

**Florida Gulf Coast University
Faculty Senate Meeting Minutes
Friday, October 13, 2017; 9:30-12:00pm; Cohen Center, Room 213**

In Attendance:

Dr Mike McDonald – President	Dr. Martha Rosenthal – Vice-President	Patrick Niner – Parliamentarian		
Brendan Bevins	Anjana Bhatt	Anna Carlin	Mark Case	Charles Daramola
Michael Fauerbach	Abbe Finn	BeeJay Girimurugan	Olivia Hung-Simons	Sharon Isern
Lan Jiang	Joe Kakareka	Anna Koufakou	Terry Leary	Jamie MacDonald
Morgan T. Paine	Alex Sakharuk	Jacqueline Salmond	Jaffar Ali Shahul-Hameed	Serge Thomas
Jorge Torres	Jacqueline van Duijn	Claude Villiers	Fan Zhao	

Absent (without Alternate/Proxy):

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Guests:

Provost Bob Gregerson	Dr. Paul Snyder	Win Everham	Antonia Jacobse	Dean Michele Yovanovich
Mary Banks	Diane Bova	Chad Trisler	Dr. Tony Barringer	Jena Padilla
Lindsay Singh				

- Gathering 9:30am
 - Meeting called to order

- Approval of October 13 agenda
 - Moved: Jamie MacDonald
 - Seconded: Beejay Girimurugan
 - Agenda approved

Move to

- Approval of minutes September 1, 2017
 - Discussion/ Amendments:
 - Sharon Isern suggested edits based on her original questions.
 - Issue #1
 - From minutes: How to get further along with faculty scholarship?
 - Sharon’s question: **Which specific mechanisms/plans will you employ to enhance faculty scholarship?**
 - Issue #3
 - From minutes: In the past, the President didn’t take a role in promotions... Will you?
 - Sharon’s question: **The current practice at FGCU is that the President has not been involved in the promotion process. Do you see this role changing and for the President to become more involved in the process?**
 - Issue #4
 - From minutes: Accountability & rank & faculty – Do you see any reshuffling of the team?
 - Sharon’s question: **Regarding accountability. Existing practices have gotten us here, and you were not part of that team. Do you plan to reshuffle the team or recruit new players?**
 - Issue #5
 - From minutes: What can faculty do?
 - Sharon’s question: **How can we as faculty help you fast track your initiatives and experiments?**
 - Approval moved: Olivia Hung-Simons, Seconded: Beejay Girimurugan
 - Minutes approved. 27 in favor, 0 oppose, 0 abstentions
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- Approval of minutes September 29, 2017
 - Moved: Rob Erdman, Seconded: Abbe Finn
 - Discussion:
 - Anna Carlin: Under information item 7B, Institutional Affairs Team. There is a bullet point that simply says, “No financial penalties for students.” Clarification was given that the line meant if students were late for registration due to the hurricane, there would be no penalty. Anna Carlin moved to strike that line out.
 - 19 in favor, 6 oppose, 2 abstentions
 - Motion passes

Move to

- Vote to approve minutes: 26 in favor, 0 oppose, 0 abstention
- Faculty senate president's report: Mike McDonald
 - BOG
 - BOG met on campus on October 3. Dr. Snyder will summarize this meeting
 - We will host another BOG meeting on campus next week—a joint meeting with BOG and BOT and faculty administration. Wednesday October 18, 2:00 pm. In Cohen 213
 - Representatives from BOG will visit FGCU to discuss 2018 budget request. President Martin will make case that when based on per capita student funding FGCU is underfunded.
 - Faculty are encouraged to attend
 - BOT
 - BOT met October 10. President Martin gave update on strategic plan revisions. There were no comments/discussion from BOT regarding those revisions to strategic plan.
 - President Martin announced an expansion to Alico Arena will be renamed the W. Bernard and Elaine Lester Athletics Administrative Complex
 - BOB (i.e. Bob Gregerson).
 - Interim Provost Bob Gregerson gave updates (will be further discussed at today's senate).
 - Textbook affordability bill. Fall 2016/ spring 2017, FGCU had a 95% compliance rate with getting textbook orders in on time. Yay us.
 - BOT approved carry forward funds (discussed below). Over \$26 million used in a variety of ways—summer school, modular, library, chiller plant, mental health and public safety initiatives.
 - Proposed mental health and public safety initiative. \$600K for emergency phones, etc., and to enhance mental health programs. Nonrecurring funds.
 - At the BOT, the UFF co-presidents brought their concerns to the BOT.
- Standing reports
 - Academic Affairs, Dr. Gregerson
 - Happy to be here with you. I know many people around the table from CAS, will do my best to get to know you all. Looking forward to good conversations.
 - Textbook affordability. Up to 97.4% compliance. (we need to be at 95% or greater)

Move to

- Summer school carry forward money: there was a recommendation, approved by BOT, to add \$1 million for student scholarships for summer classes (not for faculty salaries).
- Mental health issue: mandate coming from the BOG to continue to enhance mental health and safety issues.
- Legislative budget requests (LBR):
 - LBR of \$32 million
 - Need to right-size our budget to bring on par with the average of SUS students on per student basis. We have to request specific items in order to enhance FGCU for students, faculty, and staff.
 - LBR for academic building 9. We received \$12.5 million for \$44 million building. We're very short. We put in a LBR to fill in construction costs for that building. In the highly probable situation where our request is not fully funded, we're in the early stages of a plan to raise private money to supplement what we get through the legislative process—a fundraising campaign associated with AB9.
 - Final discussion on LBR will be at joint BOT/BOG meeting on campus on October 18 in Cohen 213 2 pm. Faculty are encouraged to attend.
- PDFG funds
 - Provost Gregerson has authorized \$124K available for PDFG
 - And there was much rejoicing.
- How Provost Gregerson intends to interact with this group.
 - He will come, give report, have opportunity to ask questions, and then leave and let senate do its business. If there are items he needs to be apprised of quickly, Dr. McDonald will let him know.
- Questions for Dr. Gregerson
 - Joe Kakareka: With respect to 2018 summer school budgets: is there an alteration of how funds will be used? Will there be an expansion of summer school?
 - Bob Gregerson: President Martin indicated he wants additional offerings in the summer. We don't have a specific dollar amount as to how much to put into summer school. We have additional internal scholarship support, bright futures for summer, and there's a bill in place to boost second tier of bright future to use for summer. These will enhance demand and we must meet it with supply. We are working to enhance revenue for summer. In some colleges, their proposed budget cuts included a cut to summer classes. We can't do that. We want more opportunities for summer classes
 - Mark Case: Considering we have fixed costs for facilities, why would summer classes be decreased?

Move to

- Bob Gregerson: Increased summer = increased revenue. Maybe we will take a new look at how we deal with summer classes and increase additional summer hours.
 - Motion to extend time 5 minutes: Olivia Hung-Simons, Seconded by Mark Case
 - Sharon Isern: Can you expand on the drive to expand private funding for academic building 9? Will anything different be done that hasn't been done in the past?
 - Bob Gregerson: LBR will be for the full value of completing the building. We will ask for it all, but the reality is we probably won't get it all. Some private funding opportunities we'll pursue are naming opportunities, endowments for programming, sub-naming opportunities.
 - Jamie MacDonald: What can you tell us about the Legislative Programs of Distinction? Can you clarify how it's related to \$32 million?
 - Bob Gregerson: Programs of Distinction is separate from LBR for the \$32 million/ funding for AB9. With the Programs of Distinction, there is a consortium of three or four comprehensive universities (FGCU, UNF, UWF, maybe FAMU). There's \$10 million per university, so total funding is either \$30 million or \$40 million. The idea is that these comprehensive universities have mission/programs that add value to our state. This is a separate LBR—this one is in conjunction with other universities. There are also 2 other LBRs.
 - Specific programs of distinction haven't been determined yet for the universities.
 - Win Everham: The UFF had its first consultation with President Martin. Asked to revisit summer teaching. Haven't had a chance yet to talk to Dr. Gregerson. Will probably ask faculty who have ideas about summer teaching to talk about new and creative ways to meet demand for summer.
 - Win Everham: Sometimes the provost is present at senate, sometimes not. Some people feel their voices have been stifled. There have been times that has made the provost's presence makes conversation go forward in a helpful way.
- Academic Affairs. Dr. Snyder reporting on BOG meeting 10/3 and Performance metrics
 - Budget and Finance committee of BOG. Focused on 5 metrics. #3: textbook component. #4: 6-year graduation rate. #7: University access rate. #9: BOG choice. #10: BOT choice.
 - Allocation methodologies. We've been unhappy with way money has been doled out. Percentage of institutional investment that goes into funds. Limits what we can take back. This year we lost \$8 million, which is total of what we accumulated over past 3 years. We suffered biggest impact. When they changed metric #3 we lost funding.
 - We need to make this less punitive. But BOG wants to have a bottom 3 to represent skin in the game.

Move to

- Metric #3: Net tuition and fees. Textbook costs are one data point. Since they didn't have individual data, they took a national average for textbook costs. There's a 5 step process to determine textbook costs for institution.
 - There was a discussion on why are we so focused on this, when students buy online (this data is based on bookstore prices). The BOG decided they'll use it, baseline it, and implement the following year. Discussed many ideas and made no commitment but hinted at things to come.
- Metric #4: Graduation rates. Senate Bill 4 introduced: Want to move from 6-year graduation rate to 4-year graduation rate. This will focus just on full time students, not part-time students. Some institutions will benefit, others will not. This year we'll improve on our 6-year grad rate, but our 4-year grad rate will be flat or up a percentage point. FGCU has a high percentage of students that work, so they take longer to graduate. Legislature isn't taking that into account.
 - Abbe Finn: students who come in with 2+2 aren't counted.
 - Paul Snyder: Yes, this is only FTIC. Dual enrolled students do count and are counted as FTIC. So at schools like UF, they have lots of FTIC with AP and DE classes, so they graduate in 4 years.
- Metric #7: Percentage of students will Pell grants. There's a 30% benchmark-- 30% students have Pell. Legislature wants to change the benchmark to 50%. Then only FAMU and FIU would clear the bar. Maybe instead it should be percentage of students who were Pell eligible who have Pell grants.
 - Another question exists over whether institutions who really shine high above others should get over 10 points
- Metric #9: BOG choice: Percentage of Baccalaureate degrees awarded without excess hours. FGCU OK on this one. The question exists over whether the BOG choice metric be the same for everyone.
- Metric #10: Our trustees asked to propose 3 metrics to BOG for review. The first year of implementation would be scaled such that no institution could get more than 7 points for it. The metric we've chosen is the absolute number of degrees awarded to African American and Hispanic students. We followed directions clearly, some other institutions did not, and they were rewarded and not criticized.
 - The allocation methodologies are available on the BOG webpage.
 - Perhaps there could be a less punitive allotment of points.
 - Perhaps money could be allocated based not on percentage of budget, but based on total points awarded. This would be good for FGCU.
- Motion to extend time 5 minutes: Beejay Girimurugan, Seconded Joe Kakareka
 - Joe Kakareka: Related to FTIC, if we accept transfer students from FSW. Do transfer students hurt our metrics in some way?

Move to

- Paul Snyder: No, they're not included in our metrics
- Morgan Paine: Is the changing of metric #10 from 10 points to 7 points an existential threat to us?
 - Paul Snyder: We've done preliminary calculations for the coming year. We have concerns we'll be stuck in bottom 3 for a while. This does hurt us. We might get improvement points, though. Governor Morton, used to be one of our trustees, an advocate for FGCU, has tried to influence discussion
- Claude Villiers: I hope we look at this as an opportunity as how we can improve everything for the university. I want to acknowledge the effort you're making. It may be tough, but there's opportunity.
 - Paul Snyder: Enrollment management and student success is President Martin's highest priority. It requires effort on everyone's part.
 - Bob Gregerson: President says we're not going to simply ramp up admissions requirements. We have a mission to serve students and provide access for broad range of students.
- SGA report, Antonia Jacobse
 - Still in process for searching for supervisor of elections for SGA.
 - Appointed new director of governmental relations.
 - Currently in process of planning rally in Tally. Students meet state legislature at one time to advocate for university.
 - FGCU day applications open today. So can advocate with state legislature
 - Sending 12 students to Campus Compact Conference.
 - Annual budgets applications for RSO due 10/25
- SAC report. Diane Bova, SAC Vice President.
 - Met with Dr. Martin for all staff meeting. Dr Martin supportive, open for more conversation about compensation issues, may be non-monetary benefits as well.
 - Invited new director of HR to meet with
 - Campus climate study—staff interested in working with faculty senate on this.
- UFF report, Win Everham
 - The issue of compensation for large classes has been resolved.
 - We are discussing the issue on summer teaching
 - Will also discuss compensation for overload and uncompensated teaching
 - Under article 1. 3. B, UFF gets a place on agenda for BOT. UFF co-presidents addressed the board to let them know what's going on
 - BOT just authorized lots of money for carry over.

Move to

- UFF let BOT know that for the first time in history people who earned promotions didn't get raises associated with this.
 - Reception of presentation was cold.
- Bargaining has continued. Again, they were unsuccessful in separating promotion raises from other issues.
- About to shift into full book bargaining.
- Next week: UFF senate meeting. All presidents of UFF meet.
- 10/23 another executive committee meeting. If we continue to separate out promotion raises from article 23. Maybe take some union funds to give to those who didn't get raises funded.
- Market average: we're falling behind on wages. If we're going to continue to not offer tenure, we need to offer better wages.
- Getting us out of the performance based funding hole is up to us. We can't be overworked, under-appreciated, and underpaid. Maybe 2 out of 3, but not 3 out of 3.
 - Anna Koufakou: Should we be worried that whole book discussion? We're focusing on salaries and raises, but other things to be afraid of?
 - Win Everham: This is a good opportunity to look at everything. Summer teaching compensation might be an issue. Admin seems to be saying we'll look at better ways to deliver summer classes.
- Old business
 - Action item: IAT/Registrar's office calendar revisions
 - Susan Byars:
 - The registrar has been working diligently. All finals in be given over 2 days, Wednesday 12/20 and Thursday 12/21. (Except for the school of nursing—they'll go until December 23rd but they're ok with that).
 - Grades due January 2, 2018 at noon. But get them in earlier if possible.
 - Anna Koufakou: Will we be able to see the finals schedule before it goes public? In case there's a conflict.
 - Susan Byers: We could do that.
 - Win Everham: More students are going to find out late that they'll need to retake a class. So can we consider increasing class caps to get students back on track?
 - Jamie MacDonald: The way we asked for finals was through our chairs. Maybe disseminate through the chairs?
 - Jamie MacDonald: Spring semester starts January 8. There is little time if students need to retake a class.

Move to

- Susan Byars: We will try to crunch numbers as fast as we can
 - Brendan Bevins: It's not just getting student to retake a course, but also getting them out of classes they don't need to take. Please encourage colleagues to enter grades as soon as they're in
 - Abbe Finn: if students delayed in changing courses and get charged penalty if they register late.
 - Late fee only for students who register for first day of class. So no problem.
 - Motion: Move to approve calendar revision: Brendan Bevins, Second by Joe Kakareka
 - Discussion:
 - Morgan Paine: Do we have any idea if there will be students who have to take 3 or 4 finals on a given day?
 - Susan Byars: tried to eliminate. Will be minimal
 - Win Everham: Don't have to have all grades done, can submit SOME grades for some students. Maybe we should immediately submit grades of those students who aren't going to pass, so they have that information sooner.
 - Anna Carlin: How should we get that information to everyone?
 - Jacqueline van Duijn: I thought in Gulfline you can't leave blanks.
 - Susan Byars: No, you can submit partial grades
 - Charles Daramola: Sometimes students have 3-4 exams on one day. We need to be flexible.
 - Motion to approve. 30 in favor, 0 oppose, 0 abstain
- New business
 - Information update: Fastrack2 advising/ Secure PC application – BTS, Mary Banks
 - Fastrack2 system allows faculty to notify that a student is in trouble. It's in Gulfline. Over summer, piloted Fastrack2, in which it was moved into Canvas for some sections (Comp 1 and 2, macro and micro economics). Click on it, can fill in information – student not attending, not turning in assignments, whatever. Submit and becomes report and office that advices that student gets notified that there's a student that needs help and they contact student.
 - Brendan Bevins: Does new system only allow faculty teaching the class to initiation, or can others check on a student?
 - Mary Banks: It's tied to students in your class.
 - Jackie Salmond: When it's added through canvas, is that through section or by course?
 - Mary:

Move to

- Claude Villiers: I'm going off topic. We're talking about budget, if you have a significant reduction in budget, do you see the service you provide to faculty decreasing? How will you still provide service to the faculty?
 - Mary: we're doing the best we can. We haven't cut hours. We're working with Steve Magiera, trying to get more help. We're getting a lot of spam. Working on it. Maybe technology isn't the best place to cut
- Mike McDonald: Is Fastrack available for all, or just a select few courses?
 - Mary: Fastrack still in Gulfline, available to all. In Gulfline, it's cumbersome. But it's available in canvas if you need to arrange it. They'll make it happen.
- Morgan Paine: Is there not a way to track individual students across all classes? This is just faculty driven per class. There are advantages to track students across all classes.
 - Mary Banks: No, this is class based
- Michael Fauerbach: Regarding Morgan's point. I thought we were working on getting a system like for athletics university-wide. So why are we learning this and will need to learn another system?
 - Mary Banks: This isn't a new system. It already existed, we just moved it to canvas to make it easier to access. Yes, there's another system coming, but we just did this because we could and get it to faculty faster.
- Jackie Salmond: Student educational planners will be able to track students across courses. If we can still use the existing one in Gulfline, this might be a useful thing for student who may be failing.
- Mary Banks: Secure PC Application
 - A system we're rolling out. Removes administrative rights off computers to prevent introduction of viruses. Faculty can't load software on machines ourselves (BTS installs software on FGCU computers). They are looking at ways to give faculty exemptions so faculty can load their own software. Will work with faculty tech team so anyone who wants to exempt out can do so. We'll get a report from tech team
 - Motion to extend time for 2 minutes: Jaffar Shahul-Hameed, Brendan Bevins, second
 - Jaffar Shahul-Hameed: We're getting lots of spam.
 - Mary Banks: Several companies do spam filtering. We're working with companies. Quote we got was \$150,000 to cover faculty, staff, students
 - Beejay Girimurugan: We pay Microsoft. Why can't they fix it for us?
 - Mary Banks: No one's going to do that for free. Always a new trick.

Move to

- Information update: Dean of Students—Michelle Yovanovich
 - Michelle Yovanovich:
 - Dean of Student’s office supports student success, engages students in campus life, enhances retention. Provides care and conduct services.
 - Care concept has evolved over years. Parents are very involved in students’ lives. Also high increase in depression, anxiety, mental issues.
 - Hurricane Irma prompted lots of anxiety and stress. We encourage students to come see us. We have a licensed mental health counselor in office. Does most of triage.
 - Broad numbers
 - Since first week of school, we’ve had over 700 alleged violations of student code of conduct involving 350 students. About 120 care cases. Increase after hurricane. 18 were direct Irma impact—houses, cars gone. About half of all care cases after Irma—increased anxiety, stress
 - Resources are on Dean of Students web page. Point out document for new faculty: new faculty orientation Q&A. Links to report issues and concerns.
 - Lots of of overlap of care and conduct situations. 22 cases of title IX, including sexual assault, stalking, domestic violence. Relationship issues complicated.
 - Chad Trisler, Assistant Dean of Students for Student Conduct and Alexis Fisher, student intern.
 - Conduct: normally students spread out bad decisions over 6 weeks. Normally meet with ¼ first year students in first year. Now seeing lots more alcohol use, related to stress. Rise in alcohol and drug use and decrease in social issues—using it as a way to deal with stress and anxiety. But took them out of social environment in beginning of semester, so maybe not making connections they usually make in first year.
 - 5 Baker acts already this semester.
 - Mike McDonald: is that baker act number unusually high?
 - Michelle Yovanovich: Last year was 35 for the whole year. So not unusually high. Around the nation, there are many more Baker acts, many more students with mental health issues
 - Michelle Yovanovich
 - Behavioral consultation assessment team. Abbe Finn serves on that, meets every Monday. Discuss students, devise plan.

Move to

- Patrick Niner: Nice synchronousness now between different kinds of care services. “If you have behavioral issue, go here, if you have class issue, go here.” Web site on fasttrack was very helpful. Thank you for quick follow up and how smoothly it all ran.
 - Alex Sakharuk: I lost 10 students in class of 64 due to hurricane. Don’t know what happened to them.
 - Michelle Yovanovich: We can reach out to them. Sometimes students assume that if they don’t go to class, the faculty will drop them. Faculty can drop a note for students to let them know they need to drop the class.
 - Chad Trisler: If student having a problem, can send them to their office and they’ll coordinate. They’ll work with the student to coordinate response.
- College caucuses
 - Move to postpone: Patrick Niner. Serge Thomas, second.
 - Joe Kakareka: Are you proposing we have caucus at beginning of next time.
 - Calls a question: must vote immediately on question.
 - All in favor: 19, opposed 2, abstain: 0
 - Vote on motion of to start next meeting with caucus: 22. Opposed 0, abstain 0
 - College caucuses postponed. Will be first agenda item at next faculty senate meeting.
- For the good of the order
 - Beejay Girimurugan: Want to thank senate leadership for changing layout. And Sharon Isern for doing survey. And Win Everham and Morgan Paine for leadership at BOG.
 - Win Everham: We should plan to be here until 12:00.
- Announcements
 - Mike McDonald:
 - October 5 we received an email with code of conduct and were asked to review it. Comments and suggestions regarding the Code of Conduct are due today (October 13). Heard chatter about this. May come before us as item to discuss.
 - Nov 13 will be promotion portfolio workshop. If planning on going up for promotion in next 2, 3 years. Workshop will be from 9:00-noon on how to best present yourself in your portfolio.
 - Jamie MacDonald: that is University promotion workshop, not college promotion workshop.

Move to

- By Nov 20, RSVP for commencement. Will be in Alico 12/16, one ceremony at 9:00 and one ceremony at 1:00 pm. RSVP to Sue Snauwaert.
- Anna Koufakou: Please clarify senate meeting schedule. On website schedule it says we go until 11:30. Now changed to noon.
 - We'll change website.
- Move to adjourn
 - Mike McDonald moves to adjourn, Jamie MacDonald seconds.
 - Meeting adjourns: 11:43am.

Move to