

MINUTES

Faculty Senate

Friday, September 28, 2018 9:30 am-12:00 pm
Cohen Center 213

In Attendance: A. Bhatt, A. Carlin, M. Case, M. Colmer, J. Conrecode, C. Daramola (Stecher proxy), R. Erdman (Palmtag proxy), M. Fauerbach (Rhodes alternate), P. Finley (Crayton alternate), A. Finn, S. Girimurugan, A. Harner, M. Houdyshell, S. Isern, L. Jiang, J. Kakareka, S. Komisar, A. Koufakou, T. Leary, J. MacDonald, M. McDonald, P. Meso, P. Niner, M. Paine, M. Rosenthal, A. Sakharuk, J. Stecher, J. Sughrue, S. Thomas, R. Totaro, C. Villiers (Johnston alternate), F. Zhao

Absent (without Alternate/Proxy): none.

Guests: Nick DeGuzman, Win Everham, Tony Barringer, Missy Berkley, Linda Amos, Christine Wright-Isak

Summary: Academic Affairs is dealing with a possible change to the way Metric 10 in our performance-based funding model is reported. UFF shared plans for new tasks for the labor and management committee. The body had a first read and discussion about a recommended procedure for dealing with student complaints against faculty (presented by the Faculty Affairs Team). The recommendations from the Scholarship-Research Taskforce were shared and discussed. Mary Banks and Pat O'Connor-Benson shared technology updates. Monica Krzyszczyk shared information about the Faculty and Staff Campaign for Foundation Funds.

Agenda Item	Responsible	Discussion	Action/Vote	Follow-up
1) Gathering				
2) Approval of Agenda	Mike McDonald	Provost Llorens, Assoc Provost Snyder will not be able to attend today. Provost's report will be given by Barringer.	Motion to approve the agenda, MacDonald/second. Motion carries.	
3) Approval of Minutes from 8/31/18	Mike McDonald	<ul style="list-style-type: none"> Recording from President Martin is posted on the Faculty Senate website. 	Motion to approve minutes, Sughrue/Kakareka. Motion carries.	
4) Faculty Senate President's Report	Mike McDonald	<ul style="list-style-type: none"> Campus safety. There are heightened concerns following an attempted abduction in an off-campus location. There are rumors on social media going around about sex trafficking (which are not substantiated). Chief Moore has provided some safety tips that are posted on the Canvas page. Blue emergency poles can be used to contact police. Police will provide an escort if you need to travel alone on campus and are uncomfortable. Guardian app can also be used to alert police. CERT Emergency response training Monday October 1 5-8, unit 1 of CERT certification. 2 faculty members have volunteered to serve on the search panel for support position for Faculty Senate. Trimester Taskforce. Anticipates asking for feedback in the next month from faculty. FGCU is a part of the 2018-20 cohort American Council on Education Internationalization Laboratory. Beginning process of comprehensive internationalizing of curriculum. A steering committee has been formed and will operate under the Provost's Office. Dissolving the Senate Ad Hoc Committee. Smaller groups of the steering committee will carry out the work of the committee. Phase I: gathering data and information and Phase II: strategic plan for internationalization. ILab process is 18 month 		

		<p>process. Provost does not want to wait for the completion of the process to start taking some actions.</p> <ul style="list-style-type: none"> • <i>MacDonald</i>: What are the other schools in the I-Lab cohort? <i>McDonald</i>: They are not meant to be peer institutions. • <i>Kakareka</i>: Any other SUS schools? <i>McDonald</i>: FIU and ??? have done it previously. 		
7) Standing Reports- VPAA	Tony Barringer	<ul style="list-style-type: none"> • Important dates. Oct 9 Promotion reception, 5 pm Cohen 213. • Nov 5- 5 pm Grant Reception • Nov 16- Promotion Workshop 9-12 CC Ballroom • Textbook adoptions due Oct 12. Try to be at 95% complete 45 days out from the start of the semester and we fell short last time at 85% complete. • Sabbatical applications due Oct 12. Must be complete applications turned in on this date. • Pay adjustments for promotion and increase from CBA will show up in the Oct 12 check. • Metric 10- BA degrees awarded to minorities. We used to report by raw numbers, and now BOG wants it reported by percentages (percentage of all degrees award), which does not look as good for us. • <i>Stecher</i>: Why does it have to be 45 days for textbooks? <i>Barringer</i>: A committee decided on the days. <i>Secretary's note</i>: It is prescribed in the state statute. • <i>Niner</i>: Compliments to HR for getting the salary increases done as quickly as possible. • <i>Isern</i>: How bad is this possible change to metric 10? <i>Barringer</i>: When you show the change in raw number it looks better than the change in percentage. • <i>MacDonald</i>: metric 10 is FGCU specific, so not compared to all other schools on this one. <i>McDonald</i>: Correct. <i>MacDonald</i>: Did we select this metric? Yes. • <i>Girimurugan</i>: This grant reception, who is this for? <i>Barringer</i>: I'll find out and make sure the right people are invited. 		
5) Standing Reports-Student Government	Nick DeGuzman	<ul style="list-style-type: none"> • The first wet tailgate went great. 900-1000 students in attendance and 800 went to soccer game. • Working on a finance code revision. We want to make sure that people are spending the money and wisely. • President White looking at addition LGBTQ resources for students. • CampusCon (Campus Impact Confernece) in New Orleans is coming up. We have attended in the past and gotten good ideas (like the CAPS number and police numbers on ID cards). • Emerging Eagles leadership development program, 60 students participating. • SGA is going to Adopt a Road on Ben Hill Griffin. • Starting Estero High School mentorship program to encourage students to success and come to FGCU. • Eagle Voice forum is now fgcusg.com. Student with questions and concerns can submit those online. 		
6) Standing report- SAC	Missy Berkeley	<ul style="list-style-type: none"> • The Fill the Boat food drive was a success. \$70 and 400 lbs of food taken to the food pantry. • Katie Leone (Sustainability Coordinator) is leaving FGCU. Monday is a going away party for her 4-6 pm. 		
8) Standing Report- UFF	Win Everham	<ul style="list-style-type: none"> • Thanks to HR again for getting salary increases implemented. 		

		<ul style="list-style-type: none"> • Working toward designating building stewards. First task would be for them to organize conversation with instructors about terms and conditions affecting them. • Jackie Greene reminded UFF team that Senate issued recommendations regarding instructors in the past and to use those to inform present work. <i>Secretary's note: Taskforce recommendations from 2016 are here: https://www.fgcu.edu/Appendix_3_Faculty_Senate_Report_on_Instructor_Classifications.pdf</i> • Bargaining update: Every year we open Articles 23 and 24 and may decide to open others. We probably won't begin bargaining until January this year. • New charges to the labor and management team. This is a group working away from the bargaining table to find solutions. Charge this year will probably focus on compression and inversion. It is possible that C&I issues may be related to particular classes and that will go in a different direction. <i>Secretary's note: Previous C&I study info can be found here: https://www.fgcu.edu/CollectiveBargaining/Files/FGCU_Salary_Compression_and_Inversion_Report_Dec_2011_Rev_Jan_2012.pdf and https://www.fgcu.edu/FacultySenate/files/1-27-2012_Compression_UFF.pptx</i> • Would like to look into post-tenure like review processes at other schools (a charge for the labor and management committee) • UFF will be starting know your CBA lunches. Would like to work with Provost's office to provide training with chairs, etc. about CBA changes. • Article 16.1 in CBA. Coaching/Disciplinary Action. Changes to this disciplinary action section include the addition of coaching. • <i>Leary:</i> Have we ever done a gender/minority equity study before? Has there been any actions taken to address it? <i>Everham:</i> I don't think that this has been done. • <i>Kakareka:</i> Was the union involved in that previous C&I study? <i>Everham:</i> UFF was involved in how to operationalize the results, but we did not determine how the study was done. I think we can do more this time. • <i>MacDonald:</i> Remind us what article 23 and 24 are? <i>Everham:</i> salaries and benefits. <i>MacDonald:</i> Previous C&I study might have been in 2010. • <i>Sughrue:</i> Commend you for trying to engage chairs in discussions about the CBA, would suggest that deans also be involved. • <i>Wright-Isak:</i> The corporate world is undertaking inventories and studies to examine gender equity. We should take note. <i>Everham:</i> a previous comparison at FGCU showed that full professor rank showed the most variance and inequity in compensation for women. • <i>Palmtag:</i> Would a compression and inversion study and adjustments address the problems with full professors/instructors in terms of providing salary adjustment or additional "levels"? <i>Everham:</i> Possibly, but there are other models at other places that offer salary bumps for tenured or topped out professors. • <i>Girimurugan:</i> Consider many of the factors involved in determining equal pay, came across a short documentary "Explained" that may help show those. 		
9)New business: Student complaints	Jennifer Sughrue	<ul style="list-style-type: none"> • FAT met yesterday and we were able to include feedback from the Canvas discussions on Senate. • History of this topic: past practice was that students may have gone directly to deans/chairs to complain and faculty members were not involved in the process until disciplinary action is being taken. This policy is aimed at keeping both sides in the process. 	Motion to extend time by 10 minutes, Thomas/Case. Motion carries.	

		<ul style="list-style-type: none"> • This is addressing an issue of due process and giving people a process to follow. • This policy does not preclude faculty members from involving their union representative, but best practice is to only involve the union if there is a reason to believe that disciplinary action will be taken. • The complete process would take 75 days if it needed to be followed to the end. 10 business days should be enough for student to deal with the relatively minor issues that this policy is designed to deal with. Larger issues may be Title IX related or other. • <i>Thomas</i>: What is an acceptable complaint? <i>Sughrue</i>: That is not defined here but is up to the student. We can't tell the student what or what not to complain about, but we can control the process. • <i>Case</i>: Where can I look for guidance on dealing with complaints from non-students? <i>Sughrue</i>- We did not consider that in formulating this process. • <i>Harner</i>: Experience has been that student complaints that have been dealt with at the program leader/director level, then ends up going to medical exemption withdrawals where grades are changed and student end up coming back through the course. <i>Sughrue</i>: We have heard this complaint too, but this is outside the function of this policy. • <i>Wright-Isak</i>: Your individual experiences or questions can be brought to your FAT rep and the team can decide if there are broader policy implications. • <i>MacDonald</i>: How do you plan to actualize this policy? <i>Sughrue</i>: That is up to the Faculty Senate. <i>McDonald</i>: If the Senate approves this policy guideline, I'll take it to the Provost's office. • <i>Girimurugan</i>: Thank you for detailing due process. What is the statute of limitations on complaints? <i>Sughrue</i>: 10 days. <i>Girimurugan</i>: Looking at the examples of incompetency or inefficiency, how is a student supposed to talk to a faculty member about being incompetent? <i>Sughrue</i>: We used the terms to describe those behaviors but student would phrase it differently. <i>Wright-Isak</i>: The discussion would probably sound different. <i>Sughrue</i>: this brings up an issue of training faculty about how to interact with students during difficult conversations. • <i>Isern</i>: How would a student know how to follow this procedure? <i>Sughrue</i>: One idea would be to put a piece in the syllabus that points students to this document. <i>Wright-Isak</i>: Need to educate the faculty and administrators about the policy. • <i>Stecher</i>: Sometimes students show up for a meeting about a complaint with the Ombuds in tow. Has the Ombuds been included in the policy development? <i>Sughrue</i>: Yes, that's why we put the Ombuds in the process. • <i>Sakharuk</i>: How can this policy help avoid false complaints? <i>Wright-Isak</i>: This may be a separate task. <i>Sughrue</i>: This document is aimed at keeping the faculty member involved in the process that a chair or dean may also be involved in. • <i>Totaro</i>: Change "should" to "may" in 1. E. (change was accepted). What about f language changes? <i>Sughrue</i>: I think that adding to F. gets to wordy and we already covered the process. • <i>Amos</i>: When does the 10 days start? <i>Sughrue</i>: The date of the incident. <i>Amos</i>: I would like to recommend that if this is approved, please share with administrative assistants that take these calls from parents and students. Happy to see this process written out. <i>Sughrue</i>- It needs to be shared with as many people as possible. 		
12) New business-	Sharon Isern	<ul style="list-style-type: none"> • Task was to make recommendations on policy procedures to increase research productivity on campus. 	Motion to extend time by 5 minutes:	

<p>Information item. Scholarship-Research Taskforce</p>		<ul style="list-style-type: none"> • Collected information via survey at the end of the spring semester. • Powerpoint presentation given by Isern detailed the process and the survey results. What barriers students and faculty experience when trying to accomplish scholarship. • Would like to emphasize that this is not an attempt to change the culture at FGCU to a research institution. • <i>Kakareka</i>: What is the status of this now that it was submitted to the president in May? <i>Isern</i>: He has shared with the cabinet, ORGS, Senate. The taskforce will most likely be disbanded, but another committee may be formed to implement recommendations. <i>McDonald</i>: The new committee will be formed through the senate procedures. • <i>Koufakou</i>: There is another survey around about research topics. How does that relate to this? <i>Isern</i>: Martin asked us for suggestion for interdisciplinary research topics which we did come up with. From there, that survey was created to find interest. • <i>MacDonald</i>: Students that engage in research are more likely • <i>Paine</i>: I don't see anything in these recommendations about increasing the number of sabbaticals. <i>Isern</i>- That is not a bad idea but that did not make it into the recommendations. • <i>Sughrue</i>: I did not feel that my field fit into the research orbits that have been chosen. What could be done to make that clearer? <i>Isern</i>: I agree that the survey and information that when out could have been clearer about the inclusivity of the research topics. • <i>Koufakou</i>: The survey is due on Sunday. Can there be an extension now that it is being said that it is broader than originally communicated?. • <i>Totaro</i>: if we could see those lengthier descriptions of the research orbits I think it would helpful. <i>Isern</i>: I will make that request. 	<p>Sughrue/Rosenthal. Motion carries.</p>	
<p>13) Guests Mary Banks and Pat O'Connor-Benson – Technology Updates</p>	<p>Mary Banks and Pat O'Connor-Benson</p>	<ul style="list-style-type: none"> • Handout was passed around with details of technology updates. • Canvas courses and training are available for students taking online classes. • Changed the process of activating student email accounts • BTS is working on expanding use of OneDrive. • Upgraded Gulfline will include student photos. • Upgrades to wireless capabilities. North Lake was completed this summer. By December we hope to have all academic buildings upgraded. • <i>Zhao</i>: Log in to Canvas is delayed because of the POST button relay for Single Sign On. <i>Banks</i>: I'll check into the status of that. • <i>Colmer</i>: Students said that they are unable to change their photos attached to their email accounts. <i>Banks</i>: I'll look into that. • <i>Thomas</i>: virtual board questions. <i>O'Connor-Benson</i>: document camera and Kaltura may help. • <i>Leary</i>: Complimented Dave Jaeger and his department on their services. • <i>Kakareka</i>: How could we get students logging to the student technology training course earlier? <i>Banks</i>: We can look at doing that in week 2-3 • <i>MacDonald</i>: Can you give us an update on removing administrative rights from computers? <i>Banks</i>: We are working with staff first, we will contact faculty before we do anything. • <i>Girimurugan</i>: Still finding problems with wi-fi in academic buildings that may have been upgraded already. <i>Banks</i>: If you have wireless problems, send an email to helpdesk@fgcu.edu to let us know. • <i>Sakhurak</i>: The upgrade to Outlook 365 got rid of clutter. Now I have too many junk emails. <i>Banks</i>: Yes, we are trying to figure it out. We can send something to you to help give you choices • <i>Sughrue</i>: Will lecture capture be available in each building? <i>O'Connor-Benson</i>: As podiums are upgraded that should be added. 	<p>Motion to extend to 5 minutes, Zhao/Sughrue. Motion carried.</p>	

		<ul style="list-style-type: none"> • <i>Bhatt</i>: Even though I have set filters for junk, that is not working. <i>Banks</i>: We are working with Microsoft on this. • <i>Zhao</i>: Asked for adapters/cables so that students can connect to podiums. O'Connor-Benson: If we leave those in the classrooms, they walk. We can try to bring those to you. • <i>Thomas</i>: There are pieces of software that might be used a lot on podiums. Can those be preinstalled? O'Connor-Benson: I will add that the annual survey we send to faculty. Good idea. 		
14) Guest – Monica Krzyszczuk	Monica Krzyszczuk	<ul style="list-style-type: none"> • Last year 350K was given back from faculty/staff and we would love to see more this year. • If you would like to give directly to a particular department or program you can indicate that. • Scholarships are a possibility for a destination for your funds or general university fund. • The campaign is all online and you will see an email pop up next week. • If you can help promote the campaign to others, please do. 		
15) For the Good of the Order		<ul style="list-style-type: none"> • <i>Leary</i>: Dolores Keisler from the Testing Center asks whether faculty are interested in offering make up exams on their behalf. Yes. Leary will report back. • <i>Thomas</i>: Buckingham property will be used as a training facility for beekeeping. • <i>Everham</i>: Just reiterating that any dues paying member of the union has the right to be represented by a union rep at anytime • <i>McDonald</i>: Hispanic Heritage Month events coming soon. • <i>Paine</i>: ArtLab show will be opening featuring two alumni, opening Thurs. Oct 4. 		
16)Adjournment			Motion to adjourn MacDonald/ Sughrue. Motion carried.	
Future Meeting Dates		<p>Next Senate Meeting: October 12, 2018, 9:30 am-12 pm, CC-213</p> <p>Senate Teams Council of Chairs: October 12, 2018, 12:30 pm CC-213</p>		