
Faculty Senate Minutes of November 8, 2016

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

College of Architecture & The Art

Jaime Canaves
Susan Jacobson
Neil Reisner
Kathleen Wilson

Absent

Elizabeth Marsh

College of Arts, Sciences & Education

Joan Baker
David Chatfield
Vernon Dickson
Eric Dwyer
Meg Gardinier
Sneh Gulati
Marcy Kravec
Fenfei Leng
Teresa Lucas
Ana Luszczynska
John Makemson
Martha Pelaez
Joerg Reinhold
Ellen Thompson
Enrique Villamor
Paul Warren
Hasan Zahedi

Absent

Martha Barantovich
Michael Gillespie
Sneh Gulati
Krish Jayachandran

College of Business Administration

Elisabeth Beristain
Deanne Butchey
Krishnan Dandapani
C. Delano Gray
Kenneth Henry

College of Engineering

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

Absent

Mohammed Ali
Osama Mohammed

School of Hospitality

Nathan Dodge
Nancy Scanlon

College of Law

Scott Norberg

Absent

Phyllis Kotey

Library

Patricia Pereira-Pujol
Eduardo Fojo

Wertheim College of Medicine

Ferdinand Gomez
Andrea Raymond

Absent

Noel Barengo
Sabyasachi Moulik

College of Nursing & Health Sciences

Sharon Simon

Absent

Jennifer Doherty-Restrepo
Deborah Sherman

Stempel College of Public Health & Social Work

Marianna Baum
William Darrow
Ray Thomlison

School of International and Public Affairs

Mohamad Alkadry
Astrid Arraras
Thomas Breslin
Alan Gummerson
Valerie L. Patterson
Victor Uribe
Absent
Eduardo Gamarra
Allan Rosenbaum

Guests

Bill Anderson
Isis Artze- Vega
Irina Agoulnik
Connie Boronat
Michelle Juarez
Brian Peterson

FACULTY SENATE MINUTES
TUESDAY NOVEMBER 8TH, 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*

II. Approval of the Minutes of *October 18th, 2016 Moved and approved*

III. Chairperson's Report

➤ **Vote please!**

➤ **Faculty Get Together Oct. 28**

Thank you to College of Engineering and Computer Science. Faculty beginning to attend more regularly.

➤ **BOG**

- Nov. 2, 3, FAU. Committees discussed 2+2 Articulation and Online as well as trustee summit Nov. 2. Nov. 3 Budget, Academic and Student affairs, strategic planning, and full board. Change in Metrics: Cost per degree to student/net tuition. FIU will fall in the bottom 3 in this category. Provost Furton spoke against this to BOG, to no avail. Wilson also expressed concerns to two governors at BOG meeting who actually spoke against it, but ultimately voted in favor. Lautenbach "We are going to move the benchmarks next year."
- Trustee summit:
 - Andres Gil, as part of 3-person panel on research, spoke well, knowledgably, and was well-received.
 - Keynote speaker and Tupperware CEO, Rick Goings, talked about global economics and how US is falling behind. Cited universities as not meeting the needs of demands by millennials and younger people: entrepreneurial, want flexible conditions, collaborators, want meaningful work, demand a culture of honesty and ethics, want to learn differently, tech savvy, learn in-class and online, casual environments, interactive, multi-media and more experiential. "Tenured older professors want to keep doing what they do." Tenure not a good thing. "We have to empower more people for self-employment." Stressed importance of those who can speak several languages as having an edge. "Higher Ed must change how it teaches and must focus on entrepreneurship."

➤ **NC Academic Vice-President Bejar** responded to questions from APPC and Student Success. Steering committee had a robust discussion on Nov. 1 and unanimously approved the motion on today's agenda.

➤ **Chair Wilson meeting with Provost**

- Discussed NY Times article Helping Struggling students. Data supports that Faculty Success equals student success. Faculty need path to promotion, faculty development, participation in faculty governance, contracts, and community. In that context Wilson challenged Provost Furton for FIU to be the first State University to discontinue the use of adjuncts as a cost-saving measure. (Understanding that there will always be some adjuncts, especially professors of practice, who do not depend on their adjunct honorarium as a primary means of support.)
- StratPlan2020.

- Discussed resources re: 65K students. Wilson requested a chart showing on-campus vs on-line students for past several years and trajectory.
 - Also discussed cluster-hires in STEM and every dept. losing ½ position when faculty member leaves. Wilson also asked for chart showing impact of this policy over the next several years.
 - Importance of Joyce Elam's position in AIM. Should be someone with understanding of FIU and the strategic plan.
- **P and T** Add patents to P and T document? Will send to APPC, Steering, Senate, and UFF. Also need a document to describe process for promotion of non-tenure track research faculty, similar to current process for instructor promotion, based on full-time teaching. Criteria for scholarship/research/creative activity should be in the P and T document for each department.
- **Sustained Performance Evaluations.** Ad hoc committee has met and proposed minor changes in how policy will be implemented. Will come before Senate by January at the latest.
- **Textbook affordability.** FIU not in compliance with the law, as reported to BOT and BOG. Please list books with bookstore (this does not mean students are required to buy from bookstore) and that includes if you have no text. Otherwise chairs will make the decision. Not a question of academic freedom, but Florida statute.
- **Chair Wilson** asked by President Rosenberg to be part of committee interviewing football coaches.
- **Culture survey.** Please respond to survey regarding our culture of ethics. You are anonymous and third party retains all information. You are not asked for any identifying information and no personal information will be shared with FIU in any way.
- **Commencement**
Please add to your calendars. Dec. 11-14.
- **Upcoming Event**
Faculty Get Together sponsored by the CASE, 4-6 pm Nov. 18, Faculty Club. Note that it is the third Friday of the month because of Thanksgiving. TEDxFIU Nov. 16.

IV. Governmental Liaison Report – Teresa Lucas

- **Elections**
 - 200,000,000 registered voters; 50,000,000 new voters
 - Of the new voters, 42.6% are democrats and 19% are republicans
- **Documentary: *Hate Rising***
 - Suggested viewing

V. UFF Report – Eric Dwyer, UFF-FIU President

- **FIU Language Day** – Friday, November 18th 11am – 2pm in GL 220

Next UFF-FIU Executive Committee Meeting

Friday, December 9
12:00 noon – 2:00 pm
LC 309

UFF-FIU Year-end Banquet

Monday, December 5

5:00 pm – 8:00 pm
Faculty Club – Graham Center

Legislative Report

Vote!

Facebook page

<https://www.facebook.com/UFF.FIU/>

Please feel free to leave comments!

President's Message

Bargaining for the 2016-2017 Academic Year

After much teeter-tottering on finding amenable meeting dates, due to scheduling conflicts on both sides, UFF-FIU's bargaining team and the team representing FIU's administration met on Monday, October 31 to get this year's negotiations rolling.

According to Article 17 of the Collective Bargaining Agreement (CBA),

17.2 Reopener Negotiations. For the contract years 2016-2017 and 2017-2018 the parties shall reopen and negotiate Article 11 [which pertains to salaries] and have the option to reopen a total combination of five (5) additional articles selected by each party between both contract years from 2016-2018.

17.3 Amendments. In the event the Board and the UFF negotiate a mutually acceptable amendment to this Agreement or BOT-FIU Policies, such amendment shall be put in writing and become part of this Agreement or BOT-FIU Policies upon ratification by both parties.

In the initial meeting, each party agreed to an interest-based approach in bargaining and that a mediator would not be needed.

UFF-FIU wishes to begin discussion regarding pay for professors currently receiving no compensation for chairing dissertations or theses during summer semester.

The administration suggested conversations regarding job titling for some faculty on campus, suggesting that confusion in a number of areas could be alleviated. Additionally, the administration requested a discussion regarding a determination by Florida's [Public Employees Relations Commission \(PERC\)](#) and [administrations' obligation to fund union representation](#).

Discussion concerning salaries coincided with the scheduling of upcoming meetings. The administration relayed discomfort in beginning salary negotiations until we learn of our fate regarding performance funding as designed and distributed by the Florida Board of Governors. Of principal concern is how FIU will fare on this year's metrics and its effect on the next budget.

UFF-FIU finds the notion of delaying bargaining out of respect to next year's budget to be irrelevant to negotiating salaries for the current academic year, which is already well underway. In fact, while we do not envy the administration's posture in terms of dealing with metrics and performance-based funding – an activity the administration to its credit has publicly called “reprehensible” and a knock against our student population – we find we are left with a message that faculty may have been left out of budgetary considerations for this year.

Furthermore, while the raises in Article 11.1 of the CBA bring faculty raises out of the performance funding for last year, there is no provision suggesting that raises must come out of that set of funding now.

The spirit of the CBA purposefully includes salary negotiations for each of the years of the contract. Therefore, we expect the administration to make space for the faculty with respect to raises while playing with all years of their spreadsheets in the name of the positive relationship they have so loudly vocalized.

Randi Weingarten, president of the American Federation of Teachers, comes to FIU

Also on Monday, October 31, Randi Weingarten, the president of the American Federation of Teachers, visited FIU in a forum sponsored by the School of Education. There she offered a number of thoughts regarding the role of teachers, not only in public schools but at institutions of higher education, in terms of faculty importance.

Weingarten sees your job as vital: “Teaching, caring for students: It means so much! It means you find the tremendous intelligence, inspiration, love, and resourcefulness every day. Society says we need to prepare students to have the academics they need so that they have skills for life and citizenship.”

She says can get there if we consider 4 core strategies or pillars:

1. Students’ well-being – in other words, starting where students are when they enter your class,
2. Powerful learning and engagement,
3. Capacity building, and
4. Cultural collaboration among staff, administration, families, and communities.

However, Weingarten was critical of policy makers with respect to fostering these pillars and faculty’s ability to do their jobs. She reported that in Florida, our government spends 21.9% less today than it did in 2008 on Education. What’s worse, she says, is that these policy makers likely do not care:

“What gets my goat is this,” she says. “People who wouldn’t last 10 minutes in a classroom are opining for what we need to do. They have no idea what we’re doing, and they are making policy in Washington and in Tallahassee. Show me your budget, and I’ll show you your priorities.”

VI. SGA Report – Alian Collazo, SGA-MMC President (report provided by Michelle Juarez SGA MMC Vice President)

- **24 Hour Library Project-** SGA will start looking at ways to work with the Dean of the Library to keep at least one floor of the Library open 24 hours. The President Deputy Chief of staff will be spearheading the project and will start coordinating meetings to look at the financial cost. We will keep you guys updated on the efforts the plan is to have something concrete by latest April of next year.
- **Cafecito con SGA-** The next Cafecito con SGA which is one of a series of student government engagement projects to interact and get feedback from students will be next week November 16th. So far we have had hundreds of students pass by our other two events. This one will be in the Housing quad and tailored mainly for interaction between the Student Government Senate and students.
- **All around Campus Panther Mover-** Student government is working with Parking and Transportation to have a Panther mover that stops at all garages and facilitates for our students to get from one part of campus to another in a quick and reliable way. We are

also working on having the Sweetwater and Doral Trolleys integrate stops within our campus so that our students have access to free transport as far as to Dolphin Mall and back.

- **It's on Us-** SGA has been focused on the continual efforts of spreading awareness about preventing sexual assaults on college campuses. We will have continual efforts in November to continue spreading awareness about preventing sexual assaults. Unfortunately, Vice President Biden won't be able to come to campus but our efforts will continue throughout our administration to inform our community about preventing sexual assaults.
- **D.C Fly In** – SGA along with campus life has worked to get our students up to date with the resources available to them at our FIU in D.C facility. Next week on Nov 15th the executive board of SGA we will be flying up with a diverse group of ten students who will get interviews for jobs or internships in D.C. The SGA executive board will be lobbying for higher education needs at the federal level. Were exited for this to be the start of many more opportunities for our students in D.C.
- **Solar Power Tables-** SGA has funded four solar powered tables where our students will be able to study, enjoy the weather outside (especially in this season), and plug their electronic devices that will use the energy they collect from solar panels atop of the table umbrellas. This is one of the many ways that we plan to raise awareness about the importance of our environment. We also plan a week tailored towards environmental awareness in the Spring.

VII. Action Item:

A. The Faculty Senate Steering Committee – Joerg Reinhold, Vice Chair

i. **Motion:** The Faculty Senate approves the inclusion of the No Credit grading option for all new freshman students during their first year at F.I.U., effective Fall 2016. The No Credit grading option will only be available for UCC courses.

- Discussion
 - Will be effective Fall 2016; faculty will need to be notified
 - Legally must be included in calculation of excess credit hours
 - May impact financial aid for student-athletes, international students, and veterans who must maintain full-time enrollment; these students may need to opt out of the NC grade
 - A freshman is defined as a first-time in college (FTIC) student
 - Motion to amend:
 - The Faculty Senate approves the inclusion of the No Credit grading option for all ~~new freshman~~ **first time in college** students during their first year at F.I.U., effective Fall 2016. The No Credit grading option will only be available for UCC courses.
 - **Moved and not approved**
 - Motion to amend:
 - The Faculty Senate approves the inclusion of the No Credit grading option for all new freshman **first time in college** students during their first year at F.I.U., effective Fall 2016. The No Credit grading option will only be available for UCC courses.
 - **Moved and not approved**

- Concern was noted about student debt and having to pay for additional credits
- The purpose of this motion is to pilot the NC grade option as a means to retain students
- Other institutions that have implemented the NC grade option have reported positive outcomes
- Original motion called to question
 - **Moved and approved (2 against, 1 abstention)**

VIII. Special Report – Andres Gil, Vice President for Research & Dean of the Graduate School

- See attached power point presentation
- Discussion
 - Biostatistics support is critical
 - Reorganization of ORED and UGS will result in net savings of \$1M this fiscal year
 - Goal is to free up more money to better support graduate programs
 - UGS seems to focus more on doctoral degree programs and less on master degree programs
 - BOG metrics requires focus on doctoral degree programs
 - Tuition waiver changes forthcoming that could benefit master degree programs
 - English skills of international graduate students is a concern
 - Serving as a TA in lab sections is a problem because English skills are lacking despite achieving minimum TOEFL scores

IX. Reports:

A. Provost's Report—Provost Furton

Emeritus Lunch

- Held the first lunch with Emeritus Faculty on Friday October 21, 2016 at the Frost Art Museum
- Vice Provost Newman and Provost hosted 21 Emeritus faculty, thanked them for their service and encouraged them to continue their service to the University

Inventor's Reception

- Held the Inaugural Inventor's Reception on October 25, 2016, in MARC Pavilion
- Recognized and Honored 16 Faculty members who were awarded patents at FIU.
- Event was attended by Provost/President/Deans and Chairs and the family of some honorees.
- Year to date FIU has been awarded 15 patents, 25 years 1990-2015, 30. Current goal is 33 patents per year.

Dean Search Update

- The candidates for the dean of Engineering and Computing have been on campus
- Candidates are:
 - Anthony Skjellum – from Auburn who visited on October 25
 - John Volakis – from Ohio State who visited on November 1st
 - Fernando Miralles Wilhelm - from University of Maryland who visited on November 8th
 - Jamil Khan – from University of South Carolina will be here on November 16

- The Search and Screen Committee for the College of Business held their skype interviews on November 3. We are expecting them to recommend 4 to 5 candidates for on campus interviews by the end of November.
- Encourage all to review the candidate CVs, attend the open forums and provide feedback to me on each candidate. Feedback should be sent to provost@fiu.edu or through interoffice mail.

Preeminent Programs

- After personally communicating to all applicants, a memo was released on 10/25 by the President's office announcing the designated programs.
- The 5 Preeminent Programs are
 1. The Bridge Engineering Program
 2. The Center for Children and Families
 3. The Extreme Events Institute
 4. The Institute for Water and Environment
 5. The STEM Transformation Institute
- The 4 Emerging Preeminent Programs are:
 1. The Brain, Behavior and the Environment Program
 2. The Health Disparities Program
 3. The Kimberly Green Latin American and Caribbean Center
 4. The Tropical Biodiversity, Sustainable Agriculture and Conservation Program
- All designated programs have been contacted by Jill Bassett, the Senior Executive Advisor within the Provost office.

BOG

- BOG meeting was held last week November 2 and 3 at FAU
- At this meeting of the BOG discussed that the cost per degree will change– Metric 3. The proposed changes may impact us negatively as the changes will include:
 - Undergraduate tuition (Net Tuition) per Student Credit Hour
 - The mean credit hours for degrees (similar to excess hours)
 - The amount of aid given to students as grants, scholarships and waivers
- Other possible changes to metrics being discussed include:
 - Metric 1 – Percent of Bachelor's Graduates Employed and/or Continuing their Education Further 1 Year after Graduation-\$25K min.
 - Metric 2 – Median Wages of Bachelor's Graduates Employed Full-time in Florida One Year After Graduation + 42 States, DC & PR
 - Metrics 9 and 10 - Board of Governors and Board of Trustees Choice Metrics
- Enrollment 54K to 65K increase of 11K
- 5K online, 2K Market rate, MS. PhD, 2K dual enrollment, 2K AA transfer
- 2012-2016
 - **BBC -1066, MMC -393**, Online +6938, Brickell +232

ComPASS workshop's-Strategic Enrollment

- Held last Friday, Yesterday and today to prepare for the -November 18TH Upcoming ComPASS session Seeking candidates to lead the Office of Analysis and information Management (AIM)

- Associate Vice Provost of Analysis and Information Management
- Memo was sent out to all faculty & staff to nominate individuals or seek more information I encourage you all do so.
- Position provides leadership and vision to the Analysis and Information Management (AIM)
- Works collaboratively with other University divisions in the collection, transformation, interpretation, and delivery of institutional data to support the University's accreditation needs, program quality reviews, external reporting requirements, internal information requests, and strategic planning and decision-making efforts.
 - Discussion
 - I-75 is considered a potential growth area
 - Any course that is currently taught face-to-face may be transitioned to hybrid or fully on-line courses
 - New College is getting a 50% increase in faculty as announced by the BOG
 - New College engaged in a major campaign inviting each Board of Governor Board Member to campus to highlight achievements and rankings

X. Unfinished Business

XI. New Business

Announcements

The next Faculty Senate meeting is on Tuesday, **November 29, 2016** at 1:00pm WC 130 in MMC and with videoconferencing to AC1-317 in BBC. All are invited. The next meeting of the Steering Committee is on Tuesday, **November 22, 2016** at 1:00pm in GL 835 in MMC and with videoconferencing to HL 210 in BBC.

FIU Faculty Get Together

Sponsored by College of Arts, Sciences and Education

November 18, 2016

Faculty Club Lounge, 4:00pm-6:00pm