

**MINUTES - Faculty Senate**  
**Friday November 9, 2019 9:30 am-11:45 am**  
**Cohen Center 213**

**Attendance**

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

Guests: Missy Berkley (SAC), Kayla Reiter (SGA), Scott Michael (UFF), Thelma Sanchez (SGA), Chris Wright-Isak

Agenda Item	Responsible	Discussion	Action/Vote
1) Gathering	Senate Faculty President – Jamie MacDonald		
2) Approval of the Senate Meeting Agenda 11/08/2019	Jamie MacDonald		Motion to approve agenda. Sughrue/Acheampong
3) Approval of the Senate Meeting Minutes from 10/25/19	Jamie MacDonald		Motion to approve minutes. Sughrue/
4) Faculty Senate President's Report	Jamie MacDonald	No report today, in interest of time.	
5) Standing Reports- VPAA	Provost Llorens	Not in attendance today. In another meeting about partnerships with University of the Bahamas.	

6) Standing Report- United Faculty of Florida (UFF)	UFF Co-President Patrick Niner and Scott Michael	Bargaining update- will accept 2% with a minimum of \$2000 -2% raise will be retroactive to the beginning of the year  Union is only 12 members away from 60% membership.	
7) Standing Report— Student Government	SGA Vice President -- Kayla Reiter	<ul style="list-style-type: none"> <li>• Farmers market, 10-2 Saturdays at North Lake Boardwalk and Waterfront. Looking for more vendors.</li> <li>• Tuesday Farmers Market moved to student plaza (from Veteran's Pavilion).</li> <li>• Homecoming is planned for Feb 5-8.</li> <li>• Ordering more hammocks.</li> <li>• Wings of Shelter donation drive Nov 11-Dec 6. Cohen Center 271 is a collection point.</li> <li>• Thelma Sanchez, SGA Director of Academic Affairs in attendance today. Faculty vs student basketball game on Nov 15 at the ROC.</li> </ul>	
8) Standing Report— Staff Advisory Council (SAC)	SAC President -- Melissa Berkley	<ul style="list-style-type: none"> <li>• SAC is working on updating bylaws.</li> <li>• Next meeting on Nov 22 after Senate.</li> </ul>	
9) New Business— Information Item – FGCU President Mike Martin Q&A	FGCU President - Mike Martin	<p>Questions were submitted over the last few weeks. MacDonald will ask questions from the list.</p> <p>Multiple questions were submitted about Resort and Hospitality Management faculty non-reappointment.</p> <p>Martin: Enrollment in the RHM program went way down. There seemed to be “open combat” between faculty members in the program. Dean Beatty brought a consultant in. The recommendation was to make the changes that we ended up making. We did all of this within the rules in the CBA Article 12. We could not continue to fund the program at the same level when enrollment was going down. You all (in other programs) would be subsidizing that program. Look at CBA Article 5 introduction- we are united in the pursuit of truth. There has been misinformation spread about what happened with RHM faculty and program. I have all of the information, conversations in emails, that will show you the actual situation. This was about math. There are other programs in decline that we may need to look at.</p> <p>Has RHM reorg had an effect on relationships with community? Martin: They are supportive, especially of raising the rigor. We have heard from employers that our students were not as competitive as others.</p> <p>Are there plans for reorganization for other programs? Martin: We have to look at the math. We can look at enrollment. If there are some in fundamental decline, what do we do? This situation was so clear, and went into decline so quickly and no one had a plan to turn it around. If teaching activity is going down, keeping productivity up</p>	Motion to suspend rules of time for this information item. Rosenthal/Everham.

would require that scholarship should go up. We didn't see that relationship (teaching/scholarship productivity) in RHM. Enrollment is going down across the country. We are doing well, in contrast to nationwide trends.

Werder: Why wasn't Article 13 used instead of Article 12? Martin: because that article seemed to address what was going on.

Martin: Because the enrollment was obviously going down. We had too many faculty for the students that were showing up. Harner: We have the expectation that we have a 3 year contract. Martin: I have a responsibility to make sure that funds and money are spent the best way possible. We can't afford to sustain programs that can't come close to sustaining themselves. Could not tolerate that kind of inefficiency.

Colmer: You said there was a 46% decline in enrollment (in RHM) over what time period? Martin: 2014-2018. Colmer: Do we know why? Martin: I think that other programs have grown in that same time, like entrepreneurship. The CIP code for our program included more lower level jobs than programs from other schools

Jiang: If student enrollment continues to decline, will increased scholarship and research be effective in maintaining the program? If I have been productive in the past 4 years, and I slow down is that a problem? Martin: We want to look at quality of scholarship, and look at the trajectory of scholarship.

Girimurugan: You mentioned that if RHM teaching load was going down then scholarship should be going up. Do you know if enrollment was down were individuals given a lesser teaching load in their assignment? Martin: I don't know that, that is an interesting question.

Michael: Can you make that CIP data that you have available? Martin: Sure, keep in mind there are anomalies to pay attention.

Rosenthal: Scholarship is not only journal articles. I heard an emphasis on citation index. Martin: I recognize that scholarship is not always research.

Question from list: We were originally told that the focus for faculty was teaching here. Has the expectation of scholarship activity increased? Martin: While the original expectation here was that teaching was the primary objective, it is not enshrined in the CBA. I think this is changing. I think that engagement and impact on the community, to be true to regional comprehensive university, is dependent on scholarship. Water initiative includes everyone. This requires more than teaching.

Everham: I think that weighting of the three areas happens at the unit level. I think people have gotten imbalanced through limited resources. If people want course releases to do scholarship, they are probably told no and actually asked to take on an overload. Funding for scholarship is limited. Martin: I have tried to empower colleges with budget decisions. When there is additional money, most people hire more faculty instead of funding existing faculty initiatives. We

allocated money to the colleges, then it is up to the college to decide what to do with it. It seems like people are still waiting for me to tell you what to do.

Sughrue: I can appreciate decentralizing the budget, but there is a disconnect between the administration of the unit and the faculty. Shared governance seems to be ignored. Martin: How do you want me to solve this? Shared governance means listening to people, not necessarily agreeing. As you have opportunities to hire new deans, hire the ones you think support the things you support.

Villiers: Concern that deans can decide what they want but then there is inequity between units/colleges. There needs to be oversight.

Martin: Central administration's role is to coordinate strategy but units will decide how to implement the strategy.

Isern: Issue with decentralization- decisions to hire new faculty are based on the lack of resources to teach the classes that we have.

Martin: We have to look at how resources are being spent currently, we may need to reallocate resources. People have to be able to make tough decisions.

Wright-Isak: You have heard people talking about the pressure they are feeling to do more with fewer resources. There is not a person in this room that can control those decisions. You have that power to sway those people who can make decisions about how to allocate resources.

Question: Can you tell us more about our plans for University of Distinction funds and the focus of that initiative (water school).

Martin: This is still new. The BOG threw this at us last minute. If we get the 8 million, everyone on campus can be a part of it. Have we completely thought through how we are going to implement? No. If our legislative budget request (LBR) of 8 million for the water school is included in the overall BOG request that will help us with our own separate LBR.

MacDonald: Originally our areas for distinction were broader, did the state have you narrow that down? Martin: Yes.

MacDonald: Faculty are concerned that they are not included in the water initiative. Martin: People are going to have to be creative about how they can be involved. People can be associates. We are going to hire faculty that will be associates but placed in academic programs outside of the water school.

Sakharuk: Funding for technology is limited and ITS wants to shut down a server I need. How can we do better with this to support student success? Martin: We can talk about options.

Sughrue: Academic Partnerships is going to brand graduate courses we already have in our curriculum and fit them courses into 7 week online format. What is the point of this? Martin: We had a directive from the BOG to increase online. We thought that if brought in Academic Partners, it would get us up at running faster at a low cost. Why have we not done this before? Sughrue: Academic Partners is taking 50% of the tuition. If all they do is rebrand what we have,

		<p>what is their risk? Martin: There is more to the story than maybe is shared, maybe we need to do a better job of communicating.  MacDonald: Mike Rollo will be at Faculty Senate in January to talk more about the Academic Partnerships programs.  Girimurugan: Where is this data you are looking at for programs? Is it public? Martin: Institutional Research on FGCU.edu, IPEDS, BOG.</p> <p>Sakharuk: We are being pushed to convert low enrollment courses into independent studies. What is the policy guiding this? Martin: Our primary policy guidance is accreditation. Reiterate that resources are there, they just need to be reallocated. There seems to be resistance here to changing the way things are done.</p>	
10) New Business—  Action Item –  Nominations for Faculty Senate Secretary		No nominations were made.	
11) Old Business—  Action Item –  FPED Changes	Faculty Affairs Team-Chair, Jennifer Sughrue	No discussion on changes that were presented at the last meeting.	Rosenthal/Harner motion. 33 in favor, 0 opposed, 0 abstentions. Motion carried.
12) Old Business—  Action Item –  Professional Development Fund Grant revisions		Some alterations were made since last meeting to address concerns raised at the last meeting and shared with senators ahead of this meeting. No discussion.	Motion to approve. Sughrue/Rosenthal 34 in favor, 0 opposed, 0 abstentions. Motion carried.
13) Announcements and For the Good of the Order		<p>PDFG: There were 93 applicants this time that asked for \$120,680. The budget for PDFG is \$125K for the whole year and almost \$30K has already been spent paying for last fiscal year’s travel.  MacDonald is going to ask the Provost for more money.</p> <p>Everham: Asks Senate to form a program/ curriculum review team based on the data that the President has and is looking at and get ahead of this.</p> <p>Leary: Thank you (MacDonald) for asking for more money for professional development money.</p>	
13)Adjournment			Motion to adjourn, no objections.

Future Meeting Dates		<p><b>Next Senate meeting:</b> <i>Friday, November 22, 2019 @ 9:30 AM–11:45 am Cohen Center 213</i></p> <p><b>Next Senate Teams Council of Chairs meeting:</b> <i>Friday, January 24, 2019 @ 12:00 pm – Cohen Center 213</i></p>	
----------------------	--	--	--