

MINUTES

Faculty Senate

Friday, September 20, 2013 9:30-11:30 am

Cohen Center 214

In Attendance: Anstadt, Bacigalupi, Benford, Brooks, Buzasi, Carlin, Carothers, Condori, Croshaw, Erdman, Felton, Foote, Gilbert, Gunnels, Kakareka, Krome, Nguyen, Paine, Peretti, Renard, Rosenthal (also proxy for Pavelka), Stecher, Torres, Urakawa, J. van Duijn (alternate for A. van Duijn), Vazquez-Montilla (alternate for Finley), Venglar, Villier, Zhao

Absent (without Alternate/Proxy): Brazzeal, Hung-Simons, Kleegeer

Guests: Elizabeth Elliott (UFF), Ronald Toll (Provost), Jennifer Baker (Provost's Office), Lenore Benefield (PIP), Luis Vargas (Student Government), Stacy Parker (CAA), Pat O'Connor-Benson (AET)

Media: D. Breitenstein (News-Press)

Summary: FGCU President Wilson Bradshaw addressed the Faculty Senate and answered questions. An advisory board for developing general Undergraduate Studies curriculum was approved. Professional Development Fund Grants were discussed and the application period for those grants will open on Oct 1. Standing Reports were given. Pat O'Connor Benson, Director of Academic & Event Technology, spoke about the virtual labs and availability of Adobe Acrobat for faculty; also answered questions about the Canvas LMS.

Agenda Item	Responsible	Discussion	Action/Vote	Follow-up
1) Gathering				
2) Approval of Minutes from 9/6/13	Anna Carlin	<ul style="list-style-type: none">No corrections.	Approved	
3) Open Forum with President Wilson Bradshaw, PhD	Shawn Felton and President Bradshaw	<ul style="list-style-type: none">Senate Executive Team collected questions from faculty prior to this meeting. Some questions we asked the president to address in his opening remarks and others will be asked during the question and answer period.Felton: Called for motion to suspend rules on time limit. Motion seconded and approved.Bradshaw: acknowledged presence of Breitenstein from News-Press.Bradshaw: We have been very intentional toward enhancing the lines of communication among all constituent groups at the university. Last year, administration partnered with UFF to look at compression and inversion in faculty salaries. We worked together to select the company to do the study and administration provided 205 thousand dollars to address C&I problems. 50 faculty members will receive adjustments to salaries as a result, some small and some large. We didn't have what we considered a systemic problem, not that we	Motion to suspend rules on time. Seconded and approved.	

		<p>didn't have issues.</p> <ul style="list-style-type: none">• Bradshaw: We are starting a branding study. We are not working on getting a word mark, a tag line, or defining our character. The study will focus on how we market our identity internally, to students, and to donors. A consultant has been on campus for about a week already. We will be interacting with the consultant through the branding study committee that we have assembled. Our basketball success has led to more notoriety/celebrity. We are not revising the mission or strategic plan as part of the branding study.• Bradshaw: There has been some conversation about our commitment to public transportation. We have also heard questions about taking out bonds to build parking garages. We were responding to demands from faculty and students for better parking. Parking situations in past were such that there were not enough parking spaces. The garages that we have are a response to faculty and staff and students demands. We strongly supported an effective, comprehensive, county and region wide transportation system. Please know through some of the expertise of the faculty we have here we will be working on enhancing transportation in the future.• Bradshaw: I contacted university police and asked for skateboard related accidents or incidents reported- none this year, and none from last year. It is important to report incidents. Next week, Chief Moore will send out a reminder to students about use of skateboards and other wheeled vehicles in walkways.• Felton opened the floor to questions and Gunnels reminded us that we are recording the session and we will be using the microphone to record the conversation.• Brooks: a follow-up to the skateboarding question. Suggested that UPD patrol and warn students. Bradshaw: Thank you for the suggestion will pass that on. I understand that there are signs up as well.• Question submitted via email: FGCU received a 2.1 (closer to 2.2) million performance based funding bonus, how will we invest this money? Bradshaw: We just learned about this about 8 days ago. I was not surprised since I know what kind of good work we do. There were only two schools in the SUS that got more money than us. The 2.2 million is coming to us after we have made some decision regarding resource allocation. We have already restored professional development money. The money is recognition of the wonderful work we are already doing. We will be talking with the PBC about what we do with this money. The money is supposed to be used to further invest in student success. We will be looking for input on how to spend the money; Provost		
--	--	---	--	--

		<p>Toll will be bringing things back to the Senate, we'll be talking to SAC. This will be one-time money, so that makes it hard to use it to hire more faculty and advisors. Generally, will be used to invest in student success. We realize that effective teaching has a direct impact on student success; brought up the new faculty academy as an opportunity to enhance teaching effectiveness. We are going to work hard to get these dollars to be added to our base (funding) so that we can try and use it to hire new faculty and staff.</p> <ul style="list-style-type: none">• Carothers: Suggested that this money could be used for one-time bonuses for faculty and staff. Also suggested an increase in professional development funds as a use for this money. Bradshaw: good idea, we may not be able to continue it in multiple years, but it could work for this year.• Paine: There have been numerous problems in the past with grade management systems (e.g. Gulflin, Banner). Suggested that the money could be used to upgrading the computer infrastructure. Bradshaw: Thank you. Recommended that members of the PBC bring these ideas back.• Rosenthal: Regarding the Compression & Inversion compensation, do the faculty who are getting adjustments know who they are? Bradshaw: I will defer to UFF or Provost. Elliott: On Oct 14, the faculty will see the pay increases. I don't know the names of the faculty. We worked with CIP codes only. HR will be sending letters by Oct. 1 to notify all of pay increases, including C&I increases.• Question submitted via email: There are a large number of faculty that left in the last year. What do you plan to do to retain faculty and reward loyalty and longevity? We will work hard to attract the best qualified faculty that we can. We will invest in professional development and do whatever it takes to create an environment that will make people want to stay. Found that less than 2% of employees with faculty appointments left FGCU in order to advance their careers (2010-11 to 2012-13). We lost a number of people with fixed term contracts.• Question submitted via email: What can we do to address all of this unsustainable growth (specifically, addressing student quality, maintaining sufficient personnel to maintain student to faculty ratios, and physical infrastructure)? Bradshaw- As for performance based funding, we embrace that; you all are doing a great job with this. We will continue to provide the resources to ensure that you can continue to do a great job. Class size has remained relatively flat, but it will go up a tick or too. When we start building the budget, the very first thing we do is determine how many new faculty members we need to teach the number of students we have. We know the resources that are needed, and we will make sure as much as		
--	--	---	--	--

we can that we provide those resources. Shared data comparing FGCU to Peer Institutions: number of students per full time faculty and full time students per full time staff, and FGCU at the top on both graphs. Called "measures of efficiency" in some circles. At founding of FGCU, we were funded at a number higher than our actual FTE which resulted in a relatively low class size. We want to maintain a section size that doesn't interfere with quality pedagogy. In terms of infrastructure; I acknowledge the Provost and his commitment to getting those faculty office spaces in Merwin Hall. We can't build anything else until we expand the chiller plant. It will cost between 7.5 -9 million to expand the chiller plant. I am told we still have capacity to add more students and faculty and staff, but we are quickly approaching our limit. On student quality- when we at the BOG several months ago presenting our university profile, what we spent a lot of time on was the average SAT and ACT scores of our students and not because they were too high. BOG wondered why we weren't making more progress in increasing the test scores. No one in the SUS does better than FGCU at students getting jobs and good paying jobs. The BOG had multiple measures in their mind of quality. I believe that working with enrollment management, housing, academic affairs, and other departments, will have an opportunity to have better academically prepared students. Keep in mind that access is part of our mission as a state institution. We need to balance access with admitting students that are likely to succeed. Provost and I have been looking at the profile of students that graduate in four years to see what kinds of students they are to know who to target. There are a couple of ways to increase enrollment; you can admit more students, or you can keep more students that you admit. We are attending to all of the complexities of this situation.

- Questions submitted via email: What are your plans for including faculty representation on the foundation board of directors? Bradshaw: I have no plans because I have not heard a desire from the foundation to do that. I will gather some input from the stakeholders, but I don't know that there is a great desire expressed from the faculty.
- Villiers: I would like to say thank you for many things you and your administration have done for this university. FGCU has given me an opportunity to present and publish overseas and interact with local companies. I could ask you why we don't have a master's program (in engineering) but I won't. We can see a light at the end of the tunnel right now, thank you. Bradshaw: The overarching goal for this administration to go out and get the resources you need to succeed and we will get out of the way and let you do it, with a little leadership along the way. The beginning of this year feels better than any year that I've been here.

		<ul style="list-style-type: none"> • Question submitted via email: What are your future plans for the university and yourself? Bradshaw: We will become stronger in all dimensions, from research and scholarship, to student success, to innovative programs to enhance faculty effectiveness. In about a year or two years, we will revisit the vision and mission statements. I think it will be a reaffirmation of what FGCU is and is going to be. The future is very bright. I'm pleased to be a part of it. • Felton: Bradshaw will come back again this semester to answer some more of these questions. • Bradshaw: would like to add that we were looking at salary data and no other institution has higher average salaries at each rank, though there are higher instructor salaries at other schools. We have retained faculty who were looking at going elsewhere. 		
<p>4) Old Business: a) Action Item: Undergraduate Studies Curriculum Development</p>	<p>Alison Bacigalupi (CAS Advisor); Stacey Parker, Director of Center for Academic Achievement</p>	<ul style="list-style-type: none"> • Felton: reminded Senate that this document was drafted by three chairs of standing faculty teams. • Bacigalupi: We got questions about this document and the courses that may be developed by UG Studies from CAS. Parker: We already have an Effective Learning (SLS) course, and there are assessments in place for this course. We look at changes in GPA and academic standing of the students that take the course. Center for Academic Achievement (CAA) provides reports on the SLS courses. Should new courses be added like this course, we would implement similar evaluation processes. The SLS course is taught by faculty and advisors and they receive an SAI just like everyone else. UG Studies houses the CAA, Honors Program, and Colloquium. The courses that UG Studies would probably create would be free elective 3 credit courses. We are hoping to create variants of the current SLS course for different student population. • Brooks: asked what parliamentary procedure would be needed to change wording in the document. A motion to amend to the document could be made on top of the motion to accept the document. • Erdman: asked about how students would fit extra credit hours in to 120 hour program. Bacigalupi: free electives are built into most programs. • Paine: UG Studies does not have constituent faculty, creating a curriculum team in UGS like other teams will not have faculty to sit on it. The concerns in CAS (regarding this document) revolve around administration creating curriculum. We either endorse this process, creating a pseudo-curriculum team for a pseudo-college, or not. 	<p>Motion: To accept document as written (Venglar), Seconded (Foote).</p> <p>Motion to extend discussion 5 minutes, seconded</p> <p>Rosenthal extend 5 minutes, seconded.</p> <p>Motion: extend 5 minutes, seconded</p> <p>Hand vote: 22 for, 3 against. Motion to accept document as written passed.</p>	

	<ul style="list-style-type: none">• Rosenthal: I can see this as a way to knock down silos, and encourage interdisciplinary collaboration.• Provost Toll: This is not a veiled administrative take-over of curriculum. I understand your concern. Let's talk about UG curriculum in general; we have had the most engaged faculty in the Gen Ed revisions process around the state. Let's slow the conversation down if it needs to be slowed down and have Wohlpart here to answer questions. I like the way that Gen Ed is shared by all colleges. This process is not meant to take away control of your curriculum.• Stecher: This (development of student support/skills courses) is trying to help our students. I am assuming that there is not a massive financial investment needed to carry this out. Academic recovery is so important to help our students get to our upper level courses.• Bacigalupi: noted that the advisory board that would be created is not composed of just CAA staff, it would also include faculty.• Benford: I still have a concern that the same people that develop the courses will be approving courses. Parker: these courses would still be going through the same process that all courses go through. The board or council would develop the courses and the send them up to the University Undergraduate Curriculum Team.• Urakawa: asked whether there are similar courses or models at other universities. Parker: pointed to UWF other Florida schools that are already offering these kinds of courses.• Krome: Are these pre college courses? How do they get credit? Parker: these are not precollege level, they are academic skills courses. Similar credits offered at other institutions.• Paine: We are not arguing the merits of the courses, but the process for approving curriculum. This may change the way we develop and approve courses in the future.• Foote: I don't see this as an example of administrative overreach but an attempt to set up some standard and normalized procedures for creating these kinds of courses.• Carlin: Speaking from the perspective of someone that often works outside of a college curriculum structure, some mechanism needs to be put into place to allow these courses to be developed or it probably won't happen.• Carothers: It seems like UG Studies is having to defend this to the faculty, should US Studies and the faculty have been working together better from the beginning in this?		
--	--	--	--

b) Update on Leadership Initiatives	Shawn Felton	<ul style="list-style-type: none"> • A call for nominations for ad hoc teams went out this week. Please put your names forward if you are interested in serving on these committees: <ul style="list-style-type: none"> ○ Future of Quality Education at FGCU ○ Senate Team Review Committee ○ Shared Governance Analysis Team: SAC president is working on staff reps and Gunnels is working with SGA President to get student representation. We have heard that faculty want this to move quickly. 		
5. New Business a) Information Only: PDF Grants	Shawn Felton	<ul style="list-style-type: none"> • Felton: Professional Development Fund Grants application window will open Oct 1 and end Oct 31. Provost has said the funds available will grow proportionally to the number of faculty added since last year. There are 9 new people so the funds will grow at that proportion. • Carothers: the funds are growing with number of faculty, but not growing with the cost of travel. • Renard: past experience: got funded at half, could afford to go. Getting partially funded for a request may not help people. • Foote: Could use a graded system, considering international travel, etc. Carothers replied that it isn't a travel grant. • Renard: Having it set up as a reimbursement makes it difficult to know whether to submit to conferences, etc. • Foote: suggested that there be better explanation of what the money could be used for. • Carothers: the people that get funded are the people that make a good case. • Stecher: could there be separate areas of the form to indicate whether the funds are used for travel or equipment. • Krome: we should really be focusing on increasing the money that we are allotted from our colleges. • Bacigalupi: asked whether advisors are eligible for PDFG (yes, according to guidelines) and whether the growth in advisors was taken into account when talking about the percentage by which funds will increase. • Benford: asked whether allotted travel funds can be increased in the colleges. Is there a role for faculty senate in this? 		
b) Recording	Shawn	<ul style="list-style-type: none"> • Felton: In the interest of increased transparency the 		

Senate meetings	Felton	<p>executive team is proposing that we start recording the senate meetings. What is the will of the senate on this? Recordings can be put on senate website and the executive team will be looking at the use of the meeting recordings to see whether people are interested.</p> <ul style="list-style-type: none"> • Carothers: I think it is a great idea. I would like to archive it until we get a chance to think about it and consider the implications. 		
6) Standing reports: a) Provost's Report	Tony Barringer, Assoc. Provost, Assoc. VP Faculty Affairs	<p>Barringer gave the report in Toll's absence.</p> <ul style="list-style-type: none"> • Reception for promotion recipients was held last night. There is a promotion workshop being planned for next month. 35% of faculty (who are currently here) have been promoted in the last 5 years. • Provost drop-in meeting will be on Monday, September 23. 		
b) SGA Report	Luis Vargas, Student Government Vice-President	<ul style="list-style-type: none"> • Vargas: We wanted to buy calculators for students, but student senate did not fund it. If faculty members require calculators in class, please let Vargas know what kind (to demonstrate need). • SG is looking to get 1500 signatures on a petition to justify buying commonly used textbooks that don't change much over time to put in the library for students to check out. • Looking into carpool parking spots. Still working on getting the scantron dispensing machines • Working with Lee County Schools on a school supplies drive, information about donation drop-off locations will be sent out. • Peretti: suggested that they look at FIU for example of carpool spots. • Renard: clarified the scantron machines are dispensers not readers. 		
c) UFF Report		None given at this meeting.		
d) Senate President's Report		<ul style="list-style-type: none"> • First senate leadership team meeting is today at noon. Trying to figure out how to best structure these SLT meetings to make them effective. • Reception for promotion recipients was last night. Felton said that one of the proudest moments in role of Senate President so far was to vote in BOT to ratify their promotions. • Traveled with BOT Chair Robbie Roepstorff to BOG meeting in Sarasota. There is a request out for 50 million in additional performance based funds for next year. Next year they may 		

		<p>use 10 different metrics whereas this year they only used 3. BOG appointed Dr. Jan Ignash (current Vice Chancellor and CAO) to be interim chancellor while a national search is conducted to replace Bogan. An Oceanography study abroad course in Florida was highlighted at BOG meeting and our own Toshi Urakawa was seen in the slideshow.</p> <ul style="list-style-type: none"> • BOT meeting was this past Tuesday Sept 17. Started with a budget workshop. Contract was ratified unanimously very quickly, thank you to all whose efforts went toward making it happen. • Campus Development Agreement- addresses impact on local services and cooperation with local government. FGCU was two years behind in the CDA approval due to litigation. FGCU continued to pay \$500,000 in good faith during this time we did not have a CDA. There is specific language in the CDA that notes that FGCU has made its fair share contribution to public transit for the 5 years that the CDA covers. As of now, the bus line is still running to FGCU. All parties involved in the CDA will continue to work together to explore feasibility of future collaborations on mass transit services. • Excellence award committees have been contacted with current guidelines for this year's awards and deadline of October 15 for changes. The Celebration of Excellence is scheduled for April 25th. • Faculty concerns about Canvas have been sent to technology team for further consideration. 		
<p>7) Guests a) Pat O'Connor-Benson</p>	<p>Pat O'Connor-Benson, Director of Academic & Event Technology</p>	<ul style="list-style-type: none"> • O'Connor-Benson briefly explained the organization of the technology department. Academic Technology received \$400,000 in additional funds last year. Virtual lab was made available to students last year and Adobe Acrobat is now available in a virtual lab for faculty. 50 copies are available, please spread the word. • PO-B continued on the topic of Canvas. For the first time, we are using a hosted LMS (not hosted on campus). We are at the mercy of external servers. The first time Canvas went down, it was due to an outage at Amazon Web Services; then "Internet 2" went down; then Canvas went down the third time. PO-B does apologize on their behalf. Faculty voted for Canvas for the new LMS during the review and selection process. There are many concerns about features that were available in ANGEL but not in Canvas. PO-B has spoken with the CEO and told them it is unacceptable to have let some of those feature requests fall off of the development radar. PO-B has asked E-Learning to create a prioritized list of requests from FGCU. Venglar asked how will we submit our requests to this list? PO-B: anyone can submit requests to Canvas, but we will provide a local option. 		

		<ul style="list-style-type: none"> • Gunnels: Is network speed a factor in Canvas outages and slowness? Checkbox is also slow. P O-B: network speed is not a problem that I know of but will bring it up to the Technology Team and Charlie Weaver in BTS. • Anstadt: I have heard that people would like to have a quicker response or easier access to support. Responses to tickets may come back slowly or with inaccurate information. P O-B: students and faculty can submit support tickets directly to Canvas now, and we have people at the help desk until late at night. PO-B: will look into the problem of slow support responses and ask Canvas representative. • Benford: I often give exams online and I'm wondering if I should start doing it on paper because I have experienced Canvas locking up during class and I worry about this happening during an exam. PO-B: I think we are having growing pains right now with Canvas and I don't think we should worry about the problems continuing too far into the future. 		
8) For the Good of the Order		None.		
Future Meeting Dates		Next Senate Meeting: October 4, 2013, 9:30 a.m. Senate Leadership Team: October 18, 2013 12-1:30		