M E M O R A N D U M

To: Faculty and Adjunct Faculty

From: Douglas Wartzok, Provost and Executive Vice Provost

Date: 17 August 2012

Re: Welcome back faculty!

Welcome to another exciting year at FIU. I am sure you will be pleased to know that FIU recently appeared in *The Times Higher Education* (*THE*) report of 100 under 50 University Rankings. FIU was ranked 84th among the 100 top universities worldwide under 50 years old which are designated as "rising stars" by London-based *THE*. FIU was one of only nine US-based institutions to make this list, and the only Florida institution to do so. FIU is a growing and vibrant university. We are making internationally recognized strides in our research output and in the provision of a top-quality education for our students.

Central to our rankings is the high quality and overall scholarly productivity of our faculty. On Wednesday we held new faculty orientation in the MARC Pavilion, where we welcomed 140 new colleagues, 88 of whom fill new positions. As public universities across the nation face another of several challenging budget years, new faculty orientation day at FIU was truly an affirming event. Together with our continuing faculty, this year's new additions help to advance the 2010-2015 *Worlds Ahead* strategic plan of building an outstanding faculty to teach our diverse and growing student body and to conduct world-class research. I am pleased to report that we continue to be on track for almost all of the benchmarks set in our *2010-2015 Worlds Ahead* strategic plan.

One of the most important benchmarks is our six-year graduation rate. This has become a surrogate measure for overall quality of the university in statewide discussions. We are working hard to assure that our students make timely progress to completion of their degrees. The Graduation Success Initiative (GSI) is off to a propitious start, as 95% of the entering freshman class has declared a major. Students will utilize Major Maps and e-Advisors for semester-by-semester tracking and feedback on progress to degree, as we strengthen and focus our efforts to encourage more students to complete their degrees in a timely fashion. Twelve additional advisors were hired last year. In order to meet the strategic plan increase in graduate enrollments, the University Graduate School is intensifying recruitment of domestic and foreign students, and there are new opportunities to leverage external funding with UGS funds to recruit graduate students. Graduate applications and admission processes are being streamlined. Total University enrollment for Fall 2012 is expected to be 50,000.

Effective today all eligible in-unit faculty will receive a 2 percent across-the-board salary increase. In-unit faculty are eligible if they were employed on or before 2 January 2012 and received at least a satisfactory rating overall on their most recent annual evaluation.

Additionally, we will provide a 1 percent bonus pool to reward in-unit faculty according to departmental merit criteria. To meet minimum eligibility requirements, the faculty must have been employed on or before 2 January 2012 and must be continuously employed. Colleges will begin the merit bonus process this fall and these funds will be distributed consistent with their established criteria and procedures. In-unit faculty awarded a merit bonus will receive it in the 14 December 2012 pay.

Eligible out-of-unit faculty, administrators and staff will also receive a 2 percent across-the-board increase effective 29 September 2012. Eligibility requires continuous employment since 1 September 2011 and satisfactory performance. Eligible out-of-unit faculty, administrators and staff will also participate in a 1 percent merit bonus pool and receive awarded bonuses in the 14 December 2012 pay.

The Division of Human Resources will share additional information about the salary increase and merit bonus for out-of-unit faculty.

A major item for collegial governance this year will be the revision of the General Education requirements. The Florida Legislature passed a law in the last session that reduces the number of credits required for General Education from 36 to 30. General Education will consist of two courses in each of five areas: communication, humanities, mathematics, social sciences, and sciences. One of the courses in each of the five areas must be drawn from a list of 25 courses (five for each area) that are common across both the SUS and the Florida College System.

There are several ongoing construction projects that will positively impact our campus environment in the near future. On MMC several building constructions are proceeding apace: the Stocker Astrophysics Center and Observatory, south of the Chemistry and Physics Building, is expected to be open for the Fall Semester of 2013; the Science Classroom Complex (Health Center IV Building) south of Parking Garage 5 will be ready for occupancy in July 2013; and the Management and New Growth Opportunities (MANGO) building, located west of the Ryder Business Building will be open in the Spring Semester of 2014.

The award-winning 2011 Solar Decathlon house has been relocated to the northwest corner of 112 Avenue and University Drive, across from the Ziff Education Building. Opening in December 2012, it will house the Sustainability Center. A new residence hall is on target for student move-in in August 2013; the facility will have 623 beds and 300 student housing parking spaces. A new chiller plant along 107th Avenue south of 8th Street will supply much-needed capacity for future growth and is scheduled to go online in March 2013. Two math lab spaces supporting the redesigned college algebra curriculum and located in the Green Library will open for use this semester.

On BBC, in February 2013 the Hospitality Management dining and kitchen expansion improvements will add 2,500 square feet of net new dining and wine tower space, as well as remodeling the kitchen and culinary and beverage labs. Last but not least, the Jewish Museum of Florida, a historic museum located on Miami Beach, will become the Jewish Museum of Florida-FIU in a unique partnership that will see the relocation of the

Judaic Studies and other Programs to the Museum, as well as provide outreach and education to the South Florida community regarding immigrants of all ethnicities.

On the budget front, the news is mixed. As you are probably aware, the State University System's operating budget received a one-time cut of $300 million. FIU's reduction amounts to $24.3 million. While significant, it is a lower percentage (15 percent) than for most of our SUS peers. In addition, we did receive authorization for a 15 percent differential tuition increase, which will provide $12 million to help mitigate the cut to our operating budget. On the brighter side, the Herbert Wertheim College of Medicine (HWCOM) received requested incremental funding of $964,000, which is critical to HWCOM's full accreditation. On 10 August 2012 HWCOM held its White Coat Ceremony for an entering class of 120 students. We look forward to President Rosenberg's Town Hall meeting early this fall to discuss budgetary issues in more detail.

I look forward to a great year together. Thanks for all your hard work and dedication to our students and FIU.