

MINUTES - Faculty Senate
 Friday October 11, 2019 9:30 am-12:00 pm
 Cohen Center 213

In Attendance: D. Acheampong (P. Meso proxy), T. Allen, A Bhatt, A. Carlin, M. Colmer, A. Connor (T. Sadgihi), M. Erickson, W. Everham, M. Fauerbach, P. Finley, L. Frim, S. Gimirugan, A. Harner, M. Houdyshell, S. Isern, L. Jiang, J. Kakareka, S. Komisar, T. Leary, D. Lura, J. MacDonald (A. Carlin proxy), K. Malimage, P. Meso, M. Paine, J. Reilly, C. Robb (K. Werder proxy), M. Rosenthal, J. Sughrue, S. Thomas, R. Totaro, A. VanDuijn, C. Villiers, K. Werder, T. Yontz, F. Zhao.

Absent (without Alternate/Proxy): J. Kakareka

Guests: Amy Vitiello, Jacob Goldman, Patrick Niner, Scott Michael, Paul Snyder

Agenda Item	Responsible	Discussion	Action/Vote
1) Gathering	Senate Faculty Vice President - Anna Carlin		
2) Approval of the Senate Meeting Agenda 10/11/2019	Anna Carlin		Motion to approve agenda. <i>Rosenthal/Sughrue</i>
3) Approval of the Senate Meeting Minutes from 9/27/19	Anna Carlin		Motion to approve minutes. <i>Rosenthal/Lura</i>
4) Faculty Senate President's Report	Anna Carlin	<ul style="list-style-type: none"> • Naming of Wilson G. Bradshaw Library ceremony: Oct 21. RSVP to the email you have received. • Counseling Center opening Ceremony: Friday Nov 1 10:00 a.m. RSVP to the email you have received. • Fall Commencement: Dec 15. RSVP to the email. • The College of Business held a student forum on Oct 3 regarding the Resort and Hospitality Management restructuring. 30 students attended the Q&A. • Deadline for PDFG applications: October 31. • The Executive VP and Provost search has posted a position description on the search website, and we sent it to you by email. It has been available for a month. • University Admissions will now include both Undergrad and Grad admissions. We will move to a new system of admissions on the same calendar and system as other universities. <p><i>Werder</i> Clarification on COB meeting for students: there were 50 students in attendance. In addition, the changes to curriculum were initiated by administration not by faculty.</p>	
5) Standing Reports- VPAA	Paul Snyder	<ul style="list-style-type: none"> • Update on Dean Search for COB: interviews will be held in October • The BOG is initiating an additional Program Review process to examine programs with low degree production (e.g. BA 30 degrees or less in a 5 year period). As in 2015, BOT then added other programs of concern to them. At this point, though, we are just waiting to see what is going to happen with that and will let you know. 	Extension 5 minutes. <i>Harner / Sughrue</i>

		<ul style="list-style-type: none"> The Library Dean Search is under way with a second candidate on campus today, with a third to come. The presentations are open for all to attend. <p><i>Everham</i> I don't recall that in 2015 any programs were actually cancelled, and which programs are vulnerable now? <i>Snyder</i> You are correct. We collected an amazing amount of data to show that we have a good process in place for review of programs. The board is different this time, and I don't know how it will proceed. Yesterday, the Provost asked for the 2015 data, and we are on it and will let you know when we know more. As for the vulnerable programs, it does not appear that there are any under the threshold that lack good reasons for that, such as program change. I shared those numbers also with the Associate Deans of Colleges.</p> <p><i>Sughrue</i> Faculty Affairs has requested an independent Ombudsman, and we want to have it called to the Provost's attention every chance we can. <i>Snyder</i> Thank you; he is favorably disposed to that.</p> <p><i>Thomas</i> We spoke with BOT members and we were assured there would be no programs closed. As for uncompensated teaching, the college plans have not been finalized. What is the status of this? <i>Carlin</i> Some clarification on this from the Provost would be helpful. <i>Thomas</i> Yes.</p> <p><i>Sughrue</i> And Tony is also in on these discussions.</p> <p><i>Allen</i> The COB Dean is a crucial hire for us. Please give us input. We have narrowed the pool to 35 or so from 400. Please, again, participate. <i>Snyder</i> We will have a formal feedback option for faculty as well as forums for faculty, staff, and students to meet with final candidates. <i>Tim</i> I have been begging for feedback, please do attend.</p> <p><i>Houdyshook</i> There's concern in some of the colleges about uncompensated teaching. Our dean presented it as a done deal without discussion, for example. We need clarification, because we don't want to be held to something we didn't discuss. <i>Snyder</i> I'll make sure there is clarification.</p> <p><i>VanDuijn</i> Where in the past we had 2 faculty workloaded for committee work (Independent study projects, research projects), this year only the committee chair is getting workloaded, the second committee member is not, so we are regressing on uncompensated teaching.</p> <p><i>Michael</i> Are the vitas for the Library Dean search available online? <i>Snyder</i> In the case of the COB, Tim is sharing some of this material, but I don't know what else is available.</p> <p><i>Bhatt</i> I was charged when I asked to see a record and can't recommend it.</p> <p><i>Carlin</i> Paper records are in the library. <i>Michael</i> Can we make them available? <i>Tim</i> I have hesitated to send them but they are open records.</p>	
6) Standing Report- United Faculty of Florida (UFF)	UFF Co-President – Patrick Niner and Scott Michael	<ul style="list-style-type: none"> Bargaining for salaries has stalled. We are going back to the table next week. At the request of all of you, we have scheduled out the next 5 dates, which are in the chapter update. We are putting together a survey for faculty We are 14 members shy of 60% faculty in the union. We will send out info soon to elect a diversity officer to work on issues related to inclusion and protected classes. Resort and Hospitality update: Oct 28 is the hearing with attorneys and an arbitrator to see if this is a case that can be escalated to arbitration. The SGA wants to be more involved as do faculty—in all of these matters. <p><i>Fauerbach</i> Are you advancing with pursuit of the compression and inversion study? <i>Michael</i> The firm has questions and suggestions for us on this. So, yes, we are in negotiations with them. <i>Carlin</i> With the last C&I there were categorization issues with librarians, so I am passing this forward to you. <i>Michael</i> There will be issues with small numbers and statistics and we will be looking at in-unit faculty only. <i>Niner</i> This time, versus last, this is a better process for many reason with strong commitments from many</p>	Extension 10 minutes <i>Harner/Sughrue</i>

		<p>people involved. <i>Michael</i> If you have a grievance related to the outcome of this process, make sure you are a union member first.</p> <p><i>Thomas</i> What are your bargaining strengths at the table? <i>Niner</i> Time is on our side in that everyone wants this to be done quickly, and we are willing to wait. <i>Michael</i> Our membership is also a strength.</p> <p><i>Everham</i> Yes, and if people have trouble with C&I, there was time long ago for feedback. Please let's guide the process together. The contract isn't done but time is short.</p> <p><i>Girimurugun</i> We want to be statistically sound. There are certain scenarios in which we can't apply certain stats to a small sample size, but there are alternatives for that. Still, in all cases possible, we will be making it statistically sound.</p> <p><i>Werder</i> I asked a colleague why they weren't UFF, and they said dues aren't fair. Is there consideration of a cap? <i>Michael</i> Dues are set at a state level. My response personally is that you join for the benefit of your colleagues as much as for yourself. <i>Niner</i> There are different membership ratios in different colleges here, and there is a direct correlation between lower membership <i>and</i> more investigable issues per college.</p> <p><i>Allen</i> My salary is public record, and as an eminent scholar, I felt the 1% dues were high. I withdrew because of that. Please take this to the state.</p> <p><i>Harner</i> I understand return on investment, but we are helping to get our own raises, as in the 2% raise they are arguing for now, which is more than the 1% of dues.</p> <p><i>VanDuijn</i> What is the reluctance to move up from 2% raise? <i>Michael</i> We have been told it is what was already budgeted, and that was the raise for staff already. <i>VanDuijn</i> There is spendable money, so I do not see why there can't be money available.</p>	
7) Standing Report— Student Government	Director of Campus Projects— Jacob Goldman	<ul style="list-style-type: none"> • Introduces Hannah Bautz, Director of Communication and Marketing for SGA • Azul's Market: Oct 16 10:00-2:00 • Hockey Tailgait today starting 6:30 Hertz Arena. • Student-Faculty mixer at boardwalk: Nov 1 • Student-Fac BB game, details forthcoming and sign up too: Nov 15. 	
8) Standing Report— Staff Advisory Council (SAC)	SAC President -- Amy Vitiello	<ul style="list-style-type: none"> • Friday next update <p><i>Fauerbach</i> When is the president scheduled to visit SAC? <i>Vitiello</i> Nov 22</p>	
9) New Business— Information Item – Provost Search update	Search Committee Member - Julie Yazici	<ul style="list-style-type: none"> • We have a website. Keyword “Provost Search” from FGCU website. • We met twice already and there were open university forums as well. • On the website are the position description and minutes for all meetings as well. • I want to get your thoughts on the position description and the process, and please encourage people to apply. • You are an important part of this process. • <i>Please</i> reach out to us on the committee at FGCUProvost@divsearch.com <p><i>Isern</i> The committee should seriously consider female candidates: someone who reflects more than 50% of our students, staff, and faculty.</p> <p><i>Reilly</i> Will you clarify?</p> <p><i>Isern</i> The administration is currently mostly male, and our population here is not reflected in that proportionally.</p> <p><i>Everham</i> It is primarily white male. We need to bring someone in who knows how to work collaboratively with a union and someone in a non-tenure setting. And experience with managing change. We are still on an arc</p>	

		<p>of change. And someone who can have a conversation about what it means to be a comprehensive university.</p> <p><i>Reilly</i> For the prior President search, one on one meetings with the candidates, less formal conversation options—that would be great.</p> <p><i>Sughrue</i> Will we be able to get a top quality Provost if the President is still in place but is leaving? Will they think maybe they can apply for the President position? Has that been considered? <i>Yazici</i> We have not discussed that but I will bring it up. <i>Sughrue</i> I'm concerned about it. And there is the possibility a candidate would not be interested if there was to be a new President who might want an entirely new Provost.</p> <p><i>Girimurugan</i> Can you tell us the current status of the pool with respect to diversity now? And perhaps we can agree to numbers. <i>Yizici</i> The announcement has been posted to sites that highlight diversity, and we are just in an initial screening, and then we will see the pool statistics. We don't have the pool yet. At that time we can look at it and make recommendations.</p>	
<p>10) New Business—</p> <p>Action Item – Professional Development Fund Grant revisions</p>	<p>Chair of PDFG Committee – <i>Rachel Tait-Ripperdan</i></p>	<ul style="list-style-type: none"> • We are trying to make the online application process easier. • It is better now than it was, and it will become even more user friendly next year with a new program. • I'm here to present our changes to the guidelines—most of them small adjustments. But there are some big changes: • 1. There will be no difference between domestic and international travel amount limitations. • 2. We have added a rubric for transparency of scoring • 3. Now we have every year a budget, which is an improvement, but it comes with a need to adhere to the fiscal year. It is common sense but a change. • 4. The application compilation order is also different online, for clarity and ease. <p><i>VanDuijn</i>. Thank you very much. This is good. To your point about being denied on the basis of technicalities, will you please make impossible the disqualification of people for simple errors—embed that in the online system. <i>Tait</i> Yes, thank you.</p> <p><i>Everham</i> I get we are funded on a fiscal year. If I want to go to a Fall conference, can I write my proposal for Fall in Spring of this year? <i>Tait</i> You have to wait; it is a change that's frustrating and you pay out of pocket up front but it matches the fiscal year. <i>Everham</i> It stresses folks to have this system that way. <i>Tait</i> I'll mention this to the committee.</p> <p><i>Thomas</i> Thanks for the wonderful work. Please clarify the fiscal year. <i>Tait</i> July 1 2019-June 30 2020. We want to fund you; we want to support you.</p> <p><i>Rosenthal</i> I want to clarify some discrepancies between what is online and what is in the document on which we will be voting. <i>Tait</i> Yes, I will update that and send it to Anna. <i>Carlin</i> We can get that updated and recirculated as soon as possible.</p> <p><i>Bhatt</i> Resume -- how long is required? <i>Tait</i> As long as it fits in the upload, it does not matter. <i>Bhatt</i> I also don't like having to pay up front. Good job and thank you.</p> <p><i>Komisar</i> The issue has always been whether and how much is guaranteed. <i>Tait</i> \$120,000 is guaranteed total. <i>Komisar</i> Can faculty senate ask for more money? <i>Tait</i> We are set for this year, and it has always been a competitive grant; beyond that the amount is outside of the purview of this committee.</p> <p><i>Carlin</i> Senate can always ask for more money.</p> <p><i>Bhatt</i> I express my appreciation for the committee.</p> <p><i>Paine</i> Just to clarify: this year we will use the prior guidelines, and the new ones will be in place for next AY. And now the rubric is intended to help us account for our award amount? <i>Tait</i>. Thank you. If we get lots of applications versus more, the percentages for each area are adjusted. It's not a fixed percentage.</p> <p><i>Thomas</i> What is the purpose of reporting whether we were supported in the prior year? <i>Tait</i> It is so we can report how the money has been used.</p>	<p>Extension 5 minutes</p> <p><i>Bhatt/Thomas</i></p>

11) New Business— Action Item – Bylaws revision to include School of Entrepreneurship	Anna Carlin	<p><i>Morgan</i> I urge people to give thought to the fact that this precedent setting, making it hard to deny other schools not reporting to a Dean from being admitted. There are long term issues here.</p> <p><i>Everham</i> I agree but I am going to vote, because we already decided to bring these people in. We have already changed our formula for the ratios of college representatives. We need to have a conversation about this for the future.</p> <p><i>Sughrue</i> I think there is an urgency, as for their need for promotion and a PRSC. They exist and deserve the right to be represented.</p> <p><i>Werder</i> We are growing and will soon have 8 faculty, matching the library, and we do not have representatives without this change.</p> <p><i>VanDijuin</i> Yes, this is a different issue than for Resort and Hospitality Management. Let’s revisit representation at a different date.</p> <p><i>Reilly</i> Do faculty senators have to come from a unit run by a dean. That seems to be Morgan’s point. Everyone here reports to a dean, but not Entrepreneurship.</p> <p><i>VanD</i> Our bylaws are silent on this. It is a discussion we might have. <i>Carlin</i> Yes, as when Library didn’t have a Dean.</p> <p><i>Werder</i> To clarify: the SOE will become a college and have a dean, which is part of the strategic plan.</p>	<p>Motion to adopt changes to the bylaws. <i>Everham/Sughrue</i> Vote 26 yes Ab3</p>
11)Announcements and For the Good of the Order		<p><i>Leary</i> Nice job Anna</p> <p><i>Sughrue</i> Changes to FPED are coming as well as full review of FPED.</p> <p><i>Paine</i> October 17th Wasmer Art Gallery reception opening and lecture by eminent artist – season highlight.</p> <p><i>Thomas</i> For the refreshments, I request honey and place for dishes.</p>	<p>Motion to Adjourn <i>Sughrue/Rosenthal</i></p>
12)Adjournment			
Future Meeting Dates		<p>Next Senate meeting: <i>Friday, October 25, 2019 @ 9:30 AM– Cohen Center 213</i></p> <p>Next Senate Teams Council of Chairs meeting: <i>TODAY Friday, October 11, 2019 @ 12:30 pm – Cohen Center 213</i></p>	