

College of Business Faculty Assembly
October 11, 2013
2pm to 4pm
OD101

Dr. Sashi welcomed the faculty to the fall 2013 faculty assembly. He introduced, Interim President, Dennis Crudele, Interim Provost, Gary Perry, and the President of the University Faculty Senate, Ron Nyhan.

Dennis Crudele, Interim President, stated he is working on a salary program and that the issue of pay compression should be addressed. His priority is to hire more senior faculty. He described the importance of the performance metrics for funding.

Dr. Gary Perry, Interim Provost, stated that a significant piece of the University budget will depend on how the success of our students as defined by the FL legislature. The ten new performance "metrics" concern measures of student success. He stated that the BoG realizes that the current metrics are flawed. Dr. Perry told the assembly that he is interested in reviewing the FAU Strategic Plan and the goals and objectives in the plan, especially those that address student success.

Dr. Ron Nyhan, President, Faculty Senate, introduced himself to the Assembly. He cited examples of recent Senate successes (e.g., work of the Academic Planning and Budgeting Committee and the Academic Freedom and Due Process Committee)

Dr. Sashi then confirmed that there was a quorum for the meeting.

The minutes of the Spring (4/5/2013) Faculty Assembly meeting were approved.
John Bernardin was elected secretary of the Faculty Assembly.
New faculty were introduced and Promotions were announced.

New Faculty:

Kim Dunn, Director, School of Accounting welcomed Li Qu, Assistant Professor and Larry Brown, Instructor.

Mary Kay Boyd, Director, Graduate Business Communications welcomed new Instructors Caroline Cabrera, Craig Rinne, Frank Hurley and Elizabeth Gillespie.

Charles Register, Department Chair, Economics, welcomed Max Zang, Instructor.

Peter Ricci, Department of Marketing & Director, Hospitality Management, welcomed Anil Bilgihan, Assistant Professor.

Peggy Golden, Department Chair, Management Programs, welcomed Ciprian Stan, Assistant Professor

Dennis Palkon, Management Programs & Director, Health Administration, welcomed Alan Whiteman, Instructor.

Promotions:

Graduate Business Communications:

Mary Kay Boyd – Director, Graduate Business Communications

Finance:

Anna Agapova – Associate Professor, (awarded Tenure)

Marketing:

Melih Madanoglu – Associate Professor, Hospitality Management (awarded Tenure)

Barbara Conte – Senior Instructor

ITOM:

Tamara Dinev – Professor

Mary Schindlbeck - Senior Instructor

Susan Carter - Senior Instructor

Management:

Tomasz Lenartowicz – Professor

Janice Cervený – Senior Instructor

School of Accounting:

Maria Elena Ellison – Senior Instructor

Committee Elections

Academic Freedom & Due Process Committee – Paul Koku elected to serve on this committee.

University Research Committee – Ken Orbach was nominated and elected to serve on this committee.

Distance Education Committee – Ravi Behara & Peter Ricci both were nominated. Peter Ricci withdrew his nomination. Ravi was elected to serve on this committee.

Committee/Council Reports – Dr. Sashi

Dr. Sashi solicited input from the College committees for the meeting. Most reported that they don't meet in the summer so have nothing to report.

The Undergraduate and Graduate Councils submitted their goals for the next year and we look forward to their reports at the Spring assembly. During the interim the only three committees that were active are Steering, Strategic Planning and Promotion & Tenure. The P&T Committee conducted a workshop on promotion during the summer and thanks to Pradeep for conducting that workshop.

Strategic Planning has the following report submitted – The CoB Strategic Planning Committee working with the Dean's office surveyed faculty, staff, advisory board members and a random group of alumni and students during August and September to prioritize the goals listed in the CoB Strategic Plan. The survey results will assist the CoB Strategic Planning Committee in determining future actions. We are hoping to have a final report at the Spring assembly.

The Steering Committee met during the summer primarily to welcome Dean Gropper to campus and a very productive meeting was held with the Dean attending.

Instructor (NTT) Promotion Policy Update – Dr. Sashi

Dr. Sashi talked about the College NTT Promotion Policy explaining to the assembly that the policy was put together on short notice during the Spring semester. At that time it was the view of the Steering Committee that the promotion policy should first be approved by the Faculty Assembly, but due to the time constraints, that was not possible. Dr. Sashi wanted to bring it to the meeting today, but the process for 2014 has already begun. Since it doesn't make sense to approve a policy already being enforced, it will be reviewed in the Spring semester and brought before the faculty assembly at the Spring 2014 meeting.

Academic Program Review & Miscellaneous– Dr. Paul Hart

Dr. Hart told the assembly that there are two tours scheduled of Port Everglades and the Ft. Lauderdale airport on October 25 and November 15. An invitation was sent to all faculty & staff. These tours are part of a promotional initiative that we have the opportunity to engage in as the result of an articulation agreement that we have with Broward College, allowing Broward College students who graduate with A.S. degrees in International Trade and Logistics a path to FAU majoring in either International Business & Trade or in Economics. We received over \$60k from the Board of Governors to promote this with most of the money going to the students who do matriculate in and are spending money on promotional items such as the tours.

A workshop was conducted at FAU on how to write successful grant proposals. A few faculty from our College participated. It was run by a faculty member from the University of Texas and was mainly geared to science. In November a workshop will be held in the CoB, the date will be forthcoming. Joanne Moretti from the Division of Research will lead the workshop.

College Program Review – Dr. Hart has met with each department and given everyone a timeline and really appreciates the hard work that everyone is putting into this endeavor. He explained that it's a very important process and a powerful vehicle for real change and it gives all of us an opportunity to think about what we want to do and what we want to be over the next few years. We talk about faculty governance in our College and this is an opportunity to engage in a very meaningful way in saying this is who we are and this is what we want to do. This has to be an effort that is going to allow us to specify action plans that are going to have to have substance and that will allow us to move forward and do better. The timeline was structured so that most of the work is done up front so that there is some time before the site reviews, etc. He asked everyone to please try and work within the deadlines. The self-study deadline is November 1.

Dean's Address – Dean Gropper

Dean Gropper told the assembly that his agenda for the College is to create an environment in which everyone can work productively. If our students, faculty and staff succeed, then he will be a success as a Dean. He thinks that FAU has seen a lot of success and faces a lot of challenges, many of which came

from the state budget and some of which came from the leadership environment. The atmosphere around the University seems to be much more positive now than in the past year.

The Dean stated he is now focused on two goals: AACSB reaffirmation and approval of Market Rate Programs. The AACSB reaffirmation will be a work in progress and addressing the issues is not something that will be happening all at once. This will require continuous improvement. The Market Rate Programs are important because they are a way that FAU and the College of Business can address our long term funding issues.

AACSB Reaffirmation – The COB was cited for research, AQ/PQ definitions and the number of faculty who were not in either AQ or PQ. Part of this problem relates to tenure-track faculty lines and replacement of the lines with adjuncts and instructors. He stated that we lost 12 tenure-track faculty lines since the last AACSB review. The COB has replaced them with four new instructor lines and adjuncts. The Dean has asked the Provost to replace the 12 positions, asking for 9 in 2013 and 3 in 2014. The Provost asked the Dean to prioritize the positions and they will work on a compromise. The Dean told the assembly that he is working on an incentive structure and looking to change some of those things. We also had some issues with AOL (Assurance of Learning). The Dean has been talking with the department chairs and the assessment committee. The AACSB team noted that some departments in our College are doing AOL pretty well, others not as well. It was reported that there was not much sharing of results across programs and departments.

Market Rate Programs – these are important because the state budget is likely to be a smaller percentage of our overall budget going forward. The Dean would like this to be the case because we have kept our state budget flat and we have had enormous growth in our auxiliary programs. This is better than sitting and complaining that the state budget is not growing. He would rather figure out a way to build these things up. Each University across the state system got the opportunity for five programs. The programs are to be innovative and the tuition flows back primarily to the programs that run them. The University did not submit any programs when they could have had five a year for the last two years. After the Board of Trustees approval it goes to the Board of Governors. We have the infrastructure, the faculty and the facilities to some innovative things. This will be a source where we will see some revenue growth over the next five to ten years.

Dr. Sashi made a motion for an extension of the meeting for 10 minutes. The motion was approved. Dr. Jim McNulty moved that “ Departmental representatives on the Summer Research Grant committee shall be chosen by a vote of the tenured and tenure-track members of the department.” There was discussion about the motion going to the Bylaws committee. It was agreed to bring the motion to the Bylaws committee and revisit the motion at the Spring assembly.

Dr. Sashi made an announcement on behalf of the Master Teacher Committee. The Committee is sponsoring a faculty workshop on November 15 on Teaching using the Case Method.

The meeting was adjourned.