Program, which is one of the pilot programs. There are two faculty learning communities focused on QEP. Faculty participation is encouraged by having one or two faculty members join these communities. The QEP budget is \$3M over six years. The

initiative is to integrate QEP into all Colleges in the University. She promised to send slides and the link to a video on QEP to Ginger.

3. Re-election of Assembly secretary, Dr. C. M. Sashi – Dr. John Bernardin

Dr. Bernardin announced the re-election of Dr. C. M. Sashi as the Assembly secretary.

4. Approval of the spring 2012 FA meeting minutes – Dr. John Bernardin

Dr. Bernardin distributed an amendment to the minutes that contained a cosmetic change. The minutes were approved by the Steering Committee. Gary Castrogiovanni brought forward an issue with the vote on the Live Cases. The proposal states that the MBA curriculum will “include” a live case course. The minutes state that the vote was on the “addition” of a live case course. After discussion it was agreed that the wording in the minutes would be changed from “addition” to “inclusion” of a live case course in the MBA curriculum.

5. AACSB Site Visit – Marc Rhorer

The site visit by AACSB for College reaccreditation will be from February 24-26, 2013. The review team will be chaired by Dr. Melvin Stith, Dean of the College of Business at Syracuse University. The other team members are Dr. Louis Cole from the University of Nebraska and Dr. Bill Hargrave from Auburn University. All faculty need to know degree program learning goals. Marc will distribute these approximately one month before the team visit. Anyone involved in degree program assessment should be well versed in ongoing activities to ensure quality in our programs. Marc will distribute a summary of the degree program assessments before the site visit. The faculty members involved in assessment for the College are Carl Borgia, SOA; Ann Root, Marketing; Dennis Palkon and Attila Hertelendy, Health Administration; Derrick Huang, Mary Schindlbeck, Karen Chinander-Dye and Sunil Babbar, ITOM; Emilo Zarruk, Finance; Mantha Mehallis, Management; Marcy Krugel, GBC; Nena Ellison, Business Law/Ethics; Peter Ricci, Hospitality; Rupert Rhodd and Eric Chiang, Economics.

6. Committee and Council Chairs – Dr. John Bernardin

- Faculty Development Council – Andac Arikan (new appointment)
- Graduate Council – Allen Smith
- Undergraduate Council – Ethlyn Williams
- Strategic Planning – John Valentine
- By-Laws – Eric Shaw

7. Term for Faculty Assembly Chair – Dr. Eric Shaw

Eric discussed the length of the term for the Chair of the Assembly. The By-Laws state that it is a one-year term. However, in 2004 the COB Assembly voted to change the term to two years. After that it seems to have become the custom to go back to the one-year term. The minutes of the FA that contained the change were reviewed and confirm that a majority approved the change. A discussion was held about taking a vote to reaffirm the two-year term for the Faculty Assembly Chair, but it was decided to table this issue until the spring 2013 meeting.

8. Report from the Faculty Senate – Dr. William McDaniel

Dr. McDaniel, President of the Faculty Senate gave a summary of his impressions from the BOT retreat. The three most important initiatives for the University are Biotech, Marine and Coastal, and Societal Issues/Challenges. His impression is that the BOT wants to raise the University's profile with a singular vision of community engagement, research, and STEM (Science, Technology, Engineering and Mathematics).

9. CBA Negotiations – Dr. Sharmila Vishwasrao

The proposals being discussed are:

- No increase for anyone with the exception of promotion increases for faculty and instructors. Bargaining is over the amount of raises for the two promotion steps for instructors.
- Summer pay would stay the same at 12.5% except with a cap of \$12,500.
- Accrued sick leave – right now if you leave the University you will get paid for your sick leave up to 480 hours. It is proposed to eliminate this after 2017. If you were to leave before June 30, 2017 you would receive your accrued sick leave.
- Post tenure review – the proposal is for a review to take place every 5 years (in the 6th year) for every faculty member regardless of annual evaluations. The review would be done by an elected committee of peers and the committee would decide whether you are meeting expectations. If expectations are not being met, the supervisor and the Dean will create a one-year plan to help you meet expectations. If this hasn't happened in a year, you will be subject to action up to dismissal.

Some other issues are:

- Notice provisions for instructors - the current agreement allows one-year appointment letters for instructors. A proposed change is to allow instructors who have been here for 3 years or more to get a two-semester notice.
- Non-instructional activities in the summer – the contract states that faculty be paid for non-instructional activities in the summer. They are trying to have each College come up with a payment schedule so that faculty will know what activities are compensated and the payment for those activities.
- Benefits for domestic partners and parental leave – this comes up during bargaining each time, but has never been approved.

10. State of the College – Dr. Som Bhattacharya

Dr. Bernardin introduced the new faculty:

- Renee de Roche, Instructor, School of Accounting
- Michael Gauci, Instructor, School of Accounting
- Angela Gaze, Instructor, School of Accounting
- Lawrence Newmann, Instructor, Health Administration, Management Programs
- Linsey Willis, Management Programs

Dr. Bhattacharya gave an update on the budget. We have received 70% of our carry-forward back from the Provost, which is \$1.179M. Carry-forward is a reserve of money from the College's budget.

The Steering Committee has requested a breakdown of our auxiliary budget. It will take about 2 weeks to prepare this. In terms of where we stand, auxiliary programs continue to do very well and over the years we have built up about a \$10M reserve some of which we have had to use for various expenses that are otherwise funded through E&G.

There is some good news from the BOG. The \$300M cut from higher education last year has been restored in the budget by the legislature. In addition there may be a \$118M recurring incentive that has been put in place as part of the 2013-2014 legislative budget request for performance-based funding. This performance-based metric applies to two different sets of goals. One set is common to all universities and the other set is for research universities. We have to exceed the base metrics that have been approved for each University in June 2012. If we exceed the base metrics, then we get the money. FAU's share is \$8.6M. The Deans will submit seven goals to the Provost, which she will submit to the President. Of the seven, the President will probably pick 3 or 4. The goals to be submitted to the Provost propose raising: the average SAT scores of incoming Freshmen-the three year goal is 1675; FTIC (First Time in College) graduation rate in six years; percentage of Bachelor degrees in STEM; number of post-doctoral appointees; total research expenditures; Science and Engineering research expenditures; and research doctoral degrees awarded.

Som gave his thoughts on the path that he thinks the Colleges needs to follow. We have to consider going after external contracts and grants-funded research. The Research Park is a great resource for our faculty. Last year faculty were invited to visit the Research Park. There was very little interest from tenure-track and tenured faculty. We need to start utilizing this resource that is so close to us. We have to move in tandem with the University. This is the only way to stay current. The College of Business can help the other Colleges in the University commercialize their research. For example, our business students have worked with engineering students to develop android apps. We have faculty from Business working with Engineering on projects with Lockheed Martin. Our faculty needs to engage in cross-industry, cross-college research. A discussion followed about P&T valuing these types of research and the need for College policies regarding grant-based research and course buyouts.

COB has proposed four market rate programs for the College. The Provost has decided not to move forward this year. These are self-contained, self-sustaining programs.

The College of Business is picking up the Writing for Managers courses at the undergraduate level. The cost for us is approximately \$400,000. The College of Arts & Letters had to drop these courses last year as part of their budget cuts. We have received word from the Provost that if we can fund the program from our auxiliary funds/carry-forwards, we can bring the program to the College. This will only be for one year unless we get money from the Provost to fund it. The course will be GEB3213.

A proposal for a 3+2 program with the Honors College is being considered.

The meeting was adjourned.