

MINUTES - Faculty Senate

**Friday January 15, 2021, 9:30 am-11:30
Virtual**

Attendance

Acheampong, Daniel	Present	Lura, Derek	Present
Allen, Tim	Present	MacDonald, Jamie	Present
Bhatt, Anjana	Present	Malimage, Kalana	Present
Bouldin, Elizabeth	Present	Mercer, Molly	Absent no proxy
Carlin, Anna	Present	Meso, Peter	Present
Colmer, Maria	Present	Paine, Morgan	Present
Connor, Annemarie	Present	Reilly, John	Present
Erickson, Mark	Present	Rhodes, Lyndsay	Present
Everham, Win	Present	Robb, Colleen	Present
Fortney, Jeffrey	Present	Rosenthal, Martha	Present
		Sadighi, Tammy	Present
Finley, Penny	Retired	Sakharuk, Alex	Present
Frim, Landon	Present	Sughrue, Jennifer	Present
Girimurugan, Senthil	Present	Thomas, Serge	Present
		Van Duijn, Arie	Present
Houdyshell, Michael	Present	Villiers, Claude	Present
		Weatherford, Elizabeth	Present
Jiang, Lan	Present	Werder, Kelly	Present
Komisar, Simeon	Present	Yontz, Timothy	Proxy Alli Barbosa
Leary, Terry	Present	Zhao, Fan	Present

Guests: Mark Rieger (Provost's office), Tony Barringer, Andi Clemons, (SAC), Patrick Niner (UFF), Carolynne Grischel (UFF), Marissa Ouverson (FastTrack), Joel Hoover (FastTrack), and Emily Strassar(SGA)

	Responsible	Discussion	Action/Vote
1) Gathering	Senate Faculty President – Jamie MacDonald		
2) Approval of the Senate Meeting Agenda	Jamie MacDonald	Approved	Sughrue/Rosenthal
3) Approval for recording of meeting	Jamie MacDonald		Senators no objection. Guests no objection. Meeting to be recorded.

4) Approval of the Senate Meeting Minutes from 12/04/2020	Jamie MacDonald	Approved Correction to attendance. Peter Meso attended meeting 12.4.2020	Rhodes/Carlin
5.a.) Faculty Senate President's Report	Jamie MacDonald	<ul style="list-style-type: none"> • Welcome Provost Mark Rieger- no report today only an introduction. Dr. Rieger's first day will be 1/19/2021. • The BOT met 1/12/2021. Chair Gable announced President Martin will not continue past his current contract. This was Dr. Martin's choice and not based on his performance. • President Martin announced that FGCU is now a registered distribution point for Covid-19 vaccines. FGCU does not have vaccines at this time; however, this is a positive step forward for FGCU in providing vaccines to its faculty, staff and students in the future. • VP Cordova presented suggested modifications to the SOAR in 4 program. <ul style="list-style-type: none"> ○ Instead of a post-graduation rebate of first year tuition it would be modified to a year-to-year model with financial incentives each year. ○ The goal is that the year-to-year incentive will increase overall retention, ○ Overall monetary award will increase. • Dorms are at 83% capacity for spring term. This is the highest in the SUS. • The FGCU finance corporation has refinanced housing bonds and lowered the interest rate from 5% to less than 3% without having to extend the length of the bonds. This resulted in large savings over the life of the bonds. • FGCU graduates hold the second highest employment rate in the SUS which is approximately 81%. UNF is the highest. • FGCU's current Performance Based Funding score is currently estimated to be 80 points. This is a reduction of 8 points from last year. • FGCU continues to score low on metric 5, Academic Progress Rate (retention of FTIC with a GPA of 2.0 or higher). Last year the score was 75.2% which FGCU was awarded 5 improvement points. This year a score of 75.8% was received, which awarded FGCU only 1 point. • Metric 10 decreased (Bachelor's degrees awarded to Hispanic & African Americans) and VP Cordova and Provost Llorens outlined new initiatives to assist with increasing this metric10 moving forward. This includes the ongoing work to achieve the goal of FGCU becoming a Hispanic serving institution. • Promotion portfolios are due 1/15/2021. Presently, there are 53 letters of intent submitted November, 2020. • The FPED states the portfolio is to be submitted to direct supervisor; however, some units have faculty to submit to Dean or unit director. Faculty going up for promotion should refer to pages 26-29 of the FPED (Promotion Review) for more information. 	

<p>5.b.) Academic Affairs-Provost Rieger</p>	<p>Mark Rieger</p>	<ul style="list-style-type: none"> In light of the violent riot in Washington D.C., I feel compelled to remind everyone at FGCU that we are all colleagues, and we are all working to achieve the same goal (education and discovery). Let us not allow differences which might have come between us to the point where we cannot achieve the basic mission of the university. Instead, let's continue to work collaboratively to ensure a safe, and collegial environment. <p>Discussion Rosenthal: Will the FGCU distribution of Covid vaccines be for faculty/staff/students only or will it also be available to the community? MacDonald: It will be available to faculty/staff/students. Everham: In regards to the performance metrics, remind the BOT that a large amount of money has been spent on student success. Van Duijn: Concern there is a lack of communication between the student success office and faculty. It seems we are unaware of the initiatives of this office. Recommended Mitch Cordova update Senate Faculty once a semester. MacDonald: Will ask VP Cordova to update Senate. Shambayati: Concerned about new email policy revisions and would like further discussion by Senate. Second concern is the mandatory training required courses that seems to be very frequent. MacDonald: This will be discussed and the email policy is still ongoing with a task force to be given a charge. Also, Provost Llorens rejected eliminating (exceeds) form faculty evaluations. Another announcement is all Academic Advisors are back in unit and the FPED will have to address this change. Carlin: HR is working on the frequent training requirements and the requests for training will be documented in Workday. Sughrue: University email is subject to Florida Sunshine Law. Also, FGCU does not submit teaching perception by students to the public. How does anyone improve teaching if chairs of programs do not have access? MacDonald: This has been discussed at the state level and some universities do provide access to these evaluations.</p> <p>Provided introduction of himself and offered one on one meetings with senators.</p> <p>Discussion Shambayati: Questioned Provost regarding his comments on FGCU being a non-tenured university. Rieger: I have always taught and been involved with a tenured university and thoughts are evolving on the positives and negatives of having a tenured system. Shambayati: Would like to know Provost's thoughts regarding the proposed reorganization of programs at FGCU. Rieger: To early to comment at this time. FGCU was and is a fast growing university and maybe it is time to rebalance. Lura: Will you be looking at holding "town hall" type meetings? Rieger: Prefers one on one meetings.</p>	<p>Motion to extend 5 min. Sughrue/Rosenthal</p>
----------------------------------------------	--------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------

		<p>Sughrue: Updated Provost that Senate passed a resolution promoting diversity within the faculty/administrator ranks. Reported 100% of Deans were white males.</p> <p>Rieger: This will be a focus for our strategic plan with robust discussions on changing hiring practices.</p>	
5.c) Standing Report— United Faculty of Florida (UFF)	Niner/Gricshell	<ul style="list-style-type: none"> • UFF would like to welcome Provost Rieger • On 1/12/21, the District Court of Appeals upheld the ruling on a filing of unfair practices by the FGCU Labor (UFF) against FGCU. • Background history reveals the administration reorganized and made decisions that Academic Advisors were to be removed from the bargaining unit at FGCU. • After ruling, Academic Advisors are now in unit even those who were hired after the reorganization. • Bargaining team has met with administration and there will be no salary adjustments this year. • A full book negotiation between UFF and administration has begun and this occurs every 3 years. • Dr. Martin has approved the compression and inversion study by Ernst and Young. The cost will be incurred by the university at a cost of \$100,000. It is expected once the data is sent to Ernst and Young there should be only a 3-4 week turnaround. <p>Discussion Sughrue: Is UFF being reimbursed for the legal fees and can the Academic Advisors keep their increased salary? Also, how much money was spent by the university administrators on this filing? Niner: Public records on the cost can be sought but not sure this would make us feel better. Gischel: Academic Advisors want this behind them and would like to establish good will.</p>	
5.d) Standing Report— Student Government	SGA Vice President -- Emily Strassar (SGA treasurer)	<ul style="list-style-type: none"> • Menstrual stations (pilot program) has been placed in the bathrooms in the Cohen Center with plans to expand program. • SGA elections will be held in February. • Second round of quarantine kits have been purchased for students in isolation. <p>Discussion Everham: How do students receive these kits? Strassal: The kits are placed in the isolation rooms prior to students being quarantined.</p>	
5.e) Standing Report—	SAC President --	<ul style="list-style-type: none"> • Process of securing permanent funding for professional development for staff. Received \$35,000 last year from President Martin and we usually have 75 applications. 	

Staff Advisory Council (SAC)	Andi Clemons	<ul style="list-style-type: none"> • Coordinating with others to “ACT” which is ways to work with others on diversity communication. • Town Hall scheduled for next steps. <p>Discussion Reilly: Concern about Kognito training and protecting security of faculty regarding the mandatory “user agreement”. Clemons: FBOGs is pushing the training and it is definitely coming from the state level. Van Duijn: Is Kognito training mandatory? MacDonald: Maybe UFF can proceed with this inquiry.</p>	
6.a.) New Business-	FastTrack Marissa Ouverson and Joel Hoover	<ul style="list-style-type: none"> • Purpose of FastTrack is to bridge gap between student success and faculty. • FastTrack referrals are made through the canvas course by faculty. Academic Advisors are the first responders. • 70% of students receive a response from student success. • Faculty must select the type of concern they are reporting and provided a detailed message of their concern. • Fast track provides students: support, encouragement, tutoring, resourses on how to be successful, and make appointments with academic advisors. <p>Discussion Everham: How far should we go back to identify a student that would benefit from FastTrack, and does this include concerns about their financial needs? Hoover: There is a separate form for financial issues and this goes to Student Care Services. It is possible to return to past canvas courses and submit a referral.</p>	Motion to extend 5 min MacDonald/Everham
6.b.)Formation of Senate ad hoc Team for Email Policy	Jamie MacDonald	<ul style="list-style-type: none"> • Large amount of feedback regarding email policy was received. Policies are approved by President and regulations are approved by the BOT. • HR constructed the email revisions originally. • President suggested forming an ad hoc committee to address these changes in the signature box. • 4 Senate faculty members are needed to serve on this ad hoc committee, along with 2 representatives from HR and 2 staff members from SAC. The recommendations will be completed within a 2 week deadline and presented to the President’s cabinet. • The charge to the adhoc committee is to review templates from other universities and revise the signature block for the President’s approval. • Ann Carlin, Kelly Werder, Alli Barbosa and John Reilly volunteered for the adhoc committee, 	

7. Announcements/For the good of the order	Jamie MacDonald	<ul style="list-style-type: none"> • Dr. Finley has retired. We acknowledge and thank Dr. Finley for her work as a Senator. • Dr. James Walpert, a founding faculty of English at FGCU, has recently been hired as the President of Central University. • The Senate presently has \$60,000 in the professional development fund. The last day to apply will be 2/28/2021. <p>Discussion:</p> <ul style="list-style-type: none"> • Carlin: The library is undergoing a master planning process. A consultant will be on campus to recommend ways to utilize the space more efficiently. Purpose of FastTrack is to bridge gap between student success and faculty. <p>d</p>	
8) Adjournment		Adjourned 11:40	Acheampong/Houdy shell
Future Meeting Dates		Next Senate meeting: <i>Friday, January 29, @ 9:30am-11:45 am Virtual</i>	