



**Academic Policy and Student Affairs Committee**  
**June 5, 2024**  
**FIU, Modesto A. Maidique Campus, FIU Stadium, Stadium Club**

**MINUTES**

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**1. Call to Order and Chair's Remarks**

The Florida International University Board of Trustees' Academic Policy and Student Affairs Committee meeting was called to order by Committee Chair Natasha Lowell on Wednesday, June 5, 2024, at 10:41 AM.

General Counsel Carlos B. Castillo conducted roll call of the Academic Policy and Student Affairs Committee members and verified a quorum. Present were Trustees Natasha Lowell, *Committee Chair*; Dean C. Colson, *Committee Vice Chair*; Noël C. Barengo; Francesca Casanova; Yaffa Popack; Marc D. Sarnoff; and Roger Tovar, *Board Chair and Athletics Liaison*.

Trustee Cesar L. Alvarez was excused.

The following Board members were also in attendance: Board Vice Chair Carlos A. Duarte, and Trustees, Alan Gonzalez, Francis A. Hondal, Chanel T. Rowe (*Zoom*), and Gene Prescott.

Committee Chair Lowell introduced and welcomed Student Government Association President and student Trustee Francesca Casanova.

Provost and Executive Vice President Elizabeth M. Bejar echoed Committee Chair Lowell's welcome to Trustee Casanova. She mentioned that she has met with Trustee Casanova and with Student Government Association Vice President, David Almansa. Provost Bejar advised that the Patricia & Phillip Frost Art Museum Director Jordana Pomeroy has announced her resignation and commented on her contributions in her role. Provost Bejar added that Miriam Machado is to serve as Interim Director and mentioned her work in her prior role of Director of Education for the Patricia and Phillip Frost Art Museum. She noted that a national search for a new director will begin in 2025. Provost Bejar introduced Jacqueline Moise Gibbs who has been appointed Interim Director and Title IX Coordinator in the Office of Civil Rights Compliance and Accessibility (CRCA). She noted Ms. Moise Gibbs' prior work experience and responsibilities. Provost Bejar pointed out the new standing section in the Academic Affairs Regular Report on the Florida International University and Baptist Health South Florida Collaboration to provide written updates.

**2. Approval of Minutes**

Committee Chair Lowell asked if there were any changes or corrections to the minutes of the Academic Policy and Student Affairs Committee meeting held on February 29, 2024. Hearing none,

a motion was made and unanimously passed to approve the minutes of the Academic Policy and Student Affairs Committee meeting held on February 29, 2024.

### **3. Action Items**

#### **AP1. Tenure Nominations**

Committee Chair Lowell indicated that, at the conclusion of the spring semester each year, the administration conducts a thorough review of faculty candidates who are in their sixth year on their track towards tenure. She added that this year, a total of 18 candidates have met the scholarly requirements and have been recommended for tenure after the comprehensive tenure review process was conducted by their respective department, chair, college review committee, dean, Provost, and President.

Provost Bejar explained that FIU has a total of 646 tenured faculty and another 162 tenure-earning faculty out of 1,782 full-time faculty members. She noted that tenured and tenure-earning faculty make up approximately 45% of all full-time faculty members. She pointed out that the agenda materials include biographies for each candidate and a chart outlining the sixth-year tenure review process. Provost Bejar mentioned that each faculty member is expected to demonstrate a significant record of scholarship and contribute at the highest level in the areas of research and/or creative activities, teaching, and service to FIU and their profession. She presented an overview of the tenure review process.

Provost Bejar shared that 24 faculty members were originally part of the 2023-2024 tenure cohort. She detailed that one faculty member withdrew from the process and completed their terminal year, another resigned, another has left their tenure track position and is continuing as an adjunct, and three (3) were granted tenure clock extensions. Provost Bejar explained that 21 faculty members began their tenure review process in 2023 and of the 21 candidates eligible for tenure, 18 were reviewed. She added that collectively, these candidates for tenure have published in peer-reviewed journals and/or presented their creative works at peer-reviewed venues over 287 times, published 26 single-authored books, and have been awarded 78 grants with awards of over \$40.7M. She added that all faculty are mandatorily evaluated on an annual basis on their annual assignment for research, teaching, and service and are subject to post-tenure review every five (5) years. Board Chair Roger Tovar commented that Provost Bejar has taken time to meet the tenure candidates and that University President Kenneth A. Jessell attended a breakfast with the tenure candidates.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend to the FIU Board of Trustees approval of the Tenure Nominations as specified in the Board materials.

#### **AP2. Tenure as a Condition of Employment Nominations**

Committee Chair Lowell indicated that Tenure as a Condition of Employment (TACOE) is proposed for two (2) candidates and added that to be considered for TACOE, newly hired faculty must qualify for tenure at FIU based on their caliber of work and/or tenure status at their previous institutions. Provost Bejar presented for Committee review the TACOE nominations. She noted that TACOE is reserved for individuals who have achieved highly prestigious academic careers prior to their becoming FIU faculty and have received or are eligible for tenure. She explained that at the time of hire, the faculty candidate understands the expectation that the tenure and rank appointment will be granted upon review of the candidate's materials by the department, the college, Provost, President, and Board of Trustees. She indicated that said process is the regular process for tenure

and promotion decisions at FIU. Provost Bejar mentioned that she has met with and interviewed the TACOE candidates. She noted that the candidate biographies and curriculum vitas are included in the Board materials. She commented on the TACOE candidates: Dr. Silvana Andreescu, who will be joining the Robert Stempel College of Public Health & Social Work as a Professor; and Dr. Truong Nghiem, who will be joining the College of Engineering and Computing as an Associate Professor.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve of the two candidates for Tenure as a Condition of Employment as specified in the Board materials.

### **AP3. Reduction of Bachelor of Science in Nursing to 120 Credits**

Provost Bejar shared that FIU Nursing Faculty have been working with the State University System to reduce the time to degree. She remarked that due to the nursing shortage, at the request of the Board of Governors (BOG), all State University Systems have reviewed their program plans of progression and time to degree offering. She noted that the minimum required for a baccalaureate degree is 120 credits. She added that the FIU Nursing faculty reduced the number of required credits from 124 to 120. She detailed that one (1) course was eliminated, and one (1) was reduced from three (3) credits to two (2) credits. In response to Trustee Gene Prescott, Provost Bejar advised that there are several institutions have begun the review process of their programs, noting that there is variability in the number of credits to degree completion and that they have begun the review process to reduce the number of credits.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve the reduction of total degree credits to 120 for the Bachelor of Science in Nursing effective fall 2024.

### **AP4. New Program Proposal: Master of Science in Financial and Quantitative Analysis**

Provost Bejar stated that the College of Business is proposing a new Master of Science in Financial and Quantitative Analysis, consisting of a 36-credit degree program with an emphasis on developing analytical skills needed for managing large financial datasets using machine learning and artificial intelligence-based tools and techniques. She added that graduates will function in financial mathematics areas including numerical methods, probability theory, stochastic processes, simulation, and other advanced statistical techniques needed for modeling data used by decision makers in financial markets. She detailed that graduates who are well trained in financial modeling and computational finance will be better prepared to make such data-driven decisions and will be prepared to seek related financial certifications for which expected technological and mathematical skills are expanding.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve the Master of Science in Financial and Quantitative Analysis new program proposal.

### **AP5. Proposed Amendment to Regulation FIU-105: Sexual Harassment (Title IX) and Sexual Misconduct**

Associate General Counsel Ryan Kelley presented the proposed amendments to Regulation FIU-105 Sexual Harassment (Title IX) and Sexual Misconduct. He detailed that the proposed changes include clarifying terms and processes related to investigations and remaining in compliance with the 2020 Final Rule. He added that the proposed amendments also include designating Jacqueline Moise

Gibbs as the University's Title IX Coordinator. He detailed that terms were revised, as needed, to more clearly delineate the steps in the investigative process. He noted that the time between receipt of the Notice of Allegation and date of initial party interview has been reduced in an effort to balance a sufficient amount of time to prepare a response while ensuring prompt resolution of the process. Mr. Kelley added that the list of on-campus confidential resources was updated to include the Empowerment Center, which is scheduled to open during the summer 2024 semester. He commented that updates were made to correct the reporting page information to REPORT.FIU.EDU where grievances may be reported to the Office of Civil Rights Compliance and Accessibility (CRCA).

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve the revisions to Regulation FIU-105: Sexual Harassment (Title IX) and Sexual Misconduct, and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the Florida Board of Governors and as a result of the regulation-making process.

**AP6. Proposed Amendment to Regulation FIU-106 Nondiscrimination, Harassment and Retaliation (Title VII)**

Mr. Kelley presented the proposed amendments to Regulation FIU-106 Nondiscrimination, Harassment and Retaliation. He indicated that the proposed changes are aimed at clarifying terms and processes related to investigations. He detailed that the revisions include defining the complainant and respondent which were formerly called the aggrieved party and offender, respectively. He commented that the updates also include defining a formal complaint and further clarifying the bases for appeal. He also noted that the amendments reflect the change in the responsible office and officer title to the CRCA.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve the revisions to Regulation FIU-106 Nondiscrimination, Harassment and Retaliation (Title VII), and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the Florida Board of Governors and as a result of the regulation-making process.

**AP7. Proposed Amendment to Regulation FIU-110 Expressive Activities in Outdoor Areas on Campus**

General Counsel Castillo presented the proposed amendments to Regulation FIU-110 Expressive Activities in Outdoor Areas on Campus. He explained that the revisions include adding the word "demonstrations" to the non-exhaustive list of sample activities contained in the definition of "Expressive Activities" in the regulation; clarifying that certain "Expressive Activities" are prohibited from occurring inside of University buildings or University indoor facilities; and numerical changes to the regulation as a result of the addition of the aforementioned section. He also noted that one (1) University representative and office has been designated for the purpose of submitting certain forms under the regulation.

University President Kenneth A. Jessell commented that the University administration reviews the regulations to ensure that they meet their intended purpose. He mentioned considering adding restrictions evening activities to ensure the safety of the individuals participating.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve the revisions to Regulation FIU-110 Expressive Activities in Outdoor Areas on Campus, and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the Florida Board of Governors and as a result of the regulation-making process.

**AP8. Proposed Amendment to Regulation FIU-111 Camping**

General Counsel Castillo presented the proposed amendment to Regulation FIU-111 Camping. He advised that the proposed change to the regulation includes eliminating the reference to certain “Expressive Activities” in Section 4.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve the revision to Regulation FIU-111 Camping, and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the Florida Board of Governors and as a result of the regulation-making process.

**AP9. Proposed Amendment to Regulation FIU-2501 Student Conduct and Honor Code**

Mr. Kelley presented the proposed amendments to Regulation FIU-2501 Student Conduct and Honor Code. He explained that the proposed changes to the regulation can be summarized as: including violations of Florida Statute 553.865, Safety and Private Spaces Act, updates to clarify process with regards to student organizations; updating the definition of “student” to now include students who are academically dismissed; increasing the number of days to charge an alleged Code violation to 180 calendar days of receiving an incident report; updating and correcting departmental names, website links, and formatting. He noted that the proposed edits have been approved by the Faculty Senate and allowed for student input.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve the revisions to Regulation FIU-2501 Student Conduct and Honor Code, and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the Florida Board of Governors and as a result of the regulation-making process.

**AP10. Proposed Amendment to Regulation FIU-2504 Student Religious Observances, Practices, and Beliefs**

Mr. Kelley presented the proposed amendments to Regulation FIU-2504 Student Religious Observances, Practices, and Beliefs. He explained that the proposed changes to the regulation include listing the central reporting page REPORT.FIU.EDU, and updates to the office responsible for administering grievances.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve the revisions to Regulation FIU-2504 Student Religious Observances, Practices, and Beliefs, and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the Florida Board of Governors and as a result of the regulation-making process.

## **4. Information and Discussion Items**

### **4.1 Post Tenure Review**

Provost Bejar explained that tenured faculty members, following the award of tenure or their most recent promotion, per BOG regulation 10.003 underwent “a comprehensive post-tenure review.” She noted that this process is intended to replace the prior sustained performance evaluation (SPE). She added that in September 2023, the Board of Trustees approved Regulation FIU-2508 Post-Tenure Faculty Review establishing the University’s post-tenure review regulation. She detailed that one of the requirements of Regulation FIU-2508 is for the provost to report annually to the Board of Trustees the outcome of the post tenure review process. She detailed that the review period is five (5) years (the four (4) prior years and the current year) and that the current review period is fall 2019 through spring 2024. Provost Bejar presented an overview of the post-tenure review procedures. She also provided an overview of the post-tenure review population and outcomes. Regarding the post-tenure review outcomes, she delineated the evaluation ratings. In terms of the post-tenure review population, she detailed that 2023-2024 was a pilot year, as the first cohort was selected and notified before having finalized the implementation procedures and developing criteria across colleges and academic fields to measure performance across the five (5) year review period. She commented that the new cohort included faculty with tenure and promotion effective fall 2019, and faculty that were hired with and granted tenure in 2019 (TACOE). She explained that the balance cohort included the remaining tenured faculty who were hired prior as well as tenured faculty who volunteered because they were eligible for their seventh year SPE.

She mentioned that there was a total of 40 faculty selected for post-tenure review this year, which included 16 who were tenured, promoted and/or hired as TACOE in 2019, 8 who volunteered, and another 16 who were randomly selected from the cohort. She noted that only 38 tenured faculty were evaluated because one (1) faculty member resigned and another retired. She detailed that at the conclusion of the post-tenure review process 25 tenured faculty exceeded expectations, 11 were deemed to meet expectations and two (2) were evaluated as does not meet expectations and will be placed on a performance improvement plan (PIP). She detailed that the 25 tenured faculty who exceeded expectations represent over 550 articles, 10 books, 25 book chapters, and over \$120M in research funding. Trustee Dean C. Colson commented on the results of the post-tenure review process.

### **4.2 Planned New Academic Degree Program Proposals**

Provost Bejar explained that the Board of Governors amended Board Regulation 8.011, Authorization of New Academic Degree Programs and Other Curricular Offerings, on March 27, 2024. She detailed that the amended regulation requires universities to provide the Board office with a list of the new academic degree programs – as an informational item for discussion – that will be considered by the university boards of trustees for the upcoming academic year. She provided an overview of the anticipated new academic programs for the 2024-2025 academic year. She pointed out that there are two (2) anticipated bachelor’s degrees: 1) Philosophy, Politics & Economics and 2) National Security. She mentioned that there are four (4) anticipated graduate degrees including: 1) Master’s in Urban Policy & Data Analytics, 2) Master’s in Public Policy Leadership, 3) Master’s in Project Management, and 4) Master’s in Taxation.

### **4.3 Student Government Updates**

Trustee Francesca Casanova introduced herself, noting that she is majoring in civil engineering, and serving as the President of the FIU Panhellenic Council and President of the FIU Student Government Association (SGA). She mentioned that FIU provides students with a high return on

investment and noted that the University was ranked #4 by the *Wall Street Journal*. She commented that the main focus of SGA will be cultivating and improving the student experience. She noted that SGA is committed to advocating for the students of FIU. She mentioned that as the FIU Class of 2028 is welcomed to the University, SGA has been participating in and supporting events such as Orientation, Panther Convocation, and F1IRST NIGHT to engage with incoming students and fellow student leaders.

#### **4.4 Faculty Senate Updates**

Trustee Noël C. Barengo mentioned that the Faculty Senate has met four (4) times from February to April 2024, and is scheduled to meet two (2) more times in the summer semester. He commented that during the April 2024 Faculty Senate meeting Trustee Barengo and Dr. Sneh Gulati were elected to serve two (2) year terms as Faculty Senate Chair and Vice-chair, respectively. He remarked that the Faculty Senate is still working to elect a secretary. He added that the Faculty Senate approved several changes to the University Core Curriculum (UCC) in accordance with BOG Regulation 8.005 General Education Course Options. He detailed that the art category was removed, and that Public Speaking (SPC 2608) was approved as a mandatory course. He commented on the Faculty Senate's involvement in the FIU 2030 Strategic Plan and the post-tenure review processes. He mentioned that the Faculty Senate worked with Athletics Director Scott Carr to provide an update and explore faculty opportunities to assist with the athletics program. He commented that faculty have been nominated for awards and will be recognized at the Faculty Convocation on September 26, 2024. Trustee Barengo thanked the Deans of the Robert Stempel College of Public Health and Social Work, College of Business, and College of Engineering and Computing for hosting the Faculty Get-Togethers. He commented that Faculty Senate meetings will be held in person as of fall 2024.

#### **5. Academic Affairs Regular Reports**

There were no questions from the Committee members in terms of the Academic Affairs regular reports included as part of the agenda materials.

#### **6. New Business**

In response to Trustee Francis A. Hondal, Provost Bejar advised that there will be a second workshop of the Strategic Planning Committee. President Jessell added that faculty are involved in the strategic planning process and noted the importance of collaboration with faculty. In response to Committee Chair Lowell, Provost Bejar confirmed that there will be a workshop of the Strategic Planning Committee scheduled before the end of 2024.

#### **7. Concluding Remarks and Adjournment**

With no other business, Committee Chair Natasha Lowell adjourned the meeting of the Florida International University Board of Trustees Academic Policy and Student Affairs Committee on Wednesday, June 5, 2024, at 11:48 AM.