

Faculty Assembly

Friday, February 8, 2008

2:00pm – 4:00pm

Videoconference to Ft. Lauderdale, Davie, Jupiter & Port St. Lucie campuses

1. The Chair of the Faculty Assembly, Brenda Richey, called the meeting to order.
2. The draft minutes of the October, 2007 meetings were emailed to Faculty Assembly members prior to the meeting. The Chair announced if there are no corrections offered; the minutes would stand as read. Since there were no corrections from the floor, the minutes were adopted.
3. Dr. Richey stated that agenda would be focused on the State of the College presentations. Associate Dean Donna Cooke presented a Report on Maintenance of AACSB Accreditation for 2007, Associate Dean Paul Hart presented Enrollment Data and Dean Dennis Coates presented the State of the College and budget information. Dr. Richey introduced Dr. Norm Kaufman, Associate Provost and Dr. Diane Alperin, Associate Provost as guests of the meeting to answer any questions. After the presentations a very short calendar of other business will be discussed.
4. Report on Maintenance of Accreditation for 2007, presented by Dr. Cooke.

The good news is we won! She stated that the team was especially complimentary on two things that we had identified for them. They really liked the Executive Forum. They thought it was a very effective way of involving the local business community in our curriculum and they saw very good potential there for fund raising. Kudos to the Graduate Business Communications programs; the team was very impressed with our facilities for that program and the teaching resources. They strongly recommended that this should be a model for other schools to follow. They were so impressed that the Chair of the site team invited Marcy Krugel to visit his school to present. Other positives that they highlighted are the forensic accounting program, information security and the accounting scholars program. They also were very impressed by the broad range of international opportunities that we provide for our students. We have a mix of study abroad and then some short term programs and the team thought that was well suited to the students that we serve. They liked our campus plan to consolidate operations to three campuses. They thought it would help us maintain some efficiency and improve on some quality issues. They liked what they saw in career management services and that we are doing a good job given the resources. Facilities is now on the positive side of their comments, where last time it was on the negative side.

In terms of things we need to work on for the next five years, we were very up front and honest in terms of faculty sufficiency. They saw that we are deficient in AQ and PQ and

this is something that we will need to continue to work on. They also want us to take a look at our distribution of faculty across campuses and across programs and so we will be held to a higher standard the next time around because we have to show that we are staffed appropriately. In terms of assessment, they want us to move along and to close the loop on assurance of learning. What this means is that we have to show that we are using the outcome of assessment, not merely assessing and reporting, but that we are actually thinking about what we are doing and how we are actually going to improve. With regard to the campus plan they would like us to focus on areas of high potential for excellence, so if we go back to the list of the positives that could be something that we want to build around. They encouraged us to continue to increase our funding for scholarly activities and they had some concerns about undergraduate advising. There seems to be a disconnect between making changes in programs and the advising staff being aware of those changes, so we will try and improve on that.

In terms of our timeline; in the next two years we need to refine our strategic plan. This will give us sufficient time so that three years from then we will have enough time to show that we are making some progress on our strategic plan. In 2010 – 2011 we will submit our next letter for maintenance review. If anyone is contemplating new programs, these programs will be included in that list. The site team will be back in 2011 -2012, we will submit our package, our five year maintenance report and every year we have to submit an annual report. We will have to have all of our policies in place, and our changes in policies. In terms of what we should be doing for the rest of this calendar year, departments need to complete their hiring to address the faculty shortage. That is very important because the next annual report is due in October. If you do you're hiring and we have faculty in place in the fall, then that will be able to be included in the report and we will be able to show some improvement on our AQ PQ numbers. We need to pay attention to how we deploy faculty by section, by number of students enrolled, by campus, by programs, so that is going to be very important. The Chairs and faculty will need to address maintenance of qualifications so we want to encourage faculty to continue with their research. We need a better system to collect information. We have the FAIR system and we are not sure how many faculty are using it, please use it. That means when you have something to add to your vita you will go in and update your vita. The Dean's office needs to prepare a Strategic Plan paying close attention to those areas with a potential for excellence. We will take this through the Strategic Planning Committee and get feedback. Later on in the semester Dr. Cooke would like to convene at least two meetings assessment. We need to accelerate progress on this. Also, please work with the advising office to keep them informed of changes and when they are implemented so they are up to date.

5. Dr. Hart presented enrollment data. This was to give a portrait of who we are as a College of Business. He focused on enrollment as opposed to FTE's. There's a difference in both of those and what these enrollments are giving us is a picture of what our teaching portrait looks like. All the data presented was taken from the academic year 2006 – 2007. The presentation gave a picture of the College of Business in

relationship to the rest of the University. Arts & Letters and Science seat a great deal of lower division students. College of Business & Education is high in upper division students. In talking about graduate enrollments, 5000 courses and above, the College of Business has a high number of students at the graduate level. He next presented lower division trends by college. The College of Business doesn't carry as high a number of lower division students as other colleges, but the upper division seats in the College of Business are very high. Dr. Hart next showed graduate enrollment trends academic year 2002 – 2003 to 2006 – 2007 with Education being just above Business. He also talked about graduation trends; how many students do we graduate. For baccalaureate degrees the College of Business is leading. For master's graduation Business is leading, for doctoral graduates the higher your degree the harder it is to predict your productivity rate as shown on the chart. He also showed the College of Business baccalaureate degrees by major, and masters' degrees by major. The next chart showed part time and full time undergraduate enrollment by college. The College of Business is fairly even with part time and full time undergraduate enrollments. Also shown was College of Business majors by academic year, undergraduate enrollment by faculty rank, graduate enrollment by faculty rank, number of PhD students, overall enrollment by faculty rank over time, and enrollments by campus over time.

6. Dean Coates started his discussion by thanking everyone for coming to the meeting and explaining that we normally only have two meetings a year, but in light of all of the discussions that have been taking place he wanted to give you a state of the college and tell a little bit about where we are going. The first thing he wanted to do was to review the campus plans that were approved last year through the board of trustees. We had 3 goals in campus planning. The first was to maximize student access to the extent allowed by the budget; the second was to maximize the the probability of re-accreditation and the third was to maximize efficiency of the faculty and staff.

The two key items that we proposed were; 1. Consolidation of faculty into three locations. That is in process and the new building in Port St. Lucie is underway; it should be ready by January, 2009. We are first on the list for a new building in Davie. When that building is complete we will move from the Tower to Davie and consolidate there. 2. Increase the GPA for entrance into the College of Business. We are now at 2.25 for the college. We sent out about 140 letters informing students who had GPAs between 2.0 and 2.25 that they have one semester to get their grades up or they would be dropped from the College.

The Dean gave a budget overview. He stated that the bottom line is that the budget is decided by the legislature each year. The legislature goes in session in March and if were to experience a budget cut for this current fiscal year, another one – we've already had one, we would not be notified of that until it was so late that we can't fix it. The University is trying to be proactive and look ahead saying what happens if we need to implement budget cuts not only for this year but permanent budget cuts for next year. The first chart showed the budget for the college of business over the past several years.

We have continually grown over the past several years and have had reasonable increases over time. We have gotten our fair share. He next showed a chart on our annualized FTE. We have 6 lower division courses that students can take. Our FTE is also moving up along with our share of the budget. We are very efficient as far as our expenditures per FTE. The next chart was created by Dr. Norm Kaufman to show which colleges are profitable. He explained that the college is profitable, but is not a 'cash cow' as some people believe. A 1.0 index would mean that we are even. We are profitable, but we are less profitable than Education at 1.09 and Science at 1.06. We are in the middle at 1.04. We are currently involved in 12 faculty searches, if all goes well we will have 12 new faculty for next year and hopefully more in the future. We spend the most of any college on full time faculty salary at just over \$12M. We spend the most money on personnel costs and most of it is contractual. In 2004 – 2005 we had 2.85% left over for expenses. If we get a budget cut of 4% to 6% we have zero for expense and we have to start taking out of our personnel costs. This budget cut is different because in the past we have been told to cut the budget, but don't cut FTE. We have been told by the Chancellor to reduce FTE, it is the first time ever that we have been told to reduce FTE. The Provost asked us to present a plan to do that. The first thing that the Dean proposed is while reducing FTE, we increase quality. He proposed that we raise the GPA into the college from 2.25 to 2.5. That will drop us about 8% of FTE. He also would like to propose to the undergraduate council at the next faculty assembly that should we follow through with this FTE reduction that the college respond by raising the GPA minimum requirement to a 2.5. Number two would be that we review all of the program offerings that have, both in terms of numbers of students and locations, to determine whether or not we should offering all the programs at all the locations. The funding for FAU comes from 2 sources; one is the actual tuition that the students pay; the second is the increment that the state gives us. We have been operating at a higher rate than we are funded at, so in-between we are only funded by student tuition. What they are saying is to cut the FTE down to the level we are being funded. A question was asked about hiring faculty and if those hires are approved. Dr. Kaufman assured the faculty that the Provost has been working with us and that we have been approved to hire faculty. The Dean stated that we have been through budget cuts before and we will come out of this maybe a little thinner, but possibly better.

7. Dean Pratt was a visitor to the meeting and talked about the revisions to the core curriculum. Bill Bosshardt is our representative to the committee on revising the core curriculum. Faculty should review the core and decide which classes undergraduate students should take in the first two years.
8. Dr. Richey introduced new and visiting faculty. Dr. Golden introduced Dr. Drori who is a visiting professor in MIBE for 6 months.
9. Dr. Richey stated that this is an interim meeting. We will have a final meeting in the Spring when we will do our elections and have our formal reports from all of the

committees. Several of the committees indicated at this stage they wanted at least to have reports. First is Undergraduate Council.

10. Dr. Friedberg talked about the Distance Learning Standards. No comments have been received so far. Please review and send your comments to Dr. Friedberg.
11. The other committee that wanted to speak is the Faculty Development Council with Rupert Rhodd. The Faculty Development Council in Fall, 2007 decided that they would try and get more exposure to Research in the College of Business. There is a link on the College of Business website to show Research within the college. Please post your Research there. The link goes from the College webpage to the departments that teach. Dr. Richey stated that Dr. McDaniel has sent out a Graduate College Governance document. He is looking for feedback.
12. Dr. Richey stated she had no other business for the agenda and asked if anyone had any new business. The meeting was adjourned.

Submitted by
Ginger Hale

