Faculty Assembly Minutes
Friday, April 5, 2013
2pm to 4pm
OD 101

John Bernardin called the meeting to order and determined there was a quorum.[1] The Steering Committee approved a sign-up sheet and two were distributed: one for faculty assembly members, and one for instructors and guests. The agenda had been changed slightly to reflect the order of items and there were no objections.

John Bernardin first introduced Ms. Erika Darbouze who described an event to benefit the people of Haiti sponsored by Omicron Delta Kappa in conjunction with Lexis Nexis on April 6th, 2013.

Next, the minutes for the fall, 2012 Assembly meeting were approved.

Som Bhattacharya, Interim Dean then discussed three concerns brought forward during the recent AACSB reaccreditation.

1. Insufficient progress since the last review in meeting faculty quality standards. Som feels that this is the most important issue and the one that needs the most work. There were 2 issues. The first is the rewriting of the AQ/PQ Policy to be more consistent with peer doctoral-granting institutions. The PRT (Peer Review Team) did not like the dual approach to AQ qualification paths. If we can rewrite the policy and take it through the Strategic Planning Committee, Steering Committee and have a faculty vote on it, we should be fine. The second issue is the 90% AQ/PQ threshold. Paul Hart will discuss some of the strategies to rectify this.
2. Assurance of Learning is the second concern brought forward. Since 2010 we have been on the right path. The PRT felt that if we just keep on doing what we are doing and collect one more year's data we will be fine.
3. Improvement in faculty sufficiency is needed. There were three departments that were found lacking: Finance and Management in Davie and Marketing for distance learning. Paul will elaborate on these.

The report is due to AACSB in February 2014. We need to show that we are working on these issues. We don't have to have the issues resolved. At the end of the sixth year review we will be evaluated on the path we are taking to resolve the issues.

Som then shared with the faculty some communications from the Provost Council meetings.

- It looks like the $300M cut to the SUS last year will be put back in the budget.
- The two chambers are proposing performance funding in the amount of $65M from the House and $45M from the Senate. Performance funding consists of retention rate, graduation rate, what are the salaries made by graduates, etc. In addition the House has proposed a 6% increase in base tuition.

- UF may get $70M for the online University. The impact of this on our online programs hasn't been determined yet.
- The good news is that although there is a $45M reduction in specific University earmarks, the COB doesn't have any of these, so we are ok.
- Specific to FAU:
  - $2M has been allocated for Harbor Branch from the Senate. The House hasn't weighed in on this yet
  - $200,000 for a memory disorder clinic
  - Possibly a 3% across the board raise for state employees. The Houses are talking about increases.
- The Provost plans for 20 additional assistant professors, 20 associate professors and 10 professors throughout the University at approximately $7M. In addition, there may be 40 promotions from instructor lines to tenure-track lines.
- The $25M reinstatement to the budget is not really $25M. Our share of the recurring cuts is $12M.
- To help with the credentialing process a program has been written so that departments may input data. There may be a 48 hour turn-around. The information will be put into the program, the department chair and then the dean will sign off. It will go to K. Wright in the Provost's office who will review the credentials, then to M. Walsh. After the Provost's office has approved the department chair will get notification that the candidate has been approved. This process only applies to adjunct faculty.
- President Saunders may want to examine teaching loads. This is still in the discussion stage, but will probably happen at some point in the future. There may be pressure to raise teaching loads and also reduce over-loads.
- Limited Access Programs document. Paul Hart did some research on our peer institutions with regard to limited access programs. Anything that requires GPA greater than 2.0 is a limited access program. Using our methodology of requiring a 2.5 GPA, we have 1 program in the College that is not limited access, which is economics. We may be able to make the pre-requisites have a higher GPA requirement and that would help with the limited access program parameters. A proposal should come from the undergraduate curriculum committee regarding this.
- Som thanked everyone for working with him over this past year as he was Interim Dean.

John Valentine (Co-chair, Strategic Planning) proposed a resolution – Whereas he has served as the Acting Dean and Interim Dean of the College of Business from 2012 to 2013, resolve that we the faculty of Florida Atlantic University College of Business here gathered in Assembly extend

our appreciation to Dr. Somnath Bhattacharya for his leadership and contributions to the Florida Atlantic University community. The resolution was passed.

Next, elections were conducted. C. M. Sashi was elected Chair of the Steering Committee (and the Faculty Assembly) for a two-year term. Pradeep Korgaonkar was elected Chair of the Promotion & Tenure Committee. Gary Castrogiovanni was elected to the Bylaws Committee. Bill Bosshardt, Stuart Galup and Gary Castrogiovanni were elected to serve two-year terms as COB senators for the Faculty Senate.

Three resolutions that had been approved by the Steering Committee were taken up. All three were passed. These resolutions are:

1. All endowed and titled positions (e.g., professorships such as the Lynn Chair, Office Depot Chair) must be filled only after a search by a committee nominated by the Dean and approved by the Steering committee.

2. Candidates for all full-time positions must receive a majority vote from the school or department's tenured and tenure-earning faculty before a recommendation to hire can be made by the School director or Department chair." This rule excludes "visiting" hires. A vote is required only the first time a full-time, non-visiting hiring recommendation is made**.**

3. Amendment to Bylaws (passed with required 2/3rds voter approval). **The Chairs of Steering and Promotion and Tenure shall be granted a one course release per AY for this service.**

Section 5. A. (p.2) of the Bylaws now reads "Chairpersons for the Steering and Promotion and Tenure Committees shall be elected by the Assembly from among each committee's membership. The Steering Chair will serve a 2 year term as Chair. The Chair of the P&T Committee is elected annually at the spring meeting. **The Chairs of Steering and Promotion and Tenure shall be granted a one course release per AY for this service.** Strategic Planning and Bylaws committees shall elect chairpersons from among its members at their organizing meetings following the Spring Assembly meeting.

Pradeep Korgaonkar reported on possible changes that may be recommended by the Strategic Plan Academic Achievement Metric Committee. The one definite change for next year is the increase in number of outside letters to 5 for the University.

John Bernardin then announced that all Committee/Council reports were submitted (see Appendix A) but that the report from the Graduate Council may be amended at a later date. (Note: The approved report is included in the Appendix). There was no discussion pertaining to the reports.

Associate Dean Paul Hart then discussed the AACSB Peer Review Team report and a summary of potential remedies. The following recommendations were presented: (1) Mandatory CoB orientation of all new faculty (including part-time faculty); (2) Participation of part-time faculty

in departmental and college meetings and activities; (3) the need for adjunct faculty development programs (e.g., teaching workshops, assessment activities, instructional technology training (Center for eLearning); (4) the AoL committee will give annual AoL reports with the College and departments; (5) the Dean will regularly report on AoL at departmental meetings and at each semester's Faculty Assembly gathering; (6) faculty at all levels will be active participants in the AoL process; (7) key faculty from Master's level programs will enhance AoL process; (8) an AoL overview will be included in the required faculty orientation sessions. The CoB has requested guidance from AACSB on faculty quality standards as they pertain to likely new accreditation requirements. The faculty qualifications policy will be revised (one AQ standard regardless of tenure status). PQ standards need revision by the faculty to allow on-going professional development for continuing faculty. Teaching assignments will be monitored to ensure faculty resources are deployed consistent with AACSB standards. Other suggestions: No new "O" (other) hires; Transition of "O" faculty to "PQ"; and faculty update CVs routinely for record maintenance.

The meeting was adjourned.

[1]TENURE TRACK FACULTY IN ATTENDANCE:

Anna Agapova, Andac Arikan, Sunil Babbar, Ravi Behara, Yoel Beniluz, Som Bhattacharya, William Bosshardt, Jian Cao, Stephanie Castro, Gary Castrogiovanni, Robert Cerveny, Karen Dye, Caryn Conley, Donna Cooke, Kimberly Dunn, Kimberly Ellis, Stuart Galup, Antoine Gianetti, Peggy Golden, Jahyun Goo, Elizabeth Goodrick, Karen Hooks, Derrick Huang, Bryant Hudson, Mehdi Kaighobadi, Paul Koku, Pradeep Korgaonkar, Melih Madanoglu, William McDaniel, James McNulty, Clarece Nash, Anita Pennathur, Robert Pinsker, Charles Register, Rubert Rhodd, CM Sashi, Allen Smith, Maya Trevenot, Ariel Vale, Sharmila Vishwasrao George Young, Emilio Zarruk

APPENDIX A

REPORTS SUBMITTED BY COMMITTEES and COUNCILS FOR APRIL 5, 2013 FA MEETING

Strategic Planning Committee (John Valentine, Co-Chair)

The Strategic Planning Committee is co-chaired by a member of the faculty and a member of the office of the dean. This year's co-chairs are John Valentine and Somnath Bhattacharya.

Faculty members both met and consulted electronically with the Dean and his staff several times this year. The primary focus was on revising and completing the strategic plan for the AACSB accreditation review. Members of the committee also met with a member of the accreditation team during the site visit.

The committee is pleased to report that the accreditation team removed the College's strategic plan from the list of the major shortcomings cited in the last AACSB review. However, since the College of Business is under a continuing AACSB review for the coming year, considerable effort will be required from faculty and departments during the coming year to ensure that we continue to enhance the strategic plan and align it with that of the university.

Members: Scott Barnhart, Neela Manage, Stuart Galup, Mel Madanaglu, Ken Orbach, John Valentine(Chair); OFFICE THE DEAN: Somnath Bhattacharya, Paul Hart, Mark Rohrer

Promotion & Tenure Committee (Korgaonkar, Chair)

The committee assisted the Interim Dean in the promotion and tenure decision for three faculty colleagues: Drs. Agapova and Viale from Finance, and Dr. Madanoglu in Hospitality Management. Additionally seven faculty were evaluated for promotion to the Professor rank. The faculty members were: Drs. Cooke and Lenartowicz from Management, Drs. Bosshardt and Rhodd from Economics, Drs. Behara, Dinev and Galup from the ITOM Department. I can report that the college committee's recommendations were partially (70%) supported by the Interim Dean. We are waiting to hear the final recommendations of the Provost.
The committee assisted the Interim Dean in preparing the promotion guidelines for the non-tenured instructors (NTT) in the College. Two members of the College P and T committee also served on the committee responsible for the evaluations of five instructors who applied for promotion.

Members: ACC Ken Orbach
ECO   Eric Chiang
FIN   Jim McNulty
ITOM   Bob Cerveny
MAN   Gary Castrogiovanni
MKT   Pradeep Korgaonkar – Chair

Faculty Development Council (Arikan, Chair)

Faculty Development Council has been working on SPOT data reporting and feedback. At this point, the council recommends that relevant SPOT items for faculty evaluation, promotion and tenure decisions are 16, 19, 20, and 21. Administrators are encouraged to look at other items on a case by case basis as relevant. Furthermore, a given faculty member's SPOT scores should be compared for faculty evaluation purposes to the scores on the same course (across all instructors for the course), or when that is not available to courses from the same department at the comparable level (e.g. 3 or 4000 level, MBA, PhD) and comparable class size. The council has been collaborating with the chair of the steering committee in an effort to get raw SPOT data from Institutional Effectiveness in an effort to examine the psychometric properties of the SPOT instrument. The above recommendations can be further tailored once these data are available and their characteristics (e.g. inter-item correlations, factor scores, etc.) are known.

The council has also facilitated the purchase of access to CARMA's (Center for the Advancement of Research Methods and Analysis) periodic webcasts on research methods upon the recommendation by Stephanie Castro.

Members: Jian Cao, Ariale Viale, Derrick Huang, Andac Arikan, Rupert Rhodd

College of Business Graduate Council
Report to College of Business Faculty Assembly (2012-2013)

Members:

William McDaniel, Finance

Eric Chiang, Economics

Caryn Conley, ITOM

Elizabeth Goodrick, Management Programs

Karen Hooks, School of Accounting

Allen Smith, Marketing, Chair

College of Business Graduate Council
COB Graduate Council Goals for the 2012-2013 Academic Year

1.   Evaluate, recommend, process, and provide feedback to relevant faculty, department chairs, and administrators concerning requests and proposals related to College of Business graduate courses and programs, such as new course proposals, course change requests, requests for

certificate programs, proposals for new tracks/concentrations, new degree programs, curriculum changes, degree requirements, admission requirements, and the like.

2   Consider and recommend academic-related policy for graduate programs offered by College of Business to the Dean of the College of Business

3.   Represent the College of Business at the University Programs Committee (UPC), the University Graduate Council (UGC), Graduate Grievance Committee, the University Senate, and the University Faculty Senate as required

4.   Report to affected College of Business department and administrators information, policies, issues, recommendations, and the like being discussed or recommended at the University Programs Committee and the University Graduate Council, including decisions about course and curriculum proposals brought by the COB Graduate Council to the UPC, UGC, and University Faculty Senate.

5.   Direct faculty to University policies and forms relating to COB Graduate programs and graduate certificates.

Report of Activities (Fall, 2012-Spring, 2013)

The COB Graduate Council reviewed and approved the following requests and proposals and brought them to the University Programs Committee (UPC) and University Graduate Council (UGC) for approval. Results of the UPC and UGC vote are found respectively in B and C.

Exhibit 1: Requests and Proposals (Fall 2012 and Spring 2013)

Requests and Proposals	COB Graduate Council Vote (A)	UPC Vote (B)	UGC Vote (C)
ACG 6135	Approved	Approved	Approved
ACG 6315	Approved	Approved	Approved
ACG 6137	Approved	Approved	Approved
ACG 6347	Approved	Approved	Approved
ECO 6906	Approved	Approved	Approved
ECP 6705	Approved	Approved	Approved
ISM 6404	Approved	Approved	Approved
HSA 6106	Approved	Approved	Approved
HAS 6127	Approved	Approved	Approved
MAN 6296	Approved	Approved	Approved
Proposal for Creation of Accelerated B.B.A. in MIS/MSITM	Approved	Approved	Approved
BUL 6455: Business Law ad Applied Ethics	Approved	Approved	Approved
Program Change Request—MBA Curriculum	Approved	Approved	Approved
Tax Concentration in Master of Accounting	Approved	Approved	Approved
Accounting Information System Concentration in Master of Accounting	Approved	Approved	Approved
Business Valuation Concentration in Executive Master of Accounting	Approved	Approved	Approved
ACG 5691	Approved	Approved	Approved

ACG 5693	Approved	Approved	Approved
ACG 5694	Approved	Approved	Approved
ACG 5866	Approved	Approved	Approved
ACG 6373	Approved	Approved	Approved
ACG 6374	Approved	Approved	Approved
ACG 6377	Approved	Approved	Approved
ACG 6625	Approved	Approved	Approved
ACG 6685	Approved	Approved	Approved
ACG 6694	Approved	Approved	Approved
ACG 6868	Approved	Approved	Approved
ACG 7884: Scientific Method in Business	Approved	Approved	Approved
MAN 6740: Scientific Method in Business	Approved	Approved	Approved
MAR 7785: Scientific Method in Business	Approved	Approved	Approved

The M.B.A. Curriculum (new catalog description) – 43 credits minimum

Core Courses:

1st Semester - (must take all courses in table below, but may take more if desired)

Business Law and Applied Ethics	BUL 6455	1.5
Advanced Managerial Economics	ECP 6705	1.5
Graduate Business Communication Applications	GEB 6215	3
Contemporary Issues in Business: Executive Forum	GEB 6931	1

2nd Semester - (must take all courses in table below, but may take more if desired)

Financial Accounting Concepts	ACG 6027*	3
Leadership and Organizations	MAN 6296	3

Subsequent Semesters

Advanced Analysis and Application of Accounting Data (1)	ACG 6315	3
Financial Management	FIN 6406*	3
Advanced Financial Management (2)	FIN 6806	3
Management of Information Systems & Technology (1)	ISM 6026	3
Operations Management (3)	MAN 6501	3
Global Business Strategy	MAN 6721	3
Global Environment of Management	MAN 6937	3
Marketing Functions and Processes	MAR 6055*	3

Advanced Marketing Management (4)	MAR 6815	3
Data Analysis for Managers	QMB 6603*	3

Totals:

Core Total		43
Electives		12
Degree Total		43-55*

Asterisk: Students have the opportunity to test out of ACG: 6027, FIN: 6406, MAR 6055, and QMB: 6603.

The M.B.A. Curriculum (current catalog description) – 40 credits minimum

Foundation Courses

Financial Accounting Concepts	ACG 6027	3
Seminar in Modern Economic Concepts and Theories	ECO 6008	3
Financial Management	FIN 6406	3
Marketing Functions and Processes	MAR 6055	3
Data Analysis for Managers	QMB 6603	3

Core Courses:

Advanced Analysis and Application of Accounting Data (1)	ACG 6315	3
Advanced Financial Management (2)	FIN 6806	3
Graduate Business Communication Applications	GEB 6215	3
Contemporary Issues in Industry: The Executive Forum	GEB 6931	1
Management of Information Systems & Technology (1)	ISM 6026	3
Organizational Behavior	MAN 6245	3
Operations Management (3)	MAN 6501	3
Global Business Strategy	MAN 6721	3
Global Environment of Management	MAN 6937	3
Advanced Marketing Management (4)	MAR 6815	3

Totals:

Foundation Total		0-15
Core Total		28

Electives		12
Degree Total		40-55

1) Accounting Track students must be approved by both the School of Accounting and the M.B.A. program. Admission to the M.B.A. program does not guarantee entry into the Accounting Track. The Accounting Track student will substitute ACG 6138 for ACG 6315 and ACG 6475 for ISM 6026. M.B.A. students who are undergraduate Accounting majors NOT in an Accounting Track will substitute another 6000-level accounting elective course for ACG 6315. ACG 6027 may not be counted for graduate elective credit. The exact substitutions must be approved by the College of Business Office of Graduate Student Programs based on the prior academic record.

(2) Students with 18 or more undergraduate credits in Finance may substitute another 6000-level FIN course for FIN 6806. (3) Students who have had an undergraduate operations management course may substitute MAN 6525, MAN 6581 or MAN 6596 for MAN 6501.(4) Students with 18 or more undergraduate credits in Marketing may substitute a 6000-level MAR elective offered by the Marketing Department for MAR 6815.

<u>Undergraduate Council</u> (Ethlyn Williams –Chair)

Activities for 2012-2013

1. The COB Undergraduate Council (COBUC) presented all course requests and program proposals to the UUPC; and Faculty senate when required.
2. No requests or proposals were rejected at the college or university level.
3. The COBUC facilitated a meeting of department chairs and internship coordinators to review internship policies. As an outcome of the meeting, a recommendation was made that parts of the catalog language be clarified/revised. Department chairs agreed to follow up to discuss policies with respect to academic integrity.
4. The COBUC provided support to student academic services in clarifying and updating catalog requirements for the BA minor.
5. The COBUC provided support in discussing the housing of the writing for management course (ENC/GEB 3213) outside of Arts and Letters. Departments supported continued offering of GEB 3213 as a requirement within the college.
6. The COBUC solicited input and discussed the issue of cheating in online exams as requested by the Master Teacher Committee. The Master Teacher Committee will continue to solicit input regarding the development of a policy for online exams.

COBUC members:

Monica Escaleras	Economics
Jahyun Goo	ITOM
Karen Hooks	School of Accounting
Tamara Mangleberg	Marketing
Ethlyn Williams, Chair	Management Programs
Chuanhou Yang	Finance