

MINUTES - Faculty Senate
Friday November 20, 2020, 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	Present
Carlin, Anna	Present	Meso, Peter	Present
Colmer, Maria	Present	Paine, Morgan	Present
Connor, Annemarie	Present	Reilly, John	Absent Proxy Chad Nelson
Erickson, Mark	Present	Rhodes, Lyndsay	Present
Everham, Win	Present	Robb, Colleen	Present
Fortney, Jeffrey	Present	Rosenthal, Martha	Present
		Sadighi, Tammy	Present
Finley, Penny	Present	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	Present
Leary, Terry	Present	Zhao, Fan	Present

Guests: Jim Llorens (Provost's office), Tony Barringer, Andi Clemons, (SAC), Patrick Niner (UFF), Carolynne Grischel (UFF), and Alyssa Fleischer (SGA)

	Responsible	Discussion	Action/Vote
1) Gathering	Senate Faculty President – Jamie MacDonald		
2) Approval of the Senate Meeting Agenda	Jamie MacDonald	Approved	Leary/MacDonald
3) Approval of the Senate Meeting Minutes from 11/6/2020	Jamie MacDonald	Approved with revision Houdyshell was proxy for Sughrue at 11/6/20 meeting	Erikson/Houdyshell

<p>4.a.) Faculty Senate President's Report</p>	<p>Jamie MacDonald</p>	<ul style="list-style-type: none"> • President Martin will be attending the 12/4/20 Faculty Senate meeting for a Q & A with faculty. A survey was sent to faculty to solicit questions for the President. https://forms.office.com/Pages/ResponsePage.aspx?id=76S19. • The President's Values and Actions taskforce was established Spring 2020 as a reaction to the social justice movement across the nation. President Martin has written a draft of FGCU core values and principles for diversity and inclusion. FGCU Senate will review draft and provide feedback. • Both Men's and Women's basketball games begin next week with scheduled home games. Fans will be attending the games. Additionally, campus tours have been conducted for potential new students. The Provost has reminded the university that we are in phase 3 and visitors are critical to the mission of the university. • The university will be initiating a satisfactory/unsatisfactory grade option for fall semester, 2020. Unless an unexpected issue occurs spring, 2021 this will be the last grade S/U option provided to students due to the pandemic. This grade option was the result of the SGA working collaboratively with Academic Affairs in the manner of shared governance that the Senate highly respects. • A number of faculty have expressed a concern that a new Provost would be reviewing promotion portfolios spring, 2021. To alleviate any concerns the Provost has offered to assist the incoming Provost with the review process. • Reporting violations of the student code of conduct, in regards to cheating, is a concern to some faculty. Issues include the process of reporting the violation of cheating mostly due to difficult forms that need to be completed. Additional concerns are centered over the adjudication process. Both the Provost and President Martin have expressed desires to have Dr. Chris Blakley, the Dean of Students, to review the process and see if modifications could or should be made. • Provost has approved the Guidelines on Administrators handling of student complaints. This will be posted on Provost website as a guideline. • Deviation from Senate bylaws has been noted regarding Senate membership for each unit. Section 3.02 Membership, part (d), states "Approximately half of the Senate seats for each unit will be elected each year." An example is CAS who has 15 senators, 73% of these seats are up for reelection this year. 	
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<p>4.b.)Provost Llorens Report</p>	<p>James Llorens</p>	<p>Discussion: Gischel: Would like clarification of Faculty Senate bylaws regarding Senators having two year terms and Senate Teams having three terms. MacDonald: Yes, this in bylaws Everham: Promotion portfolios with a new Provost is not a concern and would have liked a discussion before Satisfactory/Unsatisfactory (S/U) was decided by Administration. MacDonald: Student Government reached out to Faculty Senate about S/U, and their concerns were presented to Provost.</p> <ul style="list-style-type: none"> • Dr. Rieger is the new Provost and he anticipates starting 1/18/2021. Dr. Llorens will be assisting with the transition and will be on campus the first several weeks of January and then 1-2 weeks a month possibly to June. Dr. Rieger is being acclimated to his new position and has had contact with other Provosts in the SUS. • Promotion portfolios have been discussed and Provost will assist as much as possible and will be looking for progression of performance. • A committee of Provosts has been commissioned throughout the State of Florida to discuss strategic planning on how we deliver instruction in the future. Possible ideas are as follows: <ul style="list-style-type: none"> a. Continue with virtual speakers. b. Establish quality awards for faculty. c. Assess overall effectiveness of virtual education. d. Develop a “master repository” of online courses. University of Florida has implemented this idea called “Course Share”. e. What do we do post covid? <ul style="list-style-type: none"> i. Increase distance learning. ii. Auxillary issues (housing, food service, contractual services etc). f. Reported FGCU is in good position regarding housing compared to other universities in the Florida system. • Satisfactory/Unsatisfactory Option (S/U). Discussions were carried out quickly due to short time line (end of semester). The S/U grade option will be completed as Spring 2020. Faculty will submit letter grade as normal to registrar. Students will then have the option (after discussing with their Academic Advisor) to change the grade to a S/U. The Academic Advisor appointment is required to discuss consequences of this S/U option such as: <ul style="list-style-type: none"> a. GPA required if student has plans for graduate degree. b. GPA required if advancing into a course in next sequence. • FPED revision concerns: <ul style="list-style-type: none"> a. Criteria for promotion for Master’s prepared faculty, but this is most likely in CBA. b. Eliminating the “exceeds” evaluation from faculty annual performance evaluation. Presently, we are on a three tiered evaluation system with Faculty Senate 	<p>Motion to extend 5 minutes MacDonald/Rhodes</p>
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		<p>asking to change to a two-tiered evaluation system consisting of “meets” and “does not meet”.</p> <p>i. Issues are faculty whose performance goes beyond just a “meets”. Faculty need to be recognized for “exceeding”</p> <p>Discussion:</p> <p>Werder: Does the S/U apply to fall session A?</p> <p>Llorens: The fall session A was not discussed. Will talk to registrar and discuss this option.</p> <p>Sughrue: Several comments:</p> <ol style="list-style-type: none"> 1. The central repository: is faculty paid and who has ownership? 2. Are these classes asynchronous? 3. Students prefer face to face. <p>Llorens: Today we are facing a reality and we are aware face to face is “ideal”. This is a new era and technology has provided unique instructional opportunities. Universities need to adjust and meet student needs. We are seeing an influx of online Universities where students seek online access. The SUS needs to be proactive for this impact. The central repository is not concrete and only in the discussion phase.</p> <p>Shambayati: Does the required meeting with the Academic Advisor occur after grades are submitted?</p> <p>Llorens: Yes, the student has to meet with Academic Advisor after grades are submitted at end of semester. Take note that very few students opted for a S/U in Spring, 2020 per Dr. Cordova. Student Services will be in charge of reaching out to students with this new S/U option.</p> <p>Shambayati: Why is FGCU the only University in the SUS that has adopted the S/U option for fall, 2020?</p> <p>Llorens: S/U not widely used because of impact on GPA. Administration acknowledged the students unique circumstances pertaining to the pandemic such as quarantine/isolation.</p> <p>MacDonald: Since FGCU has invested in new infrastructure for virtual teaching should we not offer virtual classes if student desires?</p> <p>Llorens: Administration is discussing virtual options. The pandemic has opened up new options for class instruction and it may require more investment and support staff. FGCU most likely will not go back to 100% on how instruction was provided pre-pandemic.</p>	<p>Motion to extend 5 minutes Werder/MacDonald</p> <p>Motion to extend 5 minutes Sughrue/MacDonald</p>
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4.c) Standing Report- United Faculty of Florida (UFF)	Patrick Niner Carolynne Gischel	<ul style="list-style-type: none"> • UFF-FGCU chapter meeting 11/6/20 4:30-6:30 via zoom. Faculty reported safety and returning to campus as their biggest concerns. • Memo of Agreement (MOA) was drafted by UFF and Management Bargaining Team and was forwarded to Provost and signed 11/19/20. This memo addresses impact on careers and personal safety and will be included in the annual review process. A joint statement will be drafted and sent to Dr. Barringer’s office today. 	
4.d) Standing Report— Student Government	SGA Vice President -- Alyssa Fleischer	<ul style="list-style-type: none"> • 400 clear face masks have been purchased for faculty/staff to assist hearing impaired students. These can be obtained by contacting SGA. • Transday of remembrance is being celebrated today on main lawn. • Supervisor of elections has been hired and elections will be conducted virtually. • Reported budget process application has finished hearings and is in deliberations with a vote planned for 1/2021. • Town Hall meeting conducted 11/19/20 6 pm with student Question and Answer session. • PSA video being produced regarding Thanksgiving safety during COVID crisis. This will be placed on social media. • S/U option was a concern that was brought to SGA. Concerns of faculty changing modalities of teaching mid semester and quarantine limitations were the main points. 	
4.e) Standing Report— Staff Advisory Council (SAC)	SAC President -- Andi Clemons	<ul style="list-style-type: none"> • Meeting with President Martin on 11/20/20 with opportunity to ask questions. Concerns are furlough (job security) and safety on campus due to Covid. 	
5.a.) New Business- Discussion of the elimination of “exceeds” from FPED	Information Item- Llorens	<ul style="list-style-type: none"> • Provost Llorens reports elimination of “exceeds” does not provide incentive for faculty to increase productivity/instructional methods/scholarly and service. Concern faculty may decrease productivity without being acknowledged as “exceeds”. <p>Discussion: Sughrue: Survey was sent and input from faculty was “exceeds” is not consistently applied across colleges. Most faculty prefer a two tiered system of annual evaluation because of inconsistency of chair evaluations of faculty. One example, the College of Business does not use “exceeds”. When evaluating promotion portfolios “meets” should only be a small piece of promotion evidence. The promotion</p>	

<p>5.b.) Action Item- Proposed Resolution of Increasing Diversity in the Faculty.</p>	<p>Dr. Fortney/Dr. MacDonald</p>	<p>should be based on publications, teaching effectiveness, and service. Another concern is the faculty who received “exceeds” one year and then has a new chair who evaluates them as “meets” the following year can deflate faculty. The “exceeds” elimination on faculty evaluations has been thoroughly discussed in Faculty Affairs.</p> <p>Fortney: There seems to be a lack of uniformity of receiving “exceeds”.</p> <p>Rosenthal: Suggested other ways to recognize faculty achievements. Example: feature faculty in FGCU publications or announcements recognizing faculty excellence.</p> <p>Leary: Recommends retaining three tiered evaluation system.</p> <p>Everham: Supports two tiered system. Believes other options are available to honor excellence, such as a merit program Concerned the “exceeds” may change year to year due to chair expectations. Chairs/supervisors are not consistent with giving “exceeds”.</p> <p>Thomas: “Exceeds” is dependent on chair/supervisor and may have different expectations between faculty in their department.</p> <p>Carlin: There is a concern with chairs/supervisors on how they evaluate faculty and it is inconsistent across colleges. Reported most colleges in the SUS have five tiers for faculty evaluation. The real problem is defining the evaluation lines.</p> <p>Gischel: As the grievance chair for UFF-FGCU, it appears there is variability of interpretations of what “exceeds” means. Training of chairs of departments on how to evaluate is needed.</p> <p>Thomas: The schools with a five tiered evaluation process are they research focused schools?</p> <p>Carlin: No they are not all “R” schools.</p> <p>Shambayati: To have shared governance, we should discuss this item with the chairs of the departments.</p> <p>Sughrue: Chair recommendations are not needed.</p> <p>Barringer: Reminded Faculty Senate the “body of work” in the portfolio is the basis of promotion, not annual evaluations.</p> <p>MacDonald: Stated if “exceeds” remains in annual faculty evaluation then a more defined definition of “exceeds” is needed to ensure equity among faculty across colleges.</p> <p>Llorens: Agrees chairs need training of expectations of “exceeds” and they need to be totally objective. Also, acknowledges the need for permanent chairs/supervisors and not rotating.</p> <p>Dr. Fortney drafted a proposed resolution and Dr. MacDoanld modified.</p> <ul style="list-style-type: none"> • Faculty Senate was approached by faculty with concerns regarding diversity of hiring practices. • Dr. Fortney reported in 2019, 29 faculty were hired and 27 were men. • Percentage of diverse faculty is out of balance at FGCU. <p>Discussion:</p> <p>Rosenthal: Recommended adding LGBTQ to the list of diversity.</p> <p>Leary: Advised some items were missing from proposal of resolution. Recommended obtaining data from HR on statistics of female hires, especially for administrative positions.</p> <p>Sughrue: Believes this is more about the ability to recruit diverse faculty.</p>	<p>Motion to extend 10 minutes Sughrue/Rosenthal</p> <p>Motion to extend 5 minutes Sughrue/Thomas</p> <p>Motion to extend time 5 minutes MacDonald/Girimurugan</p>
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6.a) Old Business -		None	
7)Announcements and /For the Good of the Order		<ul style="list-style-type: none"> • Everham reported the annual “empty bowls” will be virtual on 12/4/20. Can also purchase bowls on campus from car. 	
8)Adjournment		Adjourned 11:30 am	Acheampong/MacDonald
Future Meeting Dates		Next Senate meeting: <i>Friday, December 4, @ 9:30am-11:45 am Virtual</i>	