

FLORIDA GULF COAST UNIVERSITY
Faculty Senate Meeting
Approved Minutes

Date: 1-29-2010 **Time:** 9:30 - 11:30AM **Place:** Student Union Chambers

Attendance:

	Greene, Patrick			Towne, Amy
Anstadt, Scott		McShane, Megan	Pavelka, Sandra	
	Hammerling, Julie	Mock, Karen	Renard, Monika	Villiers, Claude
Everham, Win	Hibbard, Susan	Morris, Doug	Roca, Maria	Zhao, Fan
Fauerbach, Michael	Jones, Travis	Oistad, Kay	Rosenthal, Martha	
Fay, Patricia	Kakareka, Joseph	Osterman Meyer, Angela	Ryther, Peter	
Gilbert, Shelby	Kleeger, Jeff		Swaleheen, Mushfiq	

Absent with Alternate (Alternate Senators):

Alexakis, George (Howard Smith); Elliott, Beth (Doug Carothers); Hale, Katherine (Anne Hartley); Lindsey, Chuck (AiNing Loh); Paine, Morgan T (Mary Voytek); Van Duijn, Arie (Barbara McAloose)

Absent with Proxy:

Absent without Alternate or Proxy: Paschall, Mack

Guests: Angela Cisneros

- 1.) Gathering: 9:30am, Quorum achieved at 9:40am
 - a. Welcome and Introductions- Martha Rosenthal
- 2.) Approval of Minutes of January 15, 2010
 - a. Motion to approve minutes passed by voice vote with one abstention
- 3.) Standing Reports
 - a. Provost's Report- Paul Synder
 - Provost Toll apologizes for not being here this morning, new business came up to be dealt with.
 - Action of Commission on College meeting in December, with regard to onsite review conducted last spring for movement from level three (master's level) to level 5 (doctoral level), was approved with no further reports requested. Congratulations to all involved, big step forward for university.
 - Question: BOT meeting, policy for textbook regulation, has been enacted into law as it was written, regardless of the faculty suggestions. A: Will take the comment back to Provost

b. SGA Report-Peter Ryther, SGA Vice-President

- Posting kiosks, bill going through first reading. 6 posting kiosks for a total of \$69,000. More free posting areas
- Library hours extension bill also going through first reading. Increase hours 3 hours per day, only asking for this semester, but requesting in budget season for it to be continued for fall and spring semesters.
- Alternative spring break tentatively planned to help in Gulf Coast Region, possibly helping with Habitat for Humanity
- Election code was passed by the Board of Trustees. Governing documents must all be passed by BOT. Working on revision for constitution. Would appreciate help from faculty
- Recycle Mania, looking to make strong impact on FGCU community, putting in new recycling machine in Northlake Village. Compare weight of recycled material
- Florida Student Association has new director, looking to send bus of students up to Tallahassee to lobby for students' rights
- New Resolution, petition going around to send a statement to public that as a community here, we recognize the human rights of Florida Tomato pickers and we hope that Aramark will speak directly to the workers, and negotiate with them. Closest public university to Immokalee, want to show we care
- Motion to support student resolution. Seconded.
- Discussion: Raise money for illegal farm workers? Myth that all are undocumented, are cases of undocumented workers, but it's a human justice issue--make sure that people living in our community have enough money to survive and be treated fairly. Focus on workers as people.
- Discussion on clarification of what the student government is asking for. Looking for meaningful dialogue between Aramark and the Coalition of Immokalee Workers, those that employ workers are supposed to do the background check. Dialogue to improve wages.
- Question: How will dialogue with Aramark and CIW impact raising wages? We're supporting the CIW, asking for higher wages.
- Answer: Aramark has said that they have started dialogue with the workers. As our supplier for food on campus, want them to sign the papers. Supporting meaningful dialogue, the purpose to raise \$0.01/lb.
- Discussion: Suggestions to take a more aggressive stance and send petition to Board of Directors directing them to tell Aramark to pay them the higher wage.
- Question: Have you determined that if there is no dialogue and raise wages will it be an effective means of encouraging them to go home.
- Answer: Has worked with other corporations (Burger King, etc), Aramark dragging its feet.
- Discussion: Look at other administration to support, Dr. Shepard, Board of Trustees. This is start, resolution failed first time in Student Senate, this is a start, if it doesn't make any changes, will increase language.
- Question: What were the issues Student Government had with the resolution?

- Answer: One was that as acting as representative for entire student body, when the student body doesn't support it. Some students had qualms about illegal workers.
- Discussion: Suggest adding in resolution that if you don't get reasonable good faith negotiation that there would be another step after that. Negotiation Issue, not wage issue. Someone has raised this issue to Dr. Shepard.
- Discussion: Someone is getting the penny per pound; the question is who we want the money to go to.
- Motion to extend time 5 minutes. Approved, one opposed.
- Question: Is Aramark buying tomatoes from CIW, or from other corporations that buy from CIW?
- Answer: CIW doesn't sell tomatoes; they represent the Florida Tomato pickers. During winter season, 95% tomatoes consumed in US, looking to see how many come from Immokalee. Have been able to raise price with other organizations.
- Question: Not sure what the final language in the 2nd to last paragraph. What language using?
- Answer: Using the stronger language. Toned down language, but supporting student Senators wanted it raised again.
- Discussion: Willing to pay to improve lives, regardless of status, it's a human rights issue. No evidence that increasing changes price for consumer. Suggestion to contact Bishop Desmond Tutu Center who is sponsored by Aramark for letter of support. Willing to pay more for better living conditions, but resolution wouldn't necessarily improve living conditions.
- Motion to extend time 5 minutes, approved.
- Discussion: Suggest revising draft, using good faith language, and bringing it back to vote on in two weeks.

c. UFF Report-Madelyn Isaacs

- Had meeting Tuesday, discussion of organizing union different, expanding umbrella that they function, to become increasing voice of the faculty. Expand capacity to be responsive and response about faculty issues, like student quality.
- Another meeting, informal conversation, Feb. 22.
- Looking to reorganize teams, creating one to look at policies and response, as pertain to bargaining agreement, but there are those that do not go to bargaining that faculty has strong opinion about. Textbook regulation handled through grievance procedure. Policies that do not have to be bargained that have impact, that impact needs to be bargained.
- Having faculty polls to hear faculty voices and opinions, regular feedback surveys.
- Preparing legislative campaign, investing in education, increasing investment in higher education as the main economic engine for recovery.
- First full book bargaining session; have not completed last year's reopener bargaining. Preparing to make decisions on how they will run concurrently.

- Faculty Forum on evaluation about the standards that are set, how they are set, what the CBA says and how to work effectively to have full voice. People interested in helping, please contact.
- Question: Does that related to performance document or the promotion document?
- Answer: Both. Contract supposed to operate as part. Need to hear variety of voices. Want to help frustrated faculty.
- Question: Education being economic stimulus? Argument?
- Answer: Business come to places with qualified work force. Nation is largely manufacturing business, service businesses will bring people in, targeting higher education, degrees. Can't get or keep good faculty without grants.
- Question: Is part of the argument that businesses do not have the qualified people in the U.S. so they bring people in from other nations?
- Answer: Not sure how they're bringing that argument in.
- Question: Heard statement on radio by governor, proposing to double funding for university system.
- Answer: Heard it was a good thing, but most likely will get shot down by legislature, but hopeful.
- Question: Does CBA cover summer school activities?
- Answer: Everything is covered by the CBA. Administration that at the end of the contract in August that everything they have agreed to that was not required by law will not stand.
- Question: Is there anything in the CBA that stops the hiring of adjuncts over full-time faculty for the summer terms.
- Answer: There is nothing in the CBA that stops that. Have been told it is a budgeting issue. 70-80% of courses for all semesters taught by full-time faculty. FGCU has culture of retention among faculty.
- Question: Explain explosion of new policies?
- Answer: Not sure. Some are attempts of the University to be compliant with regulations. Recent one with special pay has something to do with one passed five years ago. It has to be done. Putting together team to review new policies to help advise those that need to be bargained, outcomes need to be bargained, and those with no bargaining rights, but have strong opinion on.
- Question: Given very little time, is there anything we can do to get sufficient time for feedback?
- Answer: Have been asking, been told to sign up for notifications, which they have. The notification times differ on policy and regulation. Would like to organize well enough to have enough time to discuss both. Senate could make motion that asks that policies be given to Senate for review as part of shared governance.
- Question: Should be committee in Senate to address new policies.
- Answer: Institutional Affairs team
- Discussion: Minutes to reflect that the Provost is not there and no representative from the Provost there.
- Question: What percentage of faculty are in the Union?

- Answer: 45%. The last 20% joined the last thirty days of the last semester. Picking up people quickly. They want representation. Textbook ruling could increase union members because it is so hard on faculty, only allowed to talk about twice, and presented the same document without proposed changes and it passed.
 - Motion to extend time 5 minutes. Passed.
 - Discussion: At the BOT meeting Chuck spoke about the Senate's positions, several responses. Lawyer said we have to, Chuck said it is exceeding the regulation and other universities. Questions faculty. Response about time to request book, Chuck requested check off, one board member said that it was a good idea for administration to review what books the faculty choose. Administration not effectively communicating what is appropriate at an academic institution and values and academic freedom stands for. Getting rid of tenure opposes academic freedom, but contract still protects academic freedom of faculty.
 - Discussion: Provost in Senate meeting saying that it was a formality and would support faculty and faculty academic freedom. Administration has to waive rights of royalties, now passed regulation that Provost has control over approving royalties. Provost said that he would always normally approve people to receive royalties. What would be the standards?
 - Filed step two grievance for not bargaining.
 - Question: Chuck spoke eloquently about faculty issues, but voted for it?
 - Answer: Yes, but he raised all the issues.
 - Labor management team has been working on how people construct PDP, how it's not standard, how people are evaluated against PDP objectives rather than unit evaluation criteria. Closer to an agreement, but it raises issues about evaluation, evaluated against unit standards, but no standard unit standards.
- d. Senate President's Report-Martha Rosenthal, Vice President
- Other vote at BOT was on non-discrimination and anti-harassment regulation. Wanted to take out "university discourages amorous or sexual relationships between employees and students," Chuck presented Senate view to keep it in. President Bradshaw gave support and it stayed in.
 - In same regulation, took out definition of harassment, solely defined as "unwelcome conduct."
 - Changes to the non-discrimination and anti-harassment complaint policy took out definition of harassment, took out right of complainant to bring and advisor or support person with them, changed the way the report gets sent out. Old-- report when to complainant and respondent and had 15 days to respond and then went to administration, New-- the complainant and respondent do not see it, the administration gets it and makes decision and then gets sent to complainant and respondent.

4.) Old Business- No Old Business

5.) New Business

- a. Proposed Academic Calendar for 2012-1013-14
- Committee handled extremely well. All colleges should have received drafts, list of rules that have to be followed: when to start, registrar issues. Not many options to adjust.
 - Issues to come up: not have grades due the day after graduation, reason school year had to end on Monday, because there have to be 14 weeks of instruction and 5 days of finals.
 - Any problems, time for feedback.
 - Discussion of Fall Break/Spring Break/ Hurricane make-up days, formalization of Fall Break. Call “Fall Break” something else, not in the middle of the semester; call it “Hurricane Make Up Days” or something else.
 - Question: Why are finals right after the last day of classes? No reading days?
 - Answer: Commencement has to be on a certain day, and must have five days of finals. Rule could have been because of a former shortage of classroom space. Possibility to work with registrar and reinstate reading days and shorten exam period.
 - Discussion: 5 day exam period, essential, already experiencing double scheduling.
 - Question: Some dates are missing.
 - Answer: Probably dates that come from the administration.
 - Credit hour is based on 14 weeks of classes and exam period, to have final exam on the last day of classes, takes away from the credit hour.
 - Vote at next Senate meeting.
- b. Proposal to declare FGCU a smoke-free campus
- Institutional Affairs wants support from Faculty Senate.
 - Discussion: Location of smoking areas, have to walk through smoking areas, but there are still smokers. Move the smoking areas to other areas without major traffic flow. Issues of Nicotine withdraw. Without committee member to voice arguments, heard that the smoking stations are filthy, if case, charge for littering.
 - Discussion: Reasons for proposal: Unhealthy, badly placed, many people don’t dispose correctly and supposed to be a green campus.
 - Discussion: Inconsiderate smokers. Enforce existing rules and regulations. University Police said there is not enough staff to enforce-growing fast, not hiring more Police staff. Considerate smokers are not the problem, the large amount of inconsiderate smokers and lack of enforcement ability is the issue. Only other option is smoke-free campus.
 - Discussion: Non-smoking community, allow smoking community to be considerate, examine smoking areas, receptacles, and if impossible to get level of cooperation, then consider smoke-free campus
 - Discussion: Location of smoking area/non smoking area signs. Do study on what areas would be out of the way for smoking areas. Ask legal council advice. Enforceable?
 - Not much support for smoke free campus, but support looking at enforcement, the current smoking locations, recommend these issues to IAT.

- Look at what other institutions that are smoke-free, issues they went through, what problems they faced.

6.) For the Good of the Order- No Issues

7.) Announcements- No Announcements

Next meeting: Friday February 12, 2010, 9:30-11:30am