

## MINUTES

### Faculty Senate

Friday, September 14, 2018 9:30 am-12:00 pm  
Cohen Center 213

**In Attendance:** A. Bhatt, A. Carlin, M. Case (J. Conrecode Proxy), M. Colmer, J. Conrecode, C. Daramola, R. Erdman, M. Fauerbach (M. Palmtag Alternate), P. Finley, A. Finn, S. Girimurugan, A. Harner, M. Houdyshell, S. Isern, L. Jiang, J. Kakareka, S. Komisar, A. Koufakou, T. Leary, J. MacDonald, M. McDonald, P. Meso, P. Niner, M. Paine., M. Rosenthal, A. Sakharuk, J. Stecher, J. Sughrue, S. Thomas, R. Totaro, C. Villiers, F. Zhao

**Absent (without Alternate/Proxy):** none.

**Guests:** Nick DeGuzman, Win Everham, Paul Snyder, Tony Barringer, Provost James Llorens, Missy Berkley, Linda Amos

**Summary:** FGCU President Mike Martin attended and answered questions from senators. General Guidelines for Assigning Summer Teaching were approved. Updated language regarding eligibility for Professional Development Leave was approved.

| Agenda Item                          | Responsible   | Discussion  | Action/Vote   | Follow-up |
|--------------------------------------|---------------|---|---|-----------|
| 1) Gathering                         |               |   |   |           |
| 2) Approval of Agenda                | Mike McDonald |   | Motion to approve the agenda, Macdonald/ Sughrue. Motion carried. |           |
| 3) Approval of Minutes from 8/31/18  | Mike McDonald | <ul style="list-style-type: none"> <li>Please sign in clearly if here as alternate or proxy</li> </ul>  | Motion to approve minutes, Kakareka/MacDonald. Motion carried.    |           |
| 4) Faculty Senate President's Report | Mike McDonald | <ul style="list-style-type: none"> <li>BOT held workshop on Student Success and Graduation Rates. 5 percentage points improvement. 28% 4- year graduation rate. Could receive improvement points in performance based funding.</li> <li>McDonald attended workshop for new trustees at BOG meeting.</li> <li>BOG- Degree completion programs may be coordinated for online delivery. Our degree completion program will be offered primarily on this campus once it gets going.</li> <li>FGCU is asking for 12.7 million in additional reoccurring funding to "right-size" our budget.</li> <li>Faculty Senate will become a free standing entity outside of the Provost's office. There will be a budget for the Faculty Senate, including the salary for an administrative assistant. Also 125K for PDFG- same as previous years, but now a fixed budget line that will be predictable year to year. Course releases will be available for Senate Officers 5+1 (for summer). Dedicated office for Faculty Senate will also be established.</li> <li><i>Erdman</i>- Can we identify problems with 4-year graduation rates that may lie in the colleges and departments so that those people can work on it? <i>Snyder</i>- We are working on specific dashboards for colleges and departments so that</li> </ul> |   |           |

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|  |                | <p>those entities will be able to see the performance of their own students.</p> <ul style="list-style-type: none"> <li>• <i>Isern</i>- Does the 175K total budget for Senate include the 125K for PDFG? <i>McDonald</i>- Yes.</li> <li>• <i>MacDonald</i>- the online degree completion program, will that be offered though UF? <i>McDonald</i>- Florida Virtual Campus and Complete Florida (part of FloridaShines, which is run by Florida Virtual Campus) will be a major player.</li> <li>• <i>Daramola</i>- I wasn't clear about the course releases you mentioned, can you elaborate on that? <i>McDonald</i>- as a part of the Senate budget request, we asked for course releases to be divided among ourselves, similar to what the UFF does with releases.</li> <li>• <i>Girimurugan</i>- Is Florida Virtual Campus a centralized place for courses? Or will we have separate courses? <i>McDonald</i>- We will have separate resources.</li> </ul>   |  |  |
| 7) Standing Reports- VPAA              | Paul Snyder    | <ul style="list-style-type: none"> <li>• Nothing to add, information was in Faculty Senate President's report.</li> </ul>   |  |  |
| 5) Standing Reports-Student Government | Nick DeGuzman  | <ul style="list-style-type: none"> <li>• Headshots for students happened yesterday (Sept 13), happening once a month going forward.</li> <li>• Farmers Market, Tuesdays 11-2 on the Library Lawn starting end of October.</li> <li>• First "wet" tailgate on campus in North Lake before Soccer Game. Fully staffed for security and ID checks.</li> <li>• <i>Thomas</i>- The farmers market is where and who sells there? Local vendors come in- Katie Leone and SGA Sustainability coordinate this event.</li> </ul>  |  |  |
| 6) Standing report- SAC                | Missy Berkeley | <ul style="list-style-type: none"> <li>• Tuesday Sept 18, Fill the Boat Food Drive between Howard and McTarnagan.</li> </ul>  |  |  |
| 8) Standing Report- UFF                | Win Everham    | <ul style="list-style-type: none"> <li>• Faculty ratified CBA 90% yes with about 58% return rate.</li> <li>• Negotiated an increase for promotion increases.</li> <li>• On Tuesday, BOT approved CBA. Administration and UFF are still not in agreement about that status of advisors. The CBA that was presented to the BOT was different than the one that faculty ratified. We have agreed that the final version will depend on the decision of Florida PERC (Public Employees Relations Commission).</li> <li>• Morgan Paine has stepped down as co-president of the UFF.</li> <li>• This past week was the state union (UFF) meeting. University Presidents at other schools have encourage students to vote in general elections, perhaps FGCU can do the same.</li> <li>• FGCU-UFF is interested in creating a government liaison committee. If you know people who have experience in the area, let us know.</li> <li>• The CBA has had a positive impact on compensation of our lowest paid full-time faculty.</li> <li>• Will be focusing now on the terms and conditions for instructors.</li> <li>• Textbooks section in CBA- faculty have the final decision on required texts. Faculty teaching courses with multiple sections should coordinate with others when possible.</li> </ul> |  |  |

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|                                     |             | <ul style="list-style-type: none"> <li>• <i>Sughrue</i>- Do we have a timeline on the PERC decision.? <i>Everham</i>- No. We have two separate reviews- one of the reclassification and one of the process of how we got there. Asked for quick review of the classification.</li> <li>• <i>Rosenthal</i>- Thanked Morgan Paine for all of the work he has done for the UFF.</li> <li>• <i>Totoro</i>- On compression &amp; inversion issues, did you say that faculty should take those up on an individual basis? <i>Everham</i>- CBA codifies that we will take on review regularly, not ad hoc. Will come up with guidelines that will be applied to individual faculty, but those individuals do not need to do it themselves.</li> </ul>  |   |  |
| 9)Guest- FGCU President Mike Martin | Mike Martin | <ul style="list-style-type: none"> <li>• Questions were submitted from senators and McDonald will read those questions to Dr. Martin</li> <li>• Martin opened with his own comments. We have 22 million more in the budget this year than last year. Asking for another 12.7 million in reoccurring funding that will get us back to parity with the other SUS schools. There is also a \$12 million request to build AB9. If we can get north of 40mil, think we should start building, even though the building costs 52M. Between now and then we could receive enough to finish it. A hot topic at the BOG- UCF misused 38 million dollars to build a building.</li> <li>• Question 1: How can faculty contribute to improvement on student success metrics? <i>Martin</i>- The student success initiative is still new. We saw 7% increase in headcount in summer (one positive). 5 percentage points improvement 4-year graduation rate. This increase will help us gain points and put us up above other schools (maybe). I would estimate that the students that come in to FGCU, about 1/3 of our students are at some risk. Faculty have to help us track individual students that are at risk for falling off the rails. The model we are moving toward is Interventionist advising. University of Kansas calls their advisors “academic success coaches.” Performance Based Funding is important, but helping students succeed is the most important outcome. Faculty are closest to the students, you can report those failing students. We have started interventions to help those students already, including financial aid, etc.</li> <li>• <i>Stecher</i>- Most of our courses in health sciences are upper division. Is Student Success looking at upper division students, too? <i>Martin</i>- This is a start to finish operation. Transfer students at FGCU do not do as well as our own students. Students do not always have a good idea of the majors that are available. Need to have path out for students that end up in majors that are not right for them.</li> <li>• <i>Daramola</i>- We have advisors that already let us know about students that are struggling.</li> <li>• Question 2- Why are we looking at trimesters, putting us out of step with the other schools? <i>Martin</i>- Would like to give programs options to offer their programs the way they want. Not saying we are going to do it, but we need to explore it. If we can move people through here more efficiently, we increase the stock of classrooms. If it is a bad idea, we won't do it, if we try it and it is a bad idea we'll stop doing it. Gives faculty a chance to adjust their</li> </ul> | Motion to suspend rules for time, MacDonald/ Erdman 27 in favor- 0 opposed. Motion carried. |  |

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|  |  | <p>academic year if they want to. <i>Finn</i>- Students tell us that financial aid is not available for summer. <i>Martin</i>- bright futures should be available for summer, and we can create packages for summer. For example, the new Construction Management Degree- they want to recruit 25 students, donor companies will provide full scholarships for that first cohort.</p> <ul style="list-style-type: none"> <li>• <i>Villers</i>- How can we help students retain the content during a shorter semester? <i>Martin</i>-We need to find a way to relieve pressure on working students. Would like to offer more on-campus employment. 33% of our students are Pell eligible, many more that are probably pretty close.</li> <li>• Question 3- What is the status of the provost and what can you tell us about a search for a future provost?. <i>Martin</i>- I hope that faculty always feels like they have a role in these decisions and plans. The original 12-18 month plan for Dr. Llorens is still operative but not fixed. Before that we have 3-4 major searches to complete (Marieb Dean, Bower, Associate Vice President for Enrollment Management, and possibly another) to do first. We have signed on a single search firm, Diversified Search, to do these multiple searches. Would like to start informal conversations with students and faculty about their preference for a new Provost. We will also be considering succession planning for President as well, when recruiting a new Provost.</li> <li>• Question 4- In what ways do you plan to address sustainability? <i>Martin</i>- Reasonable practices we can carry out. We will consider sustainability when building AB9. Would like to move and increase solar field efficiency. Become example and educator to the rest of the world. Research and discover best practices. Remain skeptical about simple solutions (Critique) <i>Komisar</i>- In comparison with other schools, we don't have an office of sustainability or a chief sustainability officer. What do you think about that? <i>Martin</i>- I am trying to shrink the size of central administration right now, but I would certainly explore this idea.</li> <li>• Question 5- Why have advisors been removed from in-unit faculty? <i>Martin</i>- If you read the literature, this is how it is done. Pam Shockley is an expert on this process and for achieving successful student completion and retention. This was a thoughtful approach. We had to do something, because the current system was not working. Go online and search college completion by state on the Chronicle of Higher Ed. Compare FGCU and LSU. We fundamentally remade the advisor system at LSU and it had positive impact. The only thing worse than a bad decision is no decision. This (decision to remove advisors from the faculty) will allow advisors to work with individual students without having to hand them off. The early signs show that it is working. This was a painful decision. <i>Colmer</i>- Advisors never looked at trends in larger cohorts before- in the new system, will they be able to do so? <i>Martin</i>- Yes. Marieb has an advantage, there are students that come there for specific programs. <i>Harner</i>- How do you think advising will change in Marieb? <i>Martin</i>- I think we need to have advisors that know about a student that moves between programs. Keep advisors from trying to retain students in programs</li> </ul> |  |  |
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|  |  | <p>for headcount and not for the best interest of the student. <i>Isern</i>- What has changed in the day of the life of an advisor now that they are not in-unit faculty? <i>Martin</i>- Over time this will turn them into a professional cadre, not a bolt-on operation. Want to let them be true professionals. We want to raise their professional stature.</p> <ul style="list-style-type: none"><li>• Question 6- What was the purpose of the budget 2.0 email you sent? <i>Martin</i>- The primary audience for that email was the BOT and BOG. They keep asking why are we teaching all of these liberal arts classes, etc., and that we should offer more professional programs. I wanted them to understand that liberal arts and humanities are important not just educationally but economically. 2+2 programs are destructive for our bottom line. Research faculty should appreciate people who teach full loads and Gen Ed. We are all in this together. An altered 2+2 where the student has a glide path into our courses, but transfer back to complete AA would be better. <i>Koufakou</i>- I have been in the college of engineering for 10 years, and we have had 2 faculty able to take sabbatical. We don't have the ability to take time away from teaching. <i>Martin</i>- We have given a chunk of money to each college to pay for adjuncts and also bumped up pay for adjuncts. Faculty will set up criteria for research funds- and I think focusing on the needs of this local region will bring us the promise of generating external long-term support. Deans will have enough money that they can hire adjuncts to release faculty for research. Would like to send a greater share of F&amp;A back to the program. <i>MacDonald</i>- faculty were concerned about your email- research faculty is not a designation and the local focus is also a concern for people whose research is not primarily local. <i>Martin</i>- We are all scholars. We are going to initially fund research that is locally beneficial, because I think it is going to pay off in the long term. We want to have people come to us with money, and not us going out to ask for it. <i>Sughrue</i>- The funding for adjuncts does not help graduate programs where we don't want adjuncts teaching. <i>Martin</i>- The money has been given to the colleges. The deans have the discretion to spend that money in ways that will help the college.</li><li>• Question 7- Explain more about the high school academy at Bonita high school. How does this pertain to our gen ed courses? <i>Martin</i>- Less than half of the FGCU courses will be taught at their campus with the guidance of our faculty and curriculum. We will monitor outcomes. The other half will be taught at FGCU. MOU with Lee county Schools. A new school that might be built will be designed as a lab school. <i>Martin</i> has written an Op-Ed coming out soon in support to the half cent tax for Lee public schools. The perception of public schools is a barrier for growth. The Bonita Spring experiment is worth trying. <i>Finn</i>- Have you considered the other services that we can offer to the community- counseling, OT, PT, etc. <i>Martin</i>- Yes, we are trying to triangulate those services. I think the regional universities have the greatest impact. Building the counseling center here on campus will help. <i>Kakareka</i>- Is this (Bonita Academy) like a charter like school related to the university? <i>Martin</i>- Related, but we aren't building it.</li></ul> |  |  |
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|   |  | <p>There isn't a place for it, and there's no money for it (a proper lab school or charter school under the auspices of FGCU). PK Young at UF was a lab school but no longer state funded. Many lab schools just became elite schools and recruiting tools for the universities.</p>  |   |  |
| <p>12) Old Business-ACTION ITEM- Summer Teaching Guidelines</p> |  | <ul style="list-style-type: none"> <li>• <i>Conrecode</i>- On page 2 number 6- Should it say not?</li> <li>• <i>Sughrue</i>- That was a typo and it has been corrected in the most recent version of the document.</li> <li>• <i>Harner</i>- What about summer teaching assignments for 12 month faculty. <i>Sughrue</i>- This was intended for 12 month faculty. Perhaps we need to amend this to indicate that this is only for 9 month faculty.</li> <li>• <i>Harner</i>- Propose a friendly amendment that we add clarifying language that specifies that this document is guidance for 9 month faculty only. <i>Sughrue</i>- Amendment accepted. In first paragraph "University recognizes that not every faculty member with a 9 month contract who wishes to teach a summer course in a given year..." and in the second paragraph "equitable to all nine month faculty"</li> <li>• <i>Palmtag</i>- What type of instructor would be considered "other?" <i>Sughrue</i>- This language came from LCOB and seems to be intended to exclude out of unit.</li> <li>• <i>Stecher</i>- Depending on who is responsible for #6 on second page, there could be implications for faculty reputation. How do we protect privacy? <i>McDonald</i>- This was intended to remove the subjectivity. <i>Sughrue</i>- We can not write a policy that deals with individual circumstances. The document is intended to give guidelines to encourage the best person. <i>Stecher</i>- The person who received the higher rating in research and service? What does that have to do with teaching? <i>Sughrue</i>-This is the last step tiebreaker between people who are equally qualified.</li> <li>• <i>Isern</i>- In the section on factors to consider when making Summer Teaching Assignments, #4. Other and scholarly academic. Is there a way to clarify that? "ranked faculty and in-unit instructors will be prioritized for summer teaching assignment". <i>Macdonald</i>- Can we make it say in-unit faculty instead?</li> <li>• <i>Conrecode</i>- There are four classifications for faculty in College of Business for scholarly, academic faculty. <i>Sughrue</i>- This is a university wide document. It would be up to LCOB to apply to their own faculty.</li> <li>• <i>Colmer</i>- should the language be changed in #4 to match #6? <i>Sughrue</i>-It matches already.</li> <li>• <i>Meso</i>- Should the teaching evaluation rating be based at the course level or overall? <i>Sughrue</i>- We want to hire the best person, so however that is best evaluated.</li> <li>• <i>Rosenthal</i>- Why is service or research being considered? And which one is valued higher? <i>Sughrue</i>- Service and Research are the last thing considered after teaching. And it would be up to the person making the decision to decide whether service or research would be the tiebreaker, in that case.</li> <li>• <i>Shambayati</i>- Attending as Guest. To emphasize service and research seems to be doing a disservice to those people who teach the best. If you use higher ranking faculty to teach summer courses, it will cost more. Has this policy</li> </ul> | <p>Motion from Harner/Finn: friendly amendment to add clarifying language about 9 month faculty- 28 in favor -0 opposed, motion carried.</p> <p>Motion to extend time 10 minutes: Macdonald/Thomas motion carried.</p> <p>Motion to make friendly amendment to change "Scholarly, Academic and 'other' instructors" to "in-unit faculty" Isern/Sughrue. 25 in favor -0 opposed -3 abstentions.</p> <p>Motion to adopt the policy recommendation document. Sughrue/Jiang. With amendments. 22 in favor-4 opposed-1 abstentions. Policy is adopted.</p> |  |

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|  |  | <p>been shared with chairs? <i>Sughrue</i>- This is a faculty issue, we don't need permission from chairs. We want the best qualified person to teach a class, not considering cost or economy.</p> <ul style="list-style-type: none"> <li>• <i>Daramola</i>- Will there be guidelines for 12 month faculty?</li> </ul> <p><i>Sughrue</i>- Please ask your rep to Faculty Affairs to bring this to us for further work.</p> |  |  |
| 13) Old Business-<br>Action item-<br>professional<br>development<br>leave guidelines |  | <ul style="list-style-type: none"> <li>• <i>Niner</i>- Thank you, Faculty Affairs Team, for making the change we asked for last time.</li> <li>• <i>Isern</i>- What about the language including advisors?</li> </ul> <p><i>McDonald</i>- Suggest that we leave it untouched until the issue is truly resolved.</p>   | Motion to adopt-<br>Niner / Carlin.<br>26 in favor-0<br>opposed-1 abstention |  |
| 14) For the Good<br>of the Order   |  | <ul style="list-style-type: none"> <li>• <i>Sughrue</i>- If Faculty Affairs Team needs to change FPED or other documents with updates from CBA, please let us know.</li> <li>• <i>MacDonald</i>- Suggests that making amendments to documents be done while documents are still "new business," so that the formal amendments do not need to be done.</li> </ul>  |  |  |
| 115Adjournment   |  |   | Motion to adjourn<br>Kakreka/Finley.<br>Motion carries.                      |  |
| Future Meeting<br>Dates  |  | <p><b>Next Senate Meeting:</b> September 28, 2018, 9:30 am-12 pm, CC-213</p> <p><b>Senate Teams Council of Chairs:</b> September 14, 2018, 12:30 pm CC-213</p>  |  |  |