**MINUTES - Faculty Senate**

Friday September 27, 2019 9:30 am-12:00 pm

Cohen Center 213

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

**Absent** **(without Alternate/Proxy):** NA

**Guests:** Tony Barringer, Kayla Pelter, Patrick Niner, Scott Michael, Paul Snyder, Lenore Benefield

**Summary:** Hurricane update & discussion. Discussion of BOG change to metric 10 & plans to examine low enrollment programs.

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| **Agenda Item** | **Responsible** | **Discussion** | **Action/Vote** |
| 1) Gathering | Jamie MacDonald |  |  |
| 2) Approval of Agenda 8/30/19 | Jamie MacDonald |  | Motion to approve agenda. *Isern* / *Sughrue* |
| 3) Approval of Minutes from 3/29/19 | Jamie MacDonald | *Harner* Please change “Connor” to “Harner” at #9: *Connor* When it comes to clinicals…. Becomes *Harner* | Motion to approve minutes. *Sughrue / Harner* |
| 4) Faculty Senate President’s Report | Jamie MacDonald | * Welcome. * Pres Martin will not be here today and we have rescheduled his visit to Nov 8, 9:45-10:45. We’ll have someone suspend the rules to allow him the time. Friday Nov. 1 is the new deadline for submission of questions. We already have more than 20 responses. * BOG is proposing to modify current programs of strategic emphasis. This is a metric. Be aware of this as we move forward: some programs have been removed and some added to the list. * BOT meeting. Precious Gunther reported on the low faculty diversity here. Staff and students are more diverse than faculty. Martin and Council of Deans are discussing targeting more diverse and more numerous outlets where we can advertise our jobs. * Commencement – discussion about Spring 2020 moving back to Hertz Arena. Concern by President and Police of traffic problems, including accidents, which would be alleviated by Hertz as well as our being able to have fewer ceremonies. * Master Planning for the University will now include faculty. This will be an ephemeral team, the members I have identified by asking a couple of people who could be available on short order. They will meet with President Martin soon, and we will let you know more then. * Universities of Distinction. We are one, distinguished by BOG to have programs that meet workforce needs. Water, Entrepreneurship, and Health with emphasis on geriatrics are the areas unofficially noted by Martin as key.   *Rosenthal* What does it cost to rent Hertz?  *MacDonald* I don’t know but there are costs also with Alico. *Rosenthal*. Is there another way to approach that as with busses for parking offsite? *MacDonald* It’s possible.  *Everham* Can we get the commencement team to give us details at a future senate meeting? *MacDonald.* Absolutely  *Sughrue* I would like more representation on the ephemeral faculty team related to strategic planning.  *Thomas* Do we know where we stand with the Uncompensated Teaching policies? *MacDonald* The Provost hasn’t approved them yet.  *Snyder* Programs of Strategic Emphasis, we acted to have Communications and Health Sciences retained and made other cases as well, but because other universities didn’t get involved, there was less support for keeping some of them. Different universities argue for different things. With regard for Universities of Distinction, we have been working hard to produce a second legislative budget request for 8 million dollars generally under the rubric of the Water School with other related programs. Next week the BOG strategic planning committee will meet and will be deliberating with attention to our proposal. | *Sughrue* / *Everham* 5 minute extension |
| 5) Standing Reports- VPAA | Tony Barringer | * Sabbatical portfolios, the intent to apply deadline has passed. The   The next deadline for completed portfolios is October 11th.   * Professional Development Leave: 2 applicants. * Promotion workshop Nov. 4, 9-noon. Cohen Center. * Reception for those awarded Oct 9, 5-7 p.m CC 214. * On the diversity initiative, we are looking also at retention as part of what is a comprehensive approach.   *Everham* Is there any possibility to extend deadline for Professional Development Leave? *Barringer* We can have that conversation. *Everham* Let’s remind instructors and their chairs of this opportunity. *Macdonald* Good idea.  *Werder* Where is the promotion workshop being held. *Barringer* In the Cohen Center Ballroom 214.  *Isern* Let’s make sure that we are including those diverse faculty when it comes to leadership opportunities.  *Harney* I have a colleague who applied for professional development. *Barringer* I’ll go back and look into that with a contact to Andy Clemens.  *MacDonald* Would you be willing to present an info item on the diversity issues at a future senate meeting? *Barringer* Of course. |  |
| **6) Standing Report- UFF** | Patrick Niner and Scott Michael | * Compression and inversion studies ongoing. We can share the data thus far. * Advisors, recommendation to restore them to faculty; another ruling coming. * We are proceeding also with advocating for Resort and Hospitality. * Our negotiations on the budget are slow. On the table are   + Have professional development funds automatic and in your contract.   + Have a base pay increase for excellence awards.   + Paid family leaves for birth, adoption, elder care.   + Base pay bump for instructors who complete terminal degree while at FGCU   + Longevity or merit based pay increase for employees who have maxed out their promotion opportunities (e.g. Full Professor)   + Deadlines and funding for the compression and inversion studies.   + Cost of living increases added as a routine * Informal discussions with Provost are also ongoing on subjects including how to reach textbook adoption benchmarks, on department chair training and other support for faculty, and on who owns the materials for courses. We also need definitions for clinical instructors and other lines. And there was a recent policy on policies, and we see it is essential that the policies are all shared with all stakeholders. We are also investigating unwritten regulations. * UFF at FGCU is as strong as ever, with nearly 60% members.   *Kakareka* Thank you for everything. Compression and inversion should be done every 2-3 years. *Michael* We’d like to have faculty salaries part of a long term strategic plan.  *Lura* Is it possible to stick to the schedule of meetings for bargaining so that we can better count on an attend them? *Michael* It can be hard to achieve this with so many at the table. *Niner* We have been meeting every 2 weeks and scheduling them one week in advance. There is also a hope that every meeting will be the last but we’ll do our best to offer more notice. The next are Wednesday, October 2, 2:00pm to 4:00pm in Edwards 309  Friday, October 4, 9:00am to 11:00am in Marieb 402. *Lura* I think it would be better not to have meetings as soon as possible but rather on a set schedule like once a month. *Michael* Visitors can’t be involved in the conversation. *Lura* But it would be better to have the room packed with faculty to make a point. *Michael and Niner* Yes.  *Sughrue* There is a rumor that Martin will appeal the decision on the advisors and what is the process for the transition back to faculty proceeds.  *Barringer* We are a couple of months out before the final ruling comes. The administration has reserved its right to appeal if necessary. We would at that time develop a transition plan. *MacDonald* We will also make sure the structure they have in place not also doesn’t violate the FPED; there are many moving pieces.  *Jiang* For excellence awards, will this apply to the current year? *Niner* That is our plan but we have not received the response yet.  *Leary* To reference the 9% gap for full professors, what is that? I think Business faculty may not be 9%. *Michael,* that’s us in aggregate, all faculty here compared to those in the SUS, not broken down by discipline.  *Everham* I didn’t realize that administration can still appeal after the final ruling.  *Sughrue* On faculty owned materials, I was unclear on this. *Michael* See articles9.9 and 18.3 that discuss an income sharing agreement.  *Sughrue* The language on who owns what is unclear. *Michael* Great point. We need a statement in place about income sharing.  *VanDuijn* Will you say more about the clinical professor positions? *Michael* We are now hiring clinical professors. I’ve not seen descriptions of those positions but have requested them. They are coming. *VanDuijn* The reason we came up with this is because we have instructors who have qualifications closer to ranked faculty. It seems we are drifting from this commitment to better serve them.  *Sughrue* Clinical professor is different than clinical instructor. *Michael* The latter is not in the CBA and the Provost is looking into this.  *MacDonald* It is worth mentioning that Library faculty also have the 9:00-5:00 workday requirements.  *Everham* I’ve just received a text that confirms that administration can appeal the advisor decision. Please spread the word on joining UFF. | *Kakareka/Rosenthal* – 5 minutes extended.  *VanDuijn/Sughrue*  5 minutes extended. |
| 7) Standing Reports-Student Government | Kayla Reiter | * Nov. 1 Student-Faculty mixer. First one a success. * Nov. 15 Student-Faculty Basketball. Look for more info. * Oct. 15 Hockey Tailgate * Farmer’s markets Tuesdays * Oct 3 7:30-9:30 Sugden 114 There will be a forum for students to discuss concerns about Resort and Hospitality changes so that they can get straight answers. * A Director of Communication and Marketing for Student Government has been hired.   *Fauerbach* We requested photos of the north entrance redesign, are those coming? *Reiter* We have not been giving permission to release them yet.  *Rosenthal.* To whom do I direct students if they want to set up a stand at the farmer’s market? *Reiter* Direct them to me.  *Colmer* Please repeat the time of the RH forum; is it a.m. or p.m. *Reiter* a.m. |  |
| 8) New Business | Jamie MacDonald | * Senate bylaws revision adding the unit of “The School of Entrepreneurship” so that they can be represented here.   *Paine* My first concern is I don’t know the SOE size. *MacDonald* 6 faculty members. *Paine* There are representational issues, as in need for ranked faculty and coverage and the lack of a dean. I’m also concerned about the lack of faculty input here, and is there a new curriculum? *MacDonald* Essentially they took a pre-existing faculty set and curriculum and broke them off. I have expressed these concerns to the Provost and the President about the small size of the unit which creates burden on the faculty. *Paine* Why isn’t this a college? *Barringer* This could grow into a college. There are other institutions with freestanding schools with similar structure. We are committed to making this work. *MacDonald* We are getting off topic because we are discussing bylaws inclusion. *Isern* Do they want to be added to the senate? *MacDonald* They are here and fully consent.  *Isern* I’m concerned still that they will be pressured to serve beyond what is fair for them. *Werder* Entrepreneurship. We have close to 500 students in the major, and we are growing into a college. We are similar to the Library too as far as faculty: they have 8 faculty and we have 6. The bottom line is that the unit exists and is here, and we’d rather have the chance to be represented *MacDonald* We are here just to add the unit to our bylaws.  *Sughrue* Now I understand it because it is part of the strategic plan. *MacDonald* It is something we feel makes us unique.  *Everham* It can be hard to be spread so thin, but it is important to have our colleagues have a place at the table. Also, let’s make sure there’s a more thoughtful collaboration on all changes going forward, as per Morgan’s points, which are always worth heeding. *MacDonald* I was taken by surprise that this happened without knowledge of the larger university community. *Everham* This by-laws change will help those faculty impacted.  *VanDuijn.* I agree. Let’s pass this.  *Lura* We have a second agenda item to discuss: things that happen without adequate input. *MacDonald* Please engage with the President on this when he visits Senate. *Lura* This is a narrow agenda item currently but about process itself, this is longer. *MacDonald* Engage with Martin and we’ll also talk with UFF.  *Harney* How many reps does each college get? *MacDonald* Every unit gets two until you reach another benchmark, and then you get 3. FIU has 62 senators.  *Kakareka* Just a clarification: this is a vote to approve the bylaws change or not; nothing more.  *Paine* Was there any consideration of the drafters to include other schools? *MacDonald* We can only include units not schools.  *Carlin* They won’t have representation if we do not add them to the bylaws, whereas faculty in schools already do have representation. *MacDonald* The importance of the debate about new units is not lost on me. | *Girimurugan /MacDonald* 2 minute extension |
| 9) Old Business    Academic Calendar 2021-22 - Institutional Affairs Team | Anna Carlin | *Sughrue* Is this a recommendation or a done deal once voted? *Carlin* When we approve it, it’s done. It has already been approved at those levels.  *Lura* We can either approve this or deny it, yes?  *Carlin* We can send it back to committee. *MacDonald* There are many options. If we pass it, it becomes the calendar.  *Lura* If…. *MacDonald* We would need a new motion and so forth. *Girimurugan* We can also modify the wording, with a 2/3 vote.  *Harney* Please clarify why the term can’t start on Monday rather than Thursday. *Carlin* There is a date from BOG that will be violated if we start earlier. We would need state approval. We discussed that option but it still messes up the other days of the week.  *VanDuijn* I’m not going to object but I offer an observation from a faculty member that’s part of a 12-month program: the length of our terms seems to creep longer and longer. This creates issues with clinical placements and many other things. *MacDonald* There are impacted faculty on the calendar committee; please bring those concerns forward earlier to them. *Carlin* We looked at this last year in comparison to SUS schools and we’re not that far off. *MacDonald* Indeed there isn’t that much difference between them. *Carlin* And you may give an exam during your 15th week; you don’t have to offer an exam in the 16th week.  *Acheampong* Clarification about the days of the week, there will be one more day for some classes if we started the AY calendar on Monday.  *Kakareka* This creep started last year. I agree we should go back and look at this.  *Allen* Please put in writing somewhere that we don’t have to offer exams in the 16th week. *MacDonald* We keep holding this line: all of our contact hours are satisfied by the 15 weeks. Administration is concerned faculty are leaving before their contract is fulfilled- separate issues.  *Harney* Just anecdotally, my child at FAU was out 2 weeks earlier. *Carlin* There is a chance they might be out of compliance with their calendar dates. We are in a better position not to be out of compliance.  *Everham* Am I allowed to give my final exam in the 15th week? I need that confirmed. *Barringer* We can get clarification on this.  *Paine* In summer B, with class ending August 6th, I have had students who became homeless August 1st when their leases expired. *MacDonald* We will make a note of this.  *Reilly* The argument for the 2020 calendar with having the Friday after Veterans day off was a problem. Does the committee realize that the only required class day in Thanksgiving week is the Monday, which is problematic. *Carlin* We might have put that Friday off somewhere else. *MacDonald* Give the students the opportunity to disappoint us by requiring them to be here on such days. *Reilly* The argument is that they won’t come Monday.  [motion to extend discussion not carried. Vote occurs. Calendar approved]  *Carlin* Please get us feedback earlier in the process next time. *MacDonald* How about we have an information item with the members of that team coming to Senate. | Motion to extend time *Sughrue / Komisar* not carried.  Motion to accept document as presented  *Sughrue / Lura*  Motion carried.  Calendar accepted. |
| 10) Announcements and Good of the Order |  | Announcements   * *Leary* I have data on hours of work by our students, showing our students work many hours during the week, even fulltime students. *Lura* That’s far above the average for the nation. *MacDonald* Terry I encourage you to share with VP Cordova   Good of the Order   * *Isern* I have concern about jhow the planning ephemeral members were selected. Reaching out is not fair. *MacDonald* You’re right. That’s why I said it was done autocratically. I just decided to do it because appointment team has been slow. *Isern* I agree but it is important we have a fair process * *Everham.* I agree with Sharon. While we move forward, can’t we put out a call to have more faculty joining us. Sharon is right. *MacDonald* Let’s meet first with the President to see what the situation is. * *Villiers* A lot of the comments on the classes today were discussed last time we met. I’d like my colleagues to be more prepared and seek feedback in appropriate time frame. *MacDonald* One thing we did was have our Communications Officer, Maria Colmer, send out reminders to senators about the details of these discussions. *Villiers* Please let’s be mindful of being prepared so that we can be moving forward. * *Allen* Curriculum is in the purview of the faculty? How can a curriculum change get approved if not first approved at the college curriculum committee? *MacDonald* It is not supposed to happen.  *Allen* Be aware that it is. *MacDonald* Let me know and we will take this to a higher level.   *Sughrue* When talking about exam weeks and the calendar, please keep in mind that doctoral students are one more example of the reason one size fits all is not working as a policy. | Move to extend time by 2 minutes: *Kakareka/Daniel* |
| 11)Adjournment |  |  | Motion to Adjourn, *Fauerbach/Meso* Motion carried. |
| Future Meeting Dates |  | **Next Senate meeting:** *Friday, October 11, 2019 @ 9:30 AM– Cohen Center 213*  **Next Senate Teams Council of Chairs meeting**: TODAY *Friday, October 11, 2019 @ 12:30 pm – Cohen Center 213* |  |