

MINUTES

Faculty Senate

Friday, March 14, 2014 9:30-11:30 am

Cohen Center 214

In Attendance: Anstadt, Bacigalupi, Benford (Renard, proxy), Brazzeal (Bacigalupi, proxy), Brooks (Condori, proxy), Carlin, Carothers, Condori, Croshaw, Epple, Erdman (Amy Towne, Alternate), Felton, Finley, Foote, Gilbert, Gunnels, Hung-Simons, Kakareka, Nguyen, Paine, Pavelka (Rosenthal, proxy), Perretti, Renard, Rosenthal, Stecher, Torres, Urakawa, van Duijn (proxy), Venglar, Villiers, Zhao.

Absent (without Alternate/Proxy): None.

Guests: Halcyon St. Hill, Paul Snyder (PIP), Beth Elliott (UFF-FGCU), Ronald Toll (Provost).

Media: Dave Breitenstein, (News-Press)

Summary: FGCU President Bradshaw and Chair of the FGCU Board of Trustees Robbie Roepstorff answered questions from faculty in an open forum. Provost Toll provided further clarification on questions regarding a target ratio of full-time faculty to adjunct faculty teaching in the summer. The Future Directions of Quality Education Ad Hoc Team distributed their initial report responding to performance based funding metrics. A motion was brought forth from the Institutional Affairs Team requesting additional furniture for academic building hallways. Dr. Margaret Banyan gave a presentation on campus master planning and opportunities for faculty engagement. A representative from Student Government shared a resolution from that body about tuition equality for undocumented students. Standing reports were given.

Agenda Item	Responsible	Discussion	Action/Vote	Follow-up
1) Gathering and 2) Approval of March 14, 2014 Agenda	Shawn Felton	Felton thanked the Provost for arranging recognition of the faculty excellence award winners at a basketball game. Felton proposed changes to the agenda as printed; adding a 5 min recess following the forum with the President and removing new business item 5a (Senate Teams Review report). Agenda was approved with the corrections.	Agenda was approved without objection.	None.
3) Approval of Minutes of February 21, 2014	Anna Carlin	Correction: in Item 4, third paragraph, it should say that we are starting behind the start line. Felton also noted that the new support secretary has accepted another position, so Senate is currently without administrative support.	Minutes were approved with the correction.	Minutes will be corrected and published.
4) Open	Wilson	Felton made a motion to suspend the rules on time, no		

<p>Forum with President and BOT Chair</p>	<p>Bradshaw, Ph.D. and Ms. Robbie Roepstorff</p>	<p>objections, motion passed.</p> <p>Felton: This is the first time a trustee, especially a chair of the board has visited Faculty Senate. Felton thanked Susan Evans, Amber Pacheco, and others for getting the meeting noticed and making arrangements. Encouraged all faculty to attend BOT meetings as their schedule allows.</p> <p>Bradshaw: this is historic to have the president and the chair of the bot here at the same time. Thanked chair Roepstorff for being here. Responding to a question received regarding the 2.1 million dollars in performance based funding and what FGCU is doing with it. This money was not available at the beginning of the year. The PBC has been working on recommendations for spending these funds. We need to be careful how we spend the money because it they are not reoccurring funds.</p> <p>Roepstorff: You have my commitment at all times to support and fight for FGCU. In 2012, elected vice-chair of the BOT. When Larry Hart had to resign, I was asked to continue his term as chair in July 2013. In Jan. 2014 I was officially elected as chair.</p> <p>The BOT is the governance body for FGCU as mandated by the state. The BOT is comprised of 13 members, 6 members appointed by the governor, 5 members appointed by the Board of Governors, the president of the Faculty Senate and the president of the FGCU Student Government. We report straight to the BOG. We are directly responsible for the approval of the academic programs, campus master plans, annual workplan, accountability report, regulations. WE are engaged and involved in setting that strategic mission. We are not a management board so we do not get into the day to day operations of the university. This was a response to the question about the philosophy of the Board of Trustees.</p> <p>Question to Roepstorff: Please talk about the yearly evaluation of the president. Roepstorff: we have authority to approve the performance measures for the university. The performance measures align with the strategic plan and mission. These measures include academic excellence,</p>		
---	--	--	--	--

student development, fundraising , diversity, student retention, amongst others. At the end of the fiscal year, the President makes a report for the past year's performance at the June meeting. BOT chair will get performance feedback from the chancellor and the chair of the BOG (mandated by state). I bring the report to the June meeting which is public record.

Question to Bradshaw: In the PBF metrics, FGCU was in the middle of the SUS. Some areas we got points for excellence and some areas we got points for improvement. What plans do you have for maintaining our performance or for improving in some areas? Bradshaw: FGCU was awarded more money per capita than any other university last year. That was awarded for what we did, not what we plan to do. We are looking at 1.7 million for next year (estimate). There could be more money allotted for the system and we also don't know if it will be recurring. The areas of excellence and improvement: the metrics used this year are different than last year. I think we can sustain those areas of excellence. I see the areas of improvement as pathway to excellence. We'll take a look at where we are making progress and where we need to put money back into those areas where we will achieve student success.

Question to Roepstorff: Perceptions of climate and culture of campus. Roepstorff: I have great passion for my work and for the university. I am out in the community a lot and I hear all kinds of positive things from students, parents, business people, everyone. Students often introduce themselves and are very enthusiastic. Through work with the School Foundation (K-12), have learned that FGCU is now the university of choice for many students. At Town and Gown luncheon, all of the speakers talked about FGCU and fond memories of the campus. Our challenge now is that we have been so successful we have to keep up that success. My greatest concern is dollars and funding. We are not afraid of performance based funding, we just need to get the formula right; let's have an equal playing field. We have faced some tough times in the economy, but you all have been so

		<p>impressive rowing the oars in the same direction and performing so well with deep cuts to funding. Our community saw you rise to the occasion. Important to be aware that much of what we are doing comes down from the state and we have to implement.</p> <p>Question to Bradshaw: What was the president's cabinet's reaction to the marketing study report? Bradshaw: My cabinet is digesting the report and is going to make some recommendations to me and that will go through the appropriate shared governance channels (PBC) to come up with action plan.</p> <p>Bradshaw reminded us that we also received an additional 6 million to our base funding. The way we decided to allocate those funds came from the PBC Budget Committee priorities. FTE will not be used in the future for the allocation of performance based funds.</p> <p>Question to Roepstorff: What is BOT's role in the community relating to proposed infrastructure, donation, land, and buildings. Roepstorff: We need to be strong ambassadors for the university. All of your trustees are very visible and active. We all go out in to the community to let them know what we are doing, taking feedback and engaging people. We can't just take dollars, but also their input. Bradshaw: Gave a tip of the hat to Felton and Roepstorff for being so active in legislative and governmental advocacy and involvement. We have a very strong team in Tallahassee and allies in the legislature.</p> <p>Question to Bradshaw: Can you talk about a rumored mandatory 70/30 ratio of full-time faculty to adjunct faculty teaching summer courses. Bradshaw: The 70/30 is a budgeting target overall and is more for fall and spring, and not just summer semester. As for as summer, colleges allocate summer resources differently, so it isn't really a discrepancy.</p> <p>Renard: How does this 70/30 split impact SACS accreditation? Bradshaw: various special accreditation bodies have different requirements, we will never do anything to jeopardize those accreditations. Our current</p>		
--	--	--	--	--

	<p>practice is consistent with SACS.</p> <p>Paine: 70/30 was being mandated in the CAS to make up a deficit. Perhaps this indicates a problem with underfunding for the college that generates an ongoing shortfall. This has an impact on faculty who may count on the income for teaching in the summer and also the quality of the education provided to the students in the summer. Bradshaw: There is a structural deficit in the general funding at the university.</p> <p>Toll: I have been trying to move toward a responsibility-based management approach, letting the colleges make decisions. My understanding is that this year is the first year that CAS will be in the black. There is always a juggling act for deans for summers. 14% of all tuition generated comes from the summer. A college has not been told by my office to do anything.</p> <p>Foote: It was always my understanding is the 70/30 is a target. Will this be enforced over all programs, grad and undergrad? Will this lead to layoffs? Bradshaw: SACS will look at overall ratio, not program by program. We shouldn't be in danger of breaching the lower end of the full-time ratio. Snyder: It doesn't have to be based on courses taught by full-time versus part-time. We can look at credit hours generated. When we look at the SUS, FGCU is right at the top of credit hours generated by full time faculty. The ratio may vary by program.</p> <p>Question to Bradshaw about legal matters. Bradshaw: lawsuits are filed in the beginning of a legal process. At the beginning, some things may be public record. All of the principals will be named and contacted. The suit itself and the contents are public before our counsel has an opportunity to talk to people who will be talked to during the legal process.</p> <p>Question to Roepstorff : What can you tell us about the proposed stress test from BOG. Roepstorff: We heard about this for the first time in January when the BOG announced it. The BOG chair announced his own goals and this was one of the goals. Right after the meeting, I wanted to go ahead and set the committee for the stress test. I asked Goodlette to chair that subcommittee. I've been asking Evans to</p>		
--	---	--	--

		<p>communicate with the BOG, calling weekly to find out when it is coming. They have not told us yet, but we are ready.</p> <p>Bradshaw: That report is expected to be required in the fall. We expect that there will be an assessment of each degree program and their performance. When you look at the last few years, they were a stress test with cuts to the budget. I applaud the BOT for moving quickly to appoint that committee.</p> <p>Other questions from the floor? There were none.</p> <p>Roepstorff: Thank you sincerely for the invitation. You have great representation in Felton. Thank you for what you have done today and for the work of your predecessors.</p> <p>Bradshaw: Thanks to all of the faculty whom you represent. We embrace performance based funding, since we know that the intent is for us to find ways from us to be better. We will continue to work hard to bring the resources back to you.</p> <p><i>5 minute recess.</i></p>		
<p>Provost Response and Report</p>	<p>Dr. Ronald Toll</p>	<p>Provost would like to address some of the questions about the 70/30 full-time/adjunct budgeting.</p> <p>Toll: Foote raised a good question about whether this is going to be used to get rid of faculty. We have always funded promotions and sabbaticals (there is a metric in the CBA for granting sabbaticals, I always round up even though I don't need to do so to be in compliance). We have been at the top of the SUS in credit hours taught by full time. No one is in jeopardy of losing their job because of this budgetary target.</p> <p>14% of our tuition revenue is from summer. 12.5% of a 9 month salary is paid for summer teaching. Deans have tough decisions to figure out the cost of teaching summer courses, since different faculty will cost more. I wish we had more summer teaching opportunities. My understanding that the first round of summer teaching assignments go to full-time faculty. I also want your colleges to be the decision makers, I don't want to be involved in those decisions. That 70/30 target has been here since before I got here. We will often err, but the lowest we have gotten is 73/27. Other schools are much lower on full-time faculty.</p>	<p>None.</p>	<p>None.</p>

		<p>Carothers: I think we should be able to track the quality/performance of adjuncts year after year. Is there is way to create a pool of the most qualified adjuncts? Toll: I have met with Linda Serro to talk about programs for adjuncts. Snyder: There is already a process for evaluating individual adjuncts and they are not invited back if they are ineffective.</p> <p>Stecher: Our college has forms for evaluating adjuncts. Hung-Simons: suggest that we have a mentoring program for adjuncts.</p> <p>Buzasi: The pool of qualified adjuncts varies by discipline. Paine: 25% of sections taught in CAS this summer will be taught by adjuncts and taking spots from full-time faculty who had expected this income, though it is not guaranteed. Anstadt: Ask that regular faculty get some compensation for working with adjuncts.</p>		
<p>5) New Business b) Future Direction of Quality Education Report</p>	<p>Dr. Scott Anstadt and Morgan Paine</p>	<p>Felton: This group has chosen to focus on the performance based funding issues, specifically zeroed in on 6 year graduation rates metric. Sent a draft of the document to Jennifer Goen, who helped shaped the focus to make the most impact. Felton plans to send this document to ACFS for further distributed.</p> <p>Anstadt: We focused on the 6 year graduation rate metric, because we felt like this is set up to encourage universities to discriminate against those students who take longer to graduate for many different reasons.</p> <p>Paine: We chose not to address every metric because it would be much too long and this needed to be something that is easily shared.</p> <p>Venglar: I agree that this will be more meaningful if it comes from all of us instead of just one of us. Have you asked faculty from the rest of the SUS for input? Gunnels: This is going to the ACFS, where they were very excited to get it and allow their faculty to look at it and build upon it.</p> <p>Anstadt: There was short timeline, because Goen would like to have it ready to bring to Tallahassee this summer. People may be listening, since there are elections in Nov.</p> <p>Felton: Shared some materials on performance based funding this week, with preliminary data. We expect to have</p>	<p>None.</p>	<p>This will come up for an approval vote at the next Senate meeting.</p>

		<p>an amended data set that will bump us up in the area of excess credit hours which may also bump us up into 6th place in the SUS.</p> <p>Gunnels: Have you (the ad hoc team) considered putting your additional work/documentation into an appendix to reflect the other metrics? Paine: We are under a timeline, and this was the most we could produce. We hope that this work will continue/ team will be ongoing. Anstadt: We had about 3 other metrics that we wanted to look at.</p> <p>Torres: If we get feedback from faculty on this document, should we send to the committee or bring to senate? Answer: Both.</p>		
5) c) Motion: Campus Furniture	Dr. Nora Demers	<p>The PSCAC came up with furniture replacement guidelines. The IAT has brought this motion that supports the work of the PSCAC and their guidelines as well as expands the request for additional furniture.</p> <p>Towne: Should we have students sitting in the hallway (on furniture)? It might be noisy and block hallways further. Venglar: I agree that adding benches to narrow hallways may create a mobility ADA challenge. I might like to amend the language to make it clear that we don't want to violate code. Kakareka: AB7 has some furniture that works in the hallway. Hung-Simons: Faculty should be closing the doors, not propping them. Buzasi: The furniture may even save space. Things won't be put in place without review from the code inspectors. Paine: Perhaps "plans need to be reviewed by the appropriate health and safety experts" should be added in the draft.</p>		
5) d) Information Item: Campus Master Plan Engagement	Dr. Margaret Banyan	<p>Banyan: Many campuses are looking at sustainable development, including social justice issues not just environmental issues. Health considerations are at the top of the list of issues to consider when building a community. Cost of a structured parking spot (\$12,000?) and year of owning a car (\$7000-9000?). Students say they don't want to have to drive. Students want to be somewhere that is livable and has good energy.</p> <p>FGCU needs to have conversations with ourselves and outside of the campus about what our vision is for the campus is. The land-use forums were good first steps.</p> <p>Kakareka: would like to see some data on a share bike</p>	None.	Banyan will return in the future with related information.

		<p>program might look like or result in on campus. Banyan: Lee County got some grant money for creating connection between bike paths.</p> <p>Villiers: When you presented previously on route 60 (LeeTran), I may have sounded negative. We have more parking garages than UF (50,000 students). We need to start thinking of these things so that we don't end up going down the wrong path where we look like a mall.</p> <p>Urakawa: Do you have any data on satisfaction with campus? Banyan: We have some. We want to keep balance between open space and productive buildings.</p>		
5) c) Information Item: Tuition Equality Resolution from Student Government	Andres Machado	<p>Andreas was just named a student Hall of Fame honoree.</p> <p>Machado: I have had many conversations with student who are eager to get higher education but do not have the proper documentation to get an in-state tuition rate. These are students who have come through the K-12 system but cannot pay for college. These students will enter low-skilled job market, become unproductive citizens. Education not only benefits the student, but the community. There are actions underway in the state. At FGCU, there is a bill coming through the student government.</p> <p>Foote: I would like to bring this forward as a resolution for Senate and will be working with Felton to bring this to the next meeting.</p>	None.	Foote will bring a resolution forward for Senate in future meeting.
6) Standing Reports a) Provost Report	Provost Ron Toll	See earlier item on page 6.		
b) Student Government Report	Luis Vargas	<p>Vargas had to leave before we got to report and sent this by email:</p> <p>We are about two weeks away from the end of our term, however here are some of the things we are doing for the remainder of the month:</p> <p>March 26th – Going to Tallahassee to meet with legislators to lobby on behalf of FGCU. March 29th – Bringing 20 students to volunteer at Give Kids The World in Orlando.</p> <p>Focusing on bringing a GPS tracking system for the shuttles on campus. Submitted proposal for a student radio station with WGCU.</p>	None.	None.

		<p>Implement shuttles to Westlake Village on Fridays.</p> <p>Newly elected Vice President: Cory Mentzer</p>		
c) UFF Report	Beth Elliott	<p>In bargaining, still waiting for budget.</p> <p>There is group working on the FRS, if new people don't enter the system it won't be funded.</p> <p>Renard: thanked Elliott for running for UFF president. Also, heard that we are going to have 7:30 classes MWF next semester? Elliott: one of the concerns is safety during ingress and egress at the end of the day, and one solution is starting classes earlier.</p>	None.	None.
d) Senate President's Report	Shawn Felton	<p>Felton: Sent out with meeting packet: a policy regarding academic program development, legislative talking points and data card. The policy is being shared early with stakeholders as we have asked for in the past. Snyder: The policy reflects the fact that we have consolidated some of our institutional effectiveness processes in the last couple years as well as including some language on the definition of credit hours.</p> <p>Felton: On the 70/30 adjunct full-time split, colleges and deans are making those decisions in responsibility centered management model.</p> <p>The chairs and deans survey is expected to go live in about a week and will be open for 2-3 weeks for response.</p> <p>The IAT calendar group met this week. We expect that we will have a 15-16 calendar to vote on at the next senate meeting. This will be an up or down vote.</p> <p>Working on filling faculty seats on university committees before the summer starts. Heading up to Tallahassee next week.</p> <p>Nominations for Senate president at the next meeting.</p>	None.	None.
Announcements		<p>Announcements: SAC Car Show tonight.</p> <p>Questions for VP and Chief of Staff, Susan Evans need to be submitted to Senate Secretary before March 21.</p> <p>Foote: Holocaust Center conference starts at noon Sunday, continuing Monday and through 5 pm on Tuesday in Cohen Center 213.</p>		

	Library 212 workshop on writing a textbook today.		
--	---	--	--

Next Senate Meeting: March 28, 2014 9:30-12:00 pm. Cohen Center 214

Next Senate Leadership Team Meeting: March 28, 2014 12:00- 2:00 pm. Cohen Center 214