

**MINUTES - Faculty Senate**

**Friday October 22, 9:30 am-11:30  
Virtual**

**Attendance**

Acheampong, Daniel	Present	Lura, Derek	Present
Beard, Regina	Present	Malimage, Kalana	Present
Belanger, Brigette	Present	McManus, Greg	Present
Bouldin, Elizabeth	Present	Meso, Peter	Absent Proxy Malimage
Campbell, Rachel	Present	Paine, Morgan	Present
Case, Mark	Present	Rhodes, Lyndsay	Present
Colmer, Maria	Present	Robb, Colleen	Present
Fortney, Jeffrey	Present	Rosenthal, Martha	Present
Frim, Landon	Present	Sadighi, Tammy	Present
Greene, Jackie	Absent Proxy Carothers	Salmond, Jackie	Present
Houdyshell, Michael	Absent No Proxy	Shambayati, Hootan	Present
Komisar, Simeon	Present	Szabo, Kyle	Present
Leah, Joe	Present	Szecsi, Tunde	Present
		Sughrue, Jennifer	Absent Alternate Carothers
		Van Duijn, Arie	Present
		Villiers, Claude	Present
		Vo, Dan Hieu	Present

Guests: Mark Rieger (Provost's office), Andi Clemons, (SAC), Carolyn Gischel (UFF), Dr. Michael MacDonald (Hanseatic League of Universities)

	Responsible	Discussion	Action/Vote
1) Gathering	Senate Faculty President Carlin		
2) Approval of the Senate Meeting Agenda	Carlin	<ul style="list-style-type: none"> <li>Approved</li> </ul>	Rosenthal/Lura
3) Approval of the Senate Meeting Minutes from 10/8/21	Carlin	<ul style="list-style-type: none"> <li>Approved</li> </ul>	Rhodes/Rosenthal

<p>4) Standing Reports</p> <p>4.a) Faculty Senate President</p>	<p>Carlin</p>	<ul style="list-style-type: none"> <li>• Future Faculty Senate Guests <ul style="list-style-type: none"> <li>○ Police Chief Kelli Smith</li> <li>○ Digital History Project presentation for 25<sup>th</sup> FGCU anniversary.</li> </ul> </li> <li>• BOG meeting 11/4/2021, agenda has not been posted.</li> <li>• PDFG application is open until 11/30/2021. Possible changes to due dates were discussed within the committee but no changes made.</li> <li>• Workday: A call for Faculty Senator volunteers to serve on a committee to assess/analyze roadblocks/obstacles and offer possible solutions for improvement is forthcoming.</li> <li>• Tuition Fees/Waivers: administration/committees are working on changes, and this will be brought forward at a future date.</li> <li>• Dean of Library is evaluating textbook affordability and is calling for a task force. An initial “white paper” has been developed to assist faculty with open access for textbooks and other forms of digital open resources for students.</li> <li>• Interfolio for electronic portfolio submissions will be piloted this promotion cycle. Faculty have volunteered to participate.</li> <li>• Survey of perception of Chairs/Deans was not performed last year. Faculty Affairs Team will most likely revisit this annual survey.</li> <li>• A call will be sent to Faculty Senate for 4 volunteers to serve on a legislative committee. Senators will look at proposed legislative bills and forward their comments to Faculty Senate.</li> <li>• A call will be sent for Faculty Senator volunteers to serve on an appointments team for the QEP committee.</li> <li>• A funding opportunity for faculty, headed by Dr. Jamie MacDonald, will be available to assist in research start-up called “Take Flight”.</li> </ul> <p>Discussion:  Shambayati: PDFG committee should also take in consideration the faculties input on due date changes.  Everham: Need to move forward with survey of perception of Deans/Chairs.</p>	<p>Motion to extend by 5 min  Rosenthal/Case</p>
<p>4.b) Academic Affairs</p>	<p>Provost Rieger</p>	<ul style="list-style-type: none"> <li>• Mini grants to be made available for faculty (\$70,000-80,000).</li> <li>• Dr. Anne Cary will provide a mixed methods workshop.</li> <li>• Plans are to have more mini-grants available in future with a total of 5(\$30,000) for each grant.</li> <li>• Dr. Tolley providing a match RFP from The Water School.</li> <li>• ETI located on Alico Road will be utilized as a “Incubation of FGCU Talent” (Biology, Health Sciences,</li> </ul>	

		<p>etc). This facility will provide in-kind resources for preliminary data sets.</p> <ul style="list-style-type: none"> <li>• Graduation tuition waivers will increase with \$650,000 of waived tuition. A new scheme of allocations and additional funds is needed to entice excellent grad students into our graduate programs. Ideas for this program resulted from multiple task committees who made recommendations.</li> <li>• FGCU continues to address President Biden’s executive order on vaccine mandates for federal contractors. The legal team at FGCU is looking into the possibility we may need to comply. So far, it appears FGCU has limited activity with federal contracts but still needs further analysis. Faculty will be contacted if you will be affected. This is a process, since Florida will be holding a special session to block vaccine mandates.</li> <li>• COVID-19 cases at FGCU have a positive rate of only 2.5%. Presently, the university is testing waste waters which is showing a trace of COVID. FGCU is now deploying air monitors around campus that will provide samples that can be tested by PCR. This will assist in monitoring the environment for presence of virus.</li> <li>• Regulation 5.019, regarding personnel records, is being analyzed by the legal team which could mean SPOIS will be made public. The provost’s office will report back on how this new law is being interpreted.</li> <li>• Strategic hiring: Each Dean/Director from each college will speak regarding where the unit will be in 5 years. Clusters of excellence have been identified for each department at a retreat 8/2021. The formal plan will be available 11/30/2021. Synchronized hiring will occur across campus. <ul style="list-style-type: none"> <li>○ Cluster hiring increases diversity which is a fundamental value.</li> <li>○ Cluster hiring identifies opportunities for collaboration across the campus.</li> <li>○ Departments are requesting \$7.7 million for new hires of which is not in budget. Cluster hiring will benefit and provide the necessary faculty.</li> <li>○ Cluster hiring leads to more research/collaboration such as Marieb/Education.</li> </ul> </li> </ul> <p>Discussion:  Komisar: Concern faculty is not more involved in these decisions of cluster hiring.  Rieger: Deans were supposed to involve faculty with their 5-year strategic plan. Faculty were informed to seek out Deans/Chairs and discuss your thought/ideas/concerns.</p>	
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<p>4.c) Standing Reports UFF Report</p>	<p>Niner/Gischel</p>	<ul style="list-style-type: none"> <li>• Article 23 bargaining continues with administration. <ul style="list-style-type: none"> <li>◦ Administration stands with a 4% raise over a 3-year time allotment with a one-time bonus of \$1200. The concern of administration is the unknown of budget allocation they will receive from state.</li> </ul> </li> <li>• Still being negotiated is two recipients for each excellence award category. In-unit advisors and librarian excellence awards to be added.</li> <li>• Promotion increases to base pay. <ul style="list-style-type: none"> <li>◦ A 13-15% increase in base pay for promotion for Associate to Full Professor, Instructor II to III, Associate Librarian to Librarian, In-Unit, and Academic Advisor II to III.</li> </ul> </li> <li>• Implement a summative review and compensation process beyond top rank for each group (like a post tenure review).</li> <li>• Raises to minimum salary ranges.</li> <li>• Compression and Inversion study data has been received via a dashboard. Ernst &amp; Young met with bargaining team. Internal faculty on FGCU C &amp; I team will examine data and report back with analysis. This data analysis will be part of bargaining for salary equity.</li> <li>• Email was sent to UFF members to introduce new communication chair Kara Winton from the Department of Communication and Philosophy. Her role is to improve communication with membership. A survey was sent to members last week on how UFF can improve communication.</li> <li>• UFF website has been updated</li> <li>• Fall chapter meeting via Zoom scheduled for 11/8/21 4-6 pm.</li> <li>• Plans are to have in-person events after January</li> </ul> <p>Discussion: Lura: I suggest we move away from 3-year negotiation for faculty salaries. Salmond: This percentage should be adjusted for 12-month employees. Shambayati: Allowing SPOis to be public, does the CBA address this? Gischel: The FPED addresses this, and it will require revisions to FPED and then go to Faculty Senate.</p>	<p>Motion to extend 5 minutes Shambayati/ Campbell</p>
<p>4.d) SGA Report</p>	<p>SGA Vice-President Gracie Dougherty</p>	<ul style="list-style-type: none"> <li>• Final interviews for SGA treasurer.</li> <li>• SGA conducting a department fair to become familiar with departments that receive funding.</li> <li>• Budget hearings for annual applications for appropriations committee. Deliberations begin 11/11/21</li> </ul>	

4.e) SAC Report	SAC President Andi Clemons	<ul style="list-style-type: none"> <li>• Andi Clemons will be stepping down as President of SAC.</li> <li>• New President to be introduced at next Senate meeting.</li> </ul>	
5) New Business Information Item: Hanseatic League of Universities and the World Universities with Real Impact (WURI) Rankings	Dr. Mike McDonald	<ul style="list-style-type: none"> <li>• An alliance formed by Hanze University of Applied Sciences of Netherlands in 2018. More than 70 universities from Asia, Europe, African and Americas send delegates to annual conferences including FGCU (one of three North American Universities in attendance)</li> <li>• In 2020, FGCU ranked 66 which is top 50 in rankings based on 4 criteria/standards.</li> <li>• In 2021, FGCU ranked 55 and in top of 50 universities. FGCU ranked 3 in crisis management reflecting our COVID management.</li> <li>• In 2022, conference this summer and a 6<sup>th</sup> dimension has been added to ranking formula.</li> <li>• Overall, FGCU has ranked well by assembling cases for submission.</li> <li>• We are asking faculty senate to get involved and form an ad hoc committee. Case study development due mid-December. Would like to see studies from entrepreneurship.</li> <li>• Dr. Martin has accepted the invitation to host the 2023 conference on campus.</li> </ul> <p>Discussion: Acheampong: recommended contacting accounting department regarding their work with e-testing and experimental learning.</p>	

<p>6) Old Business\</p> <p>6a) Action Item: Change to Senate by-laws to incorporate The Water School</p> <p>6b) Action Item: Resolution on Staff Layoffs and Business Hub Reorganization</p>	<p>Carlin</p> <p>Carlin</p>	<ul style="list-style-type: none"> <li>• Vote needed for by law changes to include name correction of academic units and adding The Water School as an academic unit. <ul style="list-style-type: none"> <li>○ Motion to approve by law changes Rosenthal/Shambayati</li> </ul> </li> </ul> <p>Discussion: Shambayati: recommended amending motion to eliminate names of academic units and proposes a new motion. Acheamong second's motion. Van Duijn: States point of order and voices proposal of motion is not what is being originally motioned. Girimurugan: As parliamentarian, we need to vote to end the discussion with a 50% majority to return to original motion.</p> <ul style="list-style-type: none"> <li>• Vote to stop proposal to motion Yes 23, no 1</li> <li>• Original motion to accept bylaws Yes 23, no 1 Motion passed</li> </ul> <ul style="list-style-type: none"> <li>• Motion to approve resolution Lura/Case Yes 16, no 0, abstain 8</li> <li>• Motion passed and Carlin will communicate with administration.</li> </ul>	
<p>7) Announcement/ For the good of the order</p>	<p>Paine</p>	<p>Art exhibit in Library weekdays 10-4 Artist FGCU alumni, Spencer Gillispie</p>	
<p>8) Adjournment</p>		<p>Adjourned 11:45 am</p>	<p>Acheamong Case</p>
<p>Future Meeting Dates</p>		<p><b>Next Senate meeting: November 5, 9:30 am</b> <b>Next Senate Council of Chairs Meeting: November 19, 12:30 pm</b></p>	