

MINUTES - Faculty Senate

**Friday February 18, 2022, 9:30 am-11:30
Virtual**

• Attendance

Acheampong, Daniel	Present	Meso, Peter	Present
Barbosa, Alli	Present	Nation, Molly	Present
Beard, Regina	Absent Proxy Malimage	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	Absent Proxy Van Duijn		
Fortney, Jeffrey	Present	Salmond, Jackie	Present
Frim, Landon	Present	Shambayati, Hootan	Absent Proxy Paine
Girimurugan, Senthil	Present	Szabo, Kyle	Present
Greene, Jackie	Present	Szecs, Tunde	Absent Proxy Martelli
Houdyshell, Michael	Present	Sughrue, Jennifer	Present
James, Kimberly	Present	Thomas, Serge	Present
Komisar, Simeon	Present	Van Duijn, Arie	Present
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), Charlotte Bingham (SAC), Tony Barringer, Patrick Niner, and Gracie Dougherty (SGA)

	Responsible	Discussion	Action/Vote
1) Gathering	Senate Faculty President Carlin		
2) Approval of the Senate Meeting Agenda	Carlin	<ul style="list-style-type: none"> • Motion to amend agenda to remove academic calendar • Motion to approve revised agenda 	Carlin/Lura Carlin/Sughrue Agenda approved
3) Approval of the Senate Meeting Minutes from 2/4/22	Carlin	<ul style="list-style-type: none"> • Motion to approve 	Thomas/Salmond Minutes approved

<p>4) Standing Reports</p> <p>4.a) Faculty Senate President</p>	<p>Carlin</p>	<ul style="list-style-type: none"> • Faculty Advisors and Faculty Documents: How does our faculty advisors fit into faculty governance and the promotion and evaluation process? The FPED and Faculty Governance Document were essentially unaltered while the status of advisors remained under examination, the in-unit faculty advisors have been shifted into a new reporting structure. Since in-unit advisors are no longer part of a college/school reporting structure, we need to determine how to allow advisors to participate in faculty governance, as well as adjust the FPED to ensure advisors an equitable process for evaluation and promotion. Faculty Senate leadership have already met with advisor representatives to discuss possible alterations to the Governance Document. I also anticipate coordinating some efforts between administration, advisors, and our Faculty Affairs Team to work on FPED. • Training Program for Chairs: Associate Provost for Faculty Affairs, Tony Barringer, shared preliminary plans for a training and development program for department chairs and directors. It is envisioned as a multi-session program that will cover a wide variety of skills like conflict resolution, budgets, the CBA, hiring and recruiting, having difficult conversations and basic roles and responsibilities of department chairs. The program is still in the early stages and facilitators and leaders are still needed. If you or a colleague is an expert in an area that could be of use in this program, please get in touch with Dr. Barringer. • Workday Student: Project teams have been at work getting new workflows set up in Workday. I have attended several customer confirmation sessions (demonstrations) in the past week. I plan to have Mary Banks, CIO, come to Faculty Senate this semester to talk about the timeline for Workday Student, as well as other technology updates. • AVP of Research Candidates: Please participate in the open forum presentations that remain for the candidates for Associate Vice President of Research and Sponsored Programs. This is an important position that will help shape what research looks like and is supported on this campus for years to come. Wednesday, February 23rd 1:30-2:45pm Seidler Hall, 114 and Friday, February 25th 1:30-2:45pm Seidler Hall, 114. <p>Discussion: Thomas: Are desktop computers being changed to laptops. Carlin: I believe the office computer is changing to a laptop. Sughrue: Chairs training compulsory? Rieger: Chairs are welcoming the training and Dr. Barringer will be meeting frequently with the Chairs.</p>	
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<p>4.b) Academic Affairs</p>	<p>Provost Rieger</p>	<ul style="list-style-type: none"> • Covid updates: emails will begin Monday regarding the campus becoming more normalized post-covid. Only one student was COVID positive last week. • Strategic planning will begin this year with “planning for the plan” to be the priority. Planning will involve individuals externally and internally. A white paper will be presented to the new President with pillars/values and objectives. Plans are to organize forums consisting of past founding faculty for strategic planning. • Bills Senate/House: <ul style="list-style-type: none"> ○ HB 1506 addresses micro badges. ○ Bill addressing “attacking tenure” is now off the table for discussion. ○ Accreditation bill addresses changing of SACS. Concern is that a self-study can take a year or two to complete and changing accreditation could make process lengthier. ○ Possible \$46 million to be slated for nursing and mental health by the state to grow these much-needed programs and health care workers. • Faculty searchers are ongoing. A seven person cluster hire is currently in place for computer science. Some institutions are eliminating programs and FGCU is hiring. <p>Discussion: Van Duijn: Any consequences regarding “change in accreditation” for individual programs at FGCU? Rieger: The present legislative bill only deals with institutional accreditation and not individual programs within the university. Lura: What is the status of university hiring more faculty but no raises for faculty? Rieger: Enrollment is up and therefore, more tuition for new faculty (\$1 million). Summer enrollment goes up and this provides more money to hire faculty. The Deans are working on increasing summer courses. I would like to see student to faculty ratio of 21:1. Thomas: What about performance-based metrics? Rieger: Performance-based funding metrics has dropped over the last two years from 82-65. State may change “goal posts” and normalize score sort of like “curving the grade” and we are awaiting the BOGs response. The student success plan is being revised. Komisar: How are you preparing for the strategic plan and get faculty involvement? Rieger: Will develop website and have focus groups to increase participation. Acheampong: To address DFW, are we addressing quality of students? Rieger: We are not adjusting admissions. As admissions go up, we can be more selective. Average ACT at FGCU is 23 and UF it is 29. The important point is access and affordability are needed</p>	<p>Motion to extend 5 minutes Acheampong/Girimurugan</p> <p>Motion to extend 5 minutes Girimurugan/Carlin</p> <p>Motion to extend 5 minutes</p>
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		<p>for students in this area. The yield is increasing for students wanting to attend FGCU.</p> <p>Sughrue: Please remind faculty to complete SPOI survey. We have 200 responses out of 500 faculty.</p> <p>Rieger: Yes, please complete SPOI survey.</p> <p>Rieger: FGCU has submitted a \$24,000,000 grant that was funded by the Biden administration for higher education research.</p>	McShane/Girimuugan
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<p>4.c) Standing Reports UFF Report</p>	<p>Niner</p>	<ul style="list-style-type: none"> • Full book negotiation is completed. Thanks to faculty and administration on the bargaining committee. • Most of CBA was written before Zoom and changes to address this have been made. • Article 8 Faculty will receive appointment letter with their CIP code. “Ranked faculty” name removed from 3-year contract. • Article 9.1: Added language to account for broader work and home privileges with an update on uncompensated teaching language, along with new language for mandatory state training. • Article 10: Level 4 promotion/post promotion review procedure to be developed by 9/23. • Article 25: Printed CBAs will be reduced to 650 from 1000. • Article 27. Increase required notice to UFF for reclassified changes. • Appendix A; restoration of Academic Advisors classification and associated language. <p>Salary bargaining Article 23:</p> <ul style="list-style-type: none"> ○ \$2000 onetime bonus (no recurring amount to base salary) ○ Top level promotion from 13%-15%. ○ Instructor I, II, III base salary increases retroactive to 8/7/21. ○ Faculty excellence awards increases to 2 winners for each category. <p>What now?</p> <ol style="list-style-type: none"> 1. Impasse 2. Federal remediation <p>Both take time and faculty should decide?</p> <p>Ratification vote to take place after spring break.</p> <ul style="list-style-type: none"> • Compression and Inversion study will begin soon. <p>Discussion:</p> <p>Lura: What are other state universities receiving?</p> <p>Niner: Almost all universities are tracking down in raises. FIU received a 3% bonus</p> <p>Barringer: Virtual office hours are still available with good communication of hours to students.</p> <p>Van Duijn: What is the future of raises at FGCU?</p> <p>Niner: Concerned state and legislative sessions will interfere with raises for faculty.</p> <p>Sughrue: Has the level 4 process been agreed to by administration?</p> <p>Barringer: We have agreed to explore level 4.</p>	<p>Motion to extend 5 minutes Thomas/Acheampong</p>
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4.d) SGA Report	SGA Vice-President Gracie Dougherty	<ul style="list-style-type: none"> • Update of election code to add treasurer to ballot • Meeting with finance committee to receive clarification. Need consistency and then goes to senate vote. • As of 2/8/22, the supreme court and cabinet positions have been filled. Some vacancies remain on the Senate. • Homecoming was successful. • The Florida Student Association meeting is this afternoon. • Covid financial grants went out to all students. • Faculty/Staff Day at Boardwalk is 2/28 from 11:30-1:30. 	
4.e) SAC Report	SAC Kristin Vanselow	See below	
New Business 5.a) Informational Item	Staff retention and morale survey results – Charlotte Bingham	<ul style="list-style-type: none"> • Reviewed survey results from Staff Retention and Morale Survey with three thematic areas noted: (43% response rate) <ol style="list-style-type: none"> 1. Communication 2. Compensations and Retention 3. Ability to evaluate supervisors or those in a direct leadership position • Recommendations based on the three themes were presented to Dr. Timur and Dr. Martin • Full report of detailed results can be found at www.fgcu.edu/sac. 	
6 Old Business 6.a) Action Item	Professional Development Leave Guideline Changes Anna Carlin	<ul style="list-style-type: none"> • Two changes were made to the Professional Development Leave <ul style="list-style-type: none"> ○ Clarify eligibility for candidates to receive professional development leave is the completion of 3 years employment before applying. ○ Removal of an item in appendix which is a form that is not utilized. 	Motion to Approve Case/Thomas 29 yes and 0 no Motion passes.
7) Announcement/ For the good of the order		<ul style="list-style-type: none"> • Lucas Center is hosting Collaboration with International Learning. Faculty Fellows are needed for next year. Contact Dr. Salmond for further information 	
8) Adjournment		Adjourned 11:45	Acheampong/Sughrue
Future Meeting Dates		Next Senate meeting: March 4, 2022 Next Senate Council of Chairs Meeting: March 4, 12:30 pm	