



**FLORIDA ATLANTIC UNIVERSITY**  
***ACADEMIC AFFAIRS FACULTY HANDBOOK***



*Revised February 4, 2020*

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## **AN OVERVIEW OF THE UNIVERSITY**

Florida Atlantic University serves more than 30,000 undergraduate and graduate students on six campuses along more than 100 miles of Florida's east coast. The University's 10 colleges offer 91 bachelor's degree programs, 65 master's degree programs, 3 specialist programs and 23 doctoral degree programs. One of the largest employers in South Florida, FAU has more than 3,000 employees, including 1,000 dedicated faculty members.

Students may take courses at any location, day or evening, and most students attend one or more summer terms. The campus sites currently contain more than two million square feet of assignable space.

### **History and Characteristics**

Florida Atlantic University was established by the Florida State Legislature in 1961 as the fifth university in the state system. When it opened in 1964, FAU was one of the few universities in the country to offer only upper-division and graduate-level work, on the theory that freshmen and sophomores could be served by the community college system. In response to a rapidly growing population and the need to provide increased access to educational opportunities, FAU opened its doors to freshmen in 1984. Today, with its developed system of distributed campuses offering the same high-quality education at several different locations, Florida Atlantic University serves as a model for urban, regional universities of the future.

Florida Atlantic University's colleges include the Dorothy F. Schmidt College of Arts and Letters, the College of Business, the College for Design and Social Inquiry, the College of Education, the College of Engineering and Computer Science, the Graduate College, the Harriet L. Wilkes Honors College, the Christine E. Lynn College of Nursing, the Charles E. Schmidt College of Medicine and the Charles E. Schmidt College of Science. In 2007, the Harbor Branch Oceanographic Institute (HBOI) came under the umbrella of FAU. Located in Ft. Pierce, FAU Harbor Branch houses marine science education and research programs.

The University's campus locations along Florida's Gold and Treasure coasts boast a temperate climate, beautiful beaches, innovative industry and unique cultural opportunities, and provide a stimulating environment for outstanding scholars and researchers. FAU has Eminent Scholar Chairs in many disciplines and is the home of nationally recognized research centers. The Research Park at FAU is facilitating exciting new research and learning initiatives by bringing high-tech industries into close collaboration with FAU's faculty and students. In addition, the University is home to the Osher Lifelong Learning Institute, which is believed to be the largest organization of its kind in the nation.

Florida Atlantic University is a member of the Southern Association of Colleges and Schools, the National Association of State Universities and Land-Grant Colleges, and the Council of Graduate Schools in the United States. Florida Atlantic University is also a member of the Association of American Colleges and Universities.



## **Faculty**

The quality of an institution is defined by the quality of its faculty. Florida Atlantic University has assembled a distinguished faculty with credentials from leading universities throughout the world. The faculty is approximately 47% female and 53% male. About 25% are members of minority groups including Asian, Black, Hispanic and Native American. Over 50% of the faculty is tenured. For data regarding the faculty, please visit [iea.fau.edu](http://iea.fau.edu).

## **Students**

Over 30,000 students, representing all 50 states and more than 180 countries, are enrolled at Florida Atlantic University. About 80% are undergraduates. The average age of undergraduates is 24 and of graduate students, 33. The traditional age range cohort of 17 to 22 year olds comprises about 50% of the student body. Individuals 23 to 34 account for about 36% of the enrollment while about 14% are 35 years of age or older. Females comprise about 57% of the total enrollment. The student body is diverse with minorities representing 48% of the total. This includes about 19% Black, 24% Hispanic, and 4% Asian. Over 90% of FAU students are Florida residents, of whom over 40% are from Broward County and over 38% from Palm Beach County. Approximately 6.5% are out-of-state students and 3.5% are international students. For more data regarding the student population, visit [iea.fau.edu](http://iea.fau.edu).

## **CAMPUSES**

### **Boca Raton Campus**

Florida Atlantic University's original site was established in 1964 in Boca Raton, on a 700-acre site located about three miles from the Atlantic Ocean. The campus, halfway between Palm Beach and Fort Lauderdale, enjoys a subtropical climate, with an average year-round temperature of about 75 degrees Fahrenheit.

Since first holding classes in 1964, the Boca Raton campus has grown to include more than 70 buildings with over 2 million square feet of space devoted to classrooms, research laboratories, offices, and other uses. The Christine E. Lynn College moved into a new state of the art —green building in 2006. The Christine E. Lynn College of Nursing was the University's first LEED (Leadership in Energy and Environment Design) certified building at the gold level. In 2004, the College of Business moved into a new wireless classroom building with a simulated trading floor, inviting classrooms and many places for students to study and meet. In 2010, the College of Engineering and Computer Science opened Engineering East, a sustainable living learning laboratory that has earned LEED platinum certification from the US Green Building Council. This building is also the home of the new faculty club. Additionally, the Culture and Society Building opened in 2010 as the new home of the Departments of English, Sociology, and Languages, Linguistics and Comparative Literature. The building also serves as the home of the School of Communication and Multimedia Studies and the innovative private sector partner Living Room Theaters, which will share four digital projection theaters with the School's offerings in cinema.

Student life thrives in the Breezeway, which connects the cafeteria and student services areas to academic buildings along the central spine of the campus. West of the Breezeway, the Student Union houses many student activities as well as a 2,400-seat auditorium which hosts performances ranging from rock groups to the Florida Philharmonic Orchestra. The Student Support Services Building opened in 2004, consolidating many services for students in one location. University residence halls provide living space for over 3,850 students. The recreation complex includes full exercise facilities, a gymnasium and an Olympic-sized swimming pool. The far western side of campus houses the practice fields and athletics offices for FAU's Division I sports teams – the Owls. In Fall 2011, FAU hosted its first home game in its 30,000-seat football stadium, which was constructed as part of the University's Innovation Village complex of athletics, student activity, a residence hall and commercial space.

### **Broward Campuses**

Florida Atlantic University has historically offered courses in Broward County and open its first branch University facility on Commercial Boulevard in 1971. Since that time, two additional campuses, at Davie and downtown Fort Lauderdale and one research center at Dania Beach, were established. The Commercial Boulevard facility was abandoned and demolished in 2013. In 1989 FAU was designated by the Florida Legislature as the lead public university in Broward County.

The campuses offer complete upper division course offerings leading to undergraduate degrees as well as research centers and courses leading to masters and doctoral degrees. For more information, visit [fau.edu/broward/](http://fau.edu/broward/)

The Fort Lauderdale Campus began with the construction of the Reubin O' D. Askew Tower in 1987, and expanded in 2001 to the Higher Education Complex, a 12-story joint use facility shared with Broward College, located in the heart of downtown Fort Lauderdale. College for Design and Social Inquiry and the College of Business operate programs here. The campus is home to the School of Architecture, Executive Accounting programs offered by the College of Business, the Institute for Design and Construction (IDaC) and the Division of Research Small Business Development Center (SBDC).

The Dania Beach Campus – also known as SeaTech – is located between the Atlantic Ocean and the Intracoastal Waterway south of Port Everglades. This site provides facilities for expanded enhanced academic and research in the College of Engineering and Computer Science and Mechanical Engineering program.



The Davie Campus provides a supportive learning environment with a focus on serving students who transferred from a state college as well as non-traditional students including adult learners. The campus offers upper division courses leading to completion in a variety of baccalaureate programs. Graduate programs leading to masters and doctoral degrees are also offered. In 2008, the campus opened a 20,000 square-foot Student Center that is the hub of student life in Davie. In 2010, the campus expanded with its LEED Gold certified Davie West Building, providing state-of-the-art classroom and laboratory spaces and is the home of the Florida Center for Environmental Studies and the Freight Mobility Research Institute. In 2018, a new full-service one-stop center for admissions, registration, financial-aid, career counseling, tutoring and student accessibility service opened in the Liberal Arts Building. The University-College Library provides an outstanding collection, computer labs, and meeting facilities. The campus also features a state-of-the-art e-Learning center for faculty and a wellness center with exercise equipment and scheduled fitness programs

## **Northern Campuses**

The John D. MacArthur Campus, located in Jupiter, opened in Fall 1999. The campus offers a wide range of upper-division and graduate courses in arts and letters, education, science, criminal justice, public administration and social work. The MacArthur Campus is home to the Harriet L. Wilkes Honors College, a four-year residential program. A thriving Lifelong Learning Society provides non-credit liberal arts courses for adults of all ages. The campus is the site of the Scripps Florida research facility and the Max Planck Society's first institute in the United States.

In 2007, Harbor Branch Oceanographic Institute joined FAU as a research institute, capping a more-than-10-year partnership in marine science research and education. The 144-acre site, located in Fort Pierce along the Indian River Lagoon estuary and near an Atlantic Ocean inlet, hosts 32 buildings and more than 150 faculty and staff.

Research fields include ocean engineering and exploration, coral research and conservation, marine drug discovery, estuarine and coastal ecology and observation, aquaculture, marine mammal research and conservation, population biology and behavioral ecology, and physical and biogeochemical oceanography.

Research professors at Harbor Branch provide opportunities for undergraduate and graduate students to conduct research in the field and laboratory and take classes at Harbor Branch. Nearby habitats include seagrass beds, mangrove forests, salt marshes, mud and sand flats, beaches and coral reefs. For the past 15-years, FAU Harbor Branch has offered undergraduate marine science courses in a program called "Semester by the Sea." More recently, the Christine E. Lynn College of Nursing began offering courses at this site.



## OUR MISSION AND VALUES

### Mission and Characteristics

Florida Atlantic University is a multi-campus public research university that pursues excellence in its missions of research, scholarship, creative activity, teaching, and active engagement with its communities. FAU fulfills its mission through excellence and innovation in teaching, outstanding research and creative activities, public engagement and distinctive scientific and cultural alliances, all within an environment that fosters inclusiveness. Visit [fau.edu/strategicplan](http://fau.edu/strategicplan) for more information on FAU's mission and vision.

### University Strategic Plan

Building on to the university's 2012 plan, which was primarily focused on student success and excellence in research and inquiry, the institution developed the 2015-2025 Strategic Plan that has been adopted by the FAU Board of Trustees.



The biggest aspiration Florida Atlantic will pursue is becoming the country's fastest-improving public research university. The *vision* is to be known for excellent and accessible undergraduate and graduate education, distinguished for the quality of its programs across multiple campuses and classified as a very high research institution that is internationally acclaimed for its contributions to creativity and research as well as its collaborations with regional partners.

### Goals

The following six characteristics make up Florida Atlantic's goals. It will be the institution's strategic priority to build them upon Pillars and Platforms that will define our Vision.

<b>Boldness</b>	A uniquely competitive and globalized student body
<b>Synergy</b>	Prominent teams of researchers and scholars
<b>Place</b>	Deep engagement with South Florida's global communities
<b>Quality</b>	Continuously-assessed and evolving practices
<b>Brand</b>	National reputation for excellence
<b>Strategy</b>	Wise and innovative allocation of resources

### Pillars and Platforms

The 2015-2025 Strategic Plan uses Pillars and Platforms to help guide institutional goals and strategic actions.

Pillars: *institutional programs focused on creating knowledge that benefits society*

- Healthy Aging
- Neuroscience
- Ocean Science and Engineering/Environmental Sciences
- Sensing and Smart Systems

Platforms: *scholarly activities that apply to and support Pillars.*

- Big Data Analytics
- Community Engagement and Economic Development
- Diversity
- Global Perspectives and Participation
- Healthy and Environmentally Sustainable Campus
- Leadership, Innovation and Entrepreneurship
- Peace, Justice, and Human Rights
- South Florida Culture
- Undergraduate Research and Inquiry

## Values

Florida Atlantic University values an academic environment that facilitates intellectual growth through open and honest expression. The University is committed to excellence at all levels of the educational and creative experience, to success for all students and to development of the capacity to make reasoned and discriminating judgments with respect for differences and diversity in ideas. The University is dedicated to lifelong learning, which encourages the continual use of the mind. The University plays a vital role in the life of the surrounding community, in society and as an engine for economic development.

More specifically, the University commits to:

- Prepare students to fulfill a productive destiny in the workplace and in society;
- Value and disseminate scholarship, research, creative activity and use that scholarship to inform the academic discipline, teaching and community engagement;
- Promote academic freedom and an atmosphere of free and open inquiry;
- Recognize and reward superior performance, creativity, innovation and entrepreneurship in all facets of University activity;
- Support all those who rely on the University, such as parents, employers of students and graduates, and community partners;
- Account for the sound use and careful stewardship of the resources provided to the University;
- Provide equal access, equal rights and equal justice, and encourage mutual regard for the rights and liberties of all persons;
- Respect all persons and display civility in all interactions;
- Provide a secure environment for the pursuit of learning;
- Foster community engagement, service, and social responsibility;
- Promote honesty in all spheres, social and moral development, and ethical standards in all areas of human activity;
- Ensure clear and open communication and sharing of information.
- Provide superior customer service that exceeds the expectations of our clientele.

## **Academic Freedom and Responsibility**

It is the policy of the University to maintain and encourage full academic freedom. Academic freedom and responsibility are essential to the full development of a true university and apply to teaching, research and creative activities. An employee engaged in such activities shall be free to cultivate a spirit of inquiry and scholarly criticism and to examine ideas in an atmosphere of freedom and confidence.

Academic freedom is accompanied by the corresponding responsibility to be forthright and honest in the pursuit and communication of scientific and scholarly knowledge; to respect students as individuals and avoid any exploitation of students for private advantage; and to indicate, when appropriate, that one is not an institutional representative unless specifically authorized as such.

Consistent with the exercise of academic responsibility, employees shall have freedom to present and discuss their own academic subjects, frankly and forthrightly, without fear of censorship, and to select instructional materials and determine grades in accordance with University policies. Objective and skillful exposition of such subject matter, including the acknowledgment of a variety of scholarly opinions, is the duty of every such employee. Employees shall also be free to engage in scholarly and creative activity and publish the results in a manner consistent with their professional obligations.

Academic freedom is accompanied by the corresponding responsibility to:

1. Be forthright and honest in the pursuit and communication of scientific and scholarly knowledge;
2. Respect students, staff, and colleagues as individuals; treat them in a collegial manner; and avoid any exploitation of such persons for private advantage;
3. Respect the integrity of the evaluation process with regard to students, staff, and colleagues, so that it reflects their true merit;
4. Indicate when appropriate that one is not an institutional representative unless specifically authorized as such; and
5. Contribute to the orderly and effective functioning of the employee's academic unit (program, department, school, and/or college) and/or the University.

In addition to their assigned duties, employees have responsibilities arising from the nature of the educational process. Such responsibilities include, but are not limited to, observing and upholding the ethical standards of their discipline; participating, as appropriate, in the shared system of collegial governance, especially at the department/unit level; respecting the confidential nature of the relationship between professor and student; adhering to one's proper role as teacher, researcher, intellectual mentor, and counselor; and conducting oneself in a collegial manner in all interactions.

## **Ethical Conduct of the University Community**

The University acknowledges a concern for values and ethics that are important to the whole educational experience. A faculty member is expected to show an awareness that membership in the academic profession carries with it special responsibilities.

The following responsibilities of faculty members are taken from the American Association of University Professors (AAUP) Statement on Professional Ethics, with slight modifications.

The professor, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognizes the special responsibilities of the profession. The professor's primary responsibility to his or her subject is to seek and to state the truth as he or she sees it. To this end, the professor devotes energies to developing and improving scholarly competence. The professor accepts the obligation to exercise critical self-discipline and judgment in using, extending and transmitting knowledge. The professor must never seriously hamper or compromise freedom of inquiry.



As an instructor, the professor encourages the free pursuit of learning in students. The professor holds before him/her the best scholarly standards of his or her discipline. The professor demonstrates respect for the student as an individual and adheres to the proper role of intellectual guide and counselor. The professor makes every reasonable effort to foster honest academic conduct and to assure that the evaluation of students reflects their true merit. The professor respects the confidential nature of the relationship between professor and student. The professor avoids any exploitation of students for private advantage and acknowledges significant assistance from them. The professor protects academic freedom.

As a colleague, the professor has obligations that derive from common membership in the community of scholars. The professor respects and defends the free inquiry of associates. In the exchange of criticism and ideas, the professor shows due respect for the opinions of others. The professor acknowledges academic debts and strives to be objective in the professional judgment of colleagues. The professor accepts his or her share of faculty responsibilities for the governance of the institution.

As a member of an institution, the professor seeks above all to be an effective teacher and scholar. Although the professor observes the stated regulations of the institution, provided they do not contravene academic freedom, the professor maintains the right to criticize and seek revision. The professor determines the amount and character of his or her work performed outside the institution (the amount of work is governed by the University policy), with due regard to his or her paramount institutional responsibilities. When considering the interruption or termination of employment, the professor recognizes the effect of this decision upon the program of the institution and gives due notice of his or her intentions.

As a member of the community, the professor has the rights and obligations of any citizen. The professor measures the urgency of these obligations in light of responsibilities to his or her subject, to students, to the profession and to the institution.



The professor, when speaking or acting as a private person, should avoid creating the impression that he or she speaks or acts for the college or University. As a citizen engaged in a profession that depends upon freedom for its health and integrity, the professor has a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.



## **ADMINISTRATIVE ORGANIZATION**

### **State University System Governance**

During the last decade, the governance of the State University System has gone through a series of changes. Until 2001, it was governed by the Florida Board of Regents, which consisted of 13 citizens selected from the state at large, representative of the geographical areas of the state. Effective July 1, 2001, the Board of Regents was abolished, and all of its responsibilities were transferred to the Florida Board of Education; during the year, governance of individual universities within the SUS devolved to University Boards of Trustees. A constitutional amendment, passed November 2002, established a State Board of Governors to coordinate the State University System. It consists of 17 members, 14 appointed by the Governor, as well as the Commissioner of Education, the Chair of the Advisory Council of Faculty Senates and the Chair of the Florida Student Association.

Each university's Board of Trustees consists of thirteen members, one of whom must be the student body president and one of whom must be President of the Faculty Senate. The other members of the Board are appointed by the Governor and the Florida Board of Governors. Members of FAU's current Board of Trustees are:

Mr. Anthony Barbar, Chair

Mr. Abdol Moabery, Vice Chair and Chair of Strategic Planning & Compensation and Chair of Strategic Planning and Initiatives Athletic Sub-committee

Mr. Brent Burns, Member

Mr. Shaun Davis, Chair of Audit and Compliance

Dr. Michael Dennis, Chair of Academic & Student Affairs and Chair of Personnel and Compensation

Dr. Malcolm Dorman, Member

Dr. Jeffrey Feingold, Member

Mrs. Mary Beth McDonald, Chair of Community & Government Relations

Mr. Brad Levine, Member

Mr. Robert Rubin, Member

Mr. Robert Stilley, Chair of Budget & Finance

Dr. Kevin Wagner, Member and Faculty Senate President

Student Government President

The Trustees are responsible for cost-efficient policy decisions appropriate to the University's mission, the implementation and maintenance of high-quality education programs, the measurement of performance, the reporting of information and the provision of input regarding state policy, budgeting, and education standards. For more information on the Board of Trustees, visit [fau.edu/bot](http://fau.edu/bot).

### **Florida Atlantic University Regulations**

The official Regulations of Florida Atlantic University are available online at [fau.edu/regulations](http://fau.edu/regulations)

## University Administrative Structure

The University is headed by the President, who is appointed by the Board of Trustees. The operation of the University is segmented into several operating divisions: Academic Affairs, Athletics, Institutional Advancement, Financial Affairs, Research, Legal Affairs, Student Affairs, Public Affairs, and Administrative Affairs. For more details and access to the University organizational chart, [click here](#).

## President's Office

The President of the University has the ultimate responsibility for the operation and success of Florida Atlantic University. As chief executive officer, the President exercises oversight and authority over all sectors of the University, is its chief advocate and plays a key role in building widespread community support for the institution.

## Welcome from the President



Dear New Faculty Member:

It is my pleasure to welcome you to the faculty of Florida Atlantic University.

Since opening its doors in 1964, FAU has been known for the excellence of its faculty across all disciplines. Graduating students responding to exit polls overwhelmingly identify the relationships that they've established with faculty members as the most important aspect of their experience at FAU. Many of these relationships continue to flourish after graduation, as our students move into the professions of their choice and maintain contact with their faculty mentors. The durability of this bond stands as a lasting tribute to the commitment, skill and effectiveness of the men and women who are the heart and soul of FAU: our fine faculty.

You could not have picked a better time to become part of the FAU team. This university is advancing rapidly across the full spectrum of core areas, distinguishing itself through creative scholarship, innovative research and meaningful community service.

Your dedication to your discipline, your students and your colleagues will add to the momentum, and I would like to offer a sincere word of thanks to you right now for your valuable contributions to the evolution of FAU.

I'm so glad to be working with you at this exciting time, as our university stands on the cusp of greatness.

Sincerely,

*John Kelly*  
President

## Vice Presidential Divisions

### Academic Affairs

The Division of Academic Affairs, under the supervision of the Provost and Vice President for Academic Affairs, is responsible for all aspects of the University's academic programs, including curriculum, classes, academic requirements, faculty appointments, and other matters pertaining to the academic affairs of the institution. The many functions and responsibilities of the division can be grouped into the following areas:

- Academic Personnel and Programs
- Academic Budget Administration and Planning
- Broward & Northern Campuses
- eLearning
- Graduate College
- Information Technology
- Institutional Effectiveness and Analysis Libraries
- Lifelong Learning
- Undergraduate Studies
- Registrar



Academic programs are carried out through the colleges, which have primary responsibility for courses and programs, and through a number of other academic support units, as listed in the appropriate sections below. Coordination of academic programs, and the development of new programs, is the responsibility of the Associate Provost of Assessment and Programs, working with the Dean of Undergraduate Studies and the Dean of Graduate College.

Registrars – The Office of the Registrar supports the instructional progress efforts of the University by providing quality services to students, faculty, departments, alumni, and the public. The office assists with course registration, matriculation and graduation, as well as the safekeeping of academic records and scheduling of courses and academic spaces.

### Athletics

The Department of Athletics serves in support of the educational mission of Florida Atlantic University. We prepare and empower our student-athletes for academic, athletic and lifetime achievement. We share an expectation of excellence. We unify and engage our students, alumni and the community. Excellence, innovation, teamwork and integrity are our core values.

The program is comprised of 500 student-athletes competing in 21 sports. There are over 150 staff members and coaches and 8 facilities on campus dedicated to varsity athletics. FAU has been members of Conference USA since 2013. Visit [FAUsports.com](http://FAUsports.com) for more information.

## **Institutional Advancement**

The Division of Institutional Advancement is responsible for the philanthropic and stakeholder outreach that supports the programs and services of Florida Atlantic University. It is made up of the following departments:

- Development - Coordinates fundraising and associated activities throughout the University.
- Campaign Initiatives – Increases awareness, understanding, and support of FAU’s vision, mission, and accomplishments among its many constituents; and is comprised of Advancement Communications, Advancement Events, Donor Relations, Prospect Research and Management, and Talent Management.
- Alumni Affairs - Spearheads University-wide and campus activities, such as annual awards receptions, dedications, and distinguished speakers geared toward alumni, and works with the FAU Alumni Association to provide a link to graduates of the University.
- Advancement Services - Hosts and maintains all Foundation databases, and provides the information infrastructure and necessary data services to support all development and alumni-related activities.

The [FAU Foundation, Inc.](#), a non-profit corporation, established to provide philanthropic support to the University. The advancement of the University's academic programs, and the funding of student scholarships and faculty research are among its primary endeavors. The Foundation actively seeks financial support from alumni, faculty, staff, corporations, foundations and individual friends in the community. Several related organizations, such as the University Club, the Lifelong Learning Society, the Broward Owls, athletics boosters, and others, work with the Foundation in fundraising efforts. The Foundation is governed by a volunteer board of directors comprised of community and civic leaders. Operations are handled by the Foundation Controller's office.

## **Administrative Affairs**

The Vice President for Administrative Affairs serves as the Chief Administrative Officer and oversees the operations of the Board of Trustees, President’s Office, and Governmental Relations.

Other units under this vice president include Business Services (including auxiliaries such as the Mail and Copy Center, Food Services and the Bookstore), as well as public safety units such as the Florida Atlantic University Police Department and the Traffic and Parking office.

The mission of the Office of Facilities and the University Architect is to provide and maintain a physical environment conducive to an enriching academic experience. The departments of Engineering & Utilities, Facilities Planning, Physical Plant, and Space Utilization & Analysis are located within this division.

## **Public Affairs**

The Vice President for Public Affairs oversees university communications, which includes marketing initiatives, internal communications, online and social media, university branding, creative services, media relations, video productions, and trademark and licensing.

The mission of Marketing and Creative Service is to increase awareness of University utilizing a full range of available communications methods. The department is responsible for maintaining the integrity of the university brand while providing valuable services such as communications and marketing strategy, editing, design, photography, web, and video to all areas of the university community.

The Department of Media Relations is the primary contact for print, broadcast and electronic media seeking information about the University. The Department takes a proactive role in disseminating news, features and story ideas to the local and national media. Additionally, the department is responsible for reviewing and coordinating all press releases and news relayed to internal and external audiences. The department also monitors the press for University coverage and maintains historical clippings of University news.

## **Financial Affairs**

Financial Affairs consists of diversified departments whose primary purposes are to enhance the academic effectiveness of Florida Atlantic University, students, faculty and staff by providing a complement of administrative fiscal support services. The areas within Financial Affairs are dedicated to providing and maintaining a work and educational environment which promotes health, safety, and creativity; which encourages excellence and enhances productivity through the utilization of the latest information and management technologies and their application within the human and fiscal resources of the University.

Financial Affairs is headed by the Vice President for Strategic Initiatives and Chief Financial Officer. The Vice President oversees the general fiscal operations of Florida Atlantic University and has direct responsibility for the University Budget Office, the University Controller's Office, Government Relations and Finance & HR Information Systems (FHIS).

The [FAU Finance Corporation](#) is a non-profit corporation established to provide finance and investment-related assistance in connection with the acquisition or construction of capital or other University projects supporting University activities and education

## **General Counsel**

The Mission of the Office of the General Counsel is to provide legal services to the University, including representing the University in grievances and litigation; advising University Departments; developing and reviewing contracts and agreements; meeting various University reporting and accountability requirements; aiding in the resolution of personnel and student issues; assisting in the development of University Regulations and Policies; supervising outside counsel; and providing a source of relevant legal for the benefit of the entire University.

## **Student Affairs and Enrollment Management**

The Division of Student Affairs & Enrollment Management aspires to ignite purpose and passion in our students to become socially responsible and globally engaged leaders. We will challenge ourselves and our students to accept and act upon our responsibility to be role models who learn and act to create meaningful and impactful change at FAU and beyond.

The Mission of Student Affairs & Enrollment Management is accomplished by:

- Developing programs, services and facilities guided by best practices in each functional area.
- Utilizing data to assess student learning, thereby improving programs and services.
- Securing state of the art technological and physical facilities resources.
- Collaborating with students, faculty, staff and external stakeholders.
- Creating, maintaining and disseminating assessments of Florida Atlantic University culture to guide departmental, divisional and campus decision making processes.
- Recruiting, retaining and developing a highly qualified diverse staff.
- Integrating outcome assessments, continuous program improvements, and budget development into an ongoing strategic planning process.

Click here for the [Division of Student Affairs](#) website.

## **RESEARCH**

The Division of Research supports and promotes FAU research and scholarly activities by providing the tools and resources needed to be competitive, building new directions in research, ensuring responsible research practices, and communicating the importance of research within the FAU community and beyond. The Division houses the Research Development office, which offers faculty assistance in finding research funding, building cross-discipline university-wide teams and in writing and strengthening grant proposals to further research and scholarly activities. The Division also includes the Office of Sponsored Programs, which is the central office for the review and submission of research, training, and community service proposals and externally funded grants and contracts.

Additionally, the Division administers key research-related assurance and compliance programs required by federal and state agencies and programs for the conduct of research through its Research Integrity office, which includes the human subjects research protections, institutional animal care and use, and financial conflict of interest. Research Accounting monitors the financial compliance of all sponsored projects at FAU, while Research Communications is committed to eliciting interest and excitement about research and scholarly activity. The Office of Technology Development works with faculty, staff, and students to identify, legally protect, and manage intellectual property created by research (e.g. patents, copyrights).

It leads the efforts to commercialize the intellectual property for the public benefit. Finally, the Office of Comparative Medicine provides veterinary care for all vertebrate animals at FAU.

The Florida Atlantic University Research Corporation (FAURC) is a not-for-profit 501 (c) (3) organization that is separate from Florida Atlantic University (FAU) and was established to assist faculty, staff and students at FAU with research support.





## ACADEMIC ORGANIZATION

### Colleges

The academic programs of the University are offered through its ten colleges, which are within the Division of Academic Affairs. In most cases, the colleges themselves are organized into a number of departments and/or schools corresponding to particular disciplinary areas.

#### **Dorothy F. Schmidt College of Arts and Letters**

The Dorothy F. Schmidt College of Arts and Letters consists of the departments of Anthropology, English, History, Languages, Linguistics and Comparative Literature, Philosophy, Political Science, Sociology, and Women, Gender and Sexuality Studies, the School of Communication and Multimedia Studies and, housed under the School of the Arts, the departments of Theatre and Dance, Music, and Visual Arts and Art History.

Interdisciplinary certificates are offered in Asian Studies, Caribbean and Latin American Studies, Classical Studies, English as a Second Language (ESL), Ethnic Studies, Law, and Society, Ethnic Studies, Film and Culture, Jewish Studies, Peace Studies, Professional and Technical Writing, and Women, Gender, and Sexuality Studies. The college offers an Interdisciplinary BA degree with possible concentrations in Social Science, Arts and Humanities, and Women, Gender, and Sexuality Studies as well as an MA degree in Women, Gender, and Sexuality Studies. Its innovative Ph.D. degree in Comparative Studies offers a Cultures, Languages and Literatures track.

Through programs located at multiple campuses, the College offers opportunities for advanced study in the arts, humanities and social sciences. The educational experience is enhanced by the host of cultural events presented by the College including theatre productions, art exhibits, concerts, and lectures by visiting scholars. These programs draw thousands of community members to the University every year.

For more information, visit [fau.edu/artsandletters](http://fau.edu/artsandletters)

#### **College of Business**

The College of Business opened its doors to upper-division undergraduate students for the first time in September of 1964. Today, the College offers an array of business courses, programs, majors, and minors on three campuses and via distance learning technologies. Majors include Accounting, Business Communications, Economics, Finance, Health Administration, Hospitality Management, Management Information Systems, Management, Leadership & Entrepreneurship, International Business and Trade, and Marketing. Degrees are awarded at the bachelors, masters, and doctoral levels and the business programs are accredited by the Association to Advance Collegiate Schools of Business, AACSB International. The College also offers a variety of non-degree Executive Education courses and certificates for the business professional. Its faculty members are diverse and dedicated, and greatly add to the College's reputation.

The College's organizational structure ensures that academic programs and business and community outreach activities are relevant and meaningful. It boasts a number of institutes, centers, and advisory boards to support this mandate. All of these entities serve as conduits for the interchange of the most current theoretical and practical applications of business concepts. These exchanges influence the content of the degree programs which provides our students with an education that enables them to become successful in the business community. At the same time, the business community reaps the benefits of both the knowledge of our outstanding faculty and the abilities of our students.

For more information, visit [business.fau.edu](http://business.fau.edu).

### **College for Design and Social Inquiry**

Headquartered in the Social Science building on the Boca Raton campus, The College of Design and Social Inquiry (CDSI) offers seven undergraduate degree programs, five master's degree programs, and two doctoral degree programs all taught by nationally acclaimed faculty. The College also offers specialized certificate programs on the Boca Raton, Davie, Fort Lauderdale, and Jupiter campuses of Florida Atlantic University.

CDSI is a unique configuration of professional programs addressing social justice, design, public policy, and planning in and for communities. Our College is dedicated to educating a cadre of leaders for the 21st century, finding answers to critical social problems through education, scholarship, and applied research and public service activities, as well as assisting regional decision makers with effective tools to catalyze change at the local, state, national, and international levels.

The College is composed of five academic units: the School of Architecture, the School of Criminology and Criminal Justice, the School of Public Administration, the Phyllis and Harvey Sandler School of Social Work, and the School of Urban and Regional Planning. CDSI faculty and students are committed to integrating higher education's traditional liberal arts emphasis with the development of state-of-the-art professional and organizational skills.

The College also houses a number of research and service centers, including the Visual Planning Technology Lab, the Center for Urban and Environmental Solutions, the John Scott Dailey Florida Institute of Government, the Institute for Design and Construction, the MetroLAB Collaborative, the Public Ethics Academy, and the Office of Substance Use Disorder, Mental Health, and Recovery Research.

For more information, visit [cdsi.fau.edu](http://cdsi.fau.edu)

## **College of Education**

One of the original colleges of the University, the College of Education became the first public provider of educational professionals in South Florida. The College continues to build on its 50-year tradition of quality in preparing leaders for the schools of the State.

In 2015, the College became first in Florida to receive accreditation under the Council for the Accreditation of Educator Preparation (CAEP).

The College offers degree programs at the bachelors, masters, specialist and doctoral levels. A variety of these programs is offered on all campuses. The College is committed to pursuing innovative avenues to preparing teachers for the 21st Century. Currently the college is collaborating with the area school districts to provide extensive field-based experiences for future teachers. In addition, the resources of the Karen Slattery Educational Research Center for Child Development, the A.D. Henderson University School, the FAU High School, Palm Pointe Educational Research School at Tradition, the Pine Jog Environmental Education Center are available to enrich the educational experiences of the students. The mission of the College of Education is to use research and scholarship to prepare and support teachers, leaders, counselors, speech pathologists, and exercise and health professionals to improve the lives of people and communities.

For more information, visit [coe.fau.edu](http://coe.fau.edu).

## **College of Engineering and Computer Science**

The College of Engineering and Computer Science (CoECS) was established in 1965 with the launch of the nation's very first undergraduate ocean engineering program. Today CoECS offers BS, MS, and Ph.D. degree programs in ocean engineering, mechanical engineering, computer science, computer engineering, and electrical engineering; BS and MS in civil engineering, BS in environmental engineering, and geomatics engineering; MS in Information Technology and Management, and in Bioengineering. Joint BS/MS program options are also available as well as a number of certificate programs in highly specialized areas. All undergraduate programs are ABET accredited.

World class faculty in CoECS conduct research that lead to technology breakthroughs in the areas of underwater systems engineering, intelligent transportation systems, freight mobility and logistics, environmental engineering and water resource management, sustainable communities, offshore and coastal infrastructure resilience, structural monitoring, data analytics, communications systems and networks, autonomous systems (underwater/ ground/aerial), bio-cyber-physical systems, biorobotics and biomimetics, secure communications, steganography, and cryptography, health IT, and sensing devices. Faculty research is sponsored by federal agencies including the National Science Foundation, the Department of Defense (Navy, Air Force, Army), the National Institutes of Health, the Department of Transportation, the Department of Energy as well as the State of Florida and Industry. Faculty research in engineering education in collaboration with regional high-schools and colleges create student pathways in STEM disciplines.

Our students have access to outstanding teaching and research facilities and are taught by highly dedicated faculty who value individual attention and team building. Student projects receive awards in international competitions and many times lead to business creation. Our senior design project showcase is a signature event for CoECS and takes place every semester with participation of all graduating seniors –the event is celebrated by the university, local industry and our broader community.

Students have opportunities for internships in industry and co-operative education. They also have opportunities for training in entrepreneurship and for receiving support in business launching through FAU’s Tech Runway, a South Florida public-private partnership that serves as a technology accelerator and business incubator.

Our students have been consistently employed by major industries and federal organizations including Amazon, Facebook, Lockheed Martin, NASA and the NAVY.

For more information, visit [eng.fau.edu](http://eng.fau.edu).



## **Graduate College**

The Graduate College was established by the Board of Trustees as FAU’s tenth college in October 2007. It is responsible for maintaining general standards of graduate education at the University and for coordinating and overseeing the following activities: graduate student recruitment, graduate admissions, graduate policies and procedures, graduate student financial support, new graduate courses and programs, monitoring graduate student progression towards completing the degree, thesis and dissertation submission standards, and degree completion requirements as established by the graduate faculty of the various graduate programs.

The Graduate College is responsible for allocating all graduate student matriculation and non-resident fee waivers and graduate recruitment grants and fellowships. The graduate dean serves as the final approver on graduate student plans of study, requests to waive a university requirement, academic progression plans, research compliance and safety forms, thesis and dissertation manuscripts, and final graduate degree certification.

The Graduate College provides a number of valuable programs and services to students, faculty, and staff, such as: thesis and dissertation formatting workshops, graduate teaching assistant training, information sessions, open house, scholarly writing workshops, and the annual Graduate Fellowship Awards Reception. In addition, the staff works in collaboration with other units to oversee Graduate and Professional Student Association (GPSA) Research Day, responsible conduct of research workshops, graduation celebrations, and various professional development workshops.

The Graduate College works closely with the University Graduate Council (UGC) to establish policies and procedures to maintain high quality and university-wide consistent standards, and the Graduate Programs Committee (GPC) to approve new graduate courses and programs. The Graduate College oversees all graduate faculty appointments at the University in accordance with the Graduate College Governance Document.

For more information, visit [fau.edu/graduate](http://fau.edu/graduate)

### **Harriet L. Wilkes Honors College**

The Harriet L. Wilkes Honors College (WHC) of Florida Atlantic University is located on the John D. MacArthur campus in Jupiter, FL. The WHC opened in 1999, and its pioneering curriculum integrates the humanities, social sciences, and natural sciences through

interdisciplinary team-taught courses and concentrations. In its admissions process, the Wilkes Honors College looks for students whose scholastic performance and abilities demonstrate an active approach to learning and a trajectory of intellectual and ethical growth.

Students choose areas of concentration from art/humanities, social sciences, and natural sciences leading to Bachelor of Arts or Bachelor of Science degrees in Liberal Arts and Sciences.

The College's foundational principle is that a liberal arts and sciences education, combined with experiential learning opportunities, provides the best and most practical preparation for a successful career and a life filled with meaning and purpose. Beyond their coursework, students prepare for career paths through internships, study abroad, and undergraduate research in their area of interest, culminating in an honors thesis.

Signature programs include Social Entrepreneurship, Moot Court, International Diplomacy and Model United Nations, a strong student government, Wilkes Medical Scholars (an early admissions program to FAU's College of Medicine), and the prestigious Henry Morrison Flagler Scholarship program. Science students benefit from unparalleled, year-round research opportunities at the Scripps Florida Research Institute, the Max Planck Florida Institute for Neuroscience, FAU's Brain Institute, and Jupiter Life Science Initiative, all of which share the MacArthur campus. Students interested in marine and coastal sciences take advantage of our close proximity to FAU's world class Harbor Branch Oceanographic Institute in Fort Pierce, FL.

Approximately seventy percent of Wilkes Honors College graduates pursue graduate or professional degrees, while others move directly into positions in business, science, education, government, or nonprofit organizations.

For more information, visit [honorscollege.edu](http://honorscollege.edu)

## **Charles E. Schmidt College of Medicine**

On April 7, 2010, the Florida Board of Governors made a landmark decision authorizing FAU to award the MD degree. On June 23, 2010, the Board of Trustees of Florida Atlantic University approved the renaming of the existing Charles E. Schmidt College of Biomedical Science to the Charles E. Schmidt College of Medicine. In February 2011, the College was granted preliminary accreditation by the Liaison Committee on Medical Education (LCME), leading the way for the charter medical school class of 64 students to enter in fall 2011. The inaugural class graduated in April 2015 and the College was awarded full accreditation in June 2015.

The Charles E. Schmidt College of Medicine is nationally recognized for its innovative curriculum and provides a distinctive experience for medical students with its small class size, case-based curriculum, early clinical experiences in community physician practices, and personalized mentoring. The College is dedicated to training the next generation of passionate, collaborative, humanistic, skilled physicians. The greatest strengths of the College are consistently noted to be the quality of our faculty, staff, and trainees, the diversity of our medical school community, and the overall medical student experience.

The Charles E. Schmidt College of Medicine also hosts multiple Graduate Degree Programs including thesis and non-thesis MS programs in Biomedical Science, a PhD track in Integrated Biomedical Science, and an MD/PhD program with The Scripps Research Institute in Jupiter, Florida. Research faculty provide students in our Master's and PhD programs in Biomedical Science with a robust curriculum that enables them to pursue interests across a number of fields including marine science, biomedical science, biotechnology and biology.

In the fall of 2011, the Charles E. Schmidt College of Medicine Graduate Medical Education (GME) Consortium was formed with five Palm Beach County hospitals: Bethesda Hospital East; Boca Raton Regional Hospital; and Tenet HealthCare system's Delray Medical Center, St. Mary's Medical Center, and West Boca Medical Center. To further FAU's commitment to promote retention of physicians in Florida, the College became the accredited sponsor of graduate medical education programs in 2014. Six programs comprising 193 accredited positions have been launched between 2014 and 2018:

- **Internal Medicine:** FAU's first University-sponsored residency in internal medicine commenced with the first class of 36 residents in July 2014, and brings a total of 96 physicians to FAU. FAU's internal medicine residency is based at Boca Raton Regional Hospital, the primary site for the program, with participation from Bethesda Hospital East and Delray Medical Center.
- **General Surgery:** The six-year general surgery training program is based at Boca Raton Regional Hospital, the primary site for the program, as well as Bethesda Hospital East, and Tenet HealthCare System's Delray Medical Center, St. Mary's Medical Center and West Boca Medical Center. FAU's general surgery program has been approved for a total of 45 clinical positions making this program one of the largest in the nation.
- **Emergency Medicine:** The three-year emergency medicine training program is based at Bethesda Hospital East, the primary site for the program, as well as St. Mary's Medical

Center and Delray Medical Center. All five hospitals are member teaching hospitals in the FAU College of Medicine GME Consortium.

- **Psychiatry:** The four-year psychiatry residency program is based at Tenet HealthCare system's Delray Medical Center, the primary site for the program, South County Mental Health Center in Delray Beach and Boca Raton Regional Hospital. This program will participate in the National Resident Matching Program to welcome its inaugural class on July 1, 2018.
- **Neurology:** The four-year categorical neurology residency program is based at BRRH, the primary site for the program. This program will participate in the National Resident Matching Program to welcome its inaugural class on July 1, 2018.
- **Cardiology:** The cardiovascular disease fellowship is based at Delray Medical Center, the primary site for the fellowship. This fellowship will welcome its first class of 2 fellows on July 1, 2018.



The Charles E. Schmidt College of Medicine is comprised of three departments: The Department of Integrated Medical Science, which has divisions for multiple medical specialties; the Department of Biomedical Science, which is committed to medical student education as well as providing opportunities for students to participate in graduate studies, and the Department of Surgery, for faculty with surgery specialties.

At the Charles E. Schmidt College of Medicine, a growing team of world-class biomedical researchers work to advance knowledge of the human body and brain to help treat dementia, cancer, heart disease, psychiatric illness, eye diseases, and other diseases. College research laboratories support discovery science and our recently built Clinical Translational Research Unit provides access to cutting edge clinical trials to patients in South Florida. One of the highest priorities within the College is to integrate the latest scientific discoveries into the medical education curriculum, so that the next generation of physicians is equipped with the information needed to advocate on behalf of their patients.

The Charles E. Schmidt College of Medicine has developed a state-of-the-art medical simulation center that provide a safe and effective practice environment for medical students, residents and other healthcare providers in an effort to improve skills and confidence levels. The center's goal is to enhance patient safety and treatment by simulating medical scenarios and providing the opportunity to practice, prepare, and analyze every aspect of the chain of patient care and treatment.

Through its diversity initiatives, the Charles E. Schmidt College of Medicine is creating a pipeline of physicians and scientists capable of delivering high quality, equitable health care. The College's Office for Diversity and Inclusion has partnered with other FAU colleges and outside cohorts to offer six Pipeline Programs and educational initiatives that appeal to students interested in medicine, the biomedical sciences, and STEAM (Science, Technology, Engineering, Art, Mathematics/Medicine).

For more information, visit [fau.edu/medicine](http://fau.edu/medicine)

### **Christine E. Lynn College of Nursing**

The Christine E. Lynn College of Nursing is ranked by *US News and World Report* as one of the top graduate nursing programs in the country. The Master of Science in nursing (MSN) program was ranked No. 32; the online graduate programs were ranked No. 39, and the online graduate programs for veterans were ranked No. 16. The Doctor of Nursing practice program was ranked 54th.

The College is recognized internationally for its innovative approach to nursing education and its mission to advance the science, art and study of caring in nursing. The context for learning respects and celebrates the interconnectedness of people and their environments, and prepares nurses to deliver exemplary health care in a multi-cultural society.

Four degree programs are offered including the: bachelor of science in nursing (BSN), master of science (MSN) in nursing, doctor of nursing practice (DNP) and doctor of philosophy in nursing. Concentrations in the MSN or DNP program include: family, adult/gerontological and psychiatric mental-health nurse practitioner, clinical nurse leader, advanced holistic nursing, nursing administration and nurse educator. Several degree programs are offered fully online and on three campuses. In 2017-18 over 1100 students were enrolled including 627 undergraduate and 504 graduate students. The College has affiliations with over 800 local healthcare agencies and providers. Outcomes such as NCLEX pass rates, certification rates, graduation rates, employment rates and student, alumni and employer satisfaction are consistently excellent, including 100% pass rates on the NCLEX and FNP certification exam in 2017.

The College of Nursing is growing its research portfolio, and in 2016 was ranked 44th in NIH funding among schools of nursing in the US. Faculty have focused research agendas in health equity, healthy aging, holistic health, and transforming practice environments. Besides NIH funding, faculty receive research support from institutes and foundations such as Patient-Centered Outcomes Research Institute (PCORI), Florida Blue, American Nurses Foundation, and the Palm Healthcare Foundation. Faculty and PhD students are impacting health outcomes through research such as: identifying barriers to genetic testing for Black and Hispanic women with a cancer risks; increasing knowledge about Alzheimer's Disease in rural populations, facilitating couple's communication patterns when one has dementia; and improving muscle mass, strength and function in middle and older aged adults through a holistic intervention involving nutrition, exercise and stress management.

Community engagement is a hallmark of the College of Nursing. Two nurse-managed Centers serve unique populations. The Louis and Anne Green Memory and Wellness Center, on FAU's Boca Raton Campus, serves persons with memory loss and their families by offering comprehensive memory evaluations, driving evaluations, a day center program and caregiver and grief support programs.



The FAU College of Nursing Community Health Center in the Westgate Community of West Palm Beach offers primary care, mental health services, and specialty diabetes and women's health care to a culturally-diverse, underserved population. These and other faculty practices offer opportunities for student practicums and faculty and student research in addition to community service.

The College of Nursing building is LEED certified at the Gold Level from the US Green Building Council. The unique structure reflects the College's commitment to a healthy, sustainable environment and the value of self-care to nursing practice and includes a garden with a labyrinth, meditation room and exercise/yoga room.

For more information, visit [nursing.fau.edu/](http://nursing.fau.edu/)



### **Charles E. Schmidt College of Science**

The Charles E. Schmidt College of Science is the primary source of science research and education for more than three million people living and working in FAU's service region of Southeast Florida. Through its academic departments and research centers, the College provides outstanding opportunities for both undergraduate and graduate science majors.

In addition to the six academic departments in the College—Biological Sciences, Chemistry and Biochemistry, Geosciences, Mathematical Sciences, Physics and Psychology, there is a group of strong interdisciplinary and sub-disciplinary research centers engaged in cutting edge research. These include: The Center for Biological and Materials Physics, The Center for Complex Systems and Brain Sciences, the Center for Cryptology and Information Security, the Center for Geo-Information Sciences, the Center for Molecular Biology and Biotechnology, the Florida Center for Environmental Studies, and the Jupiter Life Science Initiative.

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These include: The Center for Biological and Materials Physics, The Center for Complex Systems and Brain Sciences, the Center for Cryptology and Information Security, the Center for Geo-Information Sciences, the Center for Molecular Biology and Biotechnology, the Florida Center for Environmental Studies, and the Jupiter Life Science Initiative.

The education and research programs of the College span the sciences and mathematics with major efforts in many fields ranging from biotechnology, bioinformatics and brain science to cryptology, developmental systems, dynamical systems, environmental sciences, geo-information science, marine science and space-time physics.

The College's programs extend over FAU's campuses in Boca Raton, Davie and Jupiter and our buildings include state-of-the-art instructional and research space.

Besides providing general education in science to all FAU students, the College currently provides educational and research opportunities to 6,105 undergraduate and 477 graduate science majors. During the 2016-2017 academic year, the College awarded 1,020 baccalaureate degrees, 120 master's degrees, and 38 doctorates. The College offers Ph.D. degrees in Integrative Biology, Chemistry, Complex Systems and Brain Sciences, Mathematics, Physics, Experimental Psychology, and Geosciences as well as a full suite of bachelor's and master's degree programs.

Research and scholarship are central to the mission of the College and play vital roles in the life of FAU's Charles E. Schmidt College of Science.

External research funding, the great majority of it coming from Federal agencies such as the National Science Foundation and the National Institutes of Health, underwrites major programs of research by faculty and students. Science faculty members throughout the college have developed state-of-the-art research programs in diverse disciplines and important new interdisciplinary areas. Faculty have active collaborations that extend not only across FAU's colleges but also to local research institutions such as Scripps Florida, the Torrey Pines Institute for Molecular Studies, and the Max Planck Institute Florida, as well as affiliations with national laboratories such as Los Alamos and Oak Ridge National Laboratories, and international collaborations that span the globe.

For more information, visit [science.fau.edu](http://science.fau.edu).

## University Libraries

The University Libraries include the S.E. Wimberly Library on the Boca Raton campus, collections housed at the Broward County Public Library to serve FAU in downtown Fort Lauderdale, a shared-use library with Broward College in Davie, a 20,000-square-foot library on the John D. MacArthur campus in Jupiter and a library at Harbor Branch Oceanographic Institute.

The Wimberly Library is a 165,000-square-foot building in the heart of the Boca Raton campus that serves over 900,000 visitors annually. It provides faculty and student group study rooms, a graduate study lounge, study carrels, seating for approximately 1,239, an electronic classroom, facilities for individuals with disabilities, an audiovisual media center and a computer lab. In addition to the computers available for use throughout the library, the entire building is equipped for laptop wireless connectivity. Reference assistance is offered in person or by telephone, email, chat or text. Library instruction sessions may be arranged for classes, or for individual students or faculty members. A five-story addition provides students with a 24-hour study location and housing for several special collections.

The University Libraries' extensive holdings of approximately 3.7 million items include books, periodicals, government documents, microforms, maps, media and unique special collections in book arts, American Revolutionary War and Civil War documents, print and recorded music, rare books and manuscripts, and archival materials. The libraries also provide a wealth of electronic resources, including more than one million full-text electronic books and over 100,000 full-text electronic journals, plus access to more than 400 proprietary databases.

An online catalog of library holdings provides a listing of materials in the FAU Libraries and the other 11 Florida public university libraries. The library pays for student and faculty access to hundreds of databases, many with full-text articles and books, which are available through the Internet both in the library or off-campus using EZproxy. Through memberships in the Southeast Florida Library Information Network (SEFLIN) and the Center for Research Libraries (CRL), the collections of area libraries and the CRL are available to FAU students, faculty and staff.

Research materials, both digital and hard copy, not available in the FAU Libraries' collection may be obtained locally, nationally, and globally through interlibrary loan.

For more information, visit [library.fau.edu](http://library.fau.edu)

## **ACADEMIC SUPPORT UNITS**

### **Academic Honesty**

FAU is committed to a policy of honesty in academic affairs. Academic irregularities frustrate the efforts of the faculty and serious students to meet university goals. Since faculty, students, and staff have a stake in these goals, all of us are responsible for discouraging academic irregularities by preventative measures and by insuring that appropriate action is taken when irregularities are discovered. Thus, FAU has an honor code requiring a faculty member, student, or staff member to notify an instructor when there is reason to believe an academic irregularity is occurring in a course. The instructor's duty is to pursue any reasonable allegation, taking action where appropriate, as described in the appropriate section of the FAU Catalog and [University Regulation 4.001](#).

### **Dean of Undergraduate Studies**

Undergraduate Studies is headed by the Dean of Undergraduate Studies who reports directly to the University Provost and Vice President for Academic Affairs. Its mission is to assure that Florida Atlantic University provides baccalaureate degree programs that are of the highest academic quality irrespective of their location or method of delivery within the distributed campus structure of FAU. Advancement of this mission is supported by a number of ancillary academic services that, under the supervision of the dean, make major contributions to the enhancement of the undergraduate experience.

They include: Assessment for Undergraduate Programs; Center for Teaching and Learning; Center for Learning And Student Success; Honors-in-the-Major Programs; Math Learning Center; Mentoring Project; Office of Undergraduate Research and Inquiry; Student Athlete Center for Academic Excellence; Testing and Evaluation; University Center for Excellence in Writing; Writing Across the Curriculum; University Advising Services; and University Honors Programs.

### **Center for Teaching and Learning**

The Center for Teaching & Learning (CTL) is dedicated to ensuring the academic success of every student and to providing faculty the necessary tools and resources to excel in teaching. The ultimate goal is the creation of a culture of engagement, where students become fully engaged in the learning process, both with their instructors and with their peers; and where faculty from diverse disciplines can engage one another in the pedagogy of teaching, with the ultimate goal of enhancing student learning.

CTL is located on the 2nd floor of General Classroom South. CTL is a one-stop shop that centralizes student academic support areas and academic enrichment areas, including the University Center for Excellence in Writing, the Math Learning Center, tutoring and Supplemental Instruction programs, e-Success programs, the Office of Undergraduate Research and Inquiry, and the Learning Community and Mentoring programs.

## Center for Learning and Student Success

Part of the Center for Teaching and Learning, the Center for Learning And Student Success (CLASS) assists undergraduate students throughout their academic journey. CLASS supports the mission of the University and promotes academic and personal achievement by engaging students, forming partnerships and creating programs and services to foster student success and the retention of undergraduate students. This is done by coordinating retention activities between academic and student affairs divisions; supporting and monitoring students' academic progress; coordinating with academic advisement units; providing collaborative learning opportunities; providing referrals to campus resources and support services; instilling a sense of the FAU community in students; and coordinating programs that foster academic success. CLASS coordinates:

1. Learning Communities (LC): The Learning Community program on the Boca Raton campus offers incoming freshmen the opportunity to enroll in courses with 20-24 incoming freshmen with similar academic goals and interests. Being a part of an LC facilitates the transition into college life, allows students to meet new people, and teaches them the skills to succeed at FAU. LC students can live on or off the Boca Campus.
2. Supplemental Instruction (SI): A series of weekly study sessions for students taking historically difficult courses. SI is open to all students who want to improve their understanding of course material and improve their grades. Attendance is voluntary. SI offers the opportunity to get together with people in the class to compare notes, to discuss important concepts, to develop strategies for studying and learning the subject and to test themselves before the professor does. At each SI session, students are guided through course material by an SI leader who has previously taken the course and earned an "A."
3. Tutoring programs: CLASS Tutoring Services provides free group tutoring by peer tutors in content-area courses. Peer tutors help improve performance in a difficult course by modeling effective study techniques and breaking down difficult concepts. Peer tutors are successful students who have earned at least an "A-" in the courses they tutor, have been recommended by their professors and have been trained in tutoring techniques through a nationally certified tutor training program. Both appointment based and drop-in tutoring is available for over 100 courses. CLASS also offers students the opportunity to become volunteer tutors through its Owl-to-Owl (OtO) Volunteer Tutoring program. Through this program, OtO tutors build upon their leadership skills, receive training and gain experience providing their peers with academic support, while earning volunteer hours. Faculty may also consider working with the tutoring coordinator to offer Academic Service-Learning in their courses where students in advanced courses can tutor students in lower-level courses for volunteer hours as they apply their content knowledge to help others.
4. eSuccess: The eLearning academic support services provides students with resources to facilitate a successful online learning experience. The focus is to assist students with the integration of technology into fully online courses.

How can faculty get involved with the CLASS Office?

Faculty members are encouraged to get involved with CLASS efforts through a variety of efforts. Faculty can develop and teach an SLS 1503 course within our learning community program (this “university 101” type course is themed to the major or topic of the community). Faculty also work with SI Leaders, tutors and e-Tutors to increase student learning and opportunities for success within their courses, and some even spend office hours tutoring within our center! For more information about the office and its services, visit [fau.edu/class/](http://fau.edu/class/)

CLASS is located within the Center for Teaching and Learning in General Classroom South (GS-2, room 223). The CLASS office is open 8 a.m. to 7 p.m. Monday through Thursday, 8 a.m. to 5 p.m. Friday and 1 to 5 p.m. Sunday (fall/spring), and Monday through Friday 8 a.m. to 5 p.m. in summer. For information, call (561) 297-0906 or email [stay@fau.edu](mailto:stay@fau.edu)

### **Math Learning Center**



The Math Learning Center (MLC) offers free math tutoring for FAU students. The MLC is located in the Center for Teaching and Learning (second floor of General Classroom South) and was created to help students develop the mathematical problem solving skills necessary to be successful in math courses. The MLC supports all undergraduate math courses and is staffed by graduate students (and instructors) in mathematics, as well as some undergraduate tutors. The MLC also supports and trains faculty and students in the LA (Learning Assistant) program: a program promoting course redesign by introducing an active learning component with undergraduate LA assistance into the classroom.

The MLC provides the following academic support services for students:

- Drop-in tutoring (no appointment necessary) during all hours of operation (47 hours per week). Hours can be found online at [math.fau.edu/mlc/](http://math.fau.edu/mlc/)
- Small group tutoring by appointment: email [mlc@fau.edu](mailto:mlc@fau.edu) or see the Associate Director in GS 211E.
- LA office hours
- eTutoring (remote online tutoring): find the schedule and courses offered at [math.fau.edu/mlc/remote/index.php](http://math.fau.edu/mlc/remote/index.php)
- Recordings of online reviews are posted at [math.fau.edu/mlc/remote/index.php](http://math.fau.edu/mlc/remote/index.php)
- SAM Lab: Succeed At Methods! Additional homework help for Methods of Calculus ONLY is available in computer lab GS207. Hours can be found online at [math.fau.edu/mlc/](http://math.fau.edu/mlc/)

## **Peace Justice and Human Rights**

The Peace, Justice and Human Rights (PJHR) Initiative grew out of the Peace Studies Program which was established at Florida Atlantic University in the late 1990s. PJHR is one of nine key platforms in the University's strategic plan and is a multidisciplinary effort that brings together scholars, practitioners, students and community leaders engaged in the themes of human rights, peace and social justice.

PJHR promotes faculty and student research as well as engagement with the local community. Approximately seventy-five faculty and staff are affiliates of the Initiative representing diverse disciplines. The Speaker Series and Programs reflect issues of local and global concern. Past speakers have included Arun Gandhi, Jane Goodall and the Dalai Lama. PJHR is home to the journal, *Human Rights Review*, which is published quarterly by Springer.

PJHR also offers a Peace, Justice and Human Rights Certificate for degree and non-degree students which is designed to complement a major in any field as well as provide an enriching educational experience for non-degree seeking students. The program has a tailored curriculum which allows students flexibility to design a program that matches their personal interests, academic and professional objectives. Graduates enter fields such as law, international relations, social and community work and education.

PJHR includes the Center for Holocaust and Human Rights Education, which conducts in-service and professional development for K-12 teachers, and the Leon Charney Diplomacy Program designed to train student leaders. The Center for Holocaust and Human Rights Education promotes respect for all people through studying the Holocaust, genocide and human rights. Each year, the Center serves more than 500 K-12 teachers as well as 350 FAU student teachers by offering professional development, travel opportunities and community programs. The Leon Charney Diplomacy Program offers students interested in international affairs unique opportunities to enhance their diplomatic skills. Annually, the Program fields and trains delegations of FAU student diplomats which have successfully competed in diplomatic simulations throughout the US and abroad.

For more information, visit [fau.edu/pjhr](http://fau.edu/pjhr)

## **Office of Community Engagement**

The Office of Community Engagement supports the university's commitment of becoming a force for positive change in its various communities through its leadership and by leveraging its knowledge, expertise, and resources along with those of the community in authentic engagement for mutual benefit.

The main role of our office is to reinforce the expansion, enhancement and development of engaged teaching, research/scholarship, and service at FAU. We accomplish this by serving as a resource to assist faculty, staff, and students in developing, expanding, and/or participating in community engaged activities, programs, and partnerships. We focus on establishing a culture that values and rewards sustained community commitment and involvement.

The Office of Community Engagement operates as a university-wide coordinating and supporting mechanism by working with the different units to accomplish the following:

- Development and implementation of policies and procedures that support community engaged activities.
- Establishment of awards and recognition programs for faculty, staff, students and community partners involved in engaged activities.
- Proliferation of opportunities for students to become actively engaged in their communities through activities such as academic service learning and engaged research.
- Assessment of community engaged activities at the university and departmental levels.
- Development of a community partners' database to be used by our various stakeholders.
- Creation and implementation of professional development opportunities for faculty, staff, students, and community partners.

We hope you will take a few minutes to explore our [website](#) and the many opportunities that exist here at FAU for you.



### **Interprofessional Education**

The mission of Florida Atlantic University's Interprofessional Education (OIPE) (2011-2018) is to facilitate team-based educational experiences within a collaborative framework to enhance the abilities of students and faculty to engage in effective, patient-and-family-centered interprofessional practice across a range of educational settings. The current goals of the OIPE include

The IPE program involves students from four and more professions learning about, from, and with each other to enable effective collaboration and improve health outcomes. IPE occurs when multiple health workers from different professional backgrounds work together with patients, families, caregivers, and communities to deliver the highest quality of care. The Core Competencies for Interprofessional Collaborative Practice (2011; 2016) include coming to understand each other's roles, responsibilities, ethics, communication, teams/teamwork, and collaboration that provide the foundation for FAU's IPE program.

Participants in the IPE program are: first year medical students from the Charles E. Schmidt College of Medicine, freshman-admit and accelerated nursing students from the Christine E. Lynn College of Nursing, Masters' of Social Work foundation students from the College for Design and Social Inquiry's Phyllis and Harvey Sandler School of Social Work, and first year pharmacy students from Palm Beach Atlantic University's Lloyd L. Gregory School of Pharmacy, along with university faculty who serve as facilitators.

FAU's IPE program consists of two components: Two Interprofessional Education Development Sessions (IPEDS) to learn interactively in small teams for interprofessional team-based care with a variety of activities.



The second component consists of three Senior Aging Geriatrics Education (SAGE) mentor visits where student teams meet throughout the academic year with a volunteer senior in the community to take a background history, to give a series of geriatric assessments, and to assess home safety risks including medicine and fall risk. The sessions require students to acquire knowledge and skill development while the mentor visits provide a practical experience where students learn about healthy aging through applying their evolving knowledge and skills.

FAU's IPE program is goal and outcome driven with a desire to prepare healthcare profession students for deliberately working together. A common goal is building a safer and better patient-centered health care system.

### **University Center for Excellence in Writing**

The University Center for Excellence in Writing (UCEW) is devoted to the support and promotion of writing for all members of the FAU community—undergraduate and graduate students, staff, faculty, and visiting scholars. It incorporates writing center locations across all campuses, including online consulting, and the Writing Across the Curriculum program. The UCEW sponsors university-wide presentations and seminars on writing concerns, hosts brown-bag discussions, workshops, and presentations by guest speakers for FAU and local communities. The UCEW also serves as the clearinghouse on campus for research in literacy, pedagogy, and writing across the curricula.

The writing center's free support services include informed and sensitive readers who help writers become more reflective readers and more self-sufficient crafters of their written work. Work is supported at any point in the writing process (i.e. brainstorming, drafting, revision) with papers for courses, senior or master theses, dissertations, job applications, applications for graduate school, articles for publication, grant proposals, and other documents. Trained and nationally certified consultants provide writing aid rather than an editing service. Consequently, consultants write with, not for, writers, which means that consultants may not get to all of a paper's issues. Writers will come away with a fresh perspective on their writing, with clear recommendations for improvement. For additional information please visit [fau.edu/UCEW/](http://fau.edu/UCEW/)

### **Writing Across the Curriculum**

The University's Writing Across the Curriculum (WAC) program promotes the teaching and learning of writing across all levels and all disciplines, with special emphasis on undergraduate education. Writing-to-learn activities have proven effective in developing critical thinking skills, learning discipline-specific content, and understanding and building competence in the modes of inquiry and writing for various disciplines and professions.

WAC also assists colleges, departments, and individual faculty members with all aspects of the teaching and researching writing and reading in their disciplines, including designing assignments, responding to student writing, designing writing assessment plans, using writing to improve critical thinking, researching best teaching practices, and fostering faculty research

networks by providing departmental grants and curricular development stipends. For additional information please visit [fau.edu/WAC/](http://fau.edu/WAC/).

### **Office of Undergraduate Research and Inquiry**

The Office of Undergraduate Research and Inquiry (OURI) serves as a centralized support office for faculty and students across all colleges and campuses who are engaged in undergraduate research, scholarship, and creative inquiry.

OURI offers university-wide programs to support students engaging in faculty-mentored research including the:

- Undergraduate Research Grants and Summer Undergraduate Research Fellowships
- Undergraduate Research Symposium
- Florida Atlantic Undergraduate Research Journal, FAURJ
- Student workshop series and Peer Mentor program



OURI also supports faculty in their undergraduate and inquiry curricular efforts through a faculty professional development series and the Curriculum Grants Program. These are designed to promote integration of research and inquiry practices into the lower and upper-division curriculum. OURI recognizes faculty and student involvement in undergraduate research and inquiry through a series of annual university-wide awards, including the Distinguished Mentor of the Year and the Undergraduate Researcher of the Year.

OURI is guided and advised by a series of committees comprised of faculty, staff, students, and alumni representing all colleges and campuses at FAU. For additional information please visit [fau.edu/our/](http://fau.edu/our/)

### **University Advising Services**

University Advising Services' (UAS) primary focus is on first and second year students. UAS will provide a safety net for any student not sure where to go for help. In support of this mission, the UAS office will offer students a broad, comprehensive array of services aimed at aiding students in developing and implementing an appropriate and meaningful education plan. The office is divided into two main offices, Academic Advising and Success Coaching (ACCESS).

Both, the academic advising and success coaching (ACCESS) offices are based on the Appreciative Advising model. It is the intentional collaborative practice of asking positive, open-ended questions that help students optimize their educational experience and achieve their dreams, goals and potential. The advisee and advisor, as partners, work together to discover the student's passions, and dreams, design a plan to achieve those dreams, deliver on that plan, and make changes as necessary to achieve their goals. Academic Advising is provided by a staff of trained professionals certified in Appreciative Advising.

Other support services offered include:

- JumpStart, the University's summer program for newly admitted FTICs
- Early Start Program for Spring admits starting in the fall as non-degree seeking
- Coordination of the freshman transitions course SLS1503 – Learning Strategies and Human Development.
- Certification of AA degrees
- IFP evaluations and substitutions
- Academic appeals for undeclared majors w/no college affiliation
- iDeclared programs for undecided students
- University Honors Program (UHP) advising and support
- Pre-Law advising and support (PLUS Program)
- First Generation Academic Support
- Transient requests and approvals
- FAU High School student advising and support



Success Coaching: Academic Coaching & Career Enhancement for Student Success (ACCESS). The ACCESS Program and coaching center is a branch of University Advising Services (UAS) and provides eligible first- and second-year students with academic coaching/advising, tutoring and major/career counseling. Coaching is provided by a staff of trained professionals certified in Appreciative Advising. Services include:

- Regular meetings with an ACCESS academic coach/advisor to review progress in their courses
- Participation in time-management, study skills, test taking and special topics workshops conducted by ACCESS academic coaches/advisors
- Connection to academic support such as tutoring and supplemental instruction
- Participation in faculty and peer mentoring
- Enrollment in SLS 1301: Career and Life Planning, designed for students with major and career indecision.

### **The FAU Mentoring Project**

The Mentoring Project (TMP) serves as a clearinghouse for the more than 20 mentoring programs at FAU. Together with FAU's Mentoring Council, TMP works to build the capacity of current and emerging programs. The Mentoring Project also hosts Connections, a mentoring program that pairs students who are new to the university with faculty, graduate student, and other mentors.

Connections is active on the Jupiter, Davie, and Boca campuses. Connections Mentors are matched with students who share similar academic interests, co-curricular involvements, and/or goals for mentoring. Mentored students earn higher grade point averages during their first-year at FAU and were more likely to return for a second year of study than non-mentored students.

Faculty mentors are encouraged to record their mentoring activity through the annual Faculty Academic Information Reporting (FAIR) process.

To learn more about mentoring at FAU or to register as a faculty mentor, visit [fau.edu/mentoring](http://fau.edu/mentoring), call us at (561) 297-4811, or e-mail us at [mentoring@fau.edu](mailto:mentoring@fau.edu). If you are on the Boca campus, you can also stop by General Classroom South (GS-2), Suite 209.

## **University Honors Program**

The University Honors Program on the Florida Atlantic University Boca Raton campus is designed to provide first-year students with exceptional and rewarding learning opportunities through special Honors Courses. It is open to students in all majors, and allows students to take their general education requirement courses as Honors Courses. The advantages of the University Honors Program include small class sizes, close contact with many of the University's top-ranked faculty, special advising, advanced registration, as well as recognition at a distinct University Honors ceremony in the Fall. For students whose academic plans include post-baccalaureate study either in graduate school, law or medical schools, or other professional education, the University Honors Program is an excellent beginning for a distinguished academic career.

The goal of the University Honors Program at Florida Atlantic University is not only to provide an education that will successfully prepare students for whatever career they may choose, but also to give them a learning experience that will prepare them to continue their education throughout their life. Since its inception over 400 students have successfully completed the program and have earned their undergraduate degrees. Many have gone on to graduate and professional schools.

Admission to the University Honors Program is a selective and competitive process. Florida Atlantic University accepts only a limited number of students each year. Students must be fully admitted to Florida Atlantic University in order to participate in the University Honors Program. For more information, visit [fau.edu/honorsboca](http://fau.edu/honorsboca)

## **Honors in the Major Programs**

Upper-division honors programs on the Boca Raton campus of Florida Atlantic University, also known as Honors in the Major, have been steadily growing over the past few years. These programs, which have stringent entry requirements, offer upper-division honors coursework (or honors compacts) and culminate with a capstone requirement. These honors programs are designed to help students to discover the wonders of their discipline by working with faculty members on a research, creative, or scholarly product.

As a faculty member, we encourage you to visit the following website [fau.edu/honorsinthemajor/](http://fau.edu/honorsinthemajor/) in order to find out if your department has one in place or to find out how to propose one.

## Center for Global Engagement

The Center for Global Engagement was established in 2016 as a hub for international activities and global engagement efforts and in support of the Global Perspectives and Participation platform of the university strategic plan. The unit reports to the Provost Office and to the Division of Student Affairs. The Center for Global Engagement supports the development, promotion, and advocacy for a globally diverse university community and culture, by fostering an inclusive and supportive environment through innovative global exchange, competence, and outreach.

The Center for Global Engagement encompasses the following offices and functions: Education Abroad, International Admissions, Intensive English Institute, International Services, and Immigration Compliance. The Center coordinates the International Travel Safety and Security Committee, FAU Council on International Education, and the International Enrollment Management Oversight Committee (I-EMOC).

The Center for Global Engagement is also home to the **Global Student Success Program (GSSP)**, formerly Navitas @ FAU, a third-party educational partner that provides one-year educational undergraduate and pre-master's academic pathways. Upon successful completion of the pathway program, students progress to degree seeking status into the program for which they prepared during the pathway.

Partnering with GSSP allows FAU to expand its global reach and the diversity of its international student body. GSSP reports directly to the Associate Provost for Programs and Assessment.

**Education Abroad:** Formerly known as the Office of International Programs, FAU Education Abroad coordinates long and short-term study abroad programming, manages the University's international agreements and partnerships, and representing FAU within the field of international education. FAU Education Abroad administers and oversees credit-bearing study abroad programming and provides general support services to students engaging in University-affiliated travel abroad. FAU Education Abroad advises students and faculty on fellowship and grant opportunities for overseas study and research; it also coordinates activities for the Peace Corps Prep Certificate Program.

**International Admissions:** The Center for Global Engagement provides services in support of university-wide undergraduate and graduate international admission efforts. The Foreign Credential Evaluation service facilitates the degree and course-by-course evaluation, including grade point average and credit equivalency calculations, for applicants who have completed secondary and post-secondary education outside of the United States.

**Intensive English Institute (IEI):** IEI became part of the Center for Global Engagement in April 2017, and it currently provides a variety of English language support services for international students, scholars, and professionals who seek to improve their academic language skills. The primary purpose of IEI is to increase the number of ESL learners in the Academic Track and facilitate their language preparation for admission to FAU's undergraduate and graduate programs.

IEI also offers courses and tutoring services to currently enrolled international students who need to improve their language skills in research, presentation, pronunciation, or other specific purposes.

The Seminar for International Teaching Assistants (SITA), in partnership with the Graduate College, is also part of IEI and offers mandatory training to international teaching assistants who require additional preparation prior to serving as Graduate Teaching Assistants in the undergraduate classroom.

**International Services:** The office is responsible for providing a full suite of support services to international students, scholars and their dependents. These services include issuance of forms I-20 and DS-2019 for F and J visa non-immigrant visa holders, reporting and record maintenance in SEVIS (Student and Exchange Visitor Information System), providing pre-arrival and onboarding support to international students, implementing programs and activities that support cultural adjustment and transition to life in the U.S., and signature events such as International Education Week and the Festival of Nations. The office is also responsible for the International Integration Initiative (I3 @ FAU), which facilitates integration of international students into FAU campus life, and targets programming that allows U.S. and international student opportunities for learning and interactions.

**Immigration Compliance:** This new function works collaboratively with the General Counsel, Provost Office, HR, and outside immigration counsel to facilitate and ensure regulatory compliance for foreign national employee employment-based processes. For more information visit: [fau.edu/global/](http://fau.edu/global/)

### **Student-Athlete Center for Academic Excellence**

The primary goal of the Student-Athlete Center for Academic Excellence (SACAE) is to assist FAU's student-athletes in reaching their educational goals while they compete in intercollegiate athletics. Counselors work closely with coaches, faculty and a variety of campus resources in order to help facilitate students' academic progress and personal development throughout college life. SACAE has instituted academic and social support programs that include Academic Enhancement, Tutorial Services, Counseling, Secondary Advising, Study Hall, and Life Skills Programs. Each of these programs provides students with the resources and fundamental skills that will allow them to maximize their academic potential.

Instructors are strongly encouraged to respond to requests from SACAE counselors for reports on students' academic progress. Timely feedback from instructors allows academic counselors to engage in proactive intervention that often helps students avoid potential academic problems.

## Testing & Evaluation

The Office of Testing & Evaluation provides test registration materials and information about various local, state, and national testing programs. The office administers state and national testing programs and processes instructor-made multiple-choice tests and Student Perception of Teaching reports. Testing and Evaluation also offers a number of test preparation courses for the benefit of FAU students preparing for graduate and professional school.

## Office of Information Technology

Office of Information Technology – The mission of OIT is to plan for and provide high quality information technology resources in support of research and teaching across all campuses, and to facilitate the efficient execution of administrative and public service functions of the University. For immediate assistance with a variety of computing needs, visit [fau.edu/helpdesk](http://fau.edu/helpdesk)



## Center for eLearning

The Center for eLearning provides the following services:

- Collaborate with colleges, schools, departments, and faculty to migrate current course offerings to an appropriate online format for the curriculum, to develop new online courses which have been approved by the university curriculum committee, and to migrate degree and certificate programs to online.
- Oversee the instructional technology used in the creation or delivery of eLearning including training, support, and assistance to faculty and staff using that technology.
- Provide a variety of options for professional development about instructional design, assessment of instruction, best practices for teaching, and facilitating eLearning courses using a variety of delivery methods such as: just-in-time tutorials, current and relevant research, and on campus and distance training opportunities.
- Offer a variety of course development options to support faculty in the revision and designing of distance learning courses which include instructional design support services, training in the development of distance learning instructional opportunities, and course conversions.
- Enhance the distance learning students experience by providing an extensive range of support services to ensure student success and offer access to other student services available to campus students for distance students.
- Identify and procure relevant and current academic software and hardware necessary for the development and monitoring progress of distance learning.

## **Institutional Effectiveness & Analysis**

The Office of Institutional Effectiveness & Analysis (IEA) provides:

- accurate and timely data and information in support of administrative decision making, planning and policy analysis;
- reports data to internal and external (e.g., federal and state) constituencies;
- conducts studies on issues of significance to the FAU community;
- and supports University processes for determining and documenting institutional effectiveness in academic departments and academic support units.

IEA can assist faculty through the following services:

- Provide historical or current data about FAU's students, programs, personnel, and resources, in response to internal and external requests.
- Conduct special studies as requested by University committees or administrators.
- Design and administer survey instruments, manage data collection, and analyze, interpret and disseminate results.
- Assist academic departments and academic support units in evaluating and documenting the effectiveness of their programs and activities through assessment design, data collection, and analysis of results.
- Build and maintain query-able databases for student retention, majors, productivity and survey results.
- Benchmark against peer institutions on enrollment, retention, graduation and other key metrics

## **Osher Lifelong Learning Institute**

The Osher Lifelong Learning Institute (OLLI) is dedicated to serving adults by providing programs for enrichment and personal growth on both the Boca Raton and Jupiter campuses. There are over 25,000 enrollees and their interests cover a wide range of topics.

The OLLI Program is the premier organization of its type in the nation. Programs cut across all traditional academic lines and are offered by highly qualified FAU faculty and distinguished lecturers from outside the University. There are no exams or papers, just the opportunity to learn.

For a list of upcoming events, please visit [fau.edu/lls/](http://fau.edu/lls/)



## **FAU Foundation**

The FAU Foundation, Inc. is a non-profit corporation established to provide support to the University. The advancement of the University's academic programs and the funding of student scholarships and faculty research are among its primary endeavors. To meet these goals, the Foundation seeks financial support from alumni, faculty, staff, corporations, foundations and individual friends in the community. A number of related organizations such as the University Club, the Lifelong Learning Society, the Broward Owls, and athletics boosters work with the Foundation in fund-raising efforts. The Foundation is governed by a volunteer board of directors comprised of community and civic leaders. Operations are handled by the Foundation Controller's office.

Since 1979, the State of Florida has offered a variety of challenge grant programs to encourage private support to state university foundations. The State of Florida Eminent Scholar Program matches private donations given to create an endowment to support the work of a pre-eminent scholar in a chosen field. The program matches donations from 70% (for a minimum \$600,000 donation) to 100% (over \$2,000,000 donation) based on the level of private gifts. The Major Gifts program provides matching state support for endowed professorships, scholarships, and construction, and similar endowments.

## **FLORIDA ATLANTIC UNIVERSITY SCHOOLS**

### **A.D. Henderson University School**

The Alexander D. Henderson University School (ADHUS) is a public laboratory school located on the Boca Raton Campus. ADHUS holds departmental status in the College of Education. Within the context of an exemplary educational program for the students enrolled, the essential role of the school is to provide for educational research and curriculum development for service to public schools. The school, serving grades K-8, provides a site for pre-student-teaching field experiences and provides an excellent opportunity for researchers to work with teachers and students in a model school.

Florida Statutes mandate that the school maintain a student population with the demographic characteristics that reflect the student population of the state. The school is governed by the statutes and regulations of the State, Department of Education and Florida Atlantic University. There is a high level of competition for available spaces at the school and selection is from applications by means of an annual lottery. Applications and information are available at [adhus.fau.edu](http://adhus.fau.edu)

### **FAU High School**

The FAU High School is a highly selective, intensive dual enrollment program involving grades 9 – 12 on the Boca Raton Campus. This public high school's administration and most 9<sup>th</sup> grade classes are located on the A.D. Henderson University School Campus.

Other classes and labs are conducted on the FAU Boca Raton campus. Students take either high school or university courses to complete their high school graduation while earning university credit. The tuition, books and many fees are provided at no cost. The acceptance of students is very selective and enrollments are kept small. The high school offers sports, clubs and other extracurricular activities. Additional information about this high school option is available at [fauhigh.fau.edu/](http://fauhigh.fau.edu/)

### **Karen Slattery Education Research Center for Child Development**

The Karen Slattery Education Research Center for Child Development (ERCCD) is located on the Boca Raton Campus. The center is designed to provide a model educational environment for children, infant to five years of age; to provide practical educational experiences to FAU students through internships, or supervised teaching, and to provide a research venue for FAU graduate students and faculty.

Faculty interested in enrolling children or utilizing instructional or research capabilities should visit the center's website at [fau.edu/education/school-and-k12-programs/erccd/](http://fau.edu/education/school-and-k12-programs/erccd/)

## **INSTRUCTIONAL POLICIES**

### **Academic Calendar**

The University's academic calendar defines the beginning and ending dates of the semester and summer sessions, as well as critical deadlines associated with them. Classes must be scheduled in conformity with the academic calendar in order to assure that each class meets for the minimum amount of time required by the state. Any deviation from the calendar, such as starting a course later or concluding it sooner than the dates indicated in the calendar must be approved in advance by the dean of the college. To view current and future academic calendars, please visit [fau.edu/registrar/acadcal.php](http://fau.edu/registrar/acadcal.php)

### **Course Syllabi**

For guidelines for course syllabi, visit the [Office of the Provost website](#).



### **Class Meetings**

State regulations require that classes meet a specified amount of time for each assigned credit. Consequently, classes should meet for the entire period for which they have been scheduled, through and including the Final Exam. Instructors may not cancel classes; in the event that extraordinary circumstances require a faculty member to miss a scheduled class, the department chair should be notified and arrangements must be made to make up for the lost class time. In the event of a hurricane or other emergency, classes may be cancelled only if the University is officially closed. If the University is closed at any time during the semester for emergencies, Reading Days may be used as class time.

Reading Days, as listed on the Academic Calendar, are days set aside for students to study for final exams or prepare for other end of the semester activities and assignments. During Reading Days faculty should be available during their regularly scheduled office hours, in person or on-line, to respond to student questions.

Classes must meet during the scheduled Final Exam period, even if no Final Exam is given. Final examinations should not be given during Reading Days, as well. Courses may not end prior to the end of the term except in exceptional circumstances, and then only with written advance approval from the Dean.

### **Classroom Requests**

Classrooms used for academic courses are assigned by the Instructional Facilities Scheduler within your department/college each semester when class schedules are submitted. Faculty may indicate preferences for a particular location or a specific classroom for consideration by your Scheduler. No changes to the meeting day, time or campus location of published courses can be made unless this request is submitted via CourseLeaf (CLSS).

## **Student Attendance**

Students are expected to attend all of their scheduled University classes and to satisfy all academic objectives as defined by the instructor. The effect of absences upon grades is determined by the instructor, and the University reserves the right to deal at any time with individual cases of non-attendance.

Students are responsible for arranging to make up work missed because of legitimate class absence, such as illness, family emergencies, military obligation, court-imposed legal obligations, or participation in University-approved activities. Examples of University approved reasons for absences include participating on an athletic or scholastic team, musical and theatrical performances, and debate activities. It is the student's responsibility to give the instructor notice prior to any anticipated absence, and within a reasonable period of time after an unanticipated absence, ordinarily by the next scheduled class meeting.

Instructors must allow each student who is absent for a University-approved reason the opportunity to make up work missed without any reduction in the student's final course grade as a direct result of such absence.

## **Office Hours**

The University's office hour policy is available on [the Provost's website](#).

All faculty are required to post office hours during which time they will be available for consultation with students. In establishing the office hour schedule, faculty will carefully consider students' ability to come at the scheduled times. Faculty with special advisement responsibilities may have additional office hours assigned. Faculty are expected to be in their office and available during these hours. Individual departments may establish a requirement beyond these minimum University requirements.

## **Examinations**

The procedure for handling student examinations varies not only among academic units, but among faculty within those units. While the University has no specific policy regarding student examinations, it supports a practice that every student has a right of access to review examinations. Most instructors are willing to let the students review the test along with their answer sheets in a faculty member's office. In other cases, faculty may post a copy of the examination along with the answers.

When scheduling examinations and assignment due dates, faculty should keep in mind that undergraduate students need to have some indication of their progress prior to the last day to drop a course without failure. Major tests or other major class events should not be scheduled on days that will be observed as holy days by a significant number of students.


## Final Examination Schedules

Comprehensive final examinations are to be given only at the time published in the Final Examination Schedule. Classes must meet during the scheduled final examination period even if no final exam is administered.

## Grades

The sole authority and responsibility for the assignment of grades rests with the faculty member who is the instructor of the course. The grade must reflect student academic performance.

Florida Atlantic University uses a plus/minus grading system. Grades for undergraduate and graduate courses are reported by the symbols indicated in the following grading table:



Grade	Grade Point per Semester Credit Hour
<b>A</b>	4.00
<b>A-</b>	3.67
<b>B+</b>	3.33
<b>B</b>	3.00
<b>B-</b>	2.67
<b>C+</b>	2.33
<b>C</b>	2.00
<b>C-</b>	1.67
<b>D+</b>	1.33
<b>D</b>	1.00
<b>D-</b>	0.67
<b>F</b>	0.00
<b>P (Pass)</b>	Credit Only
<b>S (Satisfactory)</b>	Credit Only
<b>U (Unsatisfactory)</b>	No Credit
<b>I</b>	Incomplete
<b>AU (Audit)</b>	No Credit
<b>CR (credit by examination)</b>	Credit Only
<b>W</b>	Withdrawal
<b>NR</b>	No reported grade
<b>NC</b>	No Credit

The grades of A through D-, P, and S are passing grades, and credit is earned for courses in which they are awarded. Grades of D+, D or D-, while considered passing, indicate weak performance; although the credits count toward graduation, some programs require certain courses to be passed with a C or better to fulfill requirements for the major. The grades of F and U are failing grades and earn no credit.

### Pass/Fail Grading Option

In certain designated undergraduate courses, students may elect to receive a grade of Pass (P) or Fail (F) rather than a standard grade. When students choose this option, they participate in the course in the same way as students enrolled for a letter grade, and the instructor is not informed that they have chosen the P/F option until the course is completed. At that time, students who would receive a passing letter grade receive a "P" instead; a "P" grade will be awarded credit but will not be counted in calculating the grade point average. Students who do not do passing work receive a grade of "F", which represents failing work and will be counted when calculating the grade point average.

This option is available only to undergraduate students and requires the approval of the college of the student's major; it is not available for courses in the student's major or to students on probation. The maximum credit available to any student on the pass-fail option is one course per term, with a maximum of 12 credit hours during a student's entire course of study.

### Satisfactory/Unsatisfactory Grading

Certain courses are designated by the department offering them to be graded on a Satisfactory/Unsatisfactory (S/U) basis. Unlike P/F grading, S/U grading is not an option for the student, but applies to all students in the course. In such courses, the grade of S indicates passing work and will be awarded credit for the course, but the course will not be included in the grade point average. The grade of U indicates failing work; it is awarded no credit but is not included in the grade point average.

### Incomplete grades

A student, who registers for a course but fails to complete the course requirements, without dropping the course, will normally receive a grade of F from the course instructor. A student who is passing a course but has not completed all the required work because of exceptional circumstances may, with the approval of the instructor, temporarily receive a grade of "I" (Incomplete). The grade of "I" is neither passing nor failing, and it is not used in computing a student's grade point average; it indicates a grade deferral and must be changed to a grade other than I within a specified time, not to exceed one calendar year from the end of the semester during which the course was taken.

The "I" grade is used only when a student has not completed some portion of the work assigned to all students as a regular part of the course. It is not to be used to allow a student to do extra work subsequently in order to raise the grade earned during the regular term. The instructor is required to record on Canvas the "I" grade along with the I-Contract form. All work that must be completed for a final grade, the time frame for completion, and the grade that will be assigned if the work is not completed.

The student system will enter the default grade on the specified date. It is the student's responsibility to make arrangements with the instructor for the timely completion of this work.

Students cannot graduate with a grade of incomplete "I" on their FAU record. Before certification for graduation, every incomplete designation must be resolved at both levels. Possible ways to resolve "I" grades are:

1. Complete the work required in the agreement with the instructor for the "I" grade (noted on the Report of Incomplete form).
2. Request that the default grade suggested by the instructor on the faculty Report of Incomplete form be immediately recorded. With approval of either the instructor or department chair, a grade of "F" may be recorded if the instructor did not submit the required documentation with the "I" grade.
3. Petition to withdraw from the course, if exceptional circumstances show merit.



### No Credit Policy

The No Credit grading policy is designed to enable degree seeking Florida Atlantic University students the opportunity to progress through to a timely and successful graduation. This policy allows students to recover from initial difficulties they may experience in the transition to the rigors of the university academic coursework.

This policy is limited to courses in the Intellectual Foundations Program (IFP) and selected lower-division courses. Student will receive a grade of NC (No Credit) if their grade does not meet the minimum requirement. NC grades are not calculated in the student's grade point average (GPA). Grades that meet the minimum will appear as earned on the student's transcript and will be calculated in GPA. The following conditions apply to this policy:

1. The grade of NC is applied a maximum of four times to the listed courses during the student's academic career at FAU and applies only to courses carrying two or more credit hours.
2. Students receiving one or more NC grades are subject to the university's academic standing flags (probation, suspension, etc.) and must abide by the stipulations for continuation determined by their academic advisor.
3. The grade of NC may not be applied to repeated courses.
4. The NC grade may not be applied to grades awarded due to an academic irregularity. (See University Regulations, Chapter 4, Regulation 4.001, Code of Academic Integrity)
5. Students wishing to have their earned grade applied (and thus to remove their NC

grade) must petition the Office of the University Registrar.

For more information about the No Credit grading policy, click [here](#).

### Administrative notations

The following notations are not grades and are not assigned by instructors, but are entered administratively on the transcript when appropriate.

AU	Audit
CR	Credit Only
NR	No Reported Grade
W	Withdrawal
WM	Exceptional Circumstances Withdrawal
ZR	Drop Retained *



*\*(Used only prior to Fall 2020)*

The AU notation carries no credit and indicates that the student registered for the course only as an auditor. The CR notation indicates that the student received credits for the course by examination.

The "NR" notation is temporarily added to the transcript by the Registrar's Office when an instructor does not turn in a grade for a student in a particular course by the deadline for submission in the semester the course was taken. The "NR" is not a grade, and courses so marked are not included in the grade point average. When the instructor submits a grade to the Registrar's Office, the "NR" notation is replaced.

The W notation indicates that the student withdrew from the course after the first two weeks of the semester but prior to the thirteenth week of the semester. The course appears on the transcript, but no credit is awarded and the course is not included in the grade point average.

The WM notation indicates that the student was granted an Exceptional Circumstance withdrawal.

The ZR notation appears next to courses that are dropped after the drop/add period. Drop retained courses are used in the calculation of attempted hours. This notation appears in the unofficial transcript only. The ZR will no longer be effective by fall 2020.

### **Posting Grades**

Federal statute prohibits the posting of examination scores, test or paper grades or final grades in any way that lets individual students be identified, e. g. by student social security number. If it is necessary to post grades, special identification numbers may be devised as long as they do not allow identification of the student.



Grades must be submitted from Canvas directly to Banner using FAU's Banner grade submission tool "eGrades". Grades may be submitted, changed, and resubmitted through this tool any time during the submission period determined by the Registrar. A complete list of instructions for faculty on how to post grades into Canvas can be found [fau.edu/canvas/HDI\\_eGrades\\_final.pdf](http://fau.edu/canvas/HDI_eGrades_final.pdf)

The University Faculty Senate voted to roll grades nightly to allow students to view their grades the day after input. Faculty members will be able to change a grade the same day it is recorded. Any grade changes after 9:59 pm will require a change of grade.

Mini-term classes that end prior to the regular term end will be rolled every Sunday, making the grades available to the students on Monday. Effective Spring 2020, mini-term courses will be only available for the College of Business. If you have problems, please call the Office of the Registrar at (561) 297-3050 and request to speak with an available assistant or associate registrar.

## **Classrooms**

There are signs posted inside each classroom listing a phone number to call in case you encounter a problem in a classroom so that it may be addressed as quickly as possible. If you do not see a sign and require assistance, please contact your department office if it is during business hours or campus police/security if it is after regular business hours.

If you wish to change your classroom assignment for the term, please contact your department chair or secretary to make arrangements with scheduling on your behalf. Because a room change will affect the online schedule, the request may only come from the department chair or secretary.

Please do not hesitate to report a problem no matter how small—we count on the faculty to bring any problems to our attention so that they can be resolved.

## **Grade Reviews**

Faculty exercise professional judgment in determining how to assess student performance, based on standards in their departments or disciplines and on their own expectations for student achievement. A student may request a review of the final course grade only when the student believes that one or more of the following conditions apply:

- There was a computational or recording error in grading.
- Non-academic criteria were applied in the grading process.
- There was a gross violation of the instructor's own grading statement.

For details on the grade review process, see University Regulations, Chapter 4, Regulation 4.002, Student Academic Grievance Procedures for Grade Reviews at [fau.edu/regulations](http://fau.edu/regulations).

### **Course Evaluation**

University regulations require that the Student Perception of Teaching (SPOT) survey be conducted in all sections of all courses with enrollments of five or more students. The SPOT is administered online during the last two weeks of the course, except in summer when it is conducted during the last week. Results of the SPOTs are available for individual instructors or can be queried in the aggregate at the IEA website.

### **Academic Program Assessment**

Assessment is an ongoing process: establishing clear, measurable expectations of student learning; systematically gathering, analyzing, and interpreting evidence of learning; comparing student learning outcomes to expectations; and continuously using results to understand and improve student learning throughout the University. FAU is committed to assessment that is meaningful, manageable, efficient, and useful for making decisions at the course, department, college, and University levels. Although assessment of general education and both undergraduate and graduate degree programs is required by state regulation and regional and discipline accrediting agencies, assessment works best when guided by the curiosity and intellectual dialogue that characterize the culture of higher education.

FAU has implemented Student Learning Outcomes (SLOs) for each of its baccalaureate degree programs. SLOs identify content/discipline knowledge and skills, communication skills, and critical thinking skills that students in that program are expected to demonstrate prior to graduation, and the methods by which students will be assessed on these skills. Content of SLOs are listed on each department's website and on the Provost's home page under Assessment. Assessment results are entered into the University's assessment database and reported in summary form each year to the Board of Governors. The assessment database details program improvements made on the basis of assessment results. Graduate programs also perform assessment of student learning outcomes. It is suggested that faculty link their individual course learning objectives to their program's assessment plan. More information on assessment resources is available on the IEA Assessment web page: [fau.edu/iea/assessment/index.php](http://fau.edu/iea/assessment/index.php)

### **Academic Honesty**

Students at Florida Atlantic University are expected to maintain the highest ethical standards. Dishonesty is considered a serious breach of these ethical standards, because it interferes with the University mission to provide a high quality education in which no student enjoys an unfair advantage over any other. Dishonesty is also destructive of the University community, which is grounded in a system of mutual trust and places high value on personal integrity and individual responsibility. All of us in the FAU community are responsible for discouraging academic dishonesty by taking preventative measures and by insuring that appropriate action is taken when irregularities are discovered. FAU's Code

of Academic Integrity describes the expectations for students' ethical academic conduct and the procedures for charging a student with a violation of the Code.

It also outlines the procedures for students to appeal such charges. See University Regulations, Chapter 4, Regulation 4.001, Code of Academic Integrity, at [fau.edu/regulations](http://fau.edu/regulations)

## Dealing with Disruption

Increasingly, faculty members are called on to deal with behavioral problems with students (or, on occasion, with non-students). It is important for you to be prepared to deal with occurrences as they arise: to exercise good **judgment**, to **communicate** to the appropriate colleagues and offices, and to **document** the details of any interactions that have occurred.

## Disruptive Behavior



As faculty, we have a responsibility not only to maintain the academic integrity of our teaching and research, but also to maintain an orderly environment for the learning process. Disruptive conduct is that conduct that interferes with the orderly operations of the University. Disruptive conduct may result in disciplinary action.

(Note: The full text of this and related statutes can be read in [University Regulation 4.007](#), Student Code of Conduct.)

Disruptive conduct might include such things as:

- Cell phone use: receiving or making calls, or text messaging during class (the latter is emerging as a new method of cheating during exams)
- Reading newspapers or magazines during class
- Late arrivals or early departures from class
- Conversations with other students during lectures
- Discussions not related to class, such as political or religious topics
- Offensive profane or obscene language
- Inappropriate dress
- Abusive or otherwise inappropriate behavior during encounters inside or outside of class

There is, of course, a level of discretion and judgment involved in many situations. One student may arrive late to a class, or may need to leave early, and is discreet in the movement, providing little disruption; another student may make quite a ruckus with his/her arrival or departure. A faculty member should be aware of how student behavior affects others in the learning process, and maintain control so that all students have a fair opportunity to learn without distraction. In such situations it is important to communicate with your colleagues. Your department chair/school director and appropriate Associate Dean can provide good, experienced counsel to help you respond to unusual situations.

If you feel strongly about particular kinds of behavior, it is advisable to include that information in the course syllabus, so students are aware of what is expected of them from the beginning. Feel free to consult with your department chair/school director or Associate Dean for assistance in creating an effective syllabus.

If you do include guidelines in your syllabus, it is a good idea to set out what is expected rather than what is forbidden. If you try to enumerate all types of unacceptable behavior, students may come up with disruptions that were never mentioned. A sentence such as “You are expected to be attentive to the lecture and discussion, respectful of others’ questions and arguments” covers behavior quite effectively without setting a confrontational mood. The important thing is to communicate expectations early. It is easier to establish customary expectations than to correct deviations.

When you do encounter a problem with disruptive behavior, the first action will usually be to talk **privately** to the student in question (but **never** in an office with the door closed). Many students are not aware that their behavior is disruptive, and once it is pointed out, will adjust their behavior appropriately. If you are uncomfortable approaching a student directly, please work with your department chair/school director and Associate Dean.

How does one handle a situation in which the student does not respond, or responds in a hostile manner? If you encounter this, you should conclude the discussion and document what you said, when you said it, and how the student responded. Discuss the matter with your department chair/school director so that you can decide upon the next step in the University’s response to the problem. It is particularly important to document your steps to deal with any such situation, so that if there is a persistent problem that requires the student be removed from class, there is documentation of the efforts to communicate. The documentation should be a factual description of the incident, rather than a record of your feelings. It should, ideally, be written close to the time of the incident, and e-mailed to your department chair/school director, to the appropriate Associate Dean, or even to yourself to provide a dated document.

If the student refuses to change his/her behavior, we have a variety of responses available, and can have the student removed from class, and in extreme cases, banned from the University grounds. If the situation deteriorates to that point, please work with your department chair/school director and Associate Dean. You may need to work with the Dean of Students and, if necessary, with the FAU Police Department to enforce the decision to discipline the student.

Students, as well as faculty, have the right to due process. They do not have the right to continue disruptive behavior, but they may appeal disciplinary decisions. If they have been referred to the Dean of Students Office, then the Student Conduct procedures outlined in the Code of Conduct will be followed. For information on standard procedures, see p.21 of the University Regulation 4.007, Student Code of Conduct, or contact the Dean of Students at ext. 7-3546, SU 226. If you need to file a report with the Dean of Students’ Office, online reporting forms are located at [fau.edu/studentconduct](http://fau.edu/studentconduct).

## **Anti-Discrimination and Anti-Harassment**

Regulation 5.010 is posted at [fau.edu/eop](http://fau.edu/eop) The University affirms its commitment to ensure that each member of the University community shall be permitted to work or study in an environment free from any form of unlawful discrimination or harassment that is based on a legally protected class, including race, color, religion, age, disability, sex, national origin, marital status, veteran status or any other basis protected by law.

**Sexual Harassment** includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct or request is made either explicitly or implicitly a term or condition of academic achievement; or
2. Submission to or rejection of such conduct or request by an individual is used as the basis for an employment or academic decision affecting such individual; or
3. Such conduct or request unreasonably interferes with an individual's work or academic performance or creates an objectively intimidating, hostile, or offensive environment for working or learning.

**Note:** The definition of sexual harassment excludes the use of sexual material in a classroom setting for academic purposes. If you need advice about how to present sexual material in classrooms or how to respond to student concerns about such material, contact your department chair/school director.

Faculty sometimes experience sexual harassment from students when a student offers unwelcome sexual advances, requests for sexual favors, or other communication or physical conduct of a sexual nature that interferes with the faculty member's "work ...or creates an intimidating, hostile, or offensive environment for working ...."

If you believe you are experiencing sexual harassment by a student or University employee, please Contact Equity, Inclusion and Compliance (EIC) at ext. 7-3004, ADM 265. EIC's Director has responsibility for investigating such reports and resolving them.

In some circumstances, faculty also may observe the sexual harassment of students or other members of the University community. Such harassment must be reported (EIC), or to his/her department chair/school director, or to any of the College Deans, who then will contact the Director of EIC. Consult the URL above for a more complete discussion of the policy.

## **Fees for Course Materials and Supplies**

The charging of fees to students for materials and supplies is carefully monitored under guidelines imposed by the Florida Legislature. Proposed fees must be approved by the Board of Trustees in January of each year for implementation the following fall term. Any fee associated with a course must be publicized in the course schedule. Fees are allowed only for consumables and not for equipment, repairs or maintenance. The guidelines for preparing a new fee proposal are available from the Academic Affairs Office and require approval by the Provost before submission to the Board of Trustees.

## **Textbooks and Materials**

### Textbook and Instructional Materials Selections

Textbooks and instructional materials orders must be submitted using the Follett Discover portal via Canvas no later than 45 days prior to the start of the semester. Instructors are encouraged to submit orders by the annual textbook adoption deadlines; Fall—April 15, Spring—October 15, Summer—March 15. Instructors who attempt to submit textbook and instructional materials orders after the 45-day deadline will be required to submit the “Late Textbook Adoption Exemption Request Form” to their department chair and dean for approval. Books may also be obtained at other commercial bookstores, but university regulation, BOG regulation, and State Statute 1004.85 FS require that all required texts be available at the University Bookstore. These regulations apply to courses taught in mini-terms as well as full term courses. Textbooks and instructional materials should be selected considering the guidance provided in the February 15, 2018 Provost’s Memorandum “Procedures for Selecting Textbooks and Instructional Materials for Affordability”.

Visit [fau.edu/provost/faculty/order-textbooks.php](http://fau.edu/provost/faculty/order-textbooks.php) for more information.

### Authorship

Since University faculty members are expected to be experts in their disciplines, the best text for use in a class may be one written by the course instructor. A faculty member may select a textbook he or she has written provided that it has been published by a nationally recognized, commercial book company. The Report of Specified Interest form needs to be submitted.

Faculty members may require students in their classes to buy course manuals, study guides, and other materials prepared by the faculty member if such materials are produced off campus, comply with copyright laws, and are offered for sale by the University Bookstore or if the materials are produced and sold by the University Copy Center. The charges to students for these materials will cover only the cost of producing and distributing the material and must be approved by the department chairperson and college dean.

### **Accommodations for Disabilities**

Students with a documented disability who request accommodations have the responsibility for documenting the disability and the need for accommodations. Such students should be referred to the FAU Student Accessibility Services (SAS). The SAS provides students with disabilities the services and accommodations needed in order to ensure that they have an opportunity to attain the same quality of education as other students without compromising academic integrity or altering course/program requirements.

Students must register with the SAS in order to receive authorized academic accommodations. Registering includes completing an Application for Support Services, providing documentation of the disability, and undergoing an Intake Interview. After a student is registered with SAS, he/she will be provided a Letter of Notification to be submitted to each professor. This letter states all approved accommodations for that student. Professors are not responsible for providing accommodations without receiving a Letter of Notification.

For more information, visit [fau.edu/sas/](http://fau.edu/sas/)

## RESEARCH

The Division of Research, under the supervision of the Vice President for Research, is responsible for oversight of the University's programs of research and scholarly activity. The Division is responsible for (1) projects supported by external grants and contracts administered by the Division; and (2) the Florida Atlantic University Research Corporation, Inc., a direct-support organization chartered to assist faculty, staff and students of FAU with research support, especially in connection with patentable inventions. The Division also works closely with the Florida Atlantic Research and Development Authority, which operates the Research Park at Florida Atlantic University on the Boca Campus and in Deerfield Beach. It provides a supportive environment in which companies engaged in the research and development of new and innovative products can thrive by tapping into university resources necessary for their success.

Research is an essential component of the University's mission, and FAU both seeks and provides support for programs of research and scholarly creativity conducted by faculty members. Generally, a faculty member's assignment will include a proportion of effort for departmental research, in an amount to be determined by departmental priorities. These research efforts can be supported in some areas by a number of research centers and institutes formed to stimulate particular research programs. In addition, external support for research is available in many areas, and the University's Division of Research is responsible for assisting faculty members in acquiring such support and for administering it once received in a manner that is consistent with federal and state regulations. Research is also supported by the Florida Atlantic University Research Corporation, which assists with patents, royalties, and interactions with industrial sponsors, and by the Florida Atlantic Research and Development Authority, which works to connect companies with FAU research connections with faculty and students.

### Centers and Institutes

Institutes and Centers have a long history at FAU of supplementing the Colleges' and Departments' research coordination and outreach efforts. They include organizations focused on traditional research topics in sciences and engineering as well as organizations devoted to training and to community outreach in a host of academic areas.

[Florida Board of Governors \(BOG\) Regulation 10.015](#) sets forth the criteria and guidelines for both State of Florida and state university Institutes and Centers. It requires each state university to develop and publish clearly defined guidelines consistent with BOG policies for establishing, operating, evaluating, reviewing and disbanding university institutes and centers. This regulation responds to this requirement and provides university-wide guidelines for the establishment, operation, and review of university institutes and centers. This regulation is designed to facilitate the formation of new centers or institutes and to assist in the management and review of those existing centers or institutes.

Procedures for establishing, operating, evaluating, reviewing, and disbanding University institutes and centers, in accordance with BOG criteria and this regulation, are recommended for review by the Vice President for Research and approval by the Provost.



Further information, including a current listing of these organizations, is available at the [Division of Research](#)'s website. These guidelines pertain to both existing and future University institutes and centers.

Definitions for institutes and centers are cited below:

A. An institute is an organized research, service, and/or educational unit established on a continuing basis primarily for the coordination and promotion of interests organized around a broad subject area. Normally, the breadth of projects and programs transcends department, school, college, or even campus boundaries. In general, an institute will have a much broader mission and a wider set of goals and objectives than a center, and usually will involve a greater interdisciplinary and inter-institutional involvement of faculty.

B. A center is analogous to an institute but is more limited in scope. A center is (i) an organized unit that serves a specific purpose within an institute, or (ii) a unit that provides specialized capabilities to further research, or enhance instruction or the delivery of services.

C. A University institute or center is an institute or center that has been formally recognized as a Florida Atlantic University Institute or Center pursuant to this regulation. It is important to distinguish between formally established institutes and centers and other units of a less formal nature. In order to request approval and formal designation as an institute or center, a unit must have two or more members, one of whom must be a faculty member who is formally assigned to and compensated for work in the institute or center. A unit that has not been approved to use the formal designation "institute" or "center" should not represent itself as such.

D. A state of Florida institute or center is an entity with a statewide mission that may include two or more State universities, established to coordinate inter-institutional research, service and teaching across the State University System. Those interested in State of Florida Institutes or Centers should see the BOG Regulation 10.015.

## **Research and Proposal Development**

The Office of Research Development (ORD) offers FAU investigators assistance in finding research funding, building cross-discipline university-wide teams and in writing and strengthening grant proposals. As a support unit focused on the pre-award stage of extramural funding, ORD staff members work in a team-based environment to provide wide-ranging support to faculty, staff, and students across all stages of their grant applications. Staff members conduct funding searches for specific projects that researchers wish to pursue, assist in the preparation of competitive proposals by reviewing and critiquing proposal drafts, and providing descriptive material on FAU resources. ORD staff can also link researchers with others on campus with similar research interests for possible multidisciplinary projects. ORD staff have extensive experience with a broad variety of funding mechanisms, federal agencies, state agencies and private sponsors.

ORD presents seminars, workshops, and special events that provide information on specific agency or funding programs, enhance proposal development skills, or stimulate the development of multidisciplinary projects.

### **Sponsored Programs**

The Office of Sponsored Programs (OSP) primary services include, proposal review and submission, contract and sub award negotiations, and award management. All proposals for sponsorship of research, training, and other creative activities by external sponsors must be reviewed and submitted through the Office of Sponsored Programs and all negotiations with potential sponsors must be conducted through OSP. The assistant vice president for research in the Office of Sponsored Programs (or designee) is authorized by the president to bind the University for sponsored research, training, and other creative projects, grants and contracts.

Sponsored Programs assists departmental/college offices and individual faculty in all aspects of sponsored project administration, in particular pre-award requirements such as budget preparation, adherence to submission guidelines, and policies and procedures. When funding has been awarded, Sponsored

Programs initiates post-award administrative functions, such as approval of budget transfers, authorization of extensions, or modifications and renewals.

OSP will ensure that all projects that involve human or animal subjects, hazardous materials, boating safety, conflicts of interest, export control issues or other compliance requirements are approved by the appropriate institutional review board prior to commencing of the project.

Additionally, OSP serves as liaison and service provider to internal and external stakeholders, works closely with legal counsel on sponsored projects related contracts and agreements and provides guidance to ensure proper stewardship of external funding.

The Office of Sponsored Programs can be reached at [sponsoredprograms@fau.edu](mailto:sponsoredprograms@fau.edu).

### **Research Integrity**

The Office of Research Integrity is responsible for assuring compliance with federal and state regulations for the use of human and animal subjects in research and teaching, managing the financial conflicts of interest committee and related disclosures, coordinating the Collaborative Institutional Training Initiative, addressing cases of research misconduct, managing responsible conduct of research training, facilitating the FAU diving and boating safety committee and assisting researchers with related compliance areas.

The appropriate review committee must approve all research projects involving these areas of compliance. Research projects include undergraduate research, graduate theses, doctoral dissertations including all funded and unfunded research. Faculty must secure the required approval prior to initiating data collection.

Forms, instructions and more information regarding the review committees are available at [fau.edu/research/research-integrity/index.php](http://fau.edu/research/research-integrity/index.php) or from the Division of Research directly at (561) 297-1383.

### **Use of Human Subjects in Research**

It is the policy of Florida Atlantic University to be in compliance with the guidelines established by the National Commission for the Protection of Human Subjects of Biomedical and Behavioral Research and the ethical principles applicable to such research as summarized in the Belmont Report, the Code of Federal Regulation Title 45 Part 46, 21 CFR Parts 50 & 56, 32 CFR Part 219, 34 CFR Part 97, the Office of Human Research Protections, the laws of the State of Florida and all FAU policies.

It is also the policy of Florida Atlantic University that all human-subjects research and research-related activities involving human subjects conducted within or under the auspices of the University, by any faculty, staff or students, be subject to Institutional Review Board (IRB) review and approval. The IRB is a university faculty committee appointed by the FAU Institutional Official, representing FAU's colleges. The requirement for research review and approval applies to all studies on all campus locations, whether funded or not funded. This is required before any human subjects research can begin.

It is the responsibility of each investigator to make sure that his or her research meets the criteria for compliance with these guidelines. The investigator must complete and submit a research application for IRB review through the electronic IRBNet system found online at [fau.edu/research/research-integrity/what-to-submit-to-irb.php#collapseOne](http://fau.edu/research/research-integrity/what-to-submit-to-irb.php#collapseOne). The IRB specifically must assure that: A) the procedures of the study do not place the participant 'at risk'; B) the participants are provided with sufficient detail in the consent form to assure voluntary informed consent; C) the confidentiality or anonymity of the participant is assured.

Online information on the Division of Research's [website](#) contains templates and guidance documents to help assist you with the process and requirements of the IRB.

If you are proposing to conduct sponsor-initiated clinical trials research, please contact the Office of Research Integrity for additional information.

Federal regulations require that all persons working with human subjects in research complete a mandatory training requirement. Please use our online Advice for Compliance Training tool (ACT) to determine the training needed based on your research at: [fau.edu/research/act/](http://fau.edu/research/act/). Completion of this training is a requirement of all compliance approvals.

Copies of relevant sections of guidelines as well as the policies and procedures of the IRB of Florida Atlantic University may be obtained online at the [fau.edu/research/research-integrity/index.php](http://fau.edu/research/research-integrity/index.php).

## **Use of Animals in Research and Teaching**

In accordance with federal regulations, University policy requires that all vertebrate animal use in research and teaching must first be reviewed and approved by the Institutional Animal Care and Use Committee (IACUC).

The IACUC is a university faculty committee appointed by the FAU Institutional Official, the Vice President for Research. The IACUC complies with a federal mandate for review of all research and teaching activities using vertebrate animals at institutions receiving federal funds for research and/or teaching. Many granting agencies other than the federal government also require research involving animals to be reviewed and approved by the IACUC before they will award research funds to the University. FAU has an assurance on file with the Office of Laboratory Animal Welfare stating that all research, teaching and exhibition activities involving the use of vertebrate animals, regardless of funding, come under the purview of FAU's IACUC.

All personnel working with vertebrate animals are required to complete the appropriate training prior to working with animals in research, teaching or exhibition activities. In addition, personnel are required to undergo occupational health enrollment through the Office of Environmental Health and Safety.

The IACUC is required to review protocol applications to individual technical portions of grant applications for congruency. It is a federal requirement that the procedures of the IACUC protocol must match those described in a specific grant.

Details regarding the policies, procedures, reminders, application forms, renewal forms, and meeting and deadline dates can all be found at [fau.edu/research/research-integrity/index.php](http://fau.edu/research/research-integrity/index.php) or by contacting the Division of Research at (561) 297-1383.

## **Management of Financial Conflict of Interest (FCOI)**

Compliance with the Department of Health and Human Services under 42 CFR Part 50 and Part 94 and FAU policy requires that upon submission of a proposal to Sponsored Programs, all investigators (principal investigators, Co-PIs and other key personnel) provide a disclosure of significant financial interest as part of the proposal submission.

Once a notice of award has been provided, Sponsored Programs forwards all applicable positive Significant Financial Interest (SFI) disclosure forms along with applicable information, including the abstract and scope of work, to Research Integrity.

Research Integrity facilitates the FCOI committee, composed of university faculty representing FAU's colleges. The committee meets to review disclosed cases and make a determination of whether the researcher's significant financial interest could reasonably affect the design, conduct or reporting of the research in the funded proposal. If a determination is made by the committee that a conflict does exist, the committee will work with the investigator(s) to develop a management plan to eliminate or mitigate the conflict.

The FCOI Committee is charged with ensuring that a significant financial interest does not compromise the integrity of research activity including its reporting, protection of the welfare of research participants or the development of intellectual property. More information can be found on the Research Integrity website [fau.edu/research/financial-conflict-of-interest.php](http://fau.edu/research/financial-conflict-of-interest.php).

### **CITI Training**

The ethical conduct of research is dependent on the proper training of investigators prior to conducting research. Research Integrity administers various modules in collaboration with the Collaborative Institutional Training Initiative (CITI). In an effort to assist researchers with determining what training is relevant to their particular area(s) of research, Research Integrity developed the Advice for Compliance Training (ACT) online app. The app asks users a series of questions about their research and it produces a list of the required training. Visit the ACT App here: [fau.edu/research/act/](http://fau.edu/research/act/).



### **Research Misconduct**

Responsible research is fundamental to the credibility and advancement of knowledge across all disciplines. Allegations of research misconduct (fabrication, falsification and plagiarism) reported to the Division of Research are coordinated through Research Integrity. For more information regarding the process and policy, visit our website: [fau.edu/research/research-misconduct-policy.php](http://fau.edu/research/research-misconduct-policy.php) Radiation Safety, Boating and Diving Safety, Institutional Biosafety are currently managed through FAU's Environmental Health and Safety Office. Sponsored Programs and Research Integrity assist researchers in coordinating these important compliance areas related to their funded proposals.

### **Intellectual Property Policy**

FAU recognizes that marketable forms of intellectual property may result from the activities of FAU faculty. FAU has an obligation to serve the public interest by ensuring that marketable forms of FAU intellectual property are commercialized and made available to the public. The FAU Intellectual Property Policy, effective August 16, 2001 and revised August 2008, provides the framework for assigning ownership rights and creating both the incentives and the necessary protections to encourage the discovery and commercialization of new knowledge. The policy provides for discoveries to be transferred for the public benefit with an equitable distribution of net income from the transfer to the faculty, among others.

It is the responsibility of the Technology Development team to manage the technology transfer process for all patent, trademark and copyright matters relating to the identification, protection and commercialization of FAU-owned Works and Inventions. Technology Development works to transfer all FAU technologies available for licensing to industry and start-up companies through the Florida Atlantic University Research Corporation (FAURC).

### Process

All FAU supported Works and Inventions created by faculty members are required by state and federal laws to be disclosed promptly. The disclosure is made using the FAU Invention or Works Disclosure form. When completed, the Disclosure Form should be hand delivered to Technology Development in the Division of Research. These documents provide the FAU Vice President for Research and the office of Technology Development with the necessary information to evaluate feasibility, patentability, market demand, invention ownership and any obligations to research sponsors.

Disclosures are to be kept confidential until a patent application or copyright has been filed or certain rights may be lost. Faculty should refrain from discussing the invention or sending it to others, including any sponsor, until necessary confidentiality agreements can be signed by all parties or the invention patented or work copyrighted. This includes discussions, papers, posters, publications, or presentations when the substance of the invention may be disclosed.

Research notebooks referencing the Works or Invention described in the Disclosure Form should be witnessed and kept in a safe place. The location of the notebooks should be documented in the Disclosure Form. The original Disclosure and one copy should be hand delivered to Technology Development in the Division of Research.

Technology Development will notify the faculty member within 60 days of receipt of a Works Disclosure and 120 days of receipt of an Invention Disclosure as to whether FAU's interest in retaining ownership of the Works or Invention or whether FAU will assign ownership back to the Inventor and or Author.

### Distribution of Net Income

Net Income from any financial benefits resulting from a successful technology transfer commercialization of a Works or Invention are distributed as follows:

<b>Cap A:</b>	<b>First \$5,000 Net Income</b>
Creator(s)	100%
<b>Cap B:</b>	<b>From \$5,000 to \$100,000</b>
Creator(s)	50%
Creator(s) Research	5%
Creator(s) Center	5%
Creator(s) Dept/Div	5%
Creator(s) College	5%
FAU/FARC	30%
<b>Cap C:</b>	<b>Above \$100,000</b>
Creator(s)	35%
Creator(s) Research	6.5%
Creator(s) Center	6.5%
Creator(s) Dept/Div	6.5%
Creator(s) College	6.5%
FAU/FARC	39%



Distribution is made semiannually on or before June 1 and December 1 each year. Proceeds from transactions entered into prior to August 1, 2001 will be distributed pursuant to FAU's Intellectual Property Policy.

For more information, please read the complete FAU Intellectual Property Policy at [fau.edu/research/docs/policies/technology-development/ip\\_policy.pdf](http://fau.edu/research/docs/policies/technology-development/ip_policy.pdf) or contact Technology Development located in the Administration Building, Room 207, or call (561) 297-0673.

**Florida Atlantic University Research Corporation**

The Florida Atlantic University Research Corporation (FAURC) is a nonprofit, direct support organization of Florida Atlantic University that assists faculty, staff and students of FAU with research support, especially in connection with patentable inventions. Among other things, FAURC arranges, enters into and accounts for licenses with external commercial entities for intellectual property (patents, etc.) resulting from FAU research. For more information on the FAU Research Corporation visit [fau.edu/research/research-corporation.php](http://fau.edu/research/research-corporation.php).

**Research Communications**

Research Communications in the Division of Research is committed to eliciting interest and excitement about research and scholarly activity at Florida Atlantic University. Working with the Division of Public Affairs and communications officers within colleges or other units, Research Communications disseminates research-related news and information through newsletters, publications, social media, videos, advertisements, sponsorships, and websites.

The office disseminates news and information to FAU faculty, staff and students and external constituencies.

In addition, Research Communications supports FAU researchers by providing information about the services, programs and research administration provided by the Division of Research and its units through a variety of channels, including fliers, email marketing campaigns, videos, posters and events. The office also coordinates various research-related events, including workshops, seminars, symposiums, training sessions and lectures. For more information, contact [dorcommunications@fau.edu](mailto:dorcommunications@fau.edu). Sign up for the weekly research newsletter *Owl Research & Innovation* by visiting the division's website: [fau.edu/research](http://fau.edu/research)

### **Research Park at Florida Atlantic University**

The Palm Beach and Broward county commissions took the visionary step to create the Florida Atlantic Research and Development Authority (FARDA) in 1985, to create and sustain research parks in the two counties. The Research Park at Florida Atlantic University, with campuses in Deerfield Beach and Boca Raton, exists to provide a supportive environment in which companies engaged in the research and development of new and innovative products can thrive. Many of the essential resources necessary for the success of the Research Park's tenants can be found in our neighbor, Florida Atlantic University.

The Research Park at Florida Atlantic University is the only state university affiliated research park in South Florida, and is home to 24 high tech, high wage companies and 5 support organizations. In addition, the Research Park at Florida Atlantic University operates the premier Technology Business Incubator® (TBI) in our region. Also housed in the TBI, New World Angels is a structured angel investor group and the Institute for the Commercialization of Public Research, a clearing house for Florida's technology transfer offices and other publicly funded research institutes.

#### **Research Park Statistics – Boca Raton and Deerfield Beach**

- Year established: 1985
- Acres: 94.3
- Square feet: 349,503 sf
- Research Park tenants: 24
- Technology Business Incubator® tenants: 19

Florida Atlantic University is our immediate neighbor, and the foundation of our value proposition to tenants.

Access to the intellectual capital in the student body and faculty as well equipment and joint grant opportunities provides the opportunity to speed the development of new products. The support of the University President, faculty and students, is essential to ensuring that the relationship between us is nurtured and remains strong.



Companies that are located in the Research Park at Florida Atlantic University can obtain applied research directed at their specific needs and customized educational programs. Joint funding opportunities should be explored with companies and the faculty. Faculty and students can arrange to work for the industry partner on a part-time basis, and industry partners' professional staff can participate in advanced degree programs.

An Incubator is located within the Boca Park and is available for faculty or student early stage companies. More information can be obtained at [research-park.org](http://research-park.org)



## **FACULTY APPOINTMENT, EMPLOYMENT AND COMPENSATION**

### **Academic Rank, Promotion, and Tenure**

See [the Provost's website](#) for more information. Faculty members at Florida Atlantic University are normally appointed in the academic ranks of instructor, assistant professor, associate professor, and full professor. In addition, there are also special faculty titles of equivalent academic ranks in the instructional, clinical or research units, or in other University academic functions, such as librarians.

Initial faculty appointments are typically at the rank of Assistant Professor, although appointments at higher ranks may be made where an individual's previous experience and qualifications warrant such an appointment. Faculty members are considered for promotion to the next higher rank based upon their accomplishments relative to defined criteria. Promotion to the rank of Associate Professor will coincide with the award of tenure, typically following the required successful completion of a six-year probationary period.

The promotion and tenure process is a collegial process involving both faculty committee and administrative reviews. Decisions to promote or to grant tenure, although not identical, differ more in emphasis than they do in kind. The granting of tenure is a critical action because it represents a serious commitment by the University to the individual.

Both promotion and tenure decisions represent an evaluation on the part of the University of the faculty member's total value to the University and potential for the future as evidenced by past performance. They require not only a consideration of the candidate's fulfillment of assigned responsibilities in research, teaching and service, but also a broad-scale evaluation of the individual's ability to effectively fulfill the responsibilities of membership in the University community.

Ultimately, the sole authority and decision to grant tenure and promotion rests solely with the President.

Consideration for tenure normally takes place during the sixth year of service, although at the time of employment an individual may be granted credit toward tenure. Such credit is to be acknowledged in writing and the individual may withdraw part or all of the credit once prior to application for tenure. Only individuals who are associate professors or who meet the criteria for promotion to associate professor will be considered for tenure. Each academic unit has developed criteria which will be used to determine if candidates have attained a level of accomplishment which warrants a positive recommendation for promotion and tenure. Positive recommendations are not a promise or guarantee of promotion or tenure, as the ultimate decision rests solely with the President.

The evaluation is based on a formal portfolio, and must reflect the assignments and body of work of the candidate over the period of employment for tenure and in the case of promotion the period since the last promotion.

The Academic Affairs website includes criteria for Appointment, Promotion and Tenure of Faculty and other documents governing the promotion of tenure-track and non-tenure track faculty; specific criteria used by colleges and departments/schools may be obtained from the unit administrator.

## **Employment**

For more information on faculty search procedures, assignments, and minimum requirements for instructors [click here](#).

## **Evaluation of Faculty Performance**

### **Annual Evaluation**

Faculty members must be evaluated at least once annually, on the basis of the performance of their assigned duties and responsibilities and their contribution to the orderly and effective functioning of the academic unit and the total University. Faculty are required to submit written self-evaluation materials to assist the evaluator for the period under review. The basic purpose of the annual evaluation is faculty improvement in the functions of teaching, research, service and other duties that may be assigned. Individuals responsible for the supervision and evaluation of a faculty member should endeavor to assist the faculty member in correcting any performance deficiencies reflected in the annual evaluation. Faculty is also encouraged to accept and seek such assistance, if needed. The evaluation should also address progress toward tenure, and toward promotion.

The individual responsible for the evaluation should provide the faculty member with a written copy of the evaluation. The evaluator will offer the faculty member the opportunity to discuss the evaluation prior to its being finalized. The evaluation shall be signed and dated by the person performing the evaluation, and by the person being evaluated, who may attach a concise comment to the evaluation. A copy of the evaluation shall be made available to the employee. The employee may request, in writing, a meeting with the administrator at the next higher level to discuss concerns regarding the evaluation which were not resolved in previous discussions with the evaluator.

Effective with the 2015-2016 academic year, all 9-month faculty annual evaluations will be conducted on the basis of a calendar year.

Personnel decisions, including recommendations for tenure and promotion decisions, shall take the annual evaluations into consideration, but personnel decisions need not be based solely on written employee performance evaluations.

## **Evaluation File**

Evaluations and materials in a faculty member's personnel files upon which evaluations are based will be considered in recommendations on tenure, renewal of appointments, promotions and salary, as well as other personnel decisions. All materials used in the evaluation process (other than evaluations for promotion and tenure) should be contained in the faculty member's evaluation file located in the office of the faculty member's department or, in some units, in the dean's office.

The contents of the faculty evaluation file will be kept confidential and should not be disclosed except to the affected faculty member and those persons whose duties require access to the file in accordance with the University's policies and procedures. The evaluation file for the faculty member should be made available for examination, upon reasonable advance notice, during the regular business hours of the office where the file is kept. Written materials used in the annual evaluative process should be contained in this file. For more information on the confidentiality of evaluative information, refer to University Regulations regarding Limited Access Records and Florida Law.

## **Employment Periods**

The University operates on a modified semester system with two semesters during the academic year and three summer terms, identified as Summer Terms 1, 2, and 3. The dates of all employment periods are established by the University on an annual basis. Faculty are employed for fixed term periods, and not on an hourly basis. The employment period for instructional faculty is normally 9 months annually. A Deferred Pay Option Plan is available allowing the nine-month salary to be spread over twelve months. Faculty who are hired on a nine-month academic year appointment and offered employment during the supplemental summer term will be compensated at the rate consistent with appropriate formulas used to determine summer rates. During the employment period, all faculty are entitled to observe all official holidays designated by the University. No classes will be scheduled on holidays.

## **Summer Appointments**

The faculty member's supervisor(s) normally has the responsibility for making the supplemental (summer) appointments for the faculty on academic-year appointments. The assignments, which must be in support of the institutional program, should be offered equitably and as appropriate to qualified employees not later than five weeks prior to the beginning of the appointment period, if practicable, in accordance with written criteria. The criteria shall be made available in each college. In making such appointments, the supervisor should consider such factors as: academic needs of students and/or students' demands for programs, budgeted resources available to the department, programmatic needs of the department and the qualifications and performance of the faculty members available to teach the courses deemed necessary to be offered during the summer term. Supplemental summer appointments are not guaranteed for any faculty. See the current policy on [the Provost's website](#).

## **Administrative Faculty Appointments**

Faculty members who are assigned to academic-administrative classifications serve at the pleasure of the appointing administrator and may be removed or assigned to other institutional duties at any time during the term of the appointment. The salary rate and appointment period may be adjusted to reflect the new responsibilities. At the conclusion of the administrative appointment (unless there has been a change of assignment during the term of the appointment period), a faculty member is entitled to reassignment to the same or similar faculty rank and responsibilities held at the time of the administrative appointment.

## **United Faculty of Florida**

United Faculty of Florida (UFF) is the official collective bargaining agent for faculty at Florida Atlantic University. The FAU chapter of UFF represents members of the bargaining unit for the purpose of negotiating a collective bargaining agreement with the University. The collective bargaining agreement provides the terms and conditions of employment for members of the bargaining unit. The Agreement includes provisions on salaries and benefits, academic freedom and responsibility, intellectual property rights, and other important professional matters. Membership and paying dues are not mandatory, but optional for those in the bargaining unit. Florida is a right to work state, and no employee is required or obligated to join or pay dues.

## **Compensation**

### **Pay Plan and Procedures**

All University employees are paid bi-weekly. All employees shall receive payroll via Direct Deposit. Direct deposit information is to be entered into Workday during onboarding. Deductions for Federal Income Tax, Social Security Tax, various insurance, tax-deferred annuity programs, credit unions and various miscellaneous deductions are made when applicable or appropriate. For each bi-weekly pay period, the University provides an itemized pay slip which details payment and all deductions for that pay period through the Workday System. Should a question arise, contact the departmental secretary who has the responsibility to deal with these problems. Employees on 9 or 10 month appointments may participate in the Deferred Pay Option Plan after one year of employment. Information on this program is available through Human Resources.

### **Additional Compensation**

Faculty may receive approval for additional compensation when assigned additional activities justifying employment in excess of 1.0 FTE (full-time employment). Any activity resulting in University-based compensation beyond that associated with the normal annual appointment must have the approval of the faculty member's department chair, the dean, and the Provost. Such activities may include:

- Extraordinary administrative duties not typically required of a faculty member in certain instances;
- Providing services to public schools, other SUS institutions, other state agencies, local governmental agencies, and private firms under the terms of a contract or grant;
- Commitment to research projects, when consistent with the approved project budget and allowed by the sponsor's policies, or to cost-sharing in external research grants.

Approval will be granted only when other commitments clearly make it impossible to conduct the additional activities within the faculty member's full-time employment. In evaluating the additional assignment request, the department chair and dean will be expected to consider the balance among teaching, research, and service appropriate to the individual faculty member's continuing development within his or her academic discipline.

Approval of additional compensation for teaching is discouraged, and will require evidence that the faculty member already has a full assignment which cannot be increased without adversely affecting other assigned duties; it also will require assurance that the extra course can be taught without hindering the faculty member's ongoing research program. Additional compensation for research or public service will normally be approved only after the faculty member's normal assignment to departmental research has been "bought out" by external sponsors, committed as cost-sharing, or otherwise specifically committed. When faculty have departmental research assignments while receiving additional compensation, plans for maintaining the projects being conducted as departmental research should be specified. A memo addressing these concerns should be attached to the approval form when it is submitted.

Ordinarily, additional assignments will not be approved in excess of a combined total of 0.25 FTE at any given time. The amount of extra compensation should be proportional to the FTE associated with the assignment, except in programs that compensate participating faculty for teaching additional credit or non-credit courses according to an established stipend plan. In either case, the additional compensation will be paid as OPS rather than salary. If an extra compensation assignment is approved, it is not guaranteed and is temporary, and re-approval is required each year.

If the additional compensation comes from an account within FAU, the Request for Approval of Additional Compensation Form should be completed and forwarded to the Provost's Office, with signatures by the faculty member's department chair and dean. If the additional compensation is for teaching in a department other than the faculty member's home department, the form must include the signature of the chair of that department as well; if the additional compensation comes from an external grant or contract, the Director of the Office of Sponsored Research must sign to indicate that it is consistent with the project budget and the sponsor's policies.

Except in emergency situations, the completed form must be received in the Provost's Office at least one month prior to the beginning date of the assignment.

## **Travel**

University employees that travel on official business must comply with the University's Travel & Expense Policies and Procedures. Travelers are not to make commitments to travel or incur travel related expenses without prior receiving approval through the University's travel module (Spend Authorization). In order to assure coverage by workmen's compensation, a Spend Authorization is required whether or not the employee is being reimbursed for the costs of travel.

If authorized travel results in the faculty member being unavailable for scheduled class responsibilities, a Faculty Absence Request form must also be submitted to the dean of the college through the department chair.

For all travel rules and information on allowable expenditures/reimbursements, please visit the Controllers [website](#).



Travel & Expense Policies and Procedures

[fau.edu/controller/travel/policiesandprocedures.php](http://fau.edu/controller/travel/policiesandprocedures.php)

## **Cash Advance**

In some circumstances, University employees may obtain a cash advance for expenses associated with authorized University travel, prior to the commencement of travel. The requested travel cash advance amount is based upon the estimated costs associated with travel from the Spend Authorization and is paid to an employee no earlier than 10 days prior to the commencement of travel. For additional rules and restrictions, please review the University's Travel & Expense Policies and Procedures.

[fau.edu/controller/travel/policiesandprocedures.php](http://fau.edu/controller/travel/policiesandprocedures.php)


## **International Travel**

International travel for official University business requires specific approval by the Provost or his/her designee prior to the commencement of the travel. International travel requests should be prepared well in advance to allow time for processing. All international travelers must check the [U.S. Department of State Travel Warning List](#) for their destination country. If the destination country is on the Travel Warning List, the traveler must print the warning, initial they have read the information and fill out a travel waiver, which can be found [here](#).

## **Outside Employment/Conflict of Interest**

An employee who proposes to engage in any outside employment or professional activity shall report to their supervisor, in writing, the details of such proposed activity prior to engaging there in. Employees are prohibited from engaging in outside employment or activities which are deemed to constitute a conflict of interest or other interference with the employee's duties.

A conflict of interest may include: 1) any conflict between the private interests of the employee and the public interests of the University, the Board of Trustees, or the State of Florida, including conflicts of interest specified under Florida Statutes; 2) any activity which interferes with the full performance of the employee's professional or institutional responsibilities or obligations; 3) any outside teaching employment with any other educational institution, except with the written approval of the Dean.

An employee who proposes to engage in any outside activity is required to annually report in writing the particulars of the employment. 

These reports are made on FAU form, either "Report of Outside Employment or Professional Activity" or "Report of Specified Interest," available online from the Department of Human Resources. Faculty and in-unit AMP employees shall submit their reports through their chair/director/dean to the University Provost and Vice President for Academic Affairs who serves as the President's designee.

[fau.edu/hr/files/OutsideBusinessV2.pdf](http://fau.edu/hr/files/OutsideBusinessV2.pdf)

[fau.edu/hr/files/SpecifiedInterest.pdf](http://fau.edu/hr/files/SpecifiedInterest.pdf)

An employee who engages in outside activities cannot normally expect to use University equipment, facilities and services. The use of these resources will be allowed only on a non-interference basis to the extent that (1) no more than normal depreciation of equipment is experienced and that (2) the use of facilities and services will not result in added expenses to the University. In those instances where added expenses are involved, there will be an appropriate charge for services and facilities.

If an employee proposes to use University equipment, facilities and services in pursuit of outside activities, he/she must complete the form "University Equipment, Facilities and Services" available online from the Department of Human Resources.

## **Discipline and Termination from Employment**

A tenured appointment or the appointment of any faculty member may be terminated or disciplinary action taken during the term of employment appointment for just cause. Just cause is defined in University Regulations and any applicable Collective Bargaining Agreements. Just cause includes, but is not limited to, the following examples of incompetence and conduct:



- (a) Neglect of duty or responsibilities, including unauthorized absence, which impairs teaching, research or other normal and expected services to the University;
- (b) Failure to perform the terms of employment;
- (c) Willful violation of the policies and regulations of the Florida Board of Governors and/or the University;
- (d) Failure to discharge assigned duties effectively (poor performance);
- (e) misconduct, professional or personal, involving moral turpitude;
- (f) violation of the ethics of the academic profession; and
- (g) actions which impair, interfere with or obstruct, or aid, abet or incite the impairment, interference with or obstruction of the orderly conduct, processes and functions of the University.

A faculty member who is absent without authorized leave shall be considered to have abandoned the position and voluntarily resigned from the University, and will be terminated accordingly.

A faculty member's activities which fall outside the scope of employment shall constitute misconduct only if such activities adversely affect the legitimate interests of the University.

The President or the President's designee may immediately place a faculty member on leave with pay pending investigation. The leave pending investigation shall commence immediately upon the President or the President's designee providing the faculty member with a written notice of the reasons. The leave shall be with pay, with no reduction of accrued leave. If, as a result of the investigation, the faculty member is to be suspended or terminated, written notices shall be given to the faculty member. An employee shall be given written notice of termination or suspension prior to the effective date, unless it is determined that the actions adversely affect the functioning of the University or jeopardize the safety or welfare of the faculty member, colleagues or students.

## **Appeal Channels**

### **Formal Appeal Procedures**

University Personnel Regulations, policies and any applicable Collective Bargaining Agreements contain procedures to appeal disciplinary actions including terminations.

## **The Office of the Ombuds**

The Office of the Ombuds is established by Florida State Statute 1006.51 and is accountable to the Office of the University President. The Ombuds acts as an impartial and confidential agent in assisting students who are experiencing problems that existing processes and procedures seem incapable of, or are causing an inordinate delay in, resolving. The Ombuds can help students encountering difficulty by hearing frustrations, providing accurate information, advising on possible courses of action, check for adherence to University policy, serve as a communications conduit, and/or confirm that there is no recourse left within the University System. The Ombuds does not supersede or set aside rules and regulations and does not resolve issues by the direct imposition of authority. In short, the Ombuds acts as a neutral party who assists students via a knowledge of Florida Atlantic University while encouraging fairness of outcomes. [fau.edu/ombuds/](http://fau.edu/ombuds/)



## **FACULTY BENEFITS**

### **Benefits**

The Benefits Office in the Department of Human Resources is responsible for the administration of all University benefit programs available to Faculty. In addition to State benefits, the University also offers many other insurances and benefits which have been approved by the Fringe Benefits Committee. The Committee is comprised of Faculty, AMP, & SP employees who are appointed by the President. The committee members evaluate insurance plans and other benefit proposals to determine whether or not they would benefit employees and/or the University community.

Because of the need for brevity and frequent amendment to programs, it is suggested that faculty members contact the Benefits Office in Human Resources for detailed information.

For additional information, visit [fau.edu/hr](http://fau.edu/hr)



### **Leave Programs**

#### **Holidays**

The following holidays are observed by the University. All offices in which functions can be discontinued temporarily are closed on these days:

New Year's Day	Veteran's Day
Martin Luther King Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Eve
Labor Day	Christmas Day

When a holiday falls on Saturday, the preceding Friday will be observed as a holiday; when a holiday falls on a Sunday, the following Monday is observed as the holiday.

### **Annual Leave**

Annual Leave is accrued only by full-time faculty appointed for more than ten months. Individuals who are on this type of appointment are expected to use annual leave where appropriate. When employees are on personal business, the appropriate process should be used to report the use of annual leave.

Academic-year faculty, appointed for 10 months or less, and OPS employees do not earn annual leave.

Full-time faculty appointed for more than 10 months earn annual leave at the rate of 6.77 hours biweekly. Part-time faculty appointed for more than 10 months earn annual leave at a rate directly proportionate to the percent of time employed.

When an employee is assigned temporarily from a leave accruing position to a non-leave accruing position, unused annual leave may be retained during the temporary period for use upon return to a leave-accruing position.

### **Sick Leave**

All full-time faculty earn 4 hours of sick leave during each biweekly pay period, without limitation as to the total number of hours that may be accrued. Part-time faculty earn sick leave at a rate directly proportionate to the percent of time employed. Faculty appointed under OPS do not earn sick leave.

An employee must take sick leave when the employee, due to illness or disability, is unable to be present to perform classroom teaching or other scheduled activities, or is unavailable to perform other professional responsibilities. Sick leave may be used for personal appointments with a doctor, dentist, or other recognized medical practitioner.

It is the responsibility of faculty members to submit sick leave requests in Workday for all occasions when they are unable to perform duties as described above.

Upon separation from the University, an employee with 10 or more years of service at Florida Atlantic University shall be paid for one-eighth of all unused sick leave accrued prior to October 1, 1973, and for one-fourth of unused sick leave up to a total of 480 hours accrued after October 1, 1973, if eligible in accordance with State law. For employees hired prior to July 1, 2005, prior state service may be included in the calculation of total service for purposes of sick leave payout. However, it is the employee's responsibility to notify the Department of Human Resources of prior state service at the time of separation. Upon re-employment by the University within thirty (30) days or upon rehire by the University within one year after layoff, all unpaid sick leave shall be restored and any sick leave paid at time of separation shall be fully or partially restored upon repayment.


### **Sick Leave Pool**

All full-time faculty who have been employed continuously for more than one year with the University and who have at least 64 hours of unused sick leave may join the sick leave pool. Each member contributes 16 hours of sick leave at the time they join the pool.

Membership in the Pool allows participating employees to apply for up to a maximum of 480 sick leave hours for serious or catastrophic personal illness or injury, when they have exhausted all of their own leave hours. After their one-year anniversary has passed, an employee may join the pool only during the annual open enrollment periods. Application forms are available in the Benefits Office.

## **Family Medical Leave Act (FMLA)**

Employees are entitled to take up to 12 weeks of unpaid leave within each 12 month period in compliance with the Family and Medical Leave Act. All employees are eligible (including OPS employees) who have worked at least 12 months (these need not have been consecutive) and who have worked at least 1250 hours in the 12-months prior to the leave. Employees who are covered by FMLA may choose to use accrued leave in order to remain in pay status during the leave period. The start of the leave period shall commence with the first day of absence whether or not the employee continues in pay status. The twelve weeks will be calculated based on 'rolling' 12-month periods measured backward from the date any Family and Medical Leave is used. Each time an employee takes Family and Medical Leave, the remaining leave entitlement would be any balance of the 12 workweeks, which has not been used during the immediate preceding 12-months.

Employees are required to submit medical documentation on a Department of Labor, Certification of Health Care Provider Form. Forms should be submitted to the Department of Human Resources, and supervisors will be notified of the provisions of the leave. 

A new provision of FMLA, signed into law in January, 2008, entitles an employee to take up to 26 workweeks of leave to care for an immediate family member (spouse, son, daughter, parent, or next of kin) who is a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness. Employees are also eligible for up to twelve weeks of FMLA leave when an immediate family member (spouse, son, daughter, parent, or next of kin) who is a soldier, reservist or member of the National Guard has a 'qualifying exigency'.

## **Compulsory Leave**

If a faculty member is considered to be unable to perform assigned duties due to illness, disability or injury or poses a health risk, the President or designated University representative may require the faculty member to submit to a medical examination by a health care provider chosen and paid for by the University, or by a health care provider chosen and paid for by the faculty member, and who is acceptable to the representative and who shall submit a report to the University. If the health care provider confirms that the faculty member is unable to perform assigned duties, the faculty member will be placed on compulsory leave and required to exhaust all earned leave credits prior to being placed on leave without pay. If the faculty member fulfills the terms and conditions of the compulsory leave and receives a current medical certification that he or she is able to perform assigned duties, the representative will return the faculty member to previous duties, if possible, or to equivalent duties. If the faculty member fails to fulfill the terms and conditions of the compulsory leave and/or is unable to return to work and perform assigned duties at the end of a compulsory leave period, the representative may, based on the University's needs: (a) offer the faculty member part-time employment, (b) place the faculty member in leave without pay status or extend such status, (c) request the faculty member's resignation or (d) release the faculty member from employment. Compulsory leave with or without pay shall be for a period not to exceed the duration of the disability or one year, whichever is less.

### **Leave of Absence Without Pay**

Upon the request of the employee, the President or his/her representative shall grant leave without pay; unless it is determined that granting such leave would be inconsistent with the best interest of the University. The request needs to be submitted to the Chair/Director and requires support of the Chair/Director and the Dean and approval from the Office of the Provost. If a faculty member is taking a leave of absence without pay, the Benefits Office must be contacted to arrange for payment of insurance premiums.

### **Military Leave**

A full-time, permanent faculty member who is drafted, who volunteers for active military, or who is ordered to active duty (not active duty training) shall be granted leave in accordance with Chapter 43 of Title 38, United States Code.



To the extent possible, faculty members should attempt to arrange military leave so that normal teaching schedules can be maintained. If military orders require a faculty member to be away during part of a semester and to miss scheduled classes, every effort should be made to give as much notice as possible to the department chair so that arrangements to cover the classes can be made.

Upon presentation of a copy of the official orders or appropriate military certification, the first 30 days of such leave shall be with full pay and the remainder without pay. Leave payment of this type shall be made only upon receipt of evidence from appropriate military authority that 30 days of military service have been completed.

### **Domestic Violence Leave**

In keeping with the provisions of Florida law, s. 741.313, employees are entitled to take up to three working days of leave within a 12 month period to deal with issues relating to domestic violence suffered by the employee or a family or household member. All employees are eligible provided that they have been employed by FAU for more than three months. The three days of leave will be calculated based on individual 'rolling' 12-month periods measured backward from the date any Domestic Violence Leave is used. The leave may be taken if either the employee or a member of the employee's family or household is a victim of domestic violence.

Leave may be taken to: (1) obtain an injunction for protection against domestic violence; (2) obtain medical or mental health care in connection with domestic violence; (3) seek services from a victim services organization; (4) seek legal assistance or prepare for court proceedings; or (5) secure existing housing or obtain new housing for safety reasons. Domestic Violence Leave is unpaid, however, the employee may use any form of accrued paid leave during this period. Employees are required to provide reasonable advance notice of the leave, except that no notice may be required if the employee or family/household member is in imminent danger. FAU may require written documentation from a treating facility or court verifying the

purpose of the leave. All documentation that is submitted will be maintained in a confidential file.

### **Parental Leave**

Currently, a 9-month faculty member who does not accrue annual leave and is on a benefit-eligible line of 0.75 FTE or greater may utilize paid parental leave for a period of one regular (Fall or Spring) semester no more than once every three years during his or her employment with the University. FAUS employees and employees on 10- or 12- month appointments are not eligible (retroactively to inception of the benefit). Such paid parental leave will be taken no later than a year from the point when the faculty member becomes a biological parent or a child is placed in the faculty member's home for purposes of adoption by the faculty member. Details are available in the most recently- ratified version of the Collective Bargaining Agreement between the FAU Board of Trustees and the United Faculty of Florida.



### **Community Engagement Volunteer Leave**

Florida Atlantic University encourages our employees to be involved in their communities by lending their voluntary support to programs that enrich the quality of life and opportunities for all citizens.

#### **Qualifications:**

To be eligible to participate in the Community Service Volunteer Leave program, a full or part-time employee must be employed at least one year, have passed an applicable probationary period, and have consistent satisfactory performance without any disciplinary action for the prior twelve months. Temporary (OPS) employees are not eligible.

#### **Leave Time:**

FAU will provide qualified full-time employees with 8 hours of paid Community Service Volunteer Leave each calendar year. Leave can be taken as one full day or two half days. Leave for part time employees will be prorated based on FTE. Leave that is not used by December 31 of each year is forfeited and will not be carried into the next calendar year. Unused leave will not be paid out upon termination of employment.

#### **Eligible Leave Usage:**

Employees may be granted paid time off under the provisions of Community Engagement Volunteer Leave in order to provide “hands-on” voluntary service to their communities for an eligible organization. An eligible organization is defined as a non-profit organization, governmental organization, public or private school, health care facility, or public charity. Some examples of eligible activities would include education or job skills training; neighborhood revitalization; soup kitchens, homeless shelters and food pantries; youth programs; civic improvement; senior programs; animal welfare; assisting voters at a polling

facility (this must be non-partisan); public and private school approved activities; assisting at a hospital or nursing home; and arts and culture.

Employees may not use Community Service Volunteer Leave to participate in partisan political activities; religious activities or services which support or promote religious beliefs; or fundraising for an individual, political party, or religious entity. Community Service Volunteer Leave may only be used during regular work hours and may not be used for vacation, personal or sick leave purposes. Employees may not use this leave if they are being paid for the services they are providing. If the volunteer time is for less than a full day, the employee must return to work or use annual leave for the remainder of the day.

#### Leave Certification:

Employees must complete a Community Service Volunteer Leave form and the form must be approved by the supervisor and the Dean or Director prior to the leave being taken. Supervisors should make every effort to approve the requested leave, however supervisors have the discretion to deny approval of the requested date of leave depending on the business needs of the department. After the leave request is approved, an official of the eligible organization must certify the employee's participation as a volunteer. Employees have up to one week following the leave to submit the completed and certified Community Service Volunteer Leave form. If the form is not submitted in a timely manner, the employee will be required to use annual leave for the time off.

#### **Special Circumstances Paid Leave**

Employees are provided paid leave, not to exceed 40 hours in the workweek, in the following special circumstances. This special paid leave is not accrued.

**Bereavement Leave** - Paid leave up to three days shall be provided to an employee upon the death of a family member. If the leave extends beyond three days, sick leave or another form of accrued leave may be used. Family member is defined as spouse, child, parent, grandparent, grandchild, or sibling of the employee or employee's spouse.

**Emergency Closing** - paid leave shall be provided for official emergency closing of University facilities. Special Compensatory leave shall be provided to SP employees required to perform essential services during the emergency closing. Only employees scheduled to work during the time of the emergency closing shall be provided leave

**Jury Duty** - paid leave for jury duty shall not exceed the number of hours in the employee's normal workday. If jury duty does not require absence for the entire workday, the employee shall return to work immediately upon release by the court

**Court Summons** - paid leave shall be provided to an employee summoned as a witness in a matter not involving personal interests.



Voting Leave - The President or designee may provide paid leave up to two hours for voting in public elections, when the normal work schedule prevents the employee from voting.

Athletic Competition - paid leave for athletic competition in Olympic events may be provided in accordance with State Law.

Florida Disaster Volunteers - paid leave may be provided in accordance with State Law.

Civil Disorder - up to two days of paid leave may be granted for civil disorder or disaster for an employee who is a member of a volunteer emergency response team.

### **Sabbatical Leave**

Sabbaticals are made available for full-time, tenured faculty who have completed at least six years of full-time service. Sabbaticals are granted to increase an employee's value to the University through further professional development, not as a reward for service. Sabbatical applications are usually distributed by the University Provost's office in early September for the subsequent academic year.



## **AWARDS AND HONORS**

### **Distinguished Teacher of the Year Award**

Since 1969, the Distinguished Teacher of the Year Award has been awarded annually to one FAU faculty member on the basis of scholarship, research and publications, classroom teaching, academic counseling, and University and community service. The award winner is determined by students. The recipient receives a cash award and delivers the keynote address at Honors Convocation.

For more information please visit [fau.edu/provost/faculty/dtoy.php](http://fau.edu/provost/faculty/dtoy.php)

### **Researcher of the Year Award**

A Researcher of the Year Award is made to a tenured or tenure-track individual in each professorial rank. Librarians in the corresponding ranks are also eligible, but eminent scholars and distinguished professors are not. One award will be made for each faculty grade in each of two categories - 1) Sponsored and project-oriented research; and 2) Creative and scholarly activities research. The awards will be announced and recognized at the annual Honors Convocation.

### **Excellence in Teaching and Advising Award**

For the past several years, Florida Atlantic University has used special funds to enhance undergraduate instructional and advising activities by rewarding faculty and professional advisors. Four awards are available for excellence in teaching and three awards are available for excellence in advising.

Notification of the annual competition is sent to each college and initial screening of applicants is done by college committees, which must include student representation. The final selection is made by the Honors and Awards Committee of the University Faculty Senate, and distributed at the Honors Convocation.

Faculty members teaching at least two undergraduate courses during the current academic year and who have held tenured or tenure-earning ranked faculty positions at the institution for at least the two preceding academic years are eligible for teaching awards. Faculty members and professional advisors who have significant responsibilities in undergraduate advising during the current academic year and who have held tenured or tenure-earning ranked faculty positions and professional advisors who have been employed by the institution for at least the two preceding years are eligible for advising. No recipient of one of these awards for undergraduate teaching or advising within the past two academic years shall be eligible for an award.

### **President's Leadership Award**



The President's Leadership Award is intended to recognize individual employees of Florida Atlantic University who have rendered services of an extraordinary nature to the University and/or the greater community.

If a faculty member receives this award he/she should have played a leadership role in efforts that delivered substantial benefits to the University as a whole, to a community served by the University or to another external population. Nominations are submitted to the Equal Opportunity Programs office. A full description of the program and a nomination form are available from Equal Opportunity Programs. These awards are presented each year during the Annual Employee Service Awards.

### **Faculty Talon Award**

The Faculty Talon Leadership Award is presented annually by the Alumni Association during homecoming week. The award is designed to recognize faculty who have a demonstrated record of exceptional leadership, commitment, and service to FAU students. Consideration extends to substantial contributions made beyond regular classroom teaching such as through advising and activities outside the classroom.

Applications for this prestigious award are requested and encouraged and must be prepared and submitted directly by the applicant. All **full-time** faculty members are eligible to apply for this award. The cover of the application and application letter must clearly identify the applicant by name and include the applicant's title, department, college, campus address, phone number, and email. The application letter should contain a concise statement concerning the activities that serve as the basis for the application and award consideration. Letters of support are always welcome. The application must include a detailed curriculum vita of the applicant.

As with any award application, in the application submitted, one would expect the applicant to include supporting documentation to substantiate the contributions noted in the application letter. What contributions an applicant wishes to list and what documentation s/he wishes to include as part of the application package depends upon the applicant. It is for the applicant to present a case for why s/he is deserving of the award. The University Faculty Senate's Honors and Awards Committee will recommend finalists of the award to the Provost. The committee will certainly look for some substantiation of the contributions noted.

For consideration, one well-organized **electronic copy** of the complete application materials (including a table of contents, application letter, detailed curriculum vita, and supporting documentation) must be submitted Office of the Provost. The submission deadline will be announced and strictly enforced; any applications arriving after this deadline will not be considered.

The award will be presented at the Annual Talon Awards Ceremony and Reception in the fall at the Marleen and Harold Forkas Alumni Center on the Boca Campus. The recipient of this award and two other finalists will be expected to be present at that awards ceremony for recognition.

## ADMINISTRATIVE RESOURCE SERVICES

### University Police Service and Your Safety

The Florida Atlantic University Police Department [police.fau.edu](http://police.fau.edu) provides a full range of public safety services 24 hours a day, seven days a week on the Boca Raton and Jupiter campuses. Police are also present on the Broward campuses. The FAU Police Services Department operates in accordance with the Police Standards and Training Commission in the State of Florida. Officers are fully trained professionals who are committed to assisting you in all of your public safety needs. The FAU Police Services Department also maintains a close relationship with all local law enforcement agencies in our campus geographic areas in order to provide coordinated law enforcement.

Services provided by the University Police include vehicle, motorcycle, foot and bicycle patrol, criminal investigation, traffic enforcement, accident investigation, special events management, crime prevention programs and victim advocacy. The Victim Advocacy program is for all students, faculty, and staff who may become the victim of crime on or off campus. [police.fau.edu/victimservices.asp](http://police.fau.edu/victimservices.asp) (561) 297-0500 or [victimservices@fau.edu](mailto:victimservices@fau.edu)). The victim advocate can help you with information about your options in cases of rape, sexual harassment, stalking, cyber stalking, relationship violence, assault, battery and other crimes. The advocate can provide: crisis intervention, safety planning, explanation of Victim Rights, accompaniment to hospitals, courts and other police departments, assistance in filing Crimes Compensation, documentation of victimization for school or employment and referrals for social services. You DO NOT have to make a police report to utilize the services of the victim advocate. Confidentiality is maintained except as specifically noted by law.

Campus crime statistics are available on the web through our website at [fau.edu/police](http://fau.edu/police) for your convenience. On the website, you can also find the current police blotter, schedule of upcoming self-defense classes (RAD) and a calendar of educational presentations. Members of the department are available to make group or classroom presentations on a variety of subjects, including acquaintance rape, sexual assault, drugs and alcohol, identity theft, campus safety, homeland security, victimization and other crime prevention topics. The department operates an anonymous crime-reporting program through the police department web page: the "Silent Witness Program" at [fau.edu/police/silent\\_witness.php](http://fau.edu/police/silent_witness.php)


Please be aware that one of problems on campus is theft. You should secure your office at all times. Make note of the serial number of all personal electronic items and check to see if these are covered by your insurance. When parking, place valuables in the trunk of your vehicle out of sight and then lock your vehicle. If you are working late on the Boca campus, call the Night Owls Campus Escort Service (561) 297-6695 to accompany you safely to all locations on this campus. These escorts work from dusk to the early hours of the morning.

The Night Owls Campus Escort Service is also available on the Jupiter campus during the Fall and Spring semesters through the evening hours. Please call (561) 297-6695 then dial #2.

"Code Blue" Emergency Telephones are located throughout the Boca Raton and Jupiter campuses. Be sure to locate the telephones in the area where you normally park. These phones feature safety lighting and ring directly to the Police Dispatch.

**Dial 911 for emergency police, fire and medical response on all campuses.**

For further services: Boca Raton campus: (561) 297-3500, Jupiter campus: (561)779-8700. For the Broward campuses, contact information is posted in every classroom.

<b>FAU at Davie</b>	<b>(954) 236-1140</b>
<b>Dania Beach/Sea Tech</b>	<b>(954) 924-7000</b>
<b>Jupiter Campus</b>	<b>(561) 799 -8700</b> <b>(561) 339 -0015 (On duty officer cell phone)</b>
<b>Higher Education Complex</b>	<b>(954) 201-7636</b> 
<b>HBOI</b>	<b>(772) 216-1124 (On duty officer cell phone)</b>

### Threatening Behavior

If you encounter behavior that makes you feel that you or another member of the class might be endangered from the actions of another student (or, for that matter, another employee of the University), good judgment and swift responses are called for. Do not hesitate to contact the University Police, if you find yourself in such a situation, and certainly contact your department chair/school director. Your priority should be your own protection and that of the other students. Such situations might include:

- Verbal threats of violence
- Use of weapons of any sort
- Angry and abusive language and actions
- An actual physical attack

Make sure you document the situation and confer with your department chair/school director. You also need to make sure that any appropriate authority within the University community is informed. The Florida Atlantic University Police Department [police.fau.edu](http://police.fau.edu) provides a full range of public safety services 24 hours a day, seven days a week on the Boca Raton and Jupiter campuses. Police are also present on the Broward and Harbor Branch Oceanographic Institute (HBOI) campuses. The FAU Police Department operates in accordance with the Police Standards and Training Commission in the State of Florida.

Officers are fully trained professionals who are committed to assisting you in all of your public safety needs.

The FAU Police Services Department also maintains a close relationship with all local law enforcement agencies in our campus geographic areas in order to provide coordinated law enforcement.

### **Requirements for Responses to Student-Victims of Sexual Violence**

All full-time faculty members are considered “Responsible Employees” under FAU’s policy on Prohibited Sexual Conduct. According to Section V, A-1, Responsible employees will safeguard an individual’s privacy, but are required by the University to immediately share all details about a report of Prohibited Sexual Conduct (including the known details of the incident, the names of parties involved, a brief description of the incident and if the incident has been previously reported). Such reporting ensures timely support for all parties and enables an effective and consistent institutional response.

Before a responsible employee receives any information from a victim, the employee will seek to confirm that the Complainant understands the employee’s reporting obligations and, if the Complainant wants to maintain confidentiality, will direct the Complainant to a confidential resource.

To view the full policy, [click here](#).

### **Parking Services**

All faculty/staff, including adjuncts, must purchase and register their vehicle and have a virtual permit in order to park on ALL FAU campuses.

### **Boca Raton Campus**

Parking Services strives to maintain a tradition of teamwork and friendly relations with faculty, staff, students and visitors of Florida Atlantic University, as well as offering safe and well-designed parking facilities. Parking Services is located in Building 80 with office hours Monday-Thursday from 7 a.m. to 6 p.m. and Friday from 7 a.m. to 5 p.m. Please visit Parking Services website at [fau.edu/parking](http://fau.edu/parking) for additional information and a campus map. Copies of the rules and regulations can be obtained at the same location.

Faculty/Staff virtual permits are available on an annual basis and can be purchased online. A virtual permit will only be issued with proof of employment.

Each parking lot is designated for specific virtual permits. Signs are located at the entrances to each lot as well as various locations within the lots. Metered spaces are provided for visitor parking only. If you choose to park at a meter you must pay the meter. Any questions or concerns regarding the Parking Services rules and regulations can be directed to the Parking Services staff at (561) 297-2771.

## **Broward Campuses**

FAU virtual permits are required for parking at all times on all of the Broward Campuses. Any parking needs can be done at the Owl Card Center in the Student Union Building on the Davie Campus.

Davie Campus - Faculty and staff vehicles with current FAU virtual permits may be parked in any lot designated for faculty and staff or students.

Fort Lauderdale-Downtown Campus - Parking is available at all times to the FAU faculty in the ground lot on 1st Avenue or on the rooftop of the city parking garage with FAU virtual permits. Short-term visitor parking is available at parking meters or in the city parking garage.

Dania Beach/SeaTech Campus - Faculty and staff vehicles with current FAU virtual permits may park in the lot at any time.



## **Northern Campuses**

MacArthur Campus - Faculty and staff vehicles with current FAU virtual permits may park in any lot in spaces designated for faculty and staff. Also, paid visitor parking is available.

## **Environmental Health and Safety**

The goal of Environmental Health and Safety is to provide and ensure a safe and healthy environment for students, faculty, staff and visitors through comprehensive service oriented programs. EH&S is also the primary contact for federal, state and local regulatory agencies regarding matters of health, safety and the environment.

EH&S program areas include, but are not limited to:

- Biological Safety
- Chemical Safety
- Food Safety
- Radiation Safety
- Emergency Planning and Response Fire Safety
- Diving and Boating and Safety
- Occupational Health and Safety
- Public Health
- Occupational Medicine

In support of these program areas, EH&S provides a wide variety of safety training, workplace inspections, and other services designed to enhance safety at the University. The EH&S Web site ([fau.edu/ehs](http://fau.edu/ehs)) provides the University community with a convenient access point for policies and procedures, safety related information and services available through EH&S.

## **Business Services**

The Department of Business Services consists of several diversified areas that are committed to enhance the effectiveness of Florida Atlantic University students, faculty, staff and visitors by providing a variety of support services.

Areas under the direction and contract administration of Business Services are: The OWL CARD Center, Copy Services (Campus Copy on the Breezeway and in the Library, Coin/Card operated copiers, departmental and convenience copiers), Office Supplies for departmental and student/employees purchases with Office Depot Business Services Division, Food Services (residential dining, retail branded concepts, convenience stores and catering), Mail & Shipping Services, Vending Services, Pouring Rights Contract with Coca Cola, Bookstore Operations with Follett Bookstores, and the FAU Club, and University Event Management.

Additionally, Business Services is continually researching opportunities to bring additional services to the FAU Community. If you have any comments or questions about services available or the areas reporting to Business Services, you may contact Stacy Volnick, Vice President for Administrative Affairs and Chief Administration Officer.



## **CULTURAL, RECREATIONAL AND ATHLETIC RESOURCES**

The School of the Arts in the Dorothy F. Schmidt College of Arts and Letters unites the University's distinguished departments of Visual Arts and Art History, Music, Theatre and Dance and the University Galleries. As well as offering an enhanced interdisciplinary education to the students, the School provides a variety of collaborative projects and events designed to enrich FAU's artistic offerings to the South Florida community. Information about all School of the Arts events can be obtained by calling the Arts Information Line at (561) 297-2977.

### **Art Galleries**

The University Galleries at Florida Atlantic University present exhibitions of contemporary art, exhibitions of work in other Arts and Letters disciplines, and related programs designed to stimulate interpretation of and reflection on the visual arts. The University Galleries are committed to reaching and building University and community audiences by collaborating with various academic departments and student groups in the University as well as groups and organizations based in local and regional communities.

### **The Ritter Art Gallery**

Located above the Breezeway in the center of FAU's Boca Raton campus, the Ritter Gallery offers four to six exhibitions a year, including two BFA shows and a student juried show. The development of exhibitions and their publications such as those showcasing contemporary European and Modern art have solidified the gallery's reputation as a community forum for contemporary art. In exhibiting more non-traditional and experimental shows, this gallery provides the opportunity for cutting-edge artists to exhibit their work.

### **The Dorothy F. Schmidt Center Gallery**

Situated in the Dorothy F. Schmidt Performing Arts Center on the Boca Raton campus, this state-of-the-art gallery also presents four to six distinctive exhibitions each year, including sculpture, photography, painting, graphic arts, mixed media and digital/video installations, by both local and nationally known artists, providing another arena dedicated to encouraging the interaction of University and public audiences with the visual arts.

### **Music**

[The Dorothy F. Schmidt College of Arts & Letters](#)

[Click here](#) for the most recent schedule.

The Department of Music offers over 45 performances per year, featuring our internationally acclaimed faculty, student ensembles, and professional ensembles-in-residence. These ticketed performances are offered at free or reduced rates for FAU faculty and staff. Student ensemble concerts include those presented by the Wind Ensemble, Symphony Band, Symphony Orchestra,

Jazz Band, Choral ensembles, Commercial Music ensembles, Piano Student Gala, Student Composers Showcase, and the Classical Guitar Society. Faculty performances feature our acclaimed faculty in chamber and solo settings, and we are proud to host the Florida Wind Symphony and Florida Wind Symphony Jazz Orchestra as our professional Ensembles-in-Residence. Audience favorites include the annual performances of Handel's *Messiah*, the Madrigal Dinner, Tuba Christmas, Band-O-Rama, Winds of Romance and the Ellington Nutcracker. Tickets are available through [fauevents.com](http://fauevents.com), (800) 564-9539, or at the box office one hour before show time. Most performances are presented at the Schmidt University Theatre.

## **Theatre and Dance**

### The Dorothy F. Schmidt College of Arts and Letters

The Department of Theatre and Dance produces a year-round performance schedule that features an exciting mix of plays and dance in a wide variety of styles. The Theatre Season features plays from classical and contemporary dramas, comedies and musicals performed by both graduate and undergraduate students. Performances are held on the Boca Raton campus in the 500-seat, proscenium-style University Theatre, the 200-seat Studio One Theatre, and the more intimate Studio 2 Theatre.

### **Studio One Theatre Series**

The Studio One Theatre Series tickets sales begin in June of each year for an exciting array of classic, modern, contemporary, and post-modern plays ranging from musicals to comedies and dramas. These often thought-provoking and always entertaining productions are the “laboratory” setting where the best and brightest talents of the future are on display. Scheduled from September through April, directed and produced by Department of Theatre and Dance faculty and staff these shows are sure fire entertainment.

### **Repertory Dance Theatre Ensemble and Dances We Dance**

Every year the Department of Theatre and Dance produces a variety of dance concerts. This includes the professional Repertory Dance Theatre Ensemble that features professional dancers and choreographers often working alongside students, the Dances We Dance concerts comprised mostly of the work of students dancers and the Dance | Film | Speak event that features dance, dance on film, and lectures or discussions about dance.

### **Festival Repertory Theatre**

Every summer FAU's School of the Arts presents Festival Repertory Theatre, more commonly known as Festival Rep! These productions are the integration of professional and academic theatre at its finest. This is achieved through FAU's collaboration with the Actor's Equity Association (AEA).

The FAU Department of Theatre and Dance presents two plays in repertory, featuring FAU students, faculty, and guest faculty from Actor's Equity, in June and July, resulting in a distinct theatrical experience for South Florida audiences to enjoy. Festival Rep! also features spectacular concerts presented by the Department of Music for a truly fabulous summer experience.

### **Theatre Lab**

Theatre Lab, FAU's professional resident company, features riveting new plays in American theatre. Located in the old food court of Parliament Hall, Theatre Lab gives voice to America's most talented playwrights. Audiences enjoy engaging and exciting performances in this intimate 99-seat theatre making Theatre Lab a uniquely enjoyable experience.

For more information please visit [Theater Lab Website](#)

### **Tickets and Information for all Theatre and Dance Productions**

Information about all performance dates, locations, and times can be obtained by visiting [fauevents.com](#) or by calling (800) 564-9539. For group tickets and packages call (561) 297-6124.



### **MacArthur Campus Events**

The Jupiter campus has ongoing events that include campus life events, guest lecture series, musical and theatrical events. All events are posted on the R25 Webviewer [fau.edu/registrar/R25.php](#), and on the Jupiter campus homepage ([fau.edu/jupiter](#)). More information about an event can be obtained by contacting the sponsorship unit as indicated on Webviewer, on the homepage or by calling Campus Administration.

Information specific to the campus, including press releases, weekly newsletters and other important announcements are available at [fau.edu/jupiter](#).

### **Intercollegiate Athletics**

Visit [fausports.com](#) for the latest information on intercollegiate athletics. Florida Atlantic University recognizes intercollegiate athletics as an integral part of the educational mission of the institution. Success in the classroom and success in competition are the hallmarks of FAU's program. In addition, intercollegiate activities provide enjoyment and enrich campus life for spectators and participants alike, serving as a focal point for school spirit and alumni activities.

Florida Atlantic University is an NCAA Division I member that sponsors 19 intercollegiate teams along with the spirit squads of cheer and dance. The Athletics Department currently has affiliations with two conferences. The majority of the teams compete in Conference USA (C-USA) while men's swimming and diving and beach volleyball call Coastal Collegiate Sports Association (CCSA) home.

Men's teams currently compete in baseball, basketball, cross-country, football, golf, soccer, swimming & diving, and tennis. Women's teams include basketball, cross-country, golf, soccer, softball, swimming & diving, tennis, track, volleyball and beach volleyball.

All of the teams are nationally competitive, and most have represented the University in championship tournaments. Nearly every program can boast of a conference title and all but four have represented FAU in postseason play.

For ticket information, please contact (866) FAU-OWLS or visit [fausports.com](http://fausports.com).

### **Campus Recreation and Fitness**

We create movement and engagement opportunities to enhance the social and physical wellbeing of the Florida Atlantic University Community. All facilities and programs are available to FAU students with a valid Owl Card and also to Campus Recreation members. Faculty and staff are eligible to purchase a Recreation membership for access to facilities and programs. The Department of Campus Recreation is funded by Student Government Association through Activity and Service (A&S) fees which are paid by students with their tuition. For more information about Campus Recreation facilities, programs and services, click [here](#) or call (561) 297-4512.

### **Boca Campus Recreation Facilities and Programs**

#### Recreation and Fitness Center

The FAU Recreation and Fitness Center is a state-of-the-art facility where students, faculty, staff and alumni can meet, workout, relax and enjoy being part of FAU campus life. Located on the Boca Raton campus at the northeast entrance of the Breezeway along University Drive, the FAU Recreation and Fitness Center is a modern, 77,000-square-foot facility offering:

- A 13,000-square-foot fitness center with more than 60 pieces of cardio equipment, two circuit-training units and a free-weight area;
- Two multipurpose rooms designed for group fitness and sport club practices;
- Cycling studio;
- Three multipurpose courts for basketball, volleyball, indoor soccer, and badminton;
- An outdoor leisure and lap pool with zero-depth entry, three 25-yard lap lanes and outdoor lounge;
- Men's and women's health-club-style locker rooms;
- Social corridor with group seating, activity viewing, WiFi and more.

## Intramural Sports

The Intramural Sports program is designed to provide students, faculty, and staff an opportunity to participate in a variety of competitive and recreational sports leagues, tournaments, and special events. Create or join a team and check our website for season start dates and registration information. Available sports vary but may include basketball, flag football, soccer, softball, and volleyball.

## Club Sports

The Club Sports program promotes student participation in a variety of physical and athletic activities. Nearly 30 student organizations are considered sport clubs. Check the website for current clubs, president contact information, and practice schedules. Sport Clubs may be highly competitive like Surf and Rugby, or instructional like Tae Kwon Do.



## Group Fitness

The Group Fitness program offers a variety of fitness class options to meet different schedules and styles. Our motivating and educated instructors strive to provide safe and effective workouts to assist all participants in reaching their fitness goals. Typical classes include yoga, Pilates, kickboxing, strength, cycling, and more!

## Personal Training

Personal trainers act as expert guides and consultants, who assist clients in reaching individually selected fitness goals. This is accomplished by teaching the client how to perform exercises correctly and effectively through individual program design and one-on-one training.

## Outdoor Adventures

Outdoor Adventures serves students, faculty/staff, and community members. Outdoor Adventures comprises gear rentals, adventure trips, challenge course programming, a climbing center, and freshmen outdoor programs. We are committed to offering adventure-based experiential education opportunities that promote personal growth, leadership development, and respect for others and the natural world.

## Additional Boca Raton Campus Recreation Facilities

**Track and Field Complex:** Includes a synthetic turf field for student recreation use at designated times and an eight-lane performance track.

**Henderson Fields Complex:** The 6.5-acre home of Intramural Sports and Club Sports, the Henderson fields may be reserved by student organizations for special functions.

**Outdoor Basketball and Tennis Courts:** Six lighted tennis courts and four lighted basketball

courts available for open recreation until 11 p.m. nightly.

**Challenge Course:** FAU is home to the most comprehensive Challenge Course in South Florida. The course is located just north of the track and field complex and can be easily recognized by the 40-foot tower. With more than 30 low and high elements and numerous portables, the course can be customized to provide an experiential-based program for local organizations. Both FAU and the surrounding communities may book programming at the course. For more information, visit the Challenge Course page on Campus Recreation website.

### **MacArthur Campus Recreation**

The Office of Student Involvement and Leadership offers various men's, women's and co-recreational activities to FAU students, faculty and staff throughout the year. Activities such as flag football, soccer, basketball, softball, and co-ed volleyball are some of the intramural events that take place on campus. Fitness and wellness classes are also offered throughout the year. For more information on Campus Recreation at the MacArthur Campus, contact Student Life and Recreation at (561)799-8696 or visit [fau.edu/campusrec/jupiter-previous.php](http://fau.edu/campusrec/jupiter-previous.php)

### **Broward Wellness Center**

The Broward Wellness Center is located on the west side of the Davie Campus next to BC's building 11. Campus Recreation is a 3,400 square-foot, fully functional workout facility equipped with brand new state of the art cardio and strength equipment, showers, and lockers. It also offers exercise programs, fitness evaluations, activity classes, a weight loss program, and fitness resources. For more information about Campus Recreation on the Broward campuses, contact: (954)236-1018, [browardwellness@fau.edu](mailto:browardwellness@fau.edu) or visit [fau.edu/campusrec/broward/](http://fau.edu/campusrec/broward/)

### **OTHER POLICIES . . .**

- [Provost Memoranda and Policy](#)
- [FAU BOT/UFF Collective Bargaining Agreement 2015-2018](#)
- [Regulation 5.010 Anti-Discrimination and Anti-Harassment](#)

**To view the most recent version of this handbook online, visit**  
<http://www.fau.edu/provost/files/facultyhandbook.pdf>