
Faculty Senate Minutes of March 29, 2016

The meeting was called to order by Chairperson Kathleen Wilson with the following Senators and visitors present:

College of Architecture & The Arts

Alice Read
Kathleen Wilson
Jaime Canaves
Nurhayat Bilge

College of Arts & Sciences

Thomas Breslin
Laurel Collins
Paula Gillespie
Joerg Reinhold
Eric Dwyer
Victor Uribe
Gerardo Aladro
John Makemson
Yesim Darici
Fenfei Leng
Steven Oberbauer
Joan Baker
Ana Luszczynska
Paul Warren
Tometro Hopkins
Krish Jayachandran
Alan Gummerson
Vernon Dixon
Dean Whitman
Hasan Zahedi
Absent:
Oren Maxwell
Eric Bishop Von Wettberg

College of Business Administration

Elisabeth Beristain-Moreiras
Deanne Butchey
Kenneth Henry
Delano Gray
Cliff Perry
Krishnan Dandapani
Clark Wheatley
Dinesh Batra

College of Education

Eric Dwyer
Teresa Lucas
Benjamin Baez
Absent:
Martha Pelaez

College of Engineering

Malek Adjouadi
Mark Weiss
Peter Clarke
Osama Mohammed
Berrin Tansel
Absent:
Mohammed Hadi
Hesham Ali

School of Hospitality

Nathan Dodge
Absent:
Nancy Scanlon

School of Journalism

Absent:
Neil Reisner
David Park

College of Law

Phyllis Kotey
Megan Fairlie

Library

Patricia Pereira-Pujol
Eduardo Fojo

Wertheim College of Medicine

Irina Agoulnik
Sabyasachi Moulik
Dietrich Lorke
Absent:
Ferdinand Gomez
Jimmy Santana

College of Nursing & Health Sciences

Carmen Caicedo
Absent:
Amy Paul-Ward
Deborah Sherman
Jennifer Doherty-Restrepo

Stempel College of Public Health & Social Work

Ray Thomlison
Mariana Baum
Nasar Ahmed

Guest:

Elizabeth Bejar
Damaris Valdes
Moses Shumow
Bill Anderson
Pete Markowitz
Mary Cossio

FACULTY SENATE MEETING MINUTES

TUESDAY, MARCH 29TH, 2016 – 1:00 PM

**WERTHEIM CONSERVATORY 130 – MODESTO MAIDIQUE CAMPUS
ACADEMIC CENTER ONE 317 – BISCAYNE BAY CAMPUS**

I. Approval of the Agenda *Moved and approved as amended*

II. Approval of the Minutes

A. **March 1st, 2016 meeting *Moved and approved***

B. **March 8th, 2016 Special Meeting *Moved and approved***

III. Chairperson's Report

➤ **Legislative Update**

Budget/Performance funding From Chancellor Criser: "Governor Rick Scott [last night] signed into law a \$4.7 billion budget for Florida's 12 public universities, directing a historic \$500 million toward performance-based funding.

The budget represents a \$225 million increase over fiscal year 2015-16, evidencing Governor Scott's and the Florida Legislature's commitment to higher education and to student outcomes. This year's performance funding investment includes \$225 million from the state that the universities will match with \$275 million. Other Systemwide initiatives include \$1.5 million for an Integrated Library System, to ensure efficient student access to library resources, and \$465,000 for the Johnson Scholarship Foundation, which offers need-based financial aid to students with disabilities.

To enhance the State University System's national profile, the budget also includes \$30 million in additional funds for preeminent and emerging preeminent universities. For universities to be eligible for funding associated with emerging preeminence, they must meet six of the 12 benchmarks outlined in statute. The approved budget also includes \$249.1 million for university facilities, of which \$152.3 million is for fixed capital projects, \$61.8 million for maintenance and repair, and \$35 million for capital improvement trust fund projects. Allocations also include \$20 million toward a proposed downtown UCF campus approved by the Board in March and \$3 million for a replacement research vessel for the Florida Institute of Oceanography. Each of these projects was matched with university and private commitments to leverage the state investment."

- Affecting all universities, especially UF, FSU and FIU: a cap on distance learning of \$30, which is a 44% reduction for FIU that will have a significant impact on the quality of the education we deliver and/or the number of students we can provide with distance learning. Actual costs should be used rather than an arbitrary number chosen by legislators.

- Specific to FIU:

28M, 20M for PECO, about 9.3 in performance funding of a total of 75M (FIU likely to be 5th), 3M Uplift (course enhancement, etc. not subject to veto). This year performance funding based on a 100 point scale, of which FIU received 76 points. FAU and UCF tied for # 1, UF #3, USF #4, FIU #5 and FSU#6.

Governor Scott issued his veto list before receiving the final budget from the legislature. The Governor vetoes FIU's proposed Land Acquisition of \$8 million

Chancellor Criser to report at special Senate meeting April 4 9:30-11 at MARC Pavilion with conferencing to AC1 317 at BBC. re: performance funding and other BOG-related issues. Continental Breakfast provided. Please email your questions in advance to fsenate@fiu.edu by 5 pm on Thursday March 31.

➤ **Nature Preserve/special March 8 Senate meeting**

- Narrative:

“The FIU Faculty Senate Environment and Planning Committee believes that any loss of the Preserve area would be a setback to this extremely vital campus asset. The Preserve provides incalculable value to students, teaching, research, and the environment, especially in the context of FIU’s urban campus and the university’s strategic commitments to the environment, arts and health. The committee also recognizes the challenge of having to accommodate our growing university's needs and the imperative to balance the many demands on our campus within a limited campus area. In keeping with its charge to guide the development and implementation of environmentally sound policies and preserve, protect and restore the ecological value of the Preserve, the Environment and Planning Committee submits the following regarding the construction of two sports practice fields and their potential impact on the Nature Preserve.”
 - The following motion from the Senate Environment and Planning Committee, Roberto Rovira chair, passed on March 8, 2016:

The Faculty Senate recommends approval of the sports practice field construction in the northern Preserve area provided that the following conditions are agreed to as mitigation for said construction:
 - Limit the removal of the northern Preserve Area per the reference images in APPENDIX A (Figs. 2-4) to ensure no net loss to the Preserve or the Organic Garden. The new area boundaries will be sustained into perpetuity for the purposes of research, teaching and recreation.
 - Allocate \$2 million to a Nature Preserve Endowment and Improvement Fund that will be used solely to fund improvements to the Nature Preserve and campus natural areas.
 - Establish a minimum \$80,000 per year or a 4% spendable amount from the endowment, whichever is greater, for preserve maintenance and campus wetland restoration
 - Adjusted annually in line with the South Florida Consumer Price Index.
 - 50% of funding would be used for Preserve maintenance and upkeep and 50% would be used to fund campus restoration/mitigation projects.
 - The FIU Office of Sustainability in coordination with faculty would manage said projects.
 - The Environment and Planning Committee will be responsible for recommending a mechanism to administer and approve the expenditure of said funds.
3. Develop a Sustainability and Connectivity Plan for MMC and BBC that:
 - a. Comprehensively evaluates campus sustainability and open space connectivity and provides specific guidelines and recommendations for environmentally sound policies to sustain, connect and expand designated Campus Park & Natural areas.
 - b. Recommends strategies, maintenance and management practices that minimize pollution, waste generation and resource consumption, and protect campus flora, fauna, ponds, and natural areas.
 - c. Leverages and engages the expertise of faculty, staff and students.
 - d. Is adopted as university policy and is enforceable as such.
 - e. Provides clear and specific procedures to be followed by Facilities Management and by third party landscape companies contracted by FIU.
 4. Implement mitigation measures for all Campus Park and Natural Areas in MMC and BBC in accordance with the above Sustainability and Connectivity Plan, and including but not limited to:
 - a. Establishing a no-biocide-spray policy around all campus ponds whenever doing so does not pose a hazard to health, safety and welfare, and provided that

scientists are consulted prior to biocide application and conclude it is necessary for public health.

- b. Establishing a littoral edge on campus ponds that uses native vegetation and facilitates access for education and appreciation of the natural environment whenever possible.
 - c. Planting additional hammock understory throughout campus.
 - d. Constructing a wetland in the new southern Preserve area before or simultaneous with the installation of the sports fields with funds independent of the Preserve Endowment.
 - e. The new wetland should be constructed according to a design developed by faculty and built by an outside firm in consultation with faculty. Learning and research opportunities connected to wetland restoration, construction, sustainability
5. Create and connectivity that maximize educational value and seek input from students and faculty. The faculty in coordination with the Office of Sustainability would manage these efforts.
 6. Stipulate that the new sports fields will be available 50% of the time for non-athletic team use year-round, outside scheduled team practice and required field recovery and maintenance.
 7. Include the FIU Nature Preserve as part of the University Capital Campaign by offering naming rights for the Preserve and allocating any funds generated from said process and from Ignite Campaign fundraising to the Preserve Endowment.
 8. Retain the existing tree buffer between the soccer field and the proposed practice fields in order to create shaded public space that can be active even when there is no field use.
 9. Reroute the jogging trail around the perimeter of the proposed fields.
 10. Relocate the groundwater monitoring well locations in the northern Preserve as part of the mitigation. Use said wells to track water level and quality associated with the new south wetland by placing them near the new wetland before construction begins.
 - Over 60 students and 50 faculty were in attendance, as well as Provost Ken Furton, Vice-President Elizabeth Bejar, CFO Ken Jessel and Faculty Fellow Rebecca Friedman, as well as a number of other administrators, for a passionate and robust discussion of the aforementioned proposed plan. While the vote was taken at 3:00 pm on March 8, the meeting did not adjourn until 3:35, after all interested parties had had an opportunity to comment and/or ask questions.

BOT March 11

- The BOT unanimously approved the amendment to the 2010-2020 Campus Master Plan for the MMC campus to accommodate the construction of two intramural/athletics department practice fields. Of note: CFO Jessel described in detail the process and resultant Senate resolution and thanked Chair of the Senate Environment and Planning Committee, Roberto Rovira as well as Phillip Stoddard for their involvement; Trustee Wilson described many of the concerns of faculty and students; several students attended the BOT full meeting and a spokesperson addressed the BOT; Trustee Boord asked the FIU Administration how it will assure students that the remainder of the preserve will be protected in the future.

Sustained Performance Review

There is some disagreement regarding whether the document from the Provost's Office is in fact consistent with the CBA. The Senate Ad hoc committee on Sustained Performance Review is still discussing the matter and will meet again Wednesday March 30 to discuss proposed changes to the policy approved by the Senate in Fall of 2015.

Faculty Athletic Council, Pete Markowitz, Chair. Recent allegations involving FIU Women's Basketball and protocol in general. Larger issue: How do we promote, attain and maintain an ethical culture here at FIU?

Meet and Greet (Happy Hour)

Friday April 15, Faculty Club 4-6. ALL faculty invited to celebrate the end of the semester! Come hang out with your colleagues and enjoy appetizers and libations provided by CARTA.

IV. Action items:

- A. Student Learning and Success Committee Motion – Patricia Pereira-Pujol, Chair
 - i. **Motion:** The Faculty Senate approves the integration of the Student Learning and Success Committee as a standing committee of the Faculty Senate under the name of Committee on Student Learning and Success. **2nd Reading Moved and approved**
- B. Faculty Senate Steering Committee Motion
 - i. **Motion:** The Faculty Senate approves the Faculty Senate Meeting Schedule as follows: **Moved and approved**
 - a. Faculty Senate Meeting Schedule for 2016-2017
 - b. Faculty Senate Meeting Schedule for 2017-2018
 - c. Faculty Senate Meeting Schedule for 2018-2019
- C. Faculty Senate Steering Committee Motion
 - i. **Motion:** The Faculty Senate approves the Faculty Senate Steering Committee Meeting Schedule as follows: **Moved and approved**
 - a. Faculty Senate Steering Committee Meeting Schedule for 2016-2017
 - b. Faculty Senate Steering Committee Meeting Schedule for 2017-2018
 - c. Faculty Senate Steering Committee Meeting Schedule for 2018-2019
- D. The Faculty Senate Steering Committee Motion
 - i. **Motion:** the Faculty Senate approves to hold once a year the Faculty Senate Meeting at Biscayne Bay Campus during the Fall Semester. **Moved and approved**
 - a. Discussion: poly-communication issues were discussed to ensure a work order can be submitted

V. Special Report - Mark B. Rosenberg, President, Florida International University

- A. Performance base funding**
 - i. Reaction to New York Times article on budget cutbacks in the SUNY system
 - ii. Faculty do important, meaningful work
 - iii. Performance funding is a challenge for all academic areas
 - iv. Everyone is responsible for reaching benchmarks
 - v. Will have a blip coming up in graduation rates due to losing students in 2010-2011 and 2011-2012 cohorts
- B. FIU Rankings**
 - i. FIU ranked #34 in country for best place to work
 - ii. FIU ranged #2 in Florida, behind Publix, for best place to work
- C. Recent Successes**
 - i. Physics faculty member appointment to national committee
 - ii. NIH endowment
- D. Board of Trustees**
 - i. New board member Marc Sarnoff
 - ii. Priority is student employment after graduation
 - iii. Members will be asking job-related questions, such as 100% employment in the Business and Psychology majors
 - iv. Request that faculty be more attentive to job placement for graduates
 - v. Claudia Puig is the new Chair of the BOT

- vi. Jorge L. Arrizurieta is the new Vice Chair of the BOT
- E. Reorganizations of Colleges/Schools**
 - i. Mergers will strengthen the units
- F. Commencement**
 - i. Will have 10 commencement ceremonies Spring 2016 for 12,800 students
 - ii. Want opportunity for graduates and extended family to be able to attend to celebrate accomplishments of the students
- G. Town Hall Meeting**
 - i. Greater depth on issues will be discussed next week
- H. Other Announcements**
 - i. Soft announcement that College of Engineering will be expanded with presence back on MMC to be located on the Youth Fair Ground
 - ii. Alumni Hotel Conference Center proposed for northwest side of campus; anticipate some land issues
 - iii. BBC Residence Hall is almost ready to open
 - iv. Mast Academy initiative moving forward
 - v. Ground breaking ceremony was held for foot bridge over 8th St between FIU and Sweetwater
- I. Discussion/Questions**
 - i. Senator Uribe asked about the budget
 - CFO Jessel responded that we have not yet received budget allocation
 - Making calculations and is expecting \$6.6 million in incremental funding
 - ii. Senator Gummerson asked about Athletics Director contract renewal and gender equity in male and female coaches
 - President Rosenberg would not comment directly
 - He will be conducting a full review of the Athletic Director and will make a decision that is in the best interest for the University
 - Agreed that gender equity is important not just in Athletics but across the University
 - iii. Senator Ahmed asked about FIU branding and improving relations with media (e.g., press releases about dignitaries visiting campus)
 - Agrees that no one is satisfied with the level of news about FIU; no one is happy with the negative publicity
 - Happy that faculty are willing to do expert interviews, which helps with positive media coverage for FIU
 - Cost of promotion in media is expensive; wants to increase social media presence particularly with millennial students
 - iv. Senator Clarke asked about merit process and how we can do better to reward all faculty
 - This is a negotiated process and he is not satisfied with faculty salaries
 - Need to make trade offs
 - Open to suggestions
 - Work with the Union
 - v. Senator Lucas expressed appreciation for commitment to commencement and the executive team's dedication to maintain intimacy of the ceremonies
- VI. The Faculty Senate Nominating Committee, Officer Nominations, Krishnan Dandapani, Chair**
 - A. Nominations were presented for Chair, Vice Chair, and Secretary**
 - Chair nomination = Kathleen Wilson
 - Vice Chair nomination = Joerg Reinhold
 - Secretary nomination = Jennifer Doherty-Restrepo

- No nominations were made from the floor
- **Motion:** Motion to close nominations. ***Moved and approved***

VII. Special Report from Faculty Athletic Council, Pete Markowitz, Professor, Physics Department

A. Please refer to the attached memo submitted by Pete Markowitz

Discussion:

- i. Senator Darici expressed concern about external relations and emails sent out regarding the communication of the investigation of the alleged sexual harassment case
- ii. Senator Canaves noted the imbalance of male and female coaches at FIU and expressed the need to include female coaches as part of the interview process for both male and female sports
- iii. Senator Whitman noted the need to address the poor relationship between FIU Athletics and the Miami Herald due to the reports of inaccurate information relative to the ongoing investigation conducted by the NCAA and FIU
- iv. Senator Reinhold and Zahedi suggested that the Athletics Department critically evaluate policies and procedures (e.g., hiring of female coaches) as well as making a stronger commitment to Title IX (e.g., track and field relative to impact on male and female student-athletes)
- v. Senator Dwyer noted that men need to be willing and active participants in supporting Title IX
- vi. Senator Breslin noted that hiring female associate coaches and then promoting from within could be a viable solution for cultivating successful coaches and coaching
- vii. Vice President Bejar responded to discussion and comments:
 - Agrees that the external relations messaging should be reviewed by a second party to ensure sensitivity to the many constituents
 - Agrees that this one incidence should not reflect negatively on Athletics as a whole
 - Agrees that gender equity is important; however, need to consider national landscape particularly in revenue generating sports

VIII. Faculty Senate Committees End-of-Year Report

A. Budget Committee, Deanne Butchey, Chair

- i. Please refer to the attached committee report

Online Review Committee, Laura Dinehart, Chair

- ii. No committee representative present; report will be given on June 14, 2016

B. Honorary Degree and Awards Committee, Eric Dwyer, Chair

- i. Please refer to the attached committee report
- ii. Discussion/Questions:
 - Suggestion was made that the committee discuss nominees that did not receive an award be rolled over to the nomination pool for the following year
 - Suggestion was made to consider Honorable Mentions to recognize the good work of those who did not receive an award

C. Global Learning Curriculum Oversight Committee, Moses Shumow

- i. Please refer to the attached committee report
- ii. Discussion/Questions:
 - Senator Ahmed asked if there are any graduate level Global Learning courses
 - Not at this time; the focus is undergraduate
 - Graduate level Global Learning classes is a component of the quality improvement plan

IX. Reports:

- A. Provost's Report—Presented by VP Bejar
 - Board of Trustees Meeting
 - Accountability report was approved and is available on the AIMS website
 - President Rosenberg performance review was conducted with an excellent rating
 - Board of Governors Meeting
 - Approved limited access for BS in Fine Arts
 - Performance Funding; FIU ranked #5
 - Metric modification relative to \$25,000 salary wage threshold for next year
 - Chancellor Criser visiting campus next week
 - Performance based funding now a statute
 - April 21st, 2016 will host a meeting with Senate President to talk with leadership about funding priorities moving forward
 - Golden Panther Express
 - Faculty will be reimbursed via TARs for using Golden Panther Express to travel between MMC and BBC for teaching and committee meeting responsibilities
 - Great Colleges to Work For Survey
 - Encourage faculty and staff participation
 - Faculty Terminal Degree Reimbursement
 - Please refer to memo that was emailed out from the Provost's Office
 - Loan default rate is down to approximately 5.5% (prior year was 6.8%)
 - Average debt is approximately \$17,000, which is lower than the national average
 - Discussion/Questions:
 - Senator Whitman asked how the cost to degree calculations are made. Is there a possibility to reduce some fees, for example the Athletics fee?
 - CFO Jessel explained that the calculation is based on the cost of the institution to produce the degree; Calculation is not based on the cost to the student
 - The impact of the Athletics fee or Health fee is not significant
 - Metric calculation is changing; moving target
 - Senator Breslin asked about the impact of hiring additional academic advisors on retention and graduation rates
 - Since fall 2009, hired approximately 70 advisors to achieve 1:350-400 advisor to student ratio
 - Now exploring a differentiated approach given that some programs require high-touch approach compared to lock-step, cohort-based programs that do not require as detailed advising
 - Examining advisor notes relative to contact and ongoing communication with students
 - Retention and graduation rates are improving despite miscalculation by BOG
- B. Governmental Liaison Report – Teresa Lucas
 - i. Deferred report because all talking points were covered
- C. UFF Report—Benjamin Baez, UFF-FIU President
 - i. Announcement that he is stepping down as UFF President, replaced by Eric Dwyer effective April 1st, 2016
 - ii. Nothing to report relative to bargaining
 - iii. Watching policy discussions relative to Emeritus Professorships and Sustained Performance Review
- D. SGA Report— Alexis Calatayud, SGA-MMC President
 - i. Not present; report not given

XII. Unfinished Business - None

XIII. New Business – None

Announcements

The next Faculty Senate meeting is on April 12th, 2016 at 1:00PM in WC 130 in MMC and AC1 317 in BBC.

All are invited. Go to facultysenate.fiu.edu for regularly updated information on the Faculty Senate.

Marshall Criser III, State University System of Florida

April 4, 2016

Time: 9:30am – 11:00am

Location: MARC Pavilion

Faculty Senate Meet & Greet

Hosted by the College of Architecture + The Arts

Friday, April 15, 2016 from 4:00-6:00pm at the Faculty Club Lounge-MMC