

**MINUTES - Faculty Senate**

**Friday February 4, 2022 9:30 am-11:30  
Virtual**

**• Attendance**

|                      |                       |                    |                       |
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| Acheampong, Daniel   | Present               | Meso, Peter        | Present               |
| Barbosa, Alli        | Present               | Nation, Molly      | Present               |
| Beard, Regina        | Present               | Paine, Morgan      | Present               |
| Belanger, Brigitte   | Present               | Reilly, John       | Present               |
| Bouldin, Elizabeth   | Present               | Rhodes, Lyndsay    | Present               |
| Campbell, Rachel     | Present               | Robb, Colleen      | Absent                |
| Carlin, Anna         | Present               | Rosenthal, Martha  | Present               |
| Case, Mark           | Present               | Sadighi, Tammy     | Present               |
| Craddock, Jason      | Present               | Sakharuk, Alex     | Present               |
| Erikson, Mark        | Present               |                    |                       |
| Fortney, Jeffrey     | Present               | Salmond, Jackie    | Present               |
| Frim, Landon         | Present               | Shambayati, Hootan | Present               |
| Girimurugan, Senthil | Present               | Szabo, Kyle        | Present               |
| Greene, Jackie       | Absent Proxy Campbell | Szecs, Tunde       | Absent Proxy Martelli |
| Houdyshell, Michael  | Present               | Sughrue, Jennifer  | Present               |
| James, Kimberly      | Present               | Thomas, Serge      | Present               |
| Komisar, Simeon      | Present               | Van Duijn, Arie    | Absent Proxy Erickson |
| Leah, Joe            | Present               | Villiers, Claude   | Present               |
| Lura, Derek          | Present               | Vo, Dan Hieu       | Present               |
| Malimage, Kalana     | Present               |                    |                       |
| McManus, Greg        | Present               |                    |                       |
| McShane, Megan       | Present               |                    |                       |

Guests: Mark Rieger (Provost's office), Mary Larkin (SAC), Tony Barringer, Gracie Dougherty (SGA)

|  | Responsible                        | Discussion  | Action/Vote                         |
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| 1) Gathering   | Senate Faculty President<br>Carlin |   |                                     |
| 2) Approval of the Senate Meeting Agenda               | Carlin                             | <ul style="list-style-type: none"> <li>Motion to approve</li> </ul> | Rhodes/Thomas<br>Agenda approved    |
| 3) Approval of the Senate Meeting Minutes from 1/21/22 | Carlin                             | <ul style="list-style-type: none"> <li>Motion to approve</li> </ul> | Thomas/Campbell<br>Minutes approved |

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| <p>4) Standing Reports</p> <p>4.a) Faculty Senate President</p> | <p>Carlin</p> | <ul style="list-style-type: none"> <li>• The Board of Governors (BOG) held a meeting in Tallahassee to a limited audience on Jan 25- 26, 2022. The major news for FGCU was that the BOG was pleased with our 100% compliance with the textbook adoption deadline for past semester.</li> <li>• BOG's recommendation for university faculty senates is their "vital role should be to participate early and often in the development, implementation, evaluation, and support of civil discourse programs and initiatives." This includes a specific recommendation that faculty senate leadership "annually review and endorse the Board's Statement of Free Expression and commitment to the principles of civil discourse."</li> <li>• BOG had recommendations for the Board of Trustees to take on a more thorough review of student orientation programs, student codes of conduct and employee policies and procedures to ensure consistency with the Board Statement and principles of free speech and civil discourse.</li> <li>• The Board of Trustees had a "workshop" meeting on January 28, at the Arthrex campus. Two main areas of focus were: <ul style="list-style-type: none"> <li>○ A workforce housing project proposal may be funded by the FGCU Financing Corporation. FGCU owns land next to West Lake Village, and the university could offer the land to a third-party to build housing units that would be rented at a set "below market" rate to employees (eligibility to be determined) of FGCU, as well as employees of Lee Health. To make this happen, however, the FGCU Financing Corporation would need to provide a loan of 7-10 million dollars. This is money that is currently held in reserves, and the loan would be unconventional and possibly more risky than other potential uses.</li> <li>○ Presidential search: Primary focus on the procedure- how a search firm would be selected, how quickly, and how a search committee would be formed. The goal is to select a search firm by April and a search committee will be formed in the interim. The Faculty Senate Appointments Team solicited nominations for a Presidential Search Committee in May 2021. I still have those</li> </ul> </li> </ul> |  |
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names and will confirm if they are still interested, and I will forward those on to the Board Chair for consideration. The Board Chair has indicated his interest in keeping the committee small and focused.

- FGCU Day: February 12, 2022, promises to be a fun-filled day for us to showcase what makes us great to our community. Encourage your friends and neighbors to come out and visit us on this special weekend! I know the library will be hosting several activities in the building for all ages during the day, including a book talk from Faculty Senator and Alternate Senate Sim Komisar and Win Everham. A full list of activities can be found at: <https://www.fgcu.edu/fgcuday/>.
- Chairs and Deans Survey: I have confirmed that we could complete a survey on our perception of our chair's and dean's performance shortly before spring break. This is the survey instrument that was designed and approved by Faculty Senate in 2012. There are certainly limitations to this instrument, but it is the only tool at this moment to provide feedback on chair and dean performances. I would encourage all to fill, and I hope to have a thorough reexamination of the instrument and process next year.
- Commencement planning: Stakeholders and various authorities have started meeting to plan graduation festivities for Spring 22. For the Spring 22 graduation, it has been established that Alico Arena would not be adequate for a traditional commencement ceremony and a larger venue such as Hertz Arena is not available. So, it seems that the "Grad Walk" format will be used again. Two options for faculty are on the table: A) a tent for informal mixing and mingling with students and family and B) a more traditional receiving line indoors as students exit the arena. Organizers are leaning toward option B. Let me know if you have thoughts on this as soon as possible so that I can communicate with the event planners.
- Academic Policies: Senate Leadership (President and Vice-President) have met with Associate Provost Dawn Kirby, Vice-Provost for Strategy and Program Innovation; Aysegul Timur, Director of Academic and Curriculum Support; Lucero Carvajal, Assistant

VP of Innovative Education and Partnerships; Kristen Vanselow, and Undergraduate Curriculum Team Chair Joe Ross, to talk about how to better identify processes for modifying or creating new academic policies that are not part of the curriculum but touch student's progress to degree or determination of academic standing. We are working on a proposal for a university policy that will codify faculty governance involvement in the process.

- We do plan to hold an in-person meeting on February 18 in Marieb 100. Coffee and bagels will be served. We will offer a virtual option for attendance. Prior to the Feb 18 meeting, I will send out a survey requesting if you will be attending in-person or virtual.
- Virtual meeting guidelines: In anticipation of affirming the proposed changes to our Governance Document to allow for virtual attendance at Senate meetings, I plan to call for volunteers for an ad hoc taskforce to write guidelines and procedures for virtual attendance in the Faculty Senate. This is probably overdue but needed especially as we look toward the long-term use of virtual meeting platforms. Please consider whether you might be able to contribute to this initiative.
- March 4 Faculty Senate meeting, Arthrex will give a presentation on their current partnership with FGCU and future opportunities for collaboration for research and workforce development.

**Discussion:**

Shambayati: After reviewing BOT minutes, I would like to inquire about the discussed low number of white males that are enrolled in certain majors.

Carlin: This seems to be a nationwide trend. This was only a comment that was made at the BOT.

Thomas: I need clarification on the workforce housing?

Carlin: FGCU already owns the land for workforce housing.

Paine: After reviewing BOT meeting, why the change to lengthen chairs terms to five years instead of three? This could mean a shift in evaluation type issues. Also, a comment regarding the overall feeling that strength of university is not the faculty is discerning. They should voice the strength of faculty to community and the larger regional area.

Carlin: all colleges perform chair appointments differently. No overall university document regarding chair terms.

Rieger: Meetings are scheduled with chairs once a month.

Discussion involves training and the issue of increasing chair terms to five years due to learning curve involved.

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| <p>4.b) Academic Affairs</p> | <p>Provost Rieger</p> | <ul style="list-style-type: none"> <li>• President search is beginning since Dr. Martin is retiring the end of December. Presently, five state universities are involved in a presidential search along with three provosts.</li> <li>• 25<sup>th</sup> FGCU anniversary will be held 2/12/22.</li> <li>• Enrollment continues to increase and notably graduate over undergraduate majors.</li> <li>• Academic Affairs plans are to begin a new strategic plan and initiatives this year.</li> <li>• Search continues for Assistance VP Planning and Institutional Performance with dates for candidates to be on campus Feb and March.</li> <li>• Search continues for new Associate VP of Research and Sponsored Programs with candidates on campus 2/9/22; 2/11/22; 2/23/22 and 2/25/22. Tracie Beck will be sending an email for exact times.</li> <li>• Two dean searches are active and include the College of Arts and Sciences and Whitaker College of Education.</li> <li>• Covid stats are improving. Two weeks ago, 200 students and 30 faculty were positive. Yesterday, 28 students and 10 faculty were positive.</li> <li>• The university continues to monitor for covid presence in wastewater and air. Students have studied this correlation with covid cases on campus and abstracts have been submitted with invitations to speak nationally.</li> <li>• Arthrex day is 2/25/22 at the Cohen Center which will include different sessions throughout the day. Arthrex has hired over 130 FGCU students which includes students from many different majors. They provide approximately 50 internships over a year.</li> </ul> <p><b>Discussion:</b><br/> McShane: What are your plans?<br/> Rieger: To be the best provost for now<br/> Shambayati: Are we linking Dean’s compensation to graduation rates?<br/> Rieger: This was a comment made at the BOT 1/22/22 but Deans are not compensated according to graduation rates.</p> | <p>Motion to extend 5 min<br/> Acheampong/Girimurugan</p> <p>Motion to extend 5 min<br/> Shambayati/Salmond</p> |
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| <p>4.c)<br/>Standing<br/>Reports<br/>UFF Report</p> | <p>Written report<br/>read by Anna<br/>Carlin</p> | <ul style="list-style-type: none"><li>• Article 23: UFF submitted counterproposal and next bargaining meeting is 2/11/22. Updates when available.</li></ul> |  |
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| 4.d) SGA Report  | SGA Vice-President<br>Gracie Dougherty   | <ul style="list-style-type: none"> <li>• Students traveled to Tallahassee last week for FGCU day at the Capital. Thirty students total including SGA, alumni, nursing students and legislative interns. Twelve representatives received a visit from the students to advocate for water school distinction and workforce needs such as mental health.</li> <li>• Six students from SGA met with other university SGA members to advocate for SGA legislation priorities. <ul style="list-style-type: none"> <li>○ Address textbook stipends for Bright Futures.</li> <li>○ Student housing and security.</li> </ul> </li> <li>• SGA elections begin soon. Students interested should apply by 2/11/22. Campaigning begins 2/22/22 and voting will be the first week of March.</li> </ul> <p><b>Discussion:</b><br/>Girimurugan: Can faculty attend Wings up Event?<br/>Dougherty: Yes</p> |  |
| 4.e) SAC Report  | SAC<br>Kristin Vanselow  | <ul style="list-style-type: none"> <li>• Reviewed survey results from Staff Retention and Morale Survey with three thematic areas noted: (40% response rate) <ol style="list-style-type: none"> <li>1. Communication</li> <li>2. Compensations and Retention</li> <li>3. Ability to evaluate supervisors or those in a direct leadership position.</li> </ol> </li> <li>• Staff is pursuing possible union representation and will address if there is an interest. Most other state universities have union representation.</li> </ul>   |  |
| New Business<br>5.a) Action Item   | Professional Development Leave Guideline Changes<br>Anna Carlin  | <ul style="list-style-type: none"> <li>• If not eligible for Sabbatical, one can take professional development leave. To clarify requirements, one must need three years of service before applying.</li> <li>• Changes to timeline in appendix.</li> <li>• Appointment status form is not part of process and will be removed</li> <li>• Vote at next meeting on changes and revisions.</li> </ul>   |  |
| 6 Old Business<br><br>6.a) Action Item<br><br><br><br><br><br><br><br><br><br>6.b) Action Item | Nominations/ Elections for Faculty Senate Communications Officer<br><br><br><br><br><br><br><br><br><br>Senate By-Laws Change for Virtual Attendance | <ul style="list-style-type: none"> <li>• Last meeting no nominations were received.</li> <li>• Qualification is one year on faculty senate.</li> <li>• Job description is to ensure communication between the senate officers, senators, STCC and university committees. Also, maintains senate and STCC webpage and ensure publication of senate agendas and minutes.</li> <li>• Revisit nominations at next meeting.</li> </ul> <ul style="list-style-type: none"> <li>• Motion to approve changes in documents for implementation to go into effect immediately.</li> </ul> <p><b>Discussion:</b><br/>Shambayati: Would like to see more specifics for faculty on attendance. Can we add “request to attend virtually”<br/>Rosenthal: This statement “does not fit” into the changes made.<br/>Acheampong: Suggests deleting “decided by senate officers”.</p>                         |  |

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|   |  | <p>Paine: Potential issues with announcement of meetings and possible exclusion of senators.</p> <ul style="list-style-type: none"> <li>• Motion to approve virtual attendance changes and delete “approved by senate officers”. Acheampong/Lura</li> </ul> | Motion passes 37-0-0 |
| 7) Announcement/<br>For the good of the order |  | Shambayati announced several upcoming speakers on Human Rights and New Pandemics (Offered in person and virtual)  |                      |
| 8) Adjournment                                |  | Adjourned 11:15   |                      |
| Future Meeting Dates                          |  | <p><b>Next Senate meeting: February 18</b><br/> <b>Next Senate Council of Chairs Meeting: March 11, 12:30 pm</b></p>  |                      |