Faculty Senate Minutes of October 7, 2014

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

|  |  |  |
| --- | --- | --- |
| **College of Architecture & The Arts** Barbara Watts  Kathleen Wilson  **Absent**  Patrick Schmidt  **College of Arts & Sciences** Dawn Addy  Gerardo Aladro  Astrid Arraras  Joan Baker  Whitney Bauman  Thomas Breslin  John Clark  Laurel Collins  Paula Gillespie  Alan Gummerson  Krish Jayachandran  Abraham Lavender-*Alternate*  Wenzhi Li  John Makemson  Oren Maxwell  Assefa Melesse -*Alternate*  Rene Price  Joerg Reinhold  Victor Uribe  Dean Whitman  Hassan Zahedi  **Absent**  Piero Gardinali  Sneh Gulati  Jean Rahier  Ronn Silverstein | **College of Business Administration**  Deanne Butchey-*Alternate*  Krishnan Dandapani  Delano Gray  Shahid Hamid  Cliff Perry  Clark Wheatley  **Absent**  Elisabeth Beristain - Moreiras  **College of Education** Leonard Bliss  Eric Dwyer- *Alternate*  Martha Pelaez  **Absent**  Charles Bleiker  **College of Engineering** Malek Adjouadi  Hesham Ali-*Alternate*  Mohammed Hadi  Gang Quan  Berrin Tansel  **Absent**  Albert Gan  Osama Mohammed  **School of Hospitality**  Jonathan Pernick  Nancy Scanlon  **School of Journalism**  Neil Reisner  Maria Elena Villar  **College of Law**  Jan Oseitutu  Megan Fairlie  **Library**  Lauren Christos  Patricia Pereira-Pujol | **College of Medicine**  Irina Agoulnik  Gagani Athauda-*Alternate*  John Delzell  Dietrich Lorke  Richard Lynn  **Absent**  Ferdinand Gomez  **College of Nursing & Health Sciences** Jennifer Doherty-Restrepo  Amy Paul-Ward  **Absent**  Lucie Dlugasch  **College of Public Health & Social Work** Nasar Ahmed  Marianna Baum  Ray Thomlison  **Guest:**  Elizabeth Bejar  Alexis Calatayud  Yesim Darici  Gerald Grant Jr.  June Hawkins  Ken Jessell  Teresa Lucas  Brian Peterson  Rebeca Piccardo  Douglas Robertson  Damaris Valdes |

**Faculty Senate Agenda  
Tuesday October 7th, 2014 – 1:00 PM  
  
Wertheim Conservatory 130 – Modesto Maidique Campus   
Academic Center 1 317 – Biscayne Bay Campus**

1. Approval of the Agenda ***Moved and approved***

* Order of agenda may need to be modified due to Kenneth Jessell coming from the beach
* Tabled motion from UCCOC to October 28th because Joann Brown is unable to attend today’s meeting

1. Approval of the Minutes of the September 16th, 2014 meeting ***Moved and approved***

* Edit Yogi Hernandez as director of FIU Health only, not Academic Health Center

1. Chairperson’s Report

**Advisory Council of Faculty Senates (ACFS)**

FIU Senate Chair Kathleen Wilson and Vice Chair Joerg Reinhold attended the ACFS meeting, held at UNF in Jacksonville on Friday Oct. 3.

* Meets 3 times per year: Feb, May, October
* Representatives from other SUS universities with 2 voting members from each institution: Chair and Vice Chair. 2 alternate non-voting members can be elected by Steering committee, who will serve as voting members in the absence of voting members.
* Current Chair of ACFS is recently-elected Dr. Kathy Robinson, Assoc. Prof of Nursing at UNF (one-year term and can be re-elected). Attends all BOG meetings and represents ACFS
* Agenda at each meeting includes reports from each university. October meeting generally involves sharing of expertise by members and discussion of issues in common. Oct 3 agenda included:
* Faculty salary study done by Gary Tyson at FSU, with data provided by the BOG, done by discipline within rank
* Role of Faculty Senate Chair/President as BOT member
* Faculty governance
* Online teaching discussions by BOG. Issues include faculty training, course development, quality metrics and learning management systems. BOG considering a statewide LMS, perhaps CANVAS. Opt-in at this point.
* Maintenance of equipment required for research and need to create long-term budget/plan
* Intellectual property rights in distance learning
* Presidential searches update
* Methods of surveying effectiveness of administrators at the other SUS institutions. FSU has a rotating system—360 degrees including faculty, staff, students, and community--very effective and both faculty and administrators feel it is working well. Repeated reminders and communicating results increases participation.
* Most universities have new contracts, including raises to base and merit
* Discussion of BOG performance metrics/issue of how to calculate data and metrics unique to university mission
* UFF report. Vote!
* FL Polytech now has over 500 students in its first year, exceeding its target enrollment goal
* Minutes from May ACFS meeting: May meeting agenda includes report from Chancellor, Vic-Chancellor on Academic Issues, Government Relations and Finance and Facilities.
* **Chancellor Criser:** “Want to reward quantity not quality. Want legislature to think Higher Ed is easy to fund and harder to cut. We have to put a face on Higher Ed that makes people want to fund us. Access, academic excellence, economy, define the dividend we are giving to taxpayers. Give more flexibility to universities re: spending. Perhaps colleges should pick up the slack for students that shouldn’t be in the SUS.” Believes in choice for students. Economic incentives for STEM. Wants to match aid to students, NOT the institution. Supports mentoring and internships. Supports interdisciplinary work. Criser’s degree did not relate directly to his job. Concerned about sexual assault on campuses.
* **Vice Chancellor Ignash, Academic Issues:** “We need to acknowledge the unique missions of each university.” Mentioned Pell grants. Suggested working together [several universities] for big government grants.
* **O’Rourke, Governmental Relations**: **Passed:** Performance funding “making national news,” immigration bill, caps on Florida prepaid tuition, exemption from public meeting requirements for portion of meeting of BOT that would identify donors or prospective donors or proposals seeking research funding from organization. **Failed:** Guns in schools, Career tech centers offering college credit, textbook affordability, pension reform, healthcare reform.
* **Kinsley [Tim Jones CFO unable to attend] Finance**: Performance funding. 80 million recurring, 20 million new per metrics. Below 25 points no new funds, with 1% held in escrow with 50% back if progress by Jan and 50% back at end of year if continued progress. 26+ keep funding.
* **UFF President Tom Auxter:** basically same as govt. relations, particularly UFF involvement in advocating against textbook affordability bill

|  |  |  |
| --- | --- | --- |
|  | *Fall 2013* | *Fall 2014* |
| *COLLEGE OF ARTS & SCIENCES* | *283* | *278* |
| *COLLEGE OF EDUCATION* | *83* | *72* |
| *COLLEGE OF ENGINEERING* | *38* | *51* |
| *COLLEGE OF LAW* | *43* | *38* |
| *COLLEGE OF MEDICINE* | *2* | *1* |
| *COLLEGE OF NURSING & HLTH SCIENCE* | *84* | *75* |
| *COLLEGE OF PUBLIC HEALTH & SW* | *15* | *2* |
| *COLLEGEOF BUSINESS* | *43* | *19* |
| *SCHOOL OF HOSPT & TOURISM MGMT* | *18* | *24* |
| *SCHOOL OF JOURN & MASS COMM* | *9* | *16* |
| *HONORS COLLEGE* | *9* | *7* |
| *UNIVERSITY COLLEGE* | *1* | *3* |
| *ADMINISTRATORS WHO TEACH* | *3* | *2* |
| *Grand Total* | *706* | *665\** |

**Adjuncts/Contingent Faculty at FIU**

\*Numbers may be low because not all adjuncts have been entered into the system by early fall. [Could be significantly more.]

* Of the 706 adjuncts teaching in Fall 2013, 541 had taught at least one other class during the preceding year.
* Of the 665 adjuncts teaching in Fall 2014, 516 had taught at least one other class during the preceding year.

* **Impact on student success.**

Student Success Committee of the strategic planning process and Finance Committee of the strategic planning process, will look at scale and cost of converting adjuncts to instructor lines for 17 critical courses (with help from many other sources, including Academic Affairs, HR, Center for the Advancement of Teaching and Undergraduate Education).

**Miss Universe pageant**

On Thursday Oct. 2, Boria was joined by Donald Trump, Miss Universe 2013 Gabriela Isler, council members Sandra Ruiz and Ana Maria Rodriguez, and Florida International University Athletic Director Pete Garcia at the Trump National Doral golf resort.Even though the pageant, run by Trump, won’t actually happen in Doral — it will be in FIU’s Panther Arena — Boria said events leading up to the pageant, including the coronation ball, parades and fashion shows, will take place in his cit*y.*Trump will match **$75,000 in scholarships** in return for the pageant using the location. FIU will be showcased in prime-time television coverage, beamed to about 190 countries.

While this may be an opportunity to showcase FIU around the world and will generate $75K in scholarships, many faculty members believe that sponsoring this event does not project an image of serious scholarship nor is it respectful to women. Faculty members have expressed their disappointment that they were neither consulted nor involved in the planning process, and they are concerned at how FIU faculty will be portrayed internationally. Others see this decision as somewhat hypocritical given that FIU recently turned down a $3 million gift from the Erotic Art museum.

1. Action Items:
   1. University Core Curriculum Oversight Committee motion – Joann Brown, Chair ***Tabled***

***Motion:*** The Faculty Senate approves a continuation on the moratorium of adding courses to the Core Curriculum of AY 2014-2015 based on the reorganization of the Core Curriculum to be in compliance with HB 7135 and SB 1720

1. Panther Alumni Week – Trustee Gerald Grant

* February 2-6, 2015
* 200,000 alumni
* Trying to change culture of philanthropy and giving to FIU
* Requesting faculty to provide access for alumni to come into classes to give a talk

1. Reports:
   1. Provost’s Report—Elizabeth Bejar, VP for Academic Affairs

Please see Appendix A

* 1. Financial Report – Kenneth Jessell, Senior Vice President and Chief Financial Officer
* $100M of budget is in performance based funding; BOG will request that $200M be put into performance-based funding
* Must monitor FIU’s performance as well as projected performance of other institutions in SUS
* Attending BOG finance meeting tomorrow and 2 agenda items will be discussed: (1) capital requests (i.e., funding to complete on-site chiller; deferred maintenance) and (2) performance based funding dialogue
* Old funding model is not coming back
  1. UFF Report—Teresa Lucas, UFF-FIU President
* Upcoming events  
  Friday, October 10, UFF Executive Council meeting, noon-2 p.m., LC 309

Thursday, October 16, Open House, 4-7 p.m., PC 111

Friday, October 24, Fall Chapter meeting, noon - 2 p.m., WC 130, MMC; AC1-317, BBC

* Bargaining on hold

The UFF Bargaining Team (Alan Gummerson, Economics, lead negotiator; Ben Baez, Education; Joan Baker, English; Tom Breslin, Politics and International Relations; Deanne Butchey, Business; and Jose Mitrani, Engineering. We are still awaiting word from the Administration regarding the re-initiation of negotiations.

* FSU under Thrasher

The Florida State University Board of Trustees voted 11-2 to recommend John Thrasher to the Board of Governors to be President of FSU. Ironically, as pointed out by *Miami Herald* reporter Fred Grimm, just two years ago, Senator Thrasher “introduced ethics legislation that would have prohibited lawmakers from copping [jobs](http://www.miamiherald.com/news/local/news-columns-blogs/fred-grimm/article2235759.html) with state colleges or universities while in office. Or for two years after the end of their terms.” <http://www.miamiherald.com/news/local/news-columns-blogs/fred-grimm/article2235759.html#storylink=cpy> UFF-FSU and the FSU Faculty Senate are considering whether to continue the protest with the Board of Governors that meets November 5.

* FIU Early Voting Center

In an effort to encourage FIU students and personnel to exercise their right and responsibility to vote, UFF has lobbied for FIU to be designated as an early voting site since the 2012 voting debacle, which saw early voting days cut and hours-long lines at many voting centers on Election Day. For this year’s election, early voting hours have been extended and the number of locations in Miami-Dade County increased from 20 to 25. The FIU Stadium is among the new early voting centers. You can check the hours and locations for early voting at <http://www.miamidade.gov/elections/vote-early.asp>

* Our future depends on the elections   
  The current Florida administration, legislature and Board of Governors (appointed by the Governor) developed a ranking system that requires universities to prove they accomplish goals related to graduation rates and job placement for graduates. An in-depth study of the Indiana University System indicates that relying on 4- and 6-year graduation rates that do not take into account the location, transfer rates, and composition of the student body greatly favors the flagship residential campus at the expense of urban campuses. <http://chronicle.com/article/What-Lurks-Behind-Graduation/149103/?cid=at&utm_source=at&utm_medium=en>
* Bright Futures Scholarships  
  The cuts in education funding under the current administration in Florida have had a devastating effect on students who depend on Bright Futures Scholarships. With less money allocated to the scholarships, lawmakers decided to raise the qualifying SAT/ACT score, rather than developing needs-based requirements. The result? “Nearly two-thirds of black students and half of Hispanic students who met the criteria for the scholarships back in 2012, failed to qualify for a Bright Futures scholarship in 2013.” <http://www.miamiherald.com/opinion/editorials/article2504310.html#storylink=cpy>
* For-profit companies proliferate on university campuses  
  A further consequence of funding cuts and the corporate mentality of the current administration is the proliferation of contracts between public universities and for-profit companies. Are they a good deal for the universities? Online “enabler” Bisk Education “claims 80 percent of the gross revenue from the three-course, online certificate [program](http://essentialsofbusiness.ufexec.ufl.edu/) in executive education the company runs with the University of Florida.” <http://chronicle.com/article/What-You-Need-to-Know-About/149075/?cid=at&utm_source=at&utm_medium=en>  
   FIU recently signed a contract with Shorelight Education to recruit international students and provide services for them on campus. Who will benefit from this agreement?
* The shameful story of adjunct faculty

The *Chronicle* recently outlined the growth in the number of adjunct faculty, particularly at four-year colleges, but also at public and private universities, with a piece entitled: “In Academe, the Future is Part-time”: <http://chronicle.com/article/In-Academe-the-Future-Is-Part/148489/?cid=at&utm_source=at&utm_medium=en>   
Salaries of adjuncts are so low, that many must work grueling hours to sustain themselves. Many depend on food stamps, prompting one to comment: “What’s going on in the work world? Something does not seem quite right. I’m not asking to be rich. I’m not asking to be famous. I just want to pay my bills.” <http://www.salon.com/2014/09/21/professors_on_food_stamps_the_shocking_true_story_of_academia_in_2014/>

FIU adjuncts make between $2,500 and $3,000 per 3-credit course. Four years ago, FIU removed adjuncts from the Social Security system. Instead, since 2009, adjuncts are required to deposit 7.5% of their salary in a “FICA Alternative Plan” investment account that does not accrue points towards Social Security, and to which FIU CONTRIBUTES NOTHING.

* 1. SGA Report— Alexis Calatayud, SGA-MMC President
* Dunk Tank for United Way tomorrow, Oct. 8th
* Homecoming Week event called “I give a shirt for FIU” – which is a t-shirt exchange
* November advocacy trip to Washington D.C. for Pell Grants accessibility
* Working to encourage voting in upcoming elections
* Information campaign for FIU Expansion
* Survey to ask students about issues (parking, transportation, freshman experience, transfer experience, SHS, mentorship, Greek system, etc…)

1. **Unfinished Business**
2. **New Business**

* Miss Universe Pageant
  + Contract did not go through Academic Affairs
  + It was an executive decision
  + $75,000 from Trump will go to first generation scholarships
  + Will try to leverage relationship to lead to internships for business and hospitality in Trump hotels
  + Suggestions were made: direct questions to President Rosenberg when he comes to Senate; develop process for moving forward to get approval for entering contracts like this moving forward – faculty should be involved to help protect reputation of FIU as an academic institution; Pete Garcia should not be able to make such decisions without consultation with Academic Affairs and faculty especially given the worldwide exposure of this event; the Director of Women Studies proposed cancelling the event because it is an insult to all female students/faculty and it is embarrassing
  + Elizabeth will personally take concerns voiced by senators directly to the President
  + Joerg Reinhold suggested calling a special meeting with President and Pete Garcia to discuss only this issue.
    - ***Motion:*** The Faculty Senate calls a special meeting of the Senate. ***Moved and approved***

# Announcements

The next Faculty Senate meeting is on Tuesday, October 28th, 2014 at 1:00PM in Wertheim Conservatory 130 at MMC. Go to [facultysenate.fiu.edu](http://facultysenate.fiu.edu/) for regularly updated information on the Faculty Senate.

Appendix A

Provided General Updates on University Events

Faculty Convocation Week:

Concert and Award Ceremony

Hosting of **Dr. John P. Holdren** is Assistant to the President for Science and Technology, Director of the White House Office of Science and Technology Policy, and Co-Chair of the President's Council of Advisors on Science and Technology (PCAST).

**ADJUNCTS:**

Provided update on Adjunct Hires: Both Fall 2013 and Fall 2014 for the adjunct comparison have been provided. As you can see, the Fall 2014 numbers are lower than the Fall 2013 totals.  This is because many adjuncts do not get entered into the PantherSoft HR system until very late in the semester.  For this reason, we suggest you use the Fall 2013 numbers.

Since it takes a little over a month to stabilize the Panthersoft system and ensure that all is entered I will be using Fall 2013 data.

There were a total of 706 adjuncts hired during the Fall 2013 semester and the breakdown by college is as follows:

|  |  |  |
| --- | --- | --- |
| Business Unit | Fall 2013 | FALL 2014 |
| COLLEGE OF ARCHTURE & THE ARTS | 75 | 77 |
| COLLEGE OF ARTS & SCIENCES | 283 | 278 |
| COLLEGE OF EDUCATION | 83 | 72 |
| COLLEGE OF ENGINEERING | 38 | 51 |
| COLLEGE OF LAW | 43 | 38 |
| COLLEGE OF MEDICINE | 2 | 1 |
| COLLEGE OF NURSING & HLTH SCIENCE | 84 | 75 |
| COLLEGE OF PUBLIC HEALTH & SW | 15 | 2 |
| COLLEGEOF BUSINESS | 43 | 19 |
| SCHOOL OF HOSPT & TOURISM MGMT | 18 | 24 |
| SCHOOL OF JOURN & MASS COMM | 9 | 16 |
| HONORS COLLEGE | 9 | 7 |
| UNIVERSITY COLLEGE | 1 | 3 |
| ADMINISTRATORS WHO TEACH | 3 | 2 |
| Grand Total | 706 | 665 |

Of the 706 adjuncts teaching in Fall 2013, 541 had taught at least one other class during the preceding year.

Of the 665 adjuncts teaching in Fall 2014, 516 had taught at least one other class during the preceding year.

**Student Loan Default Rate**

I have been asked about the indebtedness of our students and this is something we take very seriously.

Rising levels of student loan debt and rising default rates has led to much attention on a national level for the Federal Student Loan Programs. It is estimated that there is more outstanding student loan debt than credit card debt, and it is over $1 trillion dollars. Student loans are the largest piece of the U.S. Financial aid pie at 37% or $67.8 billion dollars. At FIU over 20,000 students borrowed a little over $270 million dollars to finance their educations last academic year (2013-2014). At FIU, 49% of all graduates borrow with an average indebtedness of $17,233. While both figures are well below national and State averages (Nationally 71% of all graduates borrowed an average of $29,400. For Florida 51% of all graduates borrowed with an average of $22,873), they are still high when looking at our low costs. (Florida is the 9th least expensive state for 4 year public tuition).

Since 2009, Default rates in the Federal student Loan Programs have been increasing, topping out at 14.7% (National 2010 3-Year Cohort Default Rate[[1]](#footnote-1)). The just released 2011 3-Year Cohort default Rate is 13.7%.

At FIU, our default rates have been:

FIU 2009 3-Year Cohort Default Rate: 9.1%

FIU 2010 3-Year Cohort Default Rate: 10.5%

FIU 2011 3-Year Cohort Default Rate: 8.9%

The default rate at FIU has been a concern. Beginning in 2012, our Office of Financial Aid created a position for a Default Prevention Coordinator using temporary funding and received permanent funding in 2013. This position monitors our default rates, makes contact with former FIU students who are in delinquent status on their loan repayments, and assists with educating and advocating for them with their loan servicers.

We believe the reduction in our default rate is a direct result of our Default Prevention coordinators efforts. We have begun exploring next steps in creating a comprehensive, University wide Financial Literacy and Default Prevention program.

We continue to make strides in this area and I am also happy to report that we ranked very well on a recent national survey:

**FIU Ranked #13 for Least Student Debt by U.S. News & World Report**

FIU ranked number 13 among institutions whose students graduate with the least debt load, according to *U.S. News & World Report*’s 2015 edition of Best Colleges. FIU is the top Florida school in this category. Graduating from FIU without debt is not just an option – it’s the norm

* The average amount of debt carried by FIU’s class of 2013 was $17,893.
* The national average student debt for public university graduates is $25,550.
* At FIU, 72.1 percent of full-time undergraduates receive some kind of need-based financial aid.
* The average need-based scholarship or grant award at FIU is $5,425.

**Top 25 Ranked Institutions with Least Student Debt**

|  |  |  |
| --- | --- | --- |
| **School** | **Average total indebtedness of 2013 graduating class** | **Graduating students who have borrowed (2013)** |
| Princeton University | $5,558 | 24% |
| Harvard University | $12,560 | 26% |
| Yale University | $13,009 | 16% |
| California Institute of Technology | $15,010 | 40% |
| Dartmouth College | $15,660 | 56% |
| Brigham Young University—​Provo | $15,769 | 30% |
| Stanford University | $16,640 | 23% |
| University at Buffalo—​SUNY | $17,455 | 45% |
| University of California—​Berkeley | $17,468 | 43% |
| University of North Carolina—​Chapel Hill | $17,602 | 39% |
| Rice University | $17,856 | 30% |
| Massachusetts Institute of Technology | $17,891 | 41% |
| **Florida International University** | **$17,893** | **49%** |
| University of Nevada—​Las Vegas | $17,930 | 44% |
| San Diego State University | $18,100 | 48% |
| University of Houston | $18,244 | 49% |
| Duke University | $18,456 | 37% |
| Utah State University | $19,100 | 49% |
| University of West Florida | $19,239 | 54% |
| North Carolina State University—​Raleigh | $19,530 | 57% |
| University of Pennsylvania | $19,798 | 36% |
| Florida Atlantic University | $19,898 | 48% |
| University of New Orleans | $19,957 | 19% |
| University of California—​Davis | $19,970 | 58% |
| SUNY College of Environmental Science and Forestry | $19,989 | 67% |

1. Colleges' "cohort default rates" (CDRs) measure the share of their federal student loan borrowers who default within a specified period of time after entering repayment. Colleges with high CDRs may lose future eligibility for federal grants and loans.  The most recent CDRs, released September 2014, are for borrowers who entered repayment in federal fiscal year 2011 (FY11) and defaulted in FY11, FY12, or FY13. [↑](#footnote-ref-1)