



2016-2017

FGCU Faculty Senate Annual Report

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Submitted by Faculty Senate's Elected Officers:

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Introduction

The purpose of the Faculty Senate Report is to document the efforts, deliverable products, and achievements of the FGCU Faculty Senate during the 2016-17 academic year. The Faculty Senate Report also provides context and reflection on the effectiveness of the Faculty Senate Governance System in the shared governance of Florida Gulf Coast University.

Background

The Florida Gulf Coast University Faculty Senate was created as “a system of collegial faculty self-governance that ensure[s] the rights of faculty are supported and the responsibilities of faculty in fulfilling the mission of the university are met” The Faculty Senate Governance System comprises the [Faculty Senate](#), the Senate’s Elected Officers, all [standing teams](#) and [committees](#), and the [Senate Leadership Team](#) (which is composed of facilitators from each standing team).

As outlined in the [Faculty Senate Governance Document](#), the “Faculty Senate is the decision-making body for FGCU faculty governance. The standing teams make recommendations to the Senate, which has final authority. The Senate may enact resolutions on any matter affecting the academic mission of the University, and speaks for the faculty on matters of concern. It is the responsibility of the senators to communicate with and get feedback from the constituents in their unit. The means of communication [are] determined by the senate representatives in each unit.

“The Faculty Senate engages in collegial dialog with the President of the University, the Provost/Vice President for Academic Affairs and others in positions of administrative leadership in order to pursue and refine the mission of the University. Collaborative and shared leadership among all university constituents is critical to creating a campus environment conducive to advancing student achievement. Fairness, mutual respect, continuous improvement, an informed faculty, and collegial decision-making are the hallmarks of the governance structure.”

Standing Teams and Committees

Standing Teams: The Standing Teams of the Faculty Senate are responsible for direct oversight of key areas of faculty responsibility and involvement. These include curriculum, program review, grants and research activities, institutional and faculty affairs, and other domains related to curriculum, instruction, and faculty governance. The composition and scope of team responsibilities are described in the [Faculty Senate Bylaws](#). Teams receive and/or identify agenda items from three primary sources: the team’s elected faculty membership, the Faculty Senate’s Elected Officers

(either acting as a relay for concerns from the faculty at large or conveying action from the Faculty Senate), and ex-officio administrative members of the committee.

Each Team documents its workload and progress on a Work Plan that tracks goals, action steps, timeline, membership responsibilities and the final status of or accomplishments related to each goal. Appendix 1 compiles this year's Work Plans for standing teams and details the associated goals and results.

Standing Committees: Additionally, [standing committees](#) of the Faculty Senate provide peer review of competitive or selective grant, sabbatical, and excellence awards administered through the Office of the Provost and Vice President for Academic Affairs and/or implemented as part of Collective Bargaining Agreement between the Administration and the United Faculty of Florida-FGCU chapter.

Leadership Initiatives

In addition to its regular business handled through Standing Teams and Committees, the Faculty Senate this year focused on several Leadership Initiatives coordinated by the Faculty Senate's Elected Officers. In addition to the Leadership Initiatives identified, the Faculty Senate's Elected Officers led efforts to continue to improve the function and role of the Senate Leadership Team (SLT). Collectively, SLT members and the Faculty Senate's Elected Officers worked to ensure SLT meetings were meaningful and essentially represented a steering committee for Senate Business. These efforts were critical to the strategic direction of the Senate. The dialogue and engagement contributed greatly to the Senate as a larger, more meaningful body.

1. *Student Success Initiative*

Student Success initiatives and four-year graduation rates were underlying themes for the University in 2016-17. The Faculty Senate was extremely involved in promoting Student Success that dated to the outset of the fall 2016 semester when the Senate Leadership met with the Provost and several other key support areas of the University to discuss strategies to promote student success. From the preliminary discussions a University-wide Presidential taskforce was initiated. The Senate Leadership was well represented on this committee by Senate Vice President Dr. Sandra Pavelka, chair of one of the three sub-committees. Throughout the 2016-17 Senate Session, VP Pavelka continuously updated and presented to the Senate progress on the report. This report was concluded and presented to the Board of Trustees in April 2017 and was awaiting the beginning of President Martin's tenure as the 4th President of FGCU. Appendix # 2

2. Participation in Selection of 4th University President

The Senate was extremely engaged in the selection of the 4th President at Florida Gulf Coast University. This began with the announcement of the Search and Screen committee in the spring of 2016. With the beginning of the 2016-17 Senate session, Senate leadership worked extensively with the Office of the Vice President and Chief of Staff to schedule Search and Screen Chairman, Trustee, Dr. Ken Smith to attend regular Q & A session within the Senate meeting. Dr. Smith made three visits directly to the Senate during the search process. Furthermore, faculty representative to the Search and Screen committee, Dr. Sharon Isern developed a survey process to poll faculty on their opinions of the candidates as the advanced during the search. Dr. Isern needs to be commended for her extensive work in ensuring the faculty voice was heard during this most important search and screen process.

3. General Education Minimum Grade

The General Education Council recommended a minimum grade for general education classes. This was developed through the Faculty Senate's General Education Council and was presented on two occasions to the Senate After discussion and debate, the final document with modifications was approved with a super majority vote and will go into effect for Fall 2017. This was another example of the focus the Faculty Senate had on student successes in the 2016-17 year.

4. Internationalization Ad Hoc Committee

An initiative that that continued and made major progress on the Internationalization Ad Hoc Committee. This was under the direction of Dr. Michael McDonald. The idea of the ad hoc committee is to focus on enhancing internalization opportunities for the faculty. Much of the foundational work began in 2016-17. The 2017-18 Faculty Senate will need to continue this work to ensure completion of the task unanimously supported by the Senate.

5. Re-administration of the Survey of Faculty Perceptions of Chairs' and Deans' Performance.

This initiative continued from the original efforts that began in 2011-12 working jointly with our partners in the administration to refine and implement a version of a survey developed by the Faculty Senate's Faculty Affairs Team and adopted by the Senate in Spring 2011. This year's re-administration of the survey contributed to ongoing-shared governance and allowed faculty opportunities to respond to a survey about their perceptions of chairs' and deans'. This year after

several years utilizing the same instrument, the Senate's Faculty Affairs Team made modifications before the survey was administered. These changes resulted in a delay of administration but the survey was released and conducted before the end of the Spring 2017 semester. Results will be delivered to the individual units in Fall 2017. The data collected, from the survey, were reviewed and utilized by the Provost, the Deans, and the Chairs as part of the annual review process and thereby provided important information with regard to professional performance and growth.

As this initiative continues it will be important to monitor the time of the year that the survey is released to ensure the largest participation and to ensure results are returned prior to the end of the Spring Semester. As indicated, there was an unavoidable delay in administration due to the changes being proposed by the FAT. It will be imperative to develop a timeline that allows for earlier reporting is followed for 2017-18. Also, with the changes made to the instrument, it will be important for the Senate Leadership ensure the type of feedback being solicited is still of value and examine what changes may need to be considered.

6. Employee Satisfaction Survey

At the outset of the 2016-17 Senate session an initiative for the Senate and the elected officers was to incorporate an employee satisfaction survey. As indicated, the Senate Leadership team and Administration discussed this but action was not completed. With the change in Presidential Leadership, this will need to be examined and be priority for the Senate Leadership in 2017-18

Other Initiatives and Efforts

The Faculty Senate was forward thinking throughout the year and responsive when needed. To note the FGCU Faculty Senate was deeply engaged in Board of Trustee actions. The level of engagement by the 2016-17 Senate was paramount in the active process of Shared Governance of the University. The Senate has strongly reaffirmed its positions as the voice of the faculty. Furthermore the 2016-17 Senate passed several motions and resolutions and engaged in several other initiatives.

1. Led by a resolution presented to the 2014-15, and the 2015-16 Senate, the 2016-17 FGCU Faculty Senate unanimously reaffirmed FGCU' faculty position on no concealed weapons on campus. The resolution passed by the Senate was shared with the Advisory Council of Faculty Senates (ACFS) (State Faculty Senate Council represented by two members from each SUS institution). The final resolution can be found in Appendix # 3. In addition to the above action, the Senate was extremely responsive to other action within

the Florida State legislature this past year. For example, the Senate passed a resolution opposing legislation affecting curriculum. This final resolution can be found in Appendix # 4

2. Led by the Senate's Institutional Affairs Team and in collaboration with the FGCU University Office of the Register, the Senate endorsed and completed the 2020-2021 academic calendar. This continues to ensure that four academic calendars are developed and approved.
3. As customary and good practice, The Faculty Senate approved a number of bylaw changes to ensure the Senate continues to be responsive to the evolving needs of the University. Some highlights of the bylaw changes.
4. The Faculty Senate's Elected Officers once again provided letters from the Senate President documenting the service of each Senator, Senate Alternate, Team and Committee Facilitator, and members of the Senate Teams and Committees and the Planning and Budget Council and committees, which has become a customary practice over the past few years. Over 150 letters were distributed. The Faculty Senate's Elected Officers unwavering dedicated administrative support from Academic Affairs in the printing of letters.
5. The Faculty Senate's Appointments Team continued to strengthen the representation of faculty members on all university-wide committees. The process has become widely respected by all constituents on campus and has allowed improved representation on committees, which has also improved shared governance. Furthermore, the Appointments committee further established itself with a dedicated working email address and further refined the working documents on appointments. .

At item that the Senate and the Team may still want to consider as we move forward is to continue to streamline the process and ensure when nominees are not selected that formal communication is provided back to the nominees to enhance the process and communication line.

6. The Faculty Senate continued the use of Adobe Connect to record presentations and visitors to expand the transparency of the Senate. This allowed for a detailed transcript of actual events and video archives are available in the 2016-17 Senate archives. Links to the recordings can be found within the agenda items. This was extremely useful when special guests visited Senate, especially Dr. Ken Smith with his periodic visits and updates related to the Presidential Search.
- Finally, the senate sponsored or participated in several events:
 - Senate co-sponsored the annual promotion workshop with the Office

of the Provost and Vice President for Academic Affairs.

- Senate hosted a Board of Trustee Member, Dr. Ken Smith on three occasions. This marked the third time in the history of FGCU that another member of the Board of Trustees met with Faculty Senate. The 2017-18 Senate is encouraged to continue to foster the relationship with the Florida Gulf Coast Board of Trustees, especially with the Senate elected leadership changes. The upcoming Senate is further encouraged to invite other members that are not in a leadership positions within the BOT.
- Senate hosted other guest including Director of Government Relations Jennifer Goen, Chief of Police Chief Steven Moore, Dean of Undergraduate Studies, Dr. Dawn Kirby.
- The Staff Advisory Council (SAC) and the Senate continued to strengthen the communication process between the two respective organizations. Continuing this year two SAC members attended each Senate meeting and was provided an opportunity to deliver a standing report. In comparison, the Senate President attended each SAC meeting was provided the same courtesy of delivering a standing report. These efforts enhanced collaboration and further fostered Shared Governance of FGCU.
- Senators participated in a lunch meet and greet hosted by Student Government.
- The 2016-17 was extremely involved in equality for all faculty, staff, and students. This was demonstrated with the Senate's passage of a resolution related to travel restrictions. The final document can be found in the Appendix # 5
- Lastly working the University Librarians, the 2016-17 Senate developed an open access archive guidelines that will assist dissemination of faculty's scholarly productions.

Ongoing Issues Carrying Forward

1. Future Direction of Higher Education Ad hoc Committee:

An initiative form two years ago was the Senate's positions on online education and Performance Based Funding. The work of this committee has and will continue to greatly inform what quality education looks like at FGCU. It will be important for the 2016-17 Senate to remain engaged related to initiatives from the Board of Governors related to distance

education, specially the implementation Online Strategic Plan and the faculty development resources being developed. Furthermore work at the Florida's Advisory Council of Senates related to Performance Based Funding will need to be engaged in by the FGCU Faculty Senate.

2. Review of Senate Teams/Committees/Bylaws

This initiative began approximately three years ago through the work of the Senate Team Review Ad hoc team. Several recommendations were identified to strengthening the engagement and functioning of the Senate. With the University embarking on its 20th Anniversary, it is time for the Senate to carefully review these recommendations ensuring the current structure of the Senate is the most responsive and adequately representative of our faculty. Furthermore a full review of the bylaws should commence to identify where efficiencies could be made,

3. Enhancing the role of the Senate Planning and Budget Advisory Committee (SPBAC) and General communication:

The formation of the SPBAC five years ago has strengthened the faculty governance structure especially connecting the PBC and its affiliate committees to the Senate in a more formal way. Development and communication of information has continued to improve. However, efforts are still needed to ensure representation is strengthened. This will be an important area for the Senate to address at the outset of the academic year with many new members appointed to the PBC and six affiliated committees.

4. General representation and faculty's ownership of shared governance:

The 2017-18 Senate must continue to build on the positive direction of prior Senate with the level of engagement that has been seen over the past three years. Further ideas to enhance communication include but not limited to:

1. Continue with the expanded length of Senate Meetings from 9:30 – 11:30 to 9:30 – 12:00.
2. Expanding time for Caucus meetings at the end of Senate meetings.
3. Senators from individual colleges developing regular ways to solicit faculty input on potential items. I would caution faculty to monitor these methods to ensure that the information being sought is meaningful to decision making.

4. Continue to collaborate with all stakeholders including staff and students and further explore collaboration with the Council of Chairs.
5. Explore the feasibility of initiating an annual work place satisfaction survey.
6. Working collaboratively with FGCU's incoming 4th President, Dr. Michael Martin

5. *Regarding University Strategic Planning:*

Continuing into the 2017-18 academic year, the University Board of Trustees and University Administration will be updating the 2016-2021 Strategic Plan. The Senate must be an active participant in this process.

6. *SACSCOC and Implementation of QEP*

It will be essential this year for the Senate in collaboration with the Director of the QEP to continue with implementation and ensure periodic updates related to QEP implementation and recognize any needed follow-up.

AY 2017-18

At its last meeting of the year, the Faculty Senate elected the four Senate officers to the Executive Leadership positions. Officers elected or reelected are:

Mike McDonald (CAS), President
 Martha Rosenthal (CAS), Vice President
 Jo Stecher (MCHHS), Secretary
 Patrick Niner (CAS), Parliamentarian

APPENDICES

Appendix 1: 2016-17 FGCU Faculty Senate Leadership Team Work plans, April 2017
 Appendix 2: Faculty Involvement Group Task Force on Student Success Final Report
 Appendix 3: Resolution Opposing Guns on Campus
 Appendix 4: Resolution Opposing Legislation Affecting Curriculum
 Appendix 5: Resolution Supporting Immigration and Diversity

