

**Florida Gulf Coast University  
Faculty Senate Meeting  
Minutes**

**DATE:** 10/16/2009    **TIME:** 9:30 - 11:30AM    **PLACE:** SU Chambers

**Attendance:**

	Greene, Patrick	Lindsey, Chuck	Paschall, Mack	
Anstadt, Scott	Hale, Katherine	McShane, Megan	Pavelka, Sandra	van Duijn, Arie
Elliott, Beth	Hammerling, Julie	Mock, Karen	Renard, Monika	Villiers, Claude
Everham, Win	Hibbard, Susan	Morris, Doug	Roca, Maria	
Fauerbach, Michael	Jones, Travis	Oistad, Kay	Rosenthal, Martha	Zhao, Fan
Fay, Patricia	Kakareka, Joseph	Osterman Meyer, Angela	Ryther, Peter	
Gilbert, Shelby	Kleeger, Jeff	Paine, Morgan T	Swaleheen, Mushfiq	

**Absent with Alternate (Alternate Senators):**

Lupe, Lori (Julie Hammerling)

**Absent with Proxy:**

Alexakis, George (Sandra Pavelka)

**Absent without Alternate or Proxy:**

Towne, Amy

**Guests:**

Anne Hartley; Paul Snyder; Cecil Carter

**I. Gathering: 9:30 AM**

**A. Welcome & Introductions – Chuck Lindsey**

- Corrections to agenda

**II. Approval of Minutes on October 2, 2009**

- Academic Affairs is shorthanded on support staff for minute takers
  - To defer approval of minutes to next week

**III. Standing Reports**

**A. Provost's Report – Paul Snyder for Ron Toll**

- Provost had an off campus schedule conflict; Paul Snyder to receive questions from Senate and relate back to Provost.

Question: With Linda Summers retiring, what is the status of the Leadership for the Office of Civic Engagement (i.e. the October 30 event)?

Answer: The item is under ongoing consideration; suggest speaking with Peg Gray-Vickrey or Cathy Duff

Question: Are new faculty positions finalized or public yet?

Answer: They are a work in progress and currently being shared with Planning and Budget Council

**B. SGA Report** – *Peter Ryther*, SGA Vice-President

- 9 foot posting kiosks with 6 foot posting zone radius are being researched
  - Goal is to fund 6 sites at the cost of \$11K each
  - Signage policy is being taken into consideration
  - Kiosks would be helpful with elections and would contain a university map with mileage across campus
- SGA website to launch January 18
- Researching a marketing assistant position
- Constitution rules and policies under review
- Considering students' request for more shade trees and structures on campus; possibly replacing some palm trees
- Extend library hours
- Filling all university committees with student representation
- Spigots on water fountains to encourage and ensure sustainability

Question: Why isn't SGA using its own funds to support kiosk sites?

Answer: SGA is using its funds, apart from the enclosed glass section in which postings must be pre-approved—they are seeking funding for that section of the kiosk from Joe Shepard's office

**C. UFF Report** – *Monika Renard* (see PowerPoint presentation)

- Discussion report on bargaining reopeners, ongoing since February.
  - Salary and benefits have been opened for discussion with one additional item: faculty assignment issues
  - IBB sessions scheduled for October 27 and November 3
  - Parental leave to open for discussion in the spring, when the full contract is up for renegotiation
- Discussion of faculty assignment issues
  - Faculty concerned about workload issues (i.e. late and changed assignments – policy requiring at least 6 weeks notice, with ongoing discussions about how assignment contributes to workload)
- Discussion of graduate courses beyond masters level are contributing to workload
  - Teaching supervision for dissertation, thesis, etc.
  - UFF is requesting guidelines, no agreement
  - Other workload factors (i.e. class size, consistency across colleges, independent studies)

Question: Does section 9.2c in CBA pertain to classes changed last minute?

Answer: In some colleges, some schedules have been developed and/or changed without faculty input (focus on ongoing dialogue between department chairs and faculty)

Question: Is adjunct pay not included in salary aspect of bargaining?

Answer: UFF does not represent adjuncts

Question: Address faculty compensation for independent studies

Answer: Faculty should be paid for work, but there has been no administrative agreement yet (discussion of possible reasons for faculty not turning down independent study requests)

Question: Are there studies on independent study requests as a result of student poor planning vs. actual need?

Answer: No

- Move to extend discussion by 10 minutes – motion approved by Senate

Question: Has there been an effort toward addressing domestic partner benefits?

Answer: Other institutions are participating, but there are legal and technical difficulties as support can't be funded by state funds

- Research for estimated costs?
- Suggestion to senate members to lead committee on it; union has discussed/bargained the subject at length
- Other institutions have been funded by foundations
- Union cannot broach subject, but Senate can, although involvement may or may not make a difference; no survey to establish level of interest

Question: Workloads language – is there a differentiation in (doctoral) teaching load part of discussion?

Answer: No agreement, admin refers to current language of article

Question: Contract provision for Faculty Development money

Answer: Faculty Senate has been granted the ability to decide who gets what monies (currently at \$90K, Provost wants to increase to \$100K)

- Suggestion to take the climate survey seriously in order to convey concerns

- Move to extend time for 5 minutes – motion approved by Senate

Question: Class size vs. online

Answer: Discussion has been held regarding how class size has affected workload. Administrative response has been that having a top limit means that there must be a bottom limit, cancelling small classes, which we don't want to do. Administration has also posited that since not all class sizes are large, workloads average out over time

#### **D. Senate President's Report – Chuck Lindsey**

- Fall Commencement – to be held on campus in Alico Arena
  - Accommodation limits with only one ceremony; 900 possible students to walk
  - RSVP to administrative secretaries by end of month
  - Input on new seating arrangement, with faculty in the back of the arena
    - 1 voiced disapproval
    - Suggestion to move receiving line
    - Loss of faculty participation
    - Lack of room at Convocation
  - Chuck to take comments back to commencement committee
- Action items in the pipeline
  - Revision to sabbatical guidelines for compliance with CBA
  - Deadline for curriculum proposals end of October
  - Draft policy on student attendance – Financial Aid requires last date of attendance
    - Poses difficulty in large lecture classes

**IV. Old Business** - there is no unfinished business before the Senate

## V. New Business

- a) Presentation on FGCU Athletics and NCAA Certification – Ken Kavanaugh, Athletic Director, and Cecil Carter, Faculty Athletics Representative
- Finalization of Division I certification in process – 3 areas to cover: self awareness, affirmation (academic integrity, governing and rules compliance, student athlete well being), and conformity and improvement
  - NCAA peer review team will decide next Fall
  - Athletes judged on success on the field and in the classroom
    - Two goals: for athletes to maintain the same GPA as undergraduate student body (currently at 3.14, with student body at 2.99), and achieve graduation
  - Discussion of Faculty Athletics Representative as liaison between faculty and athletic department
  - Athletic Academic Progress Rate (APR), based on 3 years (to qualify to submit in Spring 2011)

Question: Who is the committee chair for student athletics?

Answer: Jorge Lopez

Question: Gender compliance/student well-being

Answer: Currently 8 women sports and 6 men sports; more programs cannot be added without more funding

- b) Presentation on Compression/inversion study – Monika Renard (see PowerPoint)
- Discussion of goals of compensation system, equitable salaries and concerns of faculty regarding salary compression and inversion
  - Study conducted Fall 08-January 09
    - Little relationship between salary and years in rank
    - Proposals for equity adjustments were rejected, also proposals to fund equity adjustments over several years or if more funding becomes available.
  - Move to extend discussion 10 minutes – approved by Senate

Question: When does negative inversion occur?

Answer: When new hires are paid more than people who have been at the university longer

Question: Encourage continued study on this subject as faculty may leave as a result; request to share slides from presentation

- In the past, UFF has waived the right to bargain starting salaries, but now assumes that right again since administration has not acknowledged the disparity in starting salaries vs. that of existing faculty
- Discussion of market study vs. internal study
- Move to extend discussion 5 minutes – approved by Senate
  - More funds go toward overall raises or to those below average salary line

## VI. For the Good of the Order

- New standing item for information observations
  - None at this time

**VII. Announcements**

- Reminder that next Senate meeting begins at 9am and ends at 10:30, in time for Livin' La Vida Local event
- Opening reception for Purvis Young exhibit on October 22 at 5pm

**VIII. Adjournment 11:17 a.m.**

Next meeting: Friday, October 30, 2009 9:00-10:30 am