

MINUTES - Faculty Senate

Friday January 13, 2023, 9:30 am-11:30

- Attendance

Acheampong, Daniel	Present	Paine, Morgan	Present
Adhikari, Puspa	Absent proxy Thomas	Rhodes, Lyndsay	Present
Balsamo, Noelle	Present	Rivera, Kaleena	Present
Barbosa, Alli	Present	Rosenthal, Martha	Present
Belanger, Brigette	Present	Sadighi, Tammy	Present
Bevins, Brendan	Present	Shambayati, Hootan (sabbatical) Alex Sakharuk serving	Present
Campbell, Rachel	Present	Szabo, Kyle	Present
Carlin, Anna	Present	Szecsi, Tunde	Absent Proxy Krista Bixler
Case, Mark	Present	Thomas, Serge	Present
Craddock, Jason	Present	Van Duijn, Arie	Present
		Vo, Dan Hien	Present
Erikson, Mark	Present		
Fortney, Jeffrey	Present		
Frim, Landon	Present		
Girimurugan, Senthil	Present		
Greene, Jackie	Present		
Hoetzlein, Rama Kari	Present		
Hoyt, Eugene	Present		
James, Kimberly	Present		
Komisar, Simeon	Present		
Leah, Joe	Present		
Leaver, Michele	Present		
Lura, Derek	Present		
Malimage, Kalana	Present		
McManus, Greg	Present		
Neubeck, Matt	Present		

Guests: Mark Rieger, Carolynne Gischel (UFF), Tony Barringer, Dr. T Benson (COACHE), Aisha Lewis (SAC) Absent, Tyler Varnadore (SGA), Programs), Andi Clemons and Kristin Toth

	Responsible	Action/Vote
1) Gathering	Senate Faculty President Carlin	

2) Approval of the Senate Meeting Agenda	Carlin	<ul style="list-style-type: none"> • Motion to approve agenda 	Agenda approved Rosenthal/Campbell
3) Approval of the Senate Meeting Minutes from 9/23/22	Carlin	<ul style="list-style-type: none"> • Motion to approve minutes 	Minutes approved Rhodes/Lura
4) Standing Reports	Carlin	<ul style="list-style-type: none"> • BOT met Tuesday 1/10/23 and minutes are on website. <ul style="list-style-type: none"> ○ Update on presidential search. Two new members Dr. Weeks and Mr. Fogg ○ First presidential search committee will convene today. Two proposals have been received by search firms. ○ One change made to the carry forward expense fund. The change was a boardwalk between SOVI and campus. ○ Update on performance-based funding with a projected score of 73 which is a 2% increase from last year. Link to this PBF data can be found on the senate presidents report on website. Carlin would like the performance-based funding presentation to be presented in the future at Faculty Senate meetings. ○ Chair of BOT has been invited to next faculty senate meeting. ○ BOG meeting 1/24-25 and agenda has not been posted. It is expected the post tenure bill to be presented for approval. ○ Legislative sub-committee was formed last year and if interested contact Anna Carlin. ○ Interfolio review and promotion module is being utilized again this year for promotion candidates. A new module has been purchased to evaluate other faculty items that could be placed in the Interfolio system to simplify how we keep track CVs, professional development etc. ○ Applications for advisor and library excellence awards nominations are due today by 5 pm. ○ Campus police are conducting a safety session 1/26/23 on library lawn along with the fire department. <p>Discussion: Everham: Would like to see memo from governor for the inclusion and diversity statement.</p>	

4.b) Academic Affairs	Rieger	<ul style="list-style-type: none"> • Report due to BOG this week on expenditures on diversity, equity, and inclusion. “How much money do you spend on these activities?” was the question. Twenty items and five courses were submitted to the BOG yesterday with no names but titles. A new report on DEI will be due in February and input from faculty would be appreciated. • COACHE survey (job satisfaction survey) will be distributed to prepare a continuous improvement plan. The survey is the data collection, and the question is “what do we do about it?” The first email will be sent with link to survey 2/6/23. A task force will begin after data collection to evaluate results. • FGCU spends \$17500 per student, universities that compare spend \$19000. Provost will share more data regarding expenditures at a future senate meeting. Salaries and benefits are the highest expenditure at all universities. • 12 presidents signed and forwarded a letter to the BOG requesting the need for faculty salary increases. This is needed to be progressive. <p>Discussion: Paine: Physical plant took upon themselves to remove a courtyard plant area to make room for a parking lot. Rieger: Dean Motley did bring this to the provost attention. It was reported roots were lifting the concrete and they decided not to replant the trees. The physical plant was informed to please inform colleges when landscaping is being removed.</p>	
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4.c) UFF Updates	Gischel	<ul style="list-style-type: none"> • UFF was denied access to dashboard created by Ernst & Young as per General Counsel. The reason was software is not part of public record requests. The UFF-FGCU task force plans to complete C & I analysis without dashboard. Still waiting on needed data requested from HR. Provost Rieger urges Task Force to complete analysis by end of January. Results of study will go to Bargaining Team for negotiation. • Bargaining planning meeting starts 1/17/23 and bargaining chair will be appointed. Will also be soliciting input from faculty on desired CBA changes. • Bargaining Team: Stefan Carpenter-Win Everham-Jen Fulwinder-Carolynn Gischel, Michelle Leaver-Rachel Tait, Serge Thomas, Judy Wilkerson and Kara Winton. • Administration needs a decision maker at the table and salaries need to be a more priority and not an “end thought” after all other expenses are determined. • Grievance team meets 1/17/23 and chair will be elected. Team members will participate in problem-solving faculty concerns/issues. • UFF hearing regarding HB 233 started Monday. • 23 new members joined UFF fall of 2023. • Encourage all faculty to complete COACHE survey • FGCU presidential search- encouraging all faculty to participate. • UFF FGCU spring social 1/27/23 4-6 at BJs Brewhouse. <p>Discussion: Lura: Why cannot UFF get data from dashboard Gischel: We must move on and complete study Lura: Can the Provost assist? Rieger: Some issues with guidelines of what is public data. Gischel: All hard copies of CBA has been delivered via mail. Thomas: We can put together the C& I study but what is the guarantee this is going to be analyzed and compensated? Rieger: Will wait and see report</p>	Motion to extend time 5 minutes Lura/Thomas
4.d) SGA Report	SGA Vice-President Tyler Varnadore	<ul style="list-style-type: none"> • Officers of SGA will be in Tallahassee next week. Legislative priority “strike out hunger” This would include funding from state and provide food for students on campus if needed. • Meeting at state and FGCU SGA will be present in March. 	
4.e) SAC Report	Aisha Lewis	<ul style="list-style-type: none"> • None 	

<p>6) New Business 6.a) Information Item-COACHE Survey Information</p>	<p>Provost Rieger and Dr. R. Todd Benson, Executive Director and Principal Investigator, COACHE</p>	<ul style="list-style-type: none"> • The COACHE survey encourages trust between administration and faculty, and it is a research-practice partnership. • Under COACHE, more than 300 colleges, universities, community colleges and systems have strengthened their capacity to identify the drivers of faculty success and to implement informed changes. • Survey themes include nature of work (research, teaching, service), tenure/promotion etc. • Three-year timeline commitment Year 1 diagnose, Year 2 prioritize, Year 3 Implement, beyond is reassessed. • All full-time faculty will receive survey <p>Discussion: Van Duijn: Need questions regarding promotion on survey Benson: Questions are included on survey regarding promotion Benson: We are aware you are a non-tenured university. Benson: Survey runs February until mid-April. We do not keep a survey open specifically if a threshold has not been met. If we see a low response rate, we will increase communication to complete survey. Clemons: How about protecting faculty identity. Benson: It completely protects identity and monitored by IRB. Sughrue: How much is this study costing? Rieger: It is ongoing but to start was \$30,000 hopefully it will stay around this amount. Van Duijn: How about response rate and validity. Rieger: We will separate data by the 7 colleges. Some units are smaller, so response rate needs to be high.</p>	<p>Motion to extend 10 minutes Van Duijn/ Girimurugan</p> <p>Motion to extend 5 minutes Lura/Girimurugan</p>
<p>6.b) Action Item-FPED Revisions for SSEM Faculty Evaluation and Promotion</p>	<p>Sughrue Assistant Chair of FAT</p>	<ul style="list-style-type: none"> • Some editorial changes have been completed per recommendations from previous faculty senate meeting. • Under “Teaching” in FPED it will now be defined as three major criteria not four. Should be (Teaching, Scholarship and Service) will omit “other” which is the fourth criteria), Add faculty members in classifications such as Counselor/Advisor and Librarian as “Teachers”. <p>Gischel: Would like to add Success Counselors as in unit due to PERC ruling. Sughrue: Will add student success counselors with academic advisors in FPED. Cluster hires will be addressed in the future. Gischel: In CBA you must have 2 “Does not Meets” to be unsatisfactory. Sughrue: Do we need the appendices A-E? Carlin: Will discuss at next meeting as old business. Further feedback should be directed to FAT.</p>	
<p>7. Old Business</p>	<p>Carlin</p>	<p>None</p>	
<p>8. Announcement/ Good for the Order</p>		<ul style="list-style-type: none"> • Paine: Artist session tomorrow 1/14/23 in music building starting at 10:30 with reception following • Paine: Would like to invite HR supervisor to a faculty meeting 	

9) Adjournment		Adjourned 11:30	Case/Thomas
Future Meeting Dates		Next Faculty Senate Meeting: 1/27/23 Next Senate Council of Chairs Meeting: 1/27/23	

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