

**MINUTES - Faculty Senate**  
**Friday, February 7<sup>th</sup>, 9:30 am-11:45 am**  
**Cohen Center 213**

**Attendance**

Acheampong, Daniel	Proxy – Kalana Malimage	Lura, Derek	Proxy – Claude Villers
Allen, Tim	Present	MacDonald, Jamie	Present
Bhatt, Anjana	Present	Malimage, Kalana	Present
Carlin, Anna	Present	Meso, Peter	Present
Colmer, Maria	Present	Paine, Morgan	Present
Connor, Annemarie	Proxy – Maria Colmer	Reilly, John	Present
Erickson, Mark	Proxy – Arie Van Duijn	Rhodes, Lyndsay	Present
Everham, Win	Present	Robb, Colleen	Present
Fauerbach, Michael	Present	Rosenthal, Martha	Present
Finley, Penny	Proxy – Lisa Crayton	Sakharuk, Alex	Present
Frim, Landon	Present	Sughrue, Jennifer	Present
Girimurugan, Senthil	Present	Thomas, Serge	Present
Harner, Anne	Present	Van Duijn, Arie	Present
Houdyshell, Michael	Present	Villiers, Claude	Present
Isern, Sharon	Absent	Weatherford, Elizabeth	Present
Jiang, Lan	Present	Werder, Kelly	Proxy – Colleen Robb
Komisar, Simeon	Present	Yontz, Timothy	Absent
Leary, Terry	Present	Zhao, Fan	Present

Guests: Missy Berkley (proxy, Andi Clemens) (SAC), Kayla Reiter (SGA), Carolynne Gischel (UFF), James Llorens (Administration), Paul Snyder (Administration), Tony Barringer (Administration)

Agenda Item	Responsible	Discussion	Action/Vote
1) Gathering	Senate Faculty President – Jamie MacDonald		
2) Approval of the Senate Meeting Agenda 2/7/2020	Jamie MacDonald	Change made to agenda – adding Resource Reallocation after New Business - Approved	Motion to approve agenda Sughrue/Rosenthal
3) Approval of the Senate Meeting Minutes from 1/24/20	Jamie MacDonald	Approved	Motion to approve minutes Sughrue/Frim
4) Faculty Senate President's Report	Jamie MacDonald	Student mental health and physical health partnership committee– four names to send forward to Dr. Martin for the task force.  Resource reallocation last Friday – information as an agenda item.	

Education bills are working their way through Tallahassee that deals with higher education.

- House Bill 613 by Raymond Rodrigues and Senate Bill 1402 by Manny Diaz are relatively similar. Some highlights:
  - Repeals the emerging preeminent state research university designation and creates State Universities of Distinction.
  - Modifies state university performance funding metrics to include metrics that focus on the success rate of “2+2.”
  - Describes limits to administrative growth rates compared to faculty growth rates
  - Currently, only Florida Polytechnic has an administrative growth rate that is higher than their faculty growth rate (From Jason Jones, Chief Data Officer, BOG)
  - Rodrigues’ HB once again includes language requiring each SUS and FCS to conduct an annual survey of the intellectual freedom and viewpoint diversity at that institution. There is a strong feeling that this survey will not be successful as the bill moves along.
  
- BOG meeting in Tallahassee last week
  - No significant issues that directly concern FGCU
  - Degree with excessive credit hours, meaning more than 120, once again was a concern for the BOG.
  
- Advisory Council of Faculty Senate Presidents (ACFS) meeting on Friday, the 31st after the BOG meeting
  - Tim Jones, BOG Vice Chancellor Finance/Administration, and CFO provided us with some new budget data.
  - K-12 teacher pay increases will negatively affect higher education funding. Charter schools will utilize most of the PECO funding.
  - Discussions of possible 3% state employees’ raises. Commonly in the past, SUS’s have been left out.
  - SPoIs – discussion at the ACFS level about SPoI administration to students, how many students complete them, which SUS’s make them public, how they are used towards promotion and tenure.
  - ACFS might consider suggesting revisions to SPoIs, will be addressed at our May meeting

**Discussion:**

**Everham:** We should make SPoIs public. I propose a resolution for public access to SPoI results. Instruments may need work, but make public.

		<p><b>MacDonald:</b> The change was made from Student Assessment of Instruction (SAI) to Student Perception of Instruction (SPoI) because students lack the qualifications to assess teaching, but instead, are offering a perception of their instruction.</p> <p><b>Rosenthal:</b> Is data available to support the SPoI is more valuable than the SAI?</p> <p><b>MacDonald:</b> Schools are using different instruments but making similar assessments. The process is the same.</p> <p><b>Sughrue:</b> I am in full agreement with Win. What is the process to make this public?</p> <p><b>Snyder:</b> UFF-FGCU and FGCU administration negotiated the use of SPoI results as a personal, professional development tool because of abuses from the old process using SAI and information from the SAIs toward evaluations and promotions. This decision was made in consultation with UFF-FGCU and is not a requirement of the State. The decision was made with the intent to maintain the value while recognizing the system can be abused due to student coercion, among other issues. Faculty developed the questions that are most useful to faculty development and faculty can choose to present the results to the Department Chair to demonstrate improvements and personal growth.</p> <p><b>MacDonald:</b> In May, Faculty Senate presidents will collect and present data. UFF-FGCU must be part of the discussion.</p> <p><b>Allen:</b> I am in favor of appropriately releasing results; however, students must be forced to positively opt-out, or they must complete the survey. With a response rate of 7 out of 50, chances are only the angry students are contributing to the SPoI results.</p> <p><b>Thomas:</b> Propose to make the Excellence Award guidelines more consistent, especially since there is a permanent increase in pay associated with winning the award. Rules should be explicit and come back to Faculty Senate for approval.</p> <p><b>Everham:</b> This is a great time to reevaluate since there is a financial award at stake. We should look at the burden of applying.</p>	
5) Standing Reports- VPAA	Interim Provost - Dr. Llorens	<p>Thank you for Arthrex Day participation – 26 reps from Arthrex were present, and they were pleased with the response We intend to extend to other regional employers.</p> <p>BOG – finance people had a separate meeting to discuss lab fees. We have been operating with the understanding that we had discretion; however, there is a prohibition against increasing lab fees. Our intent to adjust for rising cost without lab fee increases is to have Deans and Department Chairs to budget needs for the Provost’s Office and Finance to cover needs.</p> <p>The entrepreneurship will have the groundbreaking in April</p>	

Thank you to Sue Meyers and others for the challenges associated with keeping normal classroom operations during the closure of Merwin Hall.

The Library Dean announcement will occur next week.

Update on provost search - a final slate of candidates goes to committee next week with the goal of the anticipated start date of July 1<sup>st</sup>, 2020. Dr. Llorens will stay for a transition period.

Performance metrics - Bob Vines submitted to the BOG. Our score is likely to be our best at 88.

**Discussion:**

**Everham:** Did the addition of summer courses contribute to the Metrics improvements?

**Llorens:** I think so. Operating summer was at a fixed cost, so making change helped students.

**Everham:** I propose a resolution for senate recognition the people who kept us in business last week during the closure of Merwin Hall.

**Llorens:** Faculty as well, everyone stepped up.

**MacDonald:** I am willing to write a letter to thank everyone involved on behalf of the Faculty Senate formally.

**Reilly:** Did the BOG finance inflation costs relative to Lab Fees?

**Llorens:** No, their position is no more increases to students, regardless of inflation.

**Leary:** Great news on the improved Academic Progress Rates. What about postgraduate data? What do we know about job placement, pay after graduation, etc...?

**Snyder:** The metrics, in part, measure pay and job placement.

**Leary:** How do we get access to that data?

**Snyder:** The information is available online and is usually a year behind because the focus is on 1 year out from graduation. Resource reallocation concern. We have shown improvement against the benchmark.

**Llorens:** The salary benchmark is \$25,000 annually; our average is \$40,000 annually.

**Thomas:** In the rebalancing of resources, will compensated versus uncompensated teaching be considered? Faculty have helped to improve graduation rates, but some students are seduced from one-degree program to another, which improves graduation rates but may put some other degrees in danger. Regarding Integrated Studies, students can get locked in early before considering another program. Are we sacrificing excellence for four-year graduation rates? Maybe

		<p>30 credit hours is too soon to decide on Integrated studies. Are we lowering standards?</p> <p><b>Llorens:</b> There has been no discussion so far on the 30 credit hours regarding Integrated Studies. The increase in Integrated Studies is a trend so the discussion should occur regarding adding new degrees, are we offering the right degrees, should there be a realignment of degrees? The basis for determining is student interest. Students are looking for broader education for more grounded studies and meeting the employment sector needs. We should make sure we are producing students who will succeed. The Entrepreneur Program captures a different type of student. We are anticipating a different evolution of Higher Education learning structure, perhaps three years of broader undergraduate education with a year of graduate-level education for specific learning. FGCU is in a unique position not bound by tradition and can make changes</p> <p><b>Paine:</b> In light of raises, what was the process by which to decide to appeal to courts regarding the Advisors' unfair labor practice case? – At what level was this discussion made, and how will the appeal be funded?</p> <p><b>Llorens:</b> The administrative team made the decision. Board of Trustees' involvement is not necessary. We still believe we are correct. Regarding the PERC ruling appeal, funding will be from the General Fund, including outside counsel. We will engage outside counsel.</p> <p><b>Everham:</b> Back to Serge - I think it is useful to reevaluate programs; however, there is still a concern with the non-reappointment of the Resort and Hospitality faculty, which is stoking concern from the faculty at-large.</p> <p><b>Llorens:</b> I think you are right, and this is understandable. Significant change will cause the harsh reality of reallocating resources, space, and faculty.</p> <p><b>Frim:</b> Regarding the reallocation question and Integrated Studies. Is the trending based on student trends because Integrated Studies is easier, or does it mirror employer needs? Are we following the trend of what first-year students or freshmen want, or are we going to follow the employer trend of wanting students trained for their discipline?</p> <p><b>Llorens:</b> I think that is a valid question in terms of where we are going. Maybe the employer statistics are not keeping up with the trend. If students want a specific trend, are we doing ourselves a disservice by not providing what they want? Must maintain delivery within disciplines while incorporating employer needs. It is a balancing act.</p>	<p>Motion to extend time by 5 minutes Van Duijn/Allen</p> <p>Motion to extend the time by 5 minutes Rosenthal/Meso</p>
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<p>6) Standing Report- United Faculty of Florida (UFF)</p>	<p>UFF-FGCU Dr. Carolynne Gischel – Grievance Chair</p>	<p>Resort and Hospitality Management (RHM) faculty – the background information – the faculty non-reappointment led to the grievance and arbitration. One year ago, faculty from RHM received letters notifying them that employment would cease in one year, by May 2020. The affected faculty contacted UFF-FGCU and it was decided that this was a violation of CBA Article 15. The conversation was regarding non-reappointment because with three-year contracts and good evaluations, the contracts should automatically renew.</p> <p>Grievance, step one, was unsuccessful. The argument went to arbitration, where FGCU cited Article 12 with a statement that non-reappointment is not able to be grieved. UFF-FGCU cited Article 15 as the CBA Article that was violated, and the hearing to determine arbitrability went to UFF-FGCU’s favor. The issue was forwarded to arbitration. After three attempts for UFF-FGCU to contact attorneys representing FGCU, UFF-FGCU attorneys were notified that non-reappointed faculty had their non-reappointment date extended to May 2022, three years from the original notification.</p> <p><b>Discussion:</b>  <b>Sughrue:</b> The six faculty have been put on notice until 2022. Is there no chance of the extension of their multiyear contracts?  <b>Gischel:</b> There are differences of opinion. It is a nonrenewal letter.  <b>Allen:</b> Does everyone who received a nonrenewal have the opportunity to address any issues?  <b>Gischel:</b> The cited purpose for the non-reappointment is the realignment of the program.  <b>MacDonald:</b> No one was told they did not meet expectations.  <b>Gischel:</b> Everyone should become familiar with CBA Articles 12 and 15.  <b>Everham:</b> This grievance was initiated during my UFF-FGCU presidency. My opinion is there was no evil intent. This is a disagreement about how to move the institution forward. This is important to understand. Everyone should be a member of the union for the balance of decision making. The Grievance Chair job is demanding, and I would like to thank Carolynne for stepping up. She did a great job.  <b>Gischel:</b> It is a great outcome and thank you.  <b>Girimurugan:</b> Who pays for arbitration, which has not been discussed, only arbitrability costs to date?  <b>Girimurugan:</b> During the entire process, has UFF-FGCU or FGCU administration come to realize that this could have been resolved at the informal stage?</p>	<p>Time extension 5 minutes - Sughrue/ Girimurugan:</p>
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		<p><b>Gischel:</b> UFF-FGCU followed the process articulated for grievances outlines in the CBA article 20, which starts with an informal resolution. I cannot speak for FGCU administration.</p> <p><b>Llorens:</b> We always welcome the opportunity for an informal agreement. Changes happen with a gray middle area. We will always try to resolve issues informally.</p> <p><b>Fauerbach:</b> Are we considering tenure? With a new provost, it may be time to discuss.</p> <p><b>Gischel:</b> I am not sure if this will come up for this year's bargaining.</p> <p><b>Paine:</b> Is the current CBA being reprinted?</p> <p><b>Barringer:</b> We are waiting on for the advising piece – will add as an amendment.</p> <p><b>Paine:</b> It is easier to work from a physical copy.</p> <p><b>Barringer:</b> Regarding the arbitrability hearing, informal resolution is always the goal.</p> <p><b>Girimurugan:</b> Informal resolution is always the way to go when possible.</p>	
7) Standing Report— Student Government	SGA Vice President -- Kayla Reiter	<p>More events for Homecoming week; over 2000 students at first meeting and the comedy show was a success.</p> <p>Today grand opening of the recreation center</p> <p>Thanks to faculty for meeting with me to pitch the idea of taking faculty to lunch or breakfast instead of the mixer. We are working toward obtaining meal vouchers</p> <p>Student complaints go to student government at <a href="mailto:sgvp@fgcu.edu">sgvp@fgcu.edu</a></p> <p>Microgreen event – there are 20 spots for students with 11 spots left. This event promotes sustainability. The term is over April 1<sup>st</sup>.</p>	
8) Standing Report— Staff Advisory Council (SAC)	SAC President - Andi Clemens (proxy)	<p>47 faculty attended Arthrex day.</p> <p>Additional funding for professional development \$57,000 requested, \$35,000 available.</p> <p>We are asking those who received funding to share what they learned at their conferences.</p>	
9) New Business—	Workday Project Mary Banks	<p>Today's discussion – Eduroam and Workday</p> <p>Wireless: FGCU-campus provides 1.5 mgb for all devices. WLAN-private is only for FGCU devices and provides unlimited mgb. EDUroam provides 10mgb for all personal devices and is available worldwide in other locations that provide EDUroam.</p>	

		<p>Workday is HR, finance, and student systems, which are cloud-based.</p> <p>Started in HR finance and used in many companies. Why the change? Banner is clunky. In 2015 we attempted changes with Banner, and it was not aligning with our needs. We solicited for system and implementation partner. It is taking one year to go live and will happen at the end of this fiscal year – July 1<sup>st</sup> 2020. Everyone will need patience because this is a significant project. The transition could be rocky. Workday is a broader system than Banner. If you use PTO or sick time, enter time, budget, buy anything, or travel, you will use WorkDay. The biggest challenge is cultural change, including adoption and buy-in.</p> <p>Preferred communication – email, newsletter and department meetings for dissemination – department administrators are receiving education and will serve as resources.</p> <p><b>Discussion:</b></p> <p><b>Allen:</b> Regarding EDUroam, there are student concerns that EDUroam is creating data collection from the use of their network. Is that an issue; is there information collection? It seems that information collection is the price paid to get ten mgb rather than one mgb.</p> <p><b>Banks:</b> Connection on campus is recognized. The system recognizes when and where a person has connected to the network. That is a privacy concern for some.</p> <p><b>Allen:</b> Is data collected and stored?</p> <p><b>Girimurugan:</b> Security is more of an issue with the social media they use. Is GulfLine going away?</p> <p><b>Banks:</b> We will add analytics, Prism. Student implementation is 6-7 implementations out, which will eventually replace GulfLine.</p> <p><b>Girimurugan:</b> Are we using 2-factor authentication with Workday?</p> <p><b>Banks:</b> Yes, because of the sensitive information that is stored.</p> <p><b>Thomas:</b> Will we need to use adobe acrobat to upload information on WorkDay?</p> <p><b>Banks:</b> There are many ways to upload into Workday.</p>	
New Business Action Item,	Institutional Affairs Team Sue Meyers	<p>Calendar 2022-2023 discussion. IAT committee.</p> <p>Fall 2022 will start in on a Friday and end on Friday</p> <p>Spring 2023 will start on a Monday end on Monday.</p> <p>Regulations include making meeting times and dates equal. The committee will try to have a ‘balance’ day if there is an extra day. The guidelines include 37.5 hours for a three-credit hour course. There are three entry periods; August 22<sup>nd</sup>, January 4<sup>th</sup>, and May 5<sup>th</sup>. Starting dates must be within working days of the entry periods, otherwise waivers are necessary.</p>	

		<p>The people at the university also need time to conduct academic business between semesters.</p> <p>We try not to adjust after the calendar is set.</p> <p><b>Discussion:</b></p> <p><b>Reilly:</b> I am pleased to see Study Day of Oct 4<sup>th</sup>. Is that a fall break and if so, will that continue?</p> <p><b>Meyers:</b> That seems to be the trend.</p> <p><b>MacDonald:</b> Danvers Johnson is the chair of the committee.</p> <p><b>Van Duijn:</b> Thank you for your work on this. UF starts on 24<sup>th</sup> end on 7<sup>th</sup> with 2 reading days. What drives the differences since they are under the same regulations.</p> <p><b>Meyers:</b> There are 210 instructional days. Different schools in the SUS count Saturdays differently. Larger institutions use Saturdays toward the 210 instructional day count.</p> <p><b>Van Duijn:</b> Are you looking for alternatives. Calendar issues can cause issues with housing and professional programs.</p> <p><b>Meyers:</b> We could not find an alternative. We could take it back, but the calendar would have unequal days. The rotating Veterans' Day holiday is leading to this problem.</p> <p><b>Carlin:</b> Compare to other calendars, there is a lack of balance in days.</p> <p><b>Sughrue:</b> If the President's Cabinet and Dr. Cordova have approved, do we have any sway?</p> <p><b>Meyers:</b> Senate is the approving body for the academic calendar.</p> <p><b>Reilly:</b> I appreciate the balance. Lack of balance can cause an issue, especially in labs.</p> <p>Send questions to Maria Colmer to be forwarded.</p>	
Information item	Resource Reallocation Dr. MacDonald	<p>Dr. Martin is gathering a steering committee for resource reallocation. The committee is not a decision-making committee. The purpose of this committee is to set the context for the decision-making committee, outlining process.</p> <p>The timeline is to have a process in place to move forward with the reallocation of resources by 2021.</p> <p>Faculty Senate is sending three names forward to participate and UFF-FGCU is offering two names as well. Dr. Martin will select a committee participant from the forwarded names.</p>	

		<p>Everyone should look for metrics for scholarship and program success. Deans, directors and chairs will be charged with a response to the committee regarding suggestions for reallocation of resources.</p> <p>Two volunteers from Faculty Senate are Drs Van Duijn &amp; Houdyshell.</p> <p><b>Rhodes:</b> Proposed new programs are on hold. What is the timeline for programs in limbo?</p> <p><b>MacDonald:</b> Physics and Biology held up, but not necessarily by the resource reallocation initiative.</p>	
11) Old Business - None		None	
12) Announcements and For the Good of the Order		<p><b>Rosenthal:</b> Offering the third Cannabis Professional Certification Program from February 29<sup>th</sup>, 2020 to March 4<sup>th</sup>, 2020.</p> <p>The Naples Harp Ensemble is performing at the United Church of Christ on Sunday, February 16<sup>th</sup> at 3 pm</p>	
13)Adjournment		Adjourned	Girimurgan/Sughrue adjournment
Future Meeting Dates		<p><b>Next Senate meeting:</b> <i>Friday, February 21<sup>st</sup>, 2020, @ 9:30am-11:45 am Cohen Center 213</i></p> <p><b>Next Senate Teams Council of Chairs meeting:</b> <i>Friday, February 21<sup>st</sup>, 2020 @ 12:00 pm – Cohen Center 213</i></p>	