

MINUTES - Faculty Senate

Friday December 3, 2021 - 9:30 am-11:45  
Virtual

Attendance

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

Guests: Mike Martin (President), Mark Rieger (Provost's office), Mary Larkin (SAC), Patrick Niner and Carolynn Gischel (UFF), Tony Barringer, Aysegul Timur, 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"> <li>Approved with a vote to suspend rules of time to allow Dr. Martin full time to speak with Faculty Senate</li> </ul>	Rosenthal/Lura Vote to suspend time approved

3) Approval of the Senate Meeting Minutes from 11/19/21	Carlin	<ul style="list-style-type: none"> <li>• Approved</li> </ul>	Sughrue/ Rhodes
4 New Business Information Item: Q and A	President Martin	<ul style="list-style-type: none"> <li>• Management Model of FGCU had become outgrown. Implemented a centralized management system and consolidated student success under common set of themes based on best practices.</li> <li>• Distributed money in significant numbers to the college and academic units to have their own budget control.</li> <li>• Increase of operational budgets of each academic unit was achieved. <ul style="list-style-type: none"> <li>○ CAS 37%</li> <li>○ College of Business 35%</li> <li>○ College of Engineering 28%</li> <li>○ Entrepreneurship 5-fold</li> <li>○ Marieb 29%</li> <li>○ College of Education 39%</li> <li>○ Water School 3.8 million</li> </ul> </li> <li>• Decreased costs for administrative overhead was achieved with a total of 1.85 million.</li> <li>• Metrics are improving, but FGCU faces different issues than other state universities.</li> </ul> <p><b>Questions from faculty:</b></p> <ol style="list-style-type: none"> <li>1. <i>Compression and Inversion and do we have data?</i> <ul style="list-style-type: none"> <li>• Compression and Inversion is ongoing. We are in discussions with HR on how to release data in a package. Overall concern being faculty has been “stuck” in the assistant professor rank for over 12 years. We have increased monetary incentives for promotion. Faculty Senate needs to work with administration in moving forward faculty up the promotion ladder.</li> <li>• Development of grant opportunities for faculty has been started and this should assist with research and publications.</li> </ul> </li> </ol> <p>Discussion:</p> <p>Lura: Should faculty discuss with their deans regarding salary increases.</p> <p>Martin: No, faculty should seek promotion. I believe faculty should demonstrate they want to advance. It is custom, as being a member of the academy, to seek promotion of professorial rank.</p> <p>Carothers: I have a comment about salary differentials, for example, CAS versus College of Business.</p> <p>Rosenthal: If full professor for 11 years what are the options for further promotion?</p> <p>Rieger: We are looking at a “post promotion review”. Post tenure review is already utilized at other institutions.</p> <p>McShane: We have mediocre pay at FGCU. Some faculty have built this university and should be recognized for their contribution to its success.</p> <ol style="list-style-type: none"> <li>2. <i>Climate of Inclusion: University of Michigan has a survey to examine climate of inclusion, and would administration be supportive and sponsor such a survey?</i></li> </ol>	

		<ul style="list-style-type: none"> <li>• We submit an annual equity report from the Office of Equity and Compliance yearly. Please read Executive Summary of 2021. We continue to obtain knowledge and make progress with equity, diversity, and inclusion. Statement of Core Values is being developed.</li> <li>• We need to support each other, and FGCU makes public statements as needed.</li> </ul> <p>3. <i>What about reorganization which has recently included the addition of The Water School, Entrepreneurship, and the Honors College?</i></p> <ul style="list-style-type: none"> <li>• We are creating efficiency and reward the efficient colleges. This new super structure has achieved administrative cost effectiveness.</li> <li>• Student Success meets the needs of the students including new positions of student success counselors.</li> </ul>	
<p>5) Standing Reports</p> <p>5.a) Faculty Senate President</p>	<p>Carlin</p>	<ul style="list-style-type: none"> <li>• Interfolio training is ongoing. Faculty has had the opportunity for virtual training and chairs will be receiving training next week. A training video has been posted on the faculty senate website.</li> <li>• Take Flight Grant Research program application has closed. A total of 27 applications were submitted and the Grants and Research Team will now review.</li> <li>• Follow up on lobbying memo regarding when and how to communicate with legislators. <ul style="list-style-type: none"> <li>○ Faculty are encouraged to communicate and be active with legislators. However, cannot lobby during work hours and utilize state resources.</li> <li>○ Verbalize this is your personal support not FGCU.</li> <li>○ Do not use FGCU email only personal email.</li> </ul> </li> <li>• Faculty Senate meetings will be face to face starting in the Spring if current COVID protocols remain in place.</li> <li>• Exceptions are allowed and restricted to accommodations for working at home that have been granted by HR and permission will be given for two meetings to be conducted virtually if faculty is on travel, field work or quarantined. Permission needs to be granted in advance of meeting.</li> <li>• Contact Faculty Senator officers for any questions.</li> </ul>	
<p>5.b) Academic Affairs</p>	<p>Provost Rieger</p>	<ul style="list-style-type: none"> <li>• Thanks to faculty for a great semester.</li> <li>• FGCU has a 100% textbook adoption rate.</li> <li>• Regulation 501.9: Thanks to Dr. Sughrue and her team for their hard work on assisting with compliance of Regulation 501.9. This regulation deals with personal records and how it ties into SPOIs. Implementation will allow Chairs access to SPOIS and public access to 8 questions of student perception of faculty teaching.</li> <li>• A scholar from Penn State, Angela Linse, who is an associate dean, will be joining FGCU for a virtual</li> </ul>	

meeting the end of January (date TBA). She will be discussing student evaluations of teaching. Invitees will include Faculty Senate leadership, department chairs, administration, deans, and Bill Reynolds (Lucas Center).

- Strategic Hiring Plan is in process. A request was issued to obtain plans of chairs/deans on where they would like to be in 5 years. An aggregate of these plans will be available for faculty to see the vision of all colleges.
- 62 letters have been received for intent for promotion. 52 faculty have opted to submit through Interfolio.
- Due to demand, Qualtrics will be available to all colleges. The provost office will be purchasing the license which will provide more security over check box.

Aysegul Timur:

- Arthrex Day 2/25/21. Strategic initiative to introduce opportunities to students/faculty and staff. Arthrex hires more than 300 people across all disciplines (majors) of our university. Arthrex leadership will present all day events with repeatable sessions. Please notify students of this great opportunity.

5.c) Standing Reports UFF Report	Carolyn Gischel and Patrick Niner	<ul style="list-style-type: none"><li>• UFF rebuttal of President Martin: Bargaining attempted to procure retroactive promotion increases for two years and then tried to bargain for one year without success.</li><li>• Further promotion for full professor and Instructor 3 has been agreed with administration with details forthcoming.</li><li>• Article 23: administration final offer is \$1800 lump sum this year with exceptions:<ul style="list-style-type: none"><li>○ In unit faculty with an annual salary below \$51,400 will receive 3.5% instead of \$1800.</li><li>○ In unit instructor who receives base salary adjustments are excluded unless the adjustment is less than 3.5% or \$1800.</li></ul></li><li>• UFF response to administration offer was no acceptance of \$1800 one time offer and rebuttal with<ul style="list-style-type: none"><li>○ UFF proposes 2.5% recurring ATB, minimum of \$2000 and maximum of \$3000.</li><li>○ Recurring flat rate for everyone in bargaining unit</li></ul></li></ul>	
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5.d) SGA Report	SGA Vice-President Gracie Dougherty	<ul style="list-style-type: none"> <li>• FGCU day at capital with applications to attend due by midnight tonight. Students can still apply on FGCU SG Eagle Website.</li> <li>• All student government vacancies have been filled</li> <li>• Food market will take place this week</li> <li>• Free printing dates during finals week is still planned</li> </ul>	
5.e) SAC Report	SAC Mary Larkin	<ul style="list-style-type: none"> <li>• Meeting with President Martin today at 1 pm</li> <li>• Data of morale and retention survey of staff will be available 1/21/22.</li> </ul>	
6) Old Business Action Item FPED updates to academic units	Jennifer Sughrue	<ul style="list-style-type: none"> <li>• Motion to approve FPED updates to academic units</li> </ul>	Motion to approve Rhodes/Sughrue Yes 25 No 1 A 0 Motion passes
7) Announcement/ For the good of the order	Paine Thomas	<ul style="list-style-type: none"> <li>• Empty soup bowls at Arts Complex today</li> <li>• 2021 STEM Undergrad Research and Internship Symposium Virtual gathering 12/9/21</li> </ul>	
8) Adjournment		Adjourned 11:45 am	Acheampong/Girimirugan
Future Meeting Dates		<b>Next Senate meeting: January 21, 2022 – in-person / F2F meeting</b> <b>Next Senate Council of Chairs Meeting: February 4, 12:30 pm</b>	