

College of Business Faculty Assembly Minutes

Date: November 13, 2023

Time: 2pm to 4pm

Location: In-Person - SFC107, SFC109

Quorum is met.

1. Meeting called to order by Kuntal Banerjee.
2. Approval of the minutes from the October 23, 2023 meeting – Approved
3. College PTR Process Guidelines Committee
 - The College Faculty Assembly will appoint a committee to develop PTR guidelines specific to the College for AY 2023-2024. The first step, criteria for individual academic units, is underway.
 - Department Chairs nominated the following for inclusion in the College PTR committee. The committee was approved by the Faculty Assembly.

Accounting – Mark Kohlbeck
Economics – Christopher Boudreaux
Finance – Luis Garcia-Feijoo
ITOM – Ravi Behara
Management – Len Trevino
Marketing – Anil Bilgihan

4. Core Curriculum Review Committee Report – Ethlyn Williams
 - The committee is at the stage where our learning needs need to be confirmed.
 - A workshop was held in September and feedback was received from the various constituents. A few of the comments were:
 - ✓ Adding soft skills, i.e. leadership, negotiation skills, getting along with people from other cultures
 - ✓ Certifications were stressed
 - ✓ Entrepreneurship – practices large and small businesses
 - ✓ Writing skills
 - ✓ Ethics
 - ✓ Courses on managing smaller businesses
 - Goals (Program Level Learning Outcomes)
 - Soft Skills
 - Innovation

- Career Readiness
 - Local and international business environment consideration
 - Went from four goals to six and from eight learning outcomes to 9. These learning outcomes will be addressed in the revised core.
 - Early January – Departments indicate PLOs that will be addressed in the course/s they propose – PLO must be delivered and assessed.
 - Each department working group demonstrates how the core course/s proposed supports any of the PLOs (early March 2024)
5. New Business – no new business
6. FAU Center for Teaching and Learning (CTL) – Jennifer Bebergal
- Academic Support
 - Math Learning Center (MLC)
 - University Center for Excellence and Writing (UCEW)
 - Center for Learning and Student Success (CLASS)
 - Speaking Center
 - Learning Assistant Program (LA-QEP)
 - CTL awarded the NCLCA Frank L. Christ Outstanding Learning Center Award
 - Learning Assistant (LA) Program selected as the QEP for FAU
 - Employed 274 students in 2022
 - In January 2022 the CTL had over 58,000 visits for academic support
 - Started a CTL Advisory Board
 - Two locations on the Boca Ration campus
 - Primary location is in the general classroom south on the second floor, above the breezeway
 - Science Learning Center located in the Schmidt Family Complex
 - Most common Business courses supported
 - ACG2021
 - ACG2071
 - ECO2013
 - ECO2023
 - QMB3600
 - FIN3403

- ISM3011
- Work with fully on-line students through the E-Success program.
- Offer academic success coaching for on-line students
- University Center for Excellence in Writing
 - Offer free writing consultations for any course for any student, faculty and staff
 - All visits are by appointment with options in person and online
- The Speaking Center offers online and in-person appointments
 - Learn strategies to make effective presentations
 - Help with anxiety
 - Help recording presentations
- The Learning (LA) Program
 - The FAU Quality Enhancement Plan (QEP) is now called Education Reimagined.
 - The LA Program is currently offered in seven courses.
 - Encourage faculty to apply for course redesign with the LA model
 - Encourage students to apply for LA positions
 - Assist with preparation for SACSCOC onsite visit (April 2-4, 2024).

7. Presentation by the Union on Post Tenure Review – Emily Fienchel

- Faculty selection process: Regulation has 2 categories – all faculty granted tenure, promoted or hired with tenure, 2019 and
- Second category – 20% of all eligible faculty (i.e. promoted in 2018) is now voluntary instead of being forcibly ‘voluntold’
- If more than 20% volunteer, a random selection generator app will be used to choose candidates
- If fewer than 20% volunteer, faculty scheduled for SPE that year may volunteer
- Faculty members who have received Good, Outstanding or Exceptional for each annual evaluation during the review period will not receive a post-tenure review ranking of ‘Does Not Meet Expectations’ or ‘Unsatisfactory’ unless:
 - Substantial factors were severe or part of a pattern of misconduct or incompetence; or there were substantiated violations of University policy, regulation, or law within the scope of University employment.
- Performance ratings match “comparable institutions” to avoid misaligned comparisons

- Additional protections throughout with language requiring documentation and/or substantiated
 - Narrowing other criteria to be considered including, removal of ‘other relevant measures of faculty conduct as appropriate’
 - Compensation increased – 3% merit base salary increase or \$3,000.
 - If the faculty member is involved in a grievance, they have the choice of how that grievance will be addressed in the PTR file, including the option to have the pending grievance omitted in in-process
 - Added safety language for when 266 use of arbitration is struck or enjoined, arbitration is in the policy
8. Presentation on Global Travel Safety and Security – Jacob Borenstein
- College of Business is one of the top Colleges that send faculty and staff to various locations abroad. Everyone traveling abroad needs to register with the state.
 - FAU uses the Department of State rating system
 - Levels 1 and 2 are normal, European countries, South America, etc; levels 3 and 4 are countries of concern and require more analysis and require approval by the Global Travel Safety and Security Committee.
 - Everyone should register prior to travel. Registration is in the form of a spend authorization, along with that there is a travel liability that has to be signed.
 - Partnered with CIA CISI International Travelers Insurance. There is no cost to faculty and staff.
9. Dean’s Address and Q&A Session – Dean Gropper
- As of Fall 2023 the University had a total enrollment of just over 30,000 students
 - The College of Business had 8,800 students enrolled in fall 2023
 - Single largest major is not a major, it’s pre-business at 3,700 students
 - Graduate students total about 1,800 and undergraduate students are just under 7,000
 - Good news on some of our rankings:
 - International Business
 - Undergraduate Entrepreneurship programs are ranked in the top 25
 - Graduate Programs held steady at 42
 - There are other program specific rankings for individual faculty

- There was a dip during COVID in Executive Programs enrollment, but this fall the numbers came back
- Current College of Business enrollment as of November 12 has taken a big jump – 37,394 students which is over 20% more than the same time last year.

The meeting was adjourned.