

**Florida Gulf Coast University
Faculty Senate Meeting Minutes
Friday, November 18, 2016; 9:30-11:30am; Cohen Center, Room 213**

In Attendance:

Dr. Shawn Felton – President	Dr. Sandra Pavelka – Vice-- President	Patrick Niner – Parliamentarian		
Daniel Acheampong	Fan Zhao	Brendan Bevins	Jacqueline van Duijn	Trent Brown
Sue Coticone	Rob Erdman	Michael Fauerbach	BeeJay Girimurugan	Jamie MacDonald
Mike McDonald	Morgan Paine	Alex Sakharuk	Jacqueline Salmond	Serge Thomas
Steve Rokusek	Olivia Hung-Simons	Elif Safak	Danvers Johnson	Claude Villiers
Sarah Fabrizi				

Absent (without Alternate/Proxy):

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Guests:

Rachel Campbell	Dr. Ellen Donald			
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Media:

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Summary:

Agenda Item	Responsible	Discussion	Action/Vote	Follow-Up
1) Gathering	Dr. S. Felton	<ul style="list-style-type: none"> Meeting called to order at 9:30am after a viewing of one of the presidential candidate interviews. 		
2) Approval of November 18, 2016 Agenda	Dr. S. Felton	<ul style="list-style-type: none"> No comments 	Motion to Approve: J. MacDonald Second: J. Kakareka	

3) Approval of October 28, 2016 Minutes	Dr. S. Felton	<ul style="list-style-type: none"> • No Comments 	Motion to Approve: M. Fauerbach Second: S. Coticone	
4) Faculty Senate President's Report	Dr. S. Felton	<ul style="list-style-type: none"> • The presidential search was discussed, relating the interviews are available to view on line. The committee narrowed the group to ten people from a list of approximately 103 candidates. Two of the candidates withdrew. The committee will complete its search today and will meet again on December 08, 2016 for a final recommendation. • An update on the BOG meeting was given to include: <ul style="list-style-type: none"> ○ Changes to the performance funding metric (#3: Cost to Living). Changes are likely to affect our funding. The possibilities are a receipt of 3.1 million dollars, a loss of 8 million dollars, or receive no funds. This is the reality that we face as an SUS. Ultimately, the metrics are meant to make a difference in student success with graduation and retention rates. Faculty should focus on the matters of student success to meet the realities we face currently. ○ One measure to enhance the performance metric is to increase the potential of academic advising and increase human capital. ○ A positive note from the BOG is that the board has purposely funded (within 		

		<p>statutory limits) a reserve that is untouchable. This reserve may or may not be utilized, and it remains unclear now.</p> <ul style="list-style-type: none"> ○ Mentioned about New College of Florida & the University of West Florida and their budgetary challenges. Ms. Jennifer Baker informed the Senate that improvements were made in terms of increasing faculty and the number of programs that could positively impact the performance metrics. ○ The information was presented to the Senate to avoid the “shock factor” when the legislative assembly meets next year. ○ Live dashboard metrics are put in place and effectively analyzed by the Office of Academic Affairs to increase our points in the performance funding model. He mentioned the culture that existed in Florida Atlantic University (FAU) and the level of accountability that is held there. <ul style="list-style-type: none"> ● General announcements- On 12/2 Trustee Ken Smith will be back at the Senate to update on the Presidential Search. ● Reminder about commencement. ● The PDFG process for this semester is currently ongoing and the committee is reviewing applications. 		
<p>5) <u>Information Item:</u> <u>20th Anniversary</u> <u>Planning Update</u></p>	<p>Dr. E. Donald</p>	<ul style="list-style-type: none"> ● Founding faculty for 21 years, presented the following: 		

		<ul style="list-style-type: none">○ The plan focused on where we stand today and what could be done for the future of the University and the community.○ The goal is to make aware of the celebration to all faculty, staff, students and the local community.○ The 20th Anniversary begun in August 2016 and will be celebrated in 2017.○ Themes to be incorporated & celebrated include Arts, Alumni, Service, Scholarships, SWFL community partnerships and more.○ Two open houses were held earlier this year. Although the attendance was low, it is expected to grow in the upcoming year.○ Events and stories were collected & archived with some memories from our FGCU faculty members. These can be found at http://fgcucat20.com/memories/.● The campus-wide celebration is scheduled for August 25, 2017. The University will be represented at the Edison Festival of Light Parade on February 18, 2017 and the Naples St. Patrick's Day Parade on March 11, 2017.● A lot of promotions and marketing pertaining to the celebration are available at the bookstore. An anniversary website http://fgcucat20.com will include an interactive timeline, photo galleries and other events. The website is currently functional; however, updates are underway to include certain key elements.● Faculty will be able to add events through a portal when the site is fully operational. Ms. Kimberly Walkers at The Foundation will assist you in this process if there are any queries. The		
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		identity of the 20th Anniversary celebration complements the FGCU effect.		
<p>6) <u>New Business:</u> 6a) <u>Action Item: -- General Education Minimum Grade Policy</u></p> <p>6b) <u>Information Item: New University Proposed Policies</u></p>	<p>Ms. R. Campbell</p> <p>Dr. Shawn Felton</p>	<ul style="list-style-type: none"> • See Tab #2 • The Gen Ed Council has agreed to include a statement requiring a minimum grade of 'C' to earn General Education credits and a grade of 'C-minus' does not satisfy the requirement of a minimum grade of 'C'. • The policy is stated as is to avoid any misconceptions that might arise when a minimum 2.0 GPA requirement is employed. Advisors seem to agree with the 'C' requirement more than the requirement of a minimum 2.0 GPA. • See TAB # 3 <ul style="list-style-type: none"> ○ Loyalty Oath- The loyalty oath policy (Policy Number 3.023) has been revised. The document will be open to the public next week for a period of 10 days. Employees are strongly encouraged to add the General Counsel's email to your mailing list to receive periodic updates on this matter. For other feedback, please contact the General Counsel's office. • See TAB #4 <ul style="list-style-type: none"> ○ Family & Medical Leave- A few changes were made to the Family and Medical Leave policy. The language mirrors one that is in the contractual agreement and is provided by the General Counsel. 		

		<ul style="list-style-type: none"> • See TAB #5 <p>Non-Discrimination, Anti-Harassment, & Sexual Misconduct- The policy is amended on protected activity, and retaliation to sexual misconduct. Suggested was “Mutual Respect” be added to the title of the policy. A question on the language of “whistle blowing” was brought up & whether it is included in the policy. It was determined to be currently missing and requires feedback from the General Counsel.</p>		
<p>7) <u>Standing Reports</u> 7a) <u>Provost Report</u></p>	<p>Dr. Ballinger for Provost Toll</p>	<ul style="list-style-type: none"> • The office appreciated the current improvements on Textbook Adoption by faculty. • The issue regarding the recent cabinet decision made about overtime/overload was brought forward. <ul style="list-style-type: none"> ○ A discussion ensued on recent changes in advisor overload policies and its potential impact on advising and on instructional faculty. ○ This cabinet decision has resulted in a reduction of instructors who teach freshman courses such as Effective Learning. Advisor overload is possible upon a supervisor’s approval. ○ This law (Fair Labor Standards Act) precludes any work by hourly employees outside of their working hours. ○ Ms. Christin Lloyd from the Office of Human Resources offered clarification and interpretation of the language in the law. 		

		<ul style="list-style-type: none"> ○ The cabinet is planning to revisit this decision next semester as many of the impacted employees have expressed disappointment. 		
7b) SAC Report	Teri Bigos & Lauren Strunk	<ul style="list-style-type: none"> ● The SAC has also reviewed the new policy on overloads. ● The SAC was invited to participate in the Student Success Committee. ● The President for SAC has resigned and currently the council is under election. 		
7c) SGA Report	Emmalyn Green	<ul style="list-style-type: none"> ● A video addressing parking concerns raised by the student body was shown, discussing the budgetary limits, limitations due to preservation and identifying locations for new parking garages. ● New garages seem to be an issue raised constantly by the student body. ● In addition, the video also offered SG Quick Tips on Parking with emphasis on Garage 2 parking, arriving 30+ minutes early and carpooling (use of Wheely app). A survey will also be conducted on the matter. ● The first homecoming event at FGCU will be held February 6-11, 2017 and will coincide with alumni events. 		
7d) UFF Report	Dr. B. Elliott	<ul style="list-style-type: none"> ● Administration contacted UFF about FLSA. Two information sessions were held to inform advisors about the changes. They were informed that they will still be considered as faculty even though they are required to fill a timesheet. 		

		<ul style="list-style-type: none"> • The President has met one-on-one with Deans and Chairs to discuss changes. • UFF is in the process to setup sessions to renegotiate our contract agreement in January. 		
8) For the Good of the Order	All	<ul style="list-style-type: none"> • Thursday, December 01, 2016; 5-7 PM: Student presentation in U. Tobe Recital Hall with a reception to follow until 7 PM in the Arts Complex. • Thirty-One: An MFA Thesis Exhibition by Jessica Osceola will be held November 28-December 08, 2016. • Closing reception for Arts will be held on Thursday, December 08 (5-7 PM). • Empty Bowls event on December 02, 2016. • Tiny Scanner-- an app to create a single pdf by taking images of your portfolio. Faculty are encouraged to use this timesaving app. • Senator Sandra Pavelka was appointed as the chair of the Faculty Involvement Group (FIG) • The International Committee (IC) will also have its first meeting soon. 		
10) Adjournment		<ul style="list-style-type: none"> • Meeting ended at 11:25am 	Motion to adjourn: S. Coticone	

Next Senate Meeting: Friday, December 2, 2016 @ 9:30 AM – Cohen Center 213

Next Senate Leadership Team: Friday, January 27, 2017 @ 12pm –Cohen Center 213