MINUTES - Faculty Senate

Friday October 25, 2019 9:30 am-12:00 pm

Cohen Center 213

In Attendance: D. Acheampong, T. Allen, A Bhatt, A. Carlin, M. Colmer, A. Connor, M. Erickson, W. Everham, M. Fauerbach, P. Finley, L. Frim, S. Girimurugan, A. Harner, M. Houdyshell, S. Isern, L. Jiang, J. Kakareka, S. Komisar, T. Leary, D. Lura, J. MacDonald, P. Meso, M. Paine, J. Reilly, C. Robb (K. Werder, proxy), M. Rosenthal, A. Sakharuk, J. Sughrue, S. Thomas, R. Totaro, A. VanDuijn (T. Saghihi, alt.), C. Villiers, K. Werder, T. Yontz (L. Rhodes alt.), F. Zhao.

Absent (without Alternate/Proxy): K. Malimage, J. Kakareka

Guests: James Llorens, Paul Snyder, Tony Barringer, Missy Berkley, Kayla Reiter, Patrick Niner, Scott Michael, Andi Clemons

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| Agenda Item | Responsible | Discussion | Action/Vote  |
| 1) Gathering | Senate Faculty President – Jamie MacDonald |  |  |
| 2) Approval of the Senate Meeting Agenda 10/11/2019 | Jamie MacDonald |  | Motion to approve agenda. Sakharuk/Fauerbach |
| 3) Approval of the Senate Meeting Minutes from 9/27/19 | Jamie MacDonald |  | Motion to approve minutes. Sughrue/Allen |
| 4) Faculty Senate President’s Report | Jamie MacDonald | * Promotion Workshop. Academic Affairs and Faculty Senate Nov 4, 9:00-noon in the Cohen Center Ballroom. Look for an email from Andi Clemons.
* Commencement Dec. 15. Please RSVP to Teresa Clark teclark@fgcu.edu. For regalia, please contact Angelica Nunez in the bookstore.
* October 31st deadline for PDFG applications.
* President Martin will be at our next faculty senate meeting. You can submit questions through the faculty senate website link.
* Florida BOG is meeting next week and will have a trustee training session, both of which MacDonald will attend. I encourage you to visit their website.
* The Campus Master Plan senate team met with the President Martin. Martin would like to slow down the timeline to allow for more input. Martin would like to centralize the core of university to privilege the serving of student needs and to have a flexible infrastructure to suit changing university needs going forward. *Komisar* Martin said the process is as important as the product. *Everham* He also said space needs are a focus. *Macdonald* The appointments team will also be adding another member to this faculty team once we formalize what the function of the team will be.
* A new Senate Secretary is needed. Next meeting we will accept nominees, and at the following meeting, we will elect a secretary.

 *Harner* I nominate Tammy Sadighi. *Thomas* Can we involve students more? *Macdonald* I spoke with President Martin about that, yes. .  |  |
| 5) Standing Reports- VPAA | Provost Llorens | * Update on Dean Search for COB slate of candidates for onsite interviews will be selected today. The goal is a decision by the end of this academic term.
* The Library Dean Search is under way with the final candidate on campus this week.
* Assistant VP for HR Search is under way with all three finalists already interviewed. We have a number of HR positions to fill, and a restructuring of HR will follow.
* The Provost Search will be expedited soon, now that we have identified key needs and the most appropriate venues for advertising.
* Restructuring some areas is ongoing, including the so-called College of No Name. We have slowed down the process of change. We have decided to realign Graduate Admissions with undergraduate admissions. We needed, for example, faster initial clearing of qualified students to then be presented to the programs for consideration. Especially in graduate school, people want to know if they are in or not, so expediting the process is essential.
* Adaptive Services is next in line for renovation followed by McTarnaghan Hall. We are trying to optimize utilization with an eye toward core student services.
* BOG meeting next week. The idea of Universities of Distinction is a new distinction that we are working to understand, especially with respect to funding.

*Snyder* Representative Fine has been questioning costs at the universities and has indicated that based on revenue projections, they are expecting a slowdown. They are looking to reprioritize 300 million dollars elsewhere and is calling universities to ask about their costs. We have had to prepare some talking points for the President when he meets with Representative Fine. *Llorens* This is a situation that has us aware that this legislative situation’s funding is less certain now, making it hard to assure Deans, for example, that we have money to fill a position. We know this puts candidates in a difficult position, but we can’t make decisions until we know the final budget. Some deans want to recruit, and others do not, wanting to wait until they know we have the funds available. We may need to talk about formalizing that process for the decision. *Isern* In regard to the cut to education, how does FGCU compare to other SUS schools? And if there is a cut, are we looking at cutting positions or just waiting on filling positions. *Snyder* We are in the high end of the range, about 20%, in terms of the amount of cuts. A lot of our funds, however, were mis-counted, and we will explain to Representative Fine that the matter is not cut and dry, such as in the cost of a degree and the cost of instruction. We have had the lowest cost for an education in the state, for example. Part of this is explaining these facts to others. We may be asked to testify but at this point we don’t know yet. *Llorens* Yes, we don’t know yet and in the past we have been fairly successful in explaining our case. *Macdonald* Did you have your question answered? *Isern* So the answer about fallout here is that you don’t know? *Llorens* Yes, it can come down to the last night of a session before we know what we have. *Snyder* It will be interesting to hear what people are talking about at the BOG meeting. *Everham* This may be an opportunity to have information on whether we are top heavy or not. And, do faculty have input on the HR director search, because it seems we should? *Barringer* There is not a faculty member on the team. *Everham.* I trust Tony but we’d still like representation. And, please everyone go to graduation, it’s really nice. *Thomas* What is the status of the uncompensated teaching plans in colleges? *Barringer* Each college did their own thing. *Llorens* We have to put that together and make sure there is some consistency. *Thomas* What about banking credits? *Llorens* We will look into this. *Sughrue* We would like faculty included in that process. *Barringer* We knew this process would be a work in progress and we will address concerns. *Llorens* and we will share with faculty. *Sughrue* What is your thought on an independent ombudsman? *Llorens* I have spoken with the president about this. *Michael* Can we make all search materials available for all? *Snyder* The materials are public record. *Michael* Are vitas and other materials all there? *Llorens* yes *Leary* Can I suggest the new HR director has input on the uncompensated teaching policies? *Llorens* My initial response is yes, but someone with corporate experience might not be able to weigh in right way on what’s an academic enterprise. *Allen* You can see the COB search information including all minutes and video recording of interviews, and we would be glad to hear from you. *Snyder* They have been up there all week.  | 10 minutesSughrue/Acheampong5 minutesThomas/Harner |
| 6) Standing Report- United Faculty of Florida (UFF) | UFF Co-President President – Patrick Niner and Scott Michael  | * The initial Compression and Inversion company came back with quotes that are not acceptable. We will reach out to other companies.
* Bargaining for salaries sits at 2% with a request for an agreement that next year the increase is 4% and in the meantime, other options remain open. We are in discussions on this.
* Next meeting October 30 2:00 Marieb 402.

*Lura* is the CPI national or international? *Michael* We are discussing that. *Lura* If there can be a standard/yearly increase, that would be best. *Acheampong* Yes, the CPI should be minimum plus.*Fauerbach* Is this bargaining if administration failed to bargain? We are still at the 2% we were told we would have over the summer. *Michael and Niner*  We did have many conversations and have been at the table constantly.*Barringer* Just to clarify, the email over the summer spoke to staff not faculty. *Everham* We have a lot of conversations about items other than salary and have made a lot of progress in other areas.  |  |
| 7) Standing Report—Student Government | * 1. SGA Vice President --
	2. Kayla Reiter
 | * Hammocks around campus are a success. Going forward we will have more sustainable hammocks.
* Azul’s Market Nov 14 10-2.
* We would love to have announcements from faculty at SGA cabinet meetings. Please reach out to me.
* Student-Faculty mixer: Nov 1 4:00-7:00 p.m.
* We are working on a plastic audit to know the extent of the problem so that we know the extent of the problem.

*Isern* I love the hammock idea. Have you consider a more permanent location, consider shade? *Reiter* Yes.*Totaro* Thank you for the plastic audit. It’s so important and long overdue.  |  |
| 8) Standing Report—Staff Advisory Council (SAC)  |  SAC President -- * 1. Melissa Berkley

  | * We had our second meet and greet of the year yesterday and got new people involved.
* We are in our second deadline for our professional development funds.
* We are working on outreach and connecting with staff.
* We want to rebrand ourselves to reach out and serve more of our staff needs.

*Macdonald*  Maybe as we are both collecting our questions for the President, let’s share them with each other.  |   |
| 9) New Business—Information Item – Campus Recreation Membership for Faculty/Staff | * 1. Director, Campus Recreation—
	2. Amy Swingle
 | * An advisory committee helped us plan for the new Recreation Center.
* The largest change will be to the cost of using the center. It was the case that student fees paid for the Center. It makes sense now that Faculty and Staff should contribute.
* There will be three types of membership: 1) Faculty and Staff ($22/250); 2) Affiliates ($30/350); 3) Early Eagles ($15/150). There will also be sponsored and unsponsored daily passes.
* Many additional privileges come with this, such as access to the pool, including use of the South Village pool, and use of the waterfront: sailboats, kayaks, etc., volleyball courts, and the new wellness center with all equipment and group classes and intramural sports.
* Our goal is to offer faculty staff programming.
* We hope to open the doors in the middle of January and will have the first month free.
* The former gym will be used for athletics teams, not open.

*Colmer* Looking at the pay schedule, will it cost me $600 to have family join me? *Swingle* Yes.*Fauerbach* It used to be in our benefits that we could use this for free. *Swingle* It was a cabinet decision. *Fauerbach* How can that be done? *Macdonald* This is not a question the speaker can answer. *Thomas* The price is higher than LA fitness, so I won’t be going. *Swingle* We did our research and this is in keeping with other SUS schools. *Thomas* We need our faculty in good healthy shape, so I think it is a bad idea to charge us. *Komisar* Are there lockers and showers? *Swingle.* We will need a bigger space but we have some lockers and you can rent a locker for the year. *Komisar* What about parking? *Swingle* It is a permitted lot of 150 spaces. *Acheampong* Is this a sales pitch to faculty, given the prices are set? *Swingle* The cabinet is open to feedback. *Acheampong* Will you let the cabinet know that we might not be able to afford that much. *Everham* I appreciate you came here so we can talk about it. Our concern early on was that with this gym we lose environmental space, and it seemed at least some students could walk to it, but north lake students will still have to drive there. *Swingle* We are working on extending shuttle travel. *Lura* We have had access to many things on this list, so now we are losing them too? *Swingle* You weren’t charged but it wasn’t permitted before. *Lura* So now I will be charged? *Swingle* Yess*Villiers* I will not use it.*Harner* The pool is open to the public? *Lura* So now to play basketball or use the waterfront with my children there will be a cost when there was not before? *Colher* If I have an annual membership and my children come down, that would cost me a lot extra. *Swingle* We can arrange a limited guest pass. *Isern* Basketball too? *Swingle* If you are out there no one will kick you off. *Reiter.* This had been funded by students in the past. I understand your concern but need to remind you that Campus Rec only otherwise is funded by student fees. *Harner* The problem is with the process. If they are going to take away a benefit, this needs to be discussed. *Santiago* Okay, so how much to bring a guest? *Swingle* One time 5 dollars.*Morgan* Is the rec center renting the land from the university? *Swingle* No.*Erickson*\_What are collaborations with other departments? *Swingle* exercise med, prevention and wellness We hope with phase 2, we will have some true wellness space in there like physical therapy. *Macdonald* The cabinet did approve this, and you can express these concerns to the President. He has the ability to address this; Amy does not. He will be here. *Bhatt* I was so excited about this facility but you have taken the air from the balloon. I think it is unfair. *Swingle* Please look at the new tax law too, and you can get a tax break that you weren’t before. *Thomas* What is the percentage of faculty using it? *Swingle* 300 FS using it this year.  |  10 minute extension*Rosenthal /* Isern |
| 10) New Business—Action Item –  * 1. FPED changes to make prepromotion process option and to add Entrepreneurship as a unit
 | Chair of Faculty Affairs Team, Jennifer Sughrue | * 3 changes:
* No faculty will have more than 2 supervisors.
* Removal of prepromotion process
* Adding of Entrepreneurship.

*Isern* The language about supervisors is confusing. *Macdonald* It is about the evaluating supervisor. *Harner* That still leaves confusion. *Macdonald* The language has always existed but is not being followed. We are trying to remind administration that the rules exist. *Sughrue* This is so you can go to your supervisors with this. *Everham* Will you take up that some faculty are not in units with peer review process? *Sughrue* We will be taking this up. *Macdonald* This is an example of the violation of the FPED. I’m talking to the President and Provost about this. *Sughrue* We need a procedure and not everyone agrees. *Macdonald* The provost has seen this. *Everham* When someone is told no in promotion, it is hard, and when it comes to the CBA, the union cannot grieve a decision. We can grieve if the process wasn’t followed. Please everyone look this over better than I did so we can do this. *Sughrue* The administrators don’t seem to know the process. *Werder* How is it a violation if you have one supervisor when the wording is “no more than two?” *Sughrue* We will make this change. *Everham*  I will suggest to UFF that we offer a chair training session—a new supervisor academy. *Sughrue* Review these documents, because they are important for faculty protection. It is not always easy to take concerns to supervisors. *Paine* If we are going to do this over a prolonged period of time, when are the changes going to take effect. *Macdonald* The timeline outline will be that the Provost will approve changes at the end of this academic year and they will be in effect for next academic year. *Sughrue* We do need this approved sooner, for the prepromotion process requirement. *Macdonald* The Provost understands the timeline. *Sughrue* I will create a document that accumulates these changes.  |  |
| 11) Old Business— Action Item – * 1. Professional Development Fund Grant revisions
 |  Anna Carlin |  *Lura* I will vote against this because there is no reason to have a restriction on use of membership fees. *Macdonald* It is a state law. *Carlin* This is a good consideration perhaps to change, because the faculty member putting forth the proposal needs this information, but we do not have to do this today. *Acheampong* I agree that we should send this back to the committee. *Everham* We can propose we vote no and send it back to the committee or approve it with this recommendation going forward. We are not, however, making progress in the latter case, because we should have made these comments last week. *Rosenthal* Another easy change would be to the description of how you apply. *Carlin* That was a change made to help the documents align. *Rosenthal* I wasn’t asking for the wording to be removed. *Carlin* For timing, we might not be able to send it back to the committee and bring it back here for a vote. *Sughrue* It would come back as old business, and we would have time. *Werder* What are our options? *Macdonald* We can motion to approve it, stop the motion, or refer it to committee.*Everham* Clarification: if we vote this down, they work on it and bring it back. Let’s not make this complicated, and let’s just vote it down and keep it simple. *Sughrue* Rebecca, if you are capturing this record of changes, we could send it to the committee. *Carlin* Please send your individual comments directly to the committee. | Motion to adopt changes.*Rosenthal / Sughrue*Not approved.  |
| 11)Announcementss and For the Good of the Order |  | *Carlin* Excellence Awards nominations due November 15. And showcase of undergraduate research Weds the 30th 10-2. *Everham* The idea of making the excellence awards a change to base pay is still on the bargaining table, so consider getting some skin in the game this year for those.*Paine* I brought copies of Bower School of Music and the Art programs.*Thomas*  I did bring honey but no one used it. I will still bring it next time. *Totaro* Bower school events are excellent and very affordable. *Macdonald* There will be a cannabis research group discussion on campus soon; please look for announcements.  | Motion to AdjournSughrue/Houdyshell  |
| 12)Adjournment |  |  |  |
| Future Meeting Dates |  | **Next Senate meeting:** *Friday, November 8, 2019 @ 9:30 AM– Cohen Center 213* **Next Senate Teams Council of Chairs meeting**: *Friday, November 8, 2019 @ 12:30 pm – Cohen Center 213* |  |