

MINUTES - Faculty Senate

Friday December 2, 2022, 9:30 am-11:30

- Attendance

Acheampong, Daniel	Present		Paine, Morgan	Present
Adhikari, Puspa	Present		Rhodes, Lyndsay	Present
Balsamo, Noelle			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		Szecs, Tunde	Present
Case, Mark	Absent Proxy Acheampong		Thomas, Serge	Present on Zoom Proxy Adhikari
Craddock, Jason	Present		Van Duijn, Arie	Present
			Vo, Dan Hien	Present
Erikson, Mark	Absent Proxy Van Duijn			
Fortney, Jeffrey	Present			
Frim, Landon	Present			
Girimurugan, Senthil	Present			
Greene, Jackie	Present			
Hoetzlein, Rama Kari	Absent			
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, Tony Barringer, Carolynne Gischel (UFF), Andi Clemons, Tyler Varnadore (SGA), and Kristin Toth

	Responsible		Action/Vote
1) Gathering	Senate Faculty Vice President Rhodes		

2) Approval of the Senate Meeting Agenda	Carlin	<ul style="list-style-type: none"> • Motion to approve agenda 	Agenda approved Lura/Thomas
3) Approval of the Senate Meeting Minutes from 11/18/22	Carlin	<ul style="list-style-type: none"> • Motion to approve minutes 	Minutes approved Barbosa/Rosenthal
4) Standing Reports	Carlin	<ul style="list-style-type: none"> • New logo update: Logo launch event 12/7/22. University Marketing and Communication had a meeting with web editors to discuss roll out of logo. https://www.fgcu.edu/advance/universitymarketing/logo-request.aspx. • Excellence Awards: Guidelines have been reinstated for Excellence in Advising Award the Librarian Excellence Award is in the process. • Winter Commencement 12/18/22 which will be in person. Faculty have until 12/12/22 to sign up to participate in commencement. • COACH survey: Provost agreed to administer the COACH survey (Collaboration on Academic Careers in Higher Education). This faculty job satisfaction will be administered in the Spring. This is a chance for faculty to participate in a survey providing administrators' actionable data. • Tuition Exchange Program. The Executive Team decided it would be best to ask the Institutional Affairs Team to provide more information to Faculty Senate. • Post Tenure Regulation Updates: Many other SUS have passed resolutions regarding this regulation. Faculty can submit comments and feedback on the BOG website. Next BOG meeting 1/23/23 and FGCU senate faculty can still write a resolution. Anyone who write like to steer this resolution contact Anna Carlin who can provide examples from the other SUS. • An article is in the Journal of Higher Education regarding the failed presidential search at FGCU. <p>Shambayati: Has anyone looked at the legal/ethical decision making that occurred to cause a presidential failed search? Carlin: The chair of the BOT has been invited to the faculty senate meeting in January. Response has not been received.</p>	
4.b) Academic Affairs	Rieger	<ul style="list-style-type: none"> • Strategic planning steering committee is laying the foundation for the upcoming strategic plan. Thousands of people have responded to surveys on campus and in the community. The current strategic plan will be extended for one year 2017-2022 to 2023. • Accomplishment documents will be displayed as an executive summary. 	

		<ul style="list-style-type: none">• 10.003 post tenure BOG regulation is still under review. There are over 1000 comments submitted to date to the BOG regarding this regulation. One sentence could be deleted that would allow FGCU faculty to not be included.• COACH survey: faculty satisfaction survey will be distributed in February and be administered every three years. Teams will analyze data and will recommend solutions. <p>Discussion: Thomas: Will a satisfaction survey also be administered to staff? Rieger: The COACH survey was not designed for staff and adjuncts only full-time faculty. However, a satisfaction survey should be delivered to adjunct faculty and staff. Thomas: Will the survey results be made public? Rieger: We will need to agree before the survey if results of survey will be disseminated outside the university. Carling: The SAC team did develop a survey to assess staff satisfaction and recommendations were made to administration.</p> <p>Dr. Rose Higgins provided a short statement about her report provided at the 11/4/22 faculty senate meeting regarding grant funding. A misinterpretation was believed to have happened regarding federal funded pay to base salary for faculty and informed faculty senate she looks forward to working with Dr. Roberts.</p>	Motion to extend 10 min Carlin/Hoyt
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4.c) UFF Updates	Carolynn Gishel	<ul style="list-style-type: none"> • Compression and Inversion Study: Salary negotiations took a full year of negotiation and then the C & I was going to be addressed. Administration had this time to review data, but this was not completed. The administrations impression is the C& I study came back with positive results. However, this is not correct since Ernst and Young only created a dashboard with some analysis on how it can be used but no actual report was provided, and actual individuals were not identified who are compressed. The task force has met to obtain assess to this dashboard. Requests have been made and a meeting was scheduled yesterday with Sara Strensrud from HR. Sara states they must obtain permission from counsel. It is the hope to have an answer today. Article 23.6 Salary Assessment of CBA states the University will conduct regular assessment of employee compensation. Each type of assessment study will take place on a schedule not to exceed four years between completed assessments. The last assessment was in 2010 at FGCU. <p>Discussion: Lura: Can we file a grievance regarding this delay in compensation assessment? Gishel: Yes, we can file a grievance. We have not as a union because we felt progress was being made with administration during negotiations which was not the case. Paine: Should Ernst & Young have completed an actual report? Gishel: We are working with administration. Tthe task force can provide an assessment and recommendation from the data. Van Duijn: Is not this data under the Sunshine Law? Gishel: Sara states the dashboard is not, but we can get assess to the salary data.</p> <ul style="list-style-type: none"> • Campaign occurring at the UFF state level for the post tenure review, and this is an emergent issue for FGCU. FGCU UFF is assisting other universities on this regulation. There is a petition on MyUFF and it is encouraged that faculty participate. • Phased out retirement where you can retire and work part-time. The state says this is “illegal and a violation of IRS law”. Some faculty have been denied at many SUS. The current CBA has phased out retirement as an option for faculty. • In unit success counselors, advisors and librarians are included for excellence awards. • Bargaining will begin January 2023. 	Motion to extend 5 min Van Duijn/Lura
4.d) SGA Report	SGA Vice-President Tyler Varnadore	<ul style="list-style-type: none"> • Eagle Relief Fund Raffle raised \$900 	
4.e) SAC Report	Kristin Vanselow	<ul style="list-style-type: none"> • No report 	

<p>5) New Business 5.a) FPED Revisions for SSEM Faculty Evaluation and Promotion</p>	<p>Carlin</p>	<ul style="list-style-type: none"> • Faculty Affairs Team are working on these documents. The first read is today and in January we will have a member from the team attending to answer questions and assist in the discussion. <ul style="list-style-type: none"> ○ Revision recommendations reviewed with faculty senate members. <ul style="list-style-type: none"> ➤ Addition of the definitions of units, divisions and what defines “teaching”. Teachers can be counselor/advisors and librarians. ➤ Titles of those doing the PDP review have been added to include director, dean, and assistant vice president ➤ Colleges changed to academic units ➤ Clinical faculty added to criteria <p>Discussion: Gischel: I have provided some FPED recommendations to the chair of the Faculty Affairs Team and I will contact her. Also, you need two “does not meet” to be overly unsatisfactory. Van Duijn/Lura recommend bringing back FPED revisions 1/1/23 at next meeting.</p> <p>Van Duijn: We need to provide guidance and edits; senators will need to email Anna Carlin with their edits. Carolynn will send her recommendation of “overall unsatisfactory”.</p>	<p>Motion to extend 5 min Girimurugan/ Fortney</p> <p>Motion to extend 5 min Campbell, Girimurugan</p> <p>Motion to send FPED back to FAT to incorporate suggestions from meeting today and FPED will return as new business.</p> <p>Yes 16 No 12 Abstain 0</p>
<p>5.b). Academic Calendar 2025-2026</p>		<ul style="list-style-type: none"> • Discussion of 2025-2026 calendar. Scheduling election day off was considered but did not work for this academic calendar year. • Question of why spring break does not coincide with other schools. Carlin will relay question to team. • Calendar will be old business and discussion at next meeting 	
<p>6) Old Business</p>	<p>Carlin</p>	<ul style="list-style-type: none"> • None 	
<p>7) Announcements/ For the good of the order</p>		<p>Paine: 16th annual empty bowels today and Student Project Art Show 12/8 from 5-7 pm.</p>	

8) Adjournment		Adjourned 11:30	Acheampong/Fortney
Future Meeting Dates		Next Faculty Senate Meeting: 1/13/23 Next Senate Council of Chairs Meeting: 1/27/23	