

Florida Gulf Coast University Faculty Senate Meeting Minutes

Friday, February 26, 2016; 9:30-11:30am; Cohen Center, Room 213

In Attendance:

Dr. Shawn Felton – President	Dr. Sandra Pavelka – Vice-President	Dr. Arie van Duijn – Parliamentarian	Dr. Tom Felke – Secretary	
Mary Krome	Daniel Acheampong	Kazuo Nakatani	Fan Zhao	Jacqueline Van Duijn
Brendan Bevins	Kyle Szabo	Dean Croshaw	Rob Erdman	Win Everham
Melissa Longle-Martin	Jo Kakareka	Patrick Niner	Martha Rosenthal	Mike McDonald
Steve Rokusek	Olivia Hung-Simons	Vickie Johnston	Danvers Johnston	Jorge Torres
Claude Villier	Shahul-Hameed, Ali Jaffar	Dawn Martelli	Sue Coticone	

Absent (without Alternate/Proxy):

Alex Sakharuk	Tom Hair	Robert Triscari		
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Guests:

Dr. Halcyon St. Hill	Lauren Strunk			
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Media:

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Summary:

Agenda Item	Responsible	Discussion	Action/Vote	Follow-Up
1) Gathering	Dr. Shawn Felton	<ul style="list-style-type: none"> Meeting called to order at 9:32am 		
2) Approval of February 12, 2016 Agenda	Dr. Shawn Felton	<ul style="list-style-type: none"> No comments 	Motion to Approve: Rosenthal; Second: Bevins	
3) Approval of January 29, 2016 Minutes	Dr. Shawn Felton	<ul style="list-style-type: none"> Changes from Dr. St. Hill re: FPED 	Motion to approve: Everham; Second: MacDonald	
4) Faculty Senate President's Report	Dr. Shawn Felton	<ul style="list-style-type: none"> Thank you to the Provost for arranging Excellence Night at Alico on 2/22/2016 Clarification that there was a senior faculty member nominated for Excellence in Scholarship Award 		

		<ul style="list-style-type: none">• Thank you to SGA for arranging Meet & Greet with Faculty Senate• Oversight in Deans/Chairs survey that excluded advisors from being able to evaluate immediate supervisors; Sandra working with group to include advisors in process<ul style="list-style-type: none">○ Everham – Advisors will be able to evaluate but it will take time?○ Felton – Yes, it will take time as there is extra work to modify questions and update reporting lines○ Toll – Looking at April for availability of survey○ Pavelka – There will be two surveys: one for faculty and one for advisors but it will take extra time as mentioned• PDFG deadline is 2/29/16 at 11:59pm• Second Annual Community-Engaged Scholarship event being held in Cohen Center on 2/26/2016• Fitness for Duty policy is out for review based on feedback; please review		
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		<ul style="list-style-type: none"> • Waiting on Social Media policy to be released • BOG meeting in Orlando on 3/2/2016 <ul style="list-style-type: none"> ○ Two FGCU BOG-appointed trustees should be announced at the meeting ○ Next BOG meeting in Pensacola on March 16th and 17th • Uncommon Friends archives opened on 2/25 at Library • Thank you to Alumni Office for Alumni Weekend events • President Bradshaw and BOT Chair Dudley Goodlette will be at next Faculty Senate meeting on March 18th <ul style="list-style-type: none"> ○ Please submit any questions to Faculty Senate officers by March 8th; no later than 9th • Research Day abstracts due by 2/26 at 5:00pm <ul style="list-style-type: none"> ○ Down to 61 submissions as of last count down from 245 in 2015 		
5a) Board of Trustees Update: President Search	Dr. Shawn Felton	<ul style="list-style-type: none"> • Full board meeting held on 2/23 • Seen by BOT Chair as true advisory committee • Trustee Smith will Chair • Trustee Roepstorff will serve as Vice-Chair 	Motion to extend time 5 minutes: Rosenthal; Second: MacDonald	

		<ul style="list-style-type: none">• One BOG appointment to committee – Ed Morton from Naples has been selected• Also looking to add the following: Two faculty members; One student; One staff member; One Dean; One Foundation member; One Alumni Association member; 3 community leaders• Names in by March 15th with announcement by April 19th• Asking for four faculty names to be submitted with two to be selected; Will work through Appointments Committee for this process<ul style="list-style-type: none">○ Everham – Clarification regarding community members○ Felton – Heather Snapp will put out call for faculty members; Community leaders can be submitted to Shawn by March 14th○ Everham – Clarification regarding adding out-of-unit faculty member would not replace one of the two in-unit faculty members; feel this is a good idea		
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		<ul style="list-style-type: none"> ○ Felton – Out-of-unit faculty member would not replace in-unit faculty member • Committee led by Trustee Smith with Vice-President Evans is currently looking at possible compensation package 		
5b) Board of Trustees Update: Strategic Plan	Dr. Shawn Felton	<ul style="list-style-type: none"> • Much discussion related to strategic plan • Good amount of feedback to Office of Academic Affairs from BOT <ul style="list-style-type: none"> ○ Toll – Giving about one to one and a half weeks to sift through feedback and develop next draft • Spirited discussion held on accountability report with focus on six-year graduation rate as it had an uptick then return to average; Office of Academic Affairs has completed a multi-variate analysis and BOT has asked for a comprehensive explanation • Met or exceeded goals in other areas • Presidential Delegation of Authority Committee will be meeting sometime at the end of March • Some 		

		<p>recommendations were brought forward but BOT has asked for further clarification</p> <ul style="list-style-type: none">• Next BOT meeting is April 19th<ul style="list-style-type: none">○ Lingle-Martin – Wording from mission seems to have been changed; Is the language still up for debate?○ Felton – Two word changes were made○ Pavelka – Changes were significant○ Lingle-Martin – Is the process to advocate closed at this point?○ Felton – Mission & Vision are driving development of strategic plan; Not sure if the advocacy process is closed but Strategic Plan development is moving forward○ Toll – There is a statutory requirement that a strategic plan be filed with the BOG; no specific date for that process○ MacDonald – Have been sending comments to Dr. Felton regarding development of strategic plan; Recommend		
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		<p>others to do the same</p> <ul style="list-style-type: none"> ○ Felton – Appreciate the feedback that has come in and hope it will continue ○ Everham – Do not think we should try to open whole process up as it would slow things down; Would ask that Dr. Felton bring forward concerns related to process for changes 		
6a) Old Business: Furniture Senate Resolution (Action Item)	Dr. Nora Demers	<ul style="list-style-type: none"> • Brief review of resolution <ul style="list-style-type: none"> ○ Niner – Appreciate work by Dr. Demers; Not convinced this is a necessary topic for Faculty Senate 	<p>Motion to postpone resolution indefinitely: Niner; Second: Everham</p> <p>Vote on motion to postpone: 27 yes, 0, no, 1 abstain (Motion passes)</p>	
6b) Old Business: Faculty Rank Classification Ad hoc Report (Information Item)	Dr. Arie van Duijn	<ul style="list-style-type: none"> • Brief review of report • Felton – Re-iterate that Senate has been asked over the years to examine role of Instructor; action by Senate would not affect terms and conditions of employment, this is not bargaining by the 		

		<p>Senate; Would serve to inform UFF and university administration</p> <ul style="list-style-type: none">○ Everham – Would have appreciated if report noted that the promotion process might make staffing difficult for some units○ VanDujin – This was something considered but group was not sure how to best include this○ Everham – Would have liked to see note for need of promotion path/criteria for instructors○ VanDujin – This did not come up during data gathering process but could be added○ Strahorn – Talking about promotion criteria might be early as instructors have many roles; need to clarify what an instructor is and what are the expectations○ Bevins – Important to	<p>Motion to accept report of ad hoc team: Niner; Second: Johnston</p>	
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		<p>consider an extra element to look at advisors or a new ad hoc to look at advisors based on similarity of situations</p> <ul style="list-style-type: none">○ Krome – No representative from COB on committee○ VanDujin – Call went out to appointments team; Two instructors suggested from COB but neither were interested in serving; unable to get anyone else who was interested○ Krome – How did the call go through the COB?○ Felton – Goes through the Appointments Team○ Acheampong – How was the process communicated through the COB?○ Felton – Went out through the Appointments structure several times; discussions held at Senate meetings seeking representation as well		
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		<ul style="list-style-type: none">○ Toll – Appreciate the report and work that went into it; Two points: 1) Ranked faculty lines being seen as promotion above Instructor is incorrect – have a number of Instructors who become so with PhD on their own choice; 2) Only way someone can move into ranked faculty position is to compete for the job, otherwise it is a violation of Federal law – makes it difficult for UFF and FGCU administration to use○ Elliott – Report says there is not a pathway for Instructors to move forward but there is and it has been bargained for; we can say we can take report under advisement but are limited by legal issues○ Felton – Work has been completed by ad hoc team and Senate can make decision to accept or not○ Pavelka – Any	<p>Vote to accept report: 10 yes, 8 no, 7 abstain (Motion passes)</p>	
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		<p>other units not represented on committee?</p> <ul style="list-style-type: none"> ○ Van Dujin – Library decided not to participate ○ Felton – Thank you to Dr. Van Dujin and committee members for their work 		
7b) New Business: FPED Revisions (Information/Action Item)	Dr. Halcyon St. Hill	<ul style="list-style-type: none"> ○ Felton – Ask for motion to suspend rules on time to allow for adequate time for conversation ○ Elliott – Clarification of Article 14.1b in CBA re: pre-promotion review process; Discussions started based on feedback from several sources including a review of nine years' worth of data related to promotion; Conversations started in looking at increasing time between 	<p>Motion to suspend rules on time: MacDonald; Second: Shahul-Hameed</p>	

		<p>promotion from 4 years to 6 years; Provost Toll was not involved in conversations</p> <ul style="list-style-type: none">○ Baker – Looked to see if process was broken; educated Chairs on annual evaluation process○ Elliott – Review of all data led to creation of pre-promotion statement; review could come from Chair or PRC but was never meant to include Dean; can get pre-promotion review from Chair that is negative but still have right to submit; faculty going up in 2018 – 2019 will have pre-promotion review completed in 2017 – 2018○ Baker – Was never intended to be a cumbersome process○ Elliott – Reason for one year was to allow time to gather necessary documents to make improvements○ Van Dujin – Clarification on		
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		<p>year; First pre-promotion would be in 2017-2018?</p> <ul style="list-style-type: none">○ Baker – Process goes live in 2017 - 2018 for faculty going up for promotion in 2018 – 2019○ Everham – Appreciated that representatives to FAT responded professionally to several negative emails; CAS has created a survey to gather feedback not sure if this has happened elsewhere; two questions: 1) Is it possible for the Faculty Senate to make changes to FPED? 2) Does the CBA preclude faculty from submitting two years away under the pre-promotion process?○ Baker – Does not preclude as it is a one-time evaluation; can have it completed and submit two years later when effort have been completed to improve		
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		<p>promotion document</p> <ul style="list-style-type: none">○ Elliott – Misconception that faculty have to go up at the end of their 4th year; Faculty do not have to go up at the end of their 4th year; Process gives opportunity for an honest review from their Chair/PRC○ Felton – To address question from Dr. Everham, nothing in the bylaws that precludes Senate from suggesting changes to FPED○ Johnston – Clarification on whether a complete portfolio is being submitted or more of an outline○ Elliott – College decision as to how they choose to implement it○ Strahorn – Did evaluation of nine-year data reveal reasons for failed attempts?○ Elliott – Did not look at why; looked at success and failures as		
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		<p>well as time in rank</p> <ul style="list-style-type: none">○ Strahorn – One issue is that portfolios are assembled that lack clarity while another issue is whether faculty have significant evidence to go forward with promotion○ Elliott – Is just a review to see if faculty member has sufficient data○ Baker – Also a review for clarity and that member is telling their story○ Felton – In interest of time, need to move forward with discussion of potential FPED changes○ St. Hill – Acknowledge efforts of committee members and faculty who submitted input and feedback; Revisions are not complete – looking at a working draft; Concerns about implementation of process have		
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		<p>been addressed by Dr. Elliott & Ms. Baker today; Bound by law to follow CBA so not making up anything outside of CBA; Will be able to see all changes to FPED; thank you to Dr. Everham for putting together questions that had come forward; applicants for 2016 – 2017 do not have to put forward a pre-promotion review</p> <ul style="list-style-type: none">○ Villiers – Instead of saying ‘not obligated’ should consider saying ‘do not have to’○ St. Hill – Understand that some colleges are doing a pre-promotion review but the process is not required until 2017 – 2018○ Rokusek – Clarification on implementation dates for 2017 – 2018○ St. Hill – Faculty going up for promotion in 2016 – 2017 and 2017 – 2018 are		
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		<p>not required to have a pre-promotion review; Process must be in place to give faculty sufficient time to prepare</p> <ul style="list-style-type: none">• Review of minor changes to FPED that provide for clarity in processes• Review of substantive changes – primarily involves citing of CBA policies and Faculty Senate statement as well as renaming of headings and re-ordering of sections (PowerPoint available)<ul style="list-style-type: none">○ Felton – If we could get document out to Senators prior to March 18th meeting for review○ St. Hill – Not sure if it will be completed but will try○ Acheampong – Agree to send document and PowerPoint along for review○ St. Hill – Will attempt to do so but just received a good amount of information○ Everham – Need opportunity to		
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		<p>provide feedback; Please have Faculty Affairs consider that individual units will create their own processes; Consider FPED changes to revise qualification of PRCs to include Instructor II & III and Advisor II & III</p> <ul style="list-style-type: none">○ Bevins – Adopted motion last Spring to include Instructor II & III and Advisor II & III○ Felton – Motion was introduced but died on the floor○ Elliott – Recommend we make this as simple as possible so that colleagues in each college have time to consider and develop individual processes; all colleges do things differently and what is best for them; if colleges want to use a checklist, it is up to them to do so○ Rosenthal – Gratitude for clarifications made today and for the Provost in		
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		<p>supporting the portfolio workshops; Will those workshops continue?</p> <ul style="list-style-type: none"> ○ Toll – Yes, they will. ○ Baker – As colleges create own processes, ensure the spirit of why this process was adopted ○ Acheampong – What is the point of this process if we are not considering at least a minimum criteria for colleges to work from? FAT needs to consider this. ○ Shahul-Hameed – Checklist is not a bad idea as it would at least ensure that the portfolios are complete; could be a good supporting tool 		
8a) Provost Report	Provost Toll	<ul style="list-style-type: none"> • Two documents required annually to send to BOG: workplan (prospective) and accountability report (retrospective) • Encourage faculty to look at accountability report; very important document 		

		<ul style="list-style-type: none">• Much attention paid at BOT meeting on six year graduation rate metric• Several factors account for decrease and subsequent return to average in six year graduation rate• Understand and share frustration of BOT members on this point• Re-doubling efforts/implementing plans on this point• Still believe FGCU will be in good shape with performance-based metrics<ul style="list-style-type: none">○ Krome – How does percentage of part-time students affect number?○ Toll – It does not; performance-based metrics only apply to FTIC freshman students who enroll in Fall semester; does not include new freshman who come in Spring or transfer students or part-time students; students who transfer to another university and graduate within six years do not assist FGCU metrics; affects FGCU as we have the highest export rate which seems		
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		<p>related to smallest number of degree programs by half. We are still young and extremely proud of where we are. Of the 10 metrics, we improved in 2 or 3 and flat in about 5. Some plans are in place for 4-6 year graduation rate. All of us need to be doing everything that we could possibly do to effect change in a positive way. I encourage you to read the document and participate in the process.</p>		
8b) SAC Report	Teri Bigos & Lauren Strunk	<ul style="list-style-type: none"> • No report 		
8c) SGA Report	Emma Green	<ul style="list-style-type: none"> • SG campaigning is underway; March 1 – 3 is voting and will occur online via EagleLink; debate was held on 2/25 • Three service events held last week with Habitat for Humanity, Harry Chapin Food Bank, and EagleExpo • SG will have a Dance Marathon team • Senate decided not to pursue action on conceal carry resolution due to lack of information <ul style="list-style-type: none"> ○ Pavelka – Conceal 		

		<p>carry legislation died in State Senate; please take back to Student Senate</p>		
8d) UFF Report	Dr. Beth Elliott	<ul style="list-style-type: none"> Spring Social tonight (2/26) from 5:00pm – 7:00pm at Bar Louie in Gulf Coast Town Center 		
9) For the Good of the Order		<ul style="list-style-type: none"> None 		
10) Announcements		<ul style="list-style-type: none"> President Bradshaw and BOT Chair Goodlette will be guests at the March 18, 2016 Faculty Senate meeting Meeting ended at 11:56am 	<p>Motion to adjourn: MacDonald; Second: Kakareka</p>	

Next Senate Meeting: Friday, March 18, 2016 @ 9:30 AM – Cohen Center 213

Next Senate Leadership Team: Friday, April 1, 2016 @ 12 Noon – Cohen Center 213