

MINUTES - Faculty Senate
Friday August 28th, 2020, 9:30 am-11:45 am
Virtual

Attendance

Acheampong, Daniel	Present	Lura, Derek	Present
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	Present	Reilly, John	Present
Erickson, Mark	Present	Rhodes, Lyndsay	Present
Everham, Win	Present	Robb, Colleen	Present
Fortney, Jeffrey	Present	Rosenthal, Martha	Present
Finley, Penny	Present	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
Bouldin, Elizabeth	Present	Weatherford, Elizabeth	Present
Jiang, Lan	Present	Werder, Kelly	Present
Komisar, Simeon	Present	Yontz, Timothy	Present
Leary, Terry	Present	Zhao, Fan	Present
Sadighi, Tammy	Present		

Guests: Andi Clemens, (SAC), Kayla Reiter (SGA), Patrick Niner (UFF),Carolynne Gischel (UFF), Joseph Kakareka (CAS), Dr. Michael Ghali (CAPS), Brian Bakalar (CAPS), Senate Alternates in attendance: Patrick Wheeler, Virginia Londahl-Ramsey, Molli Mercer, Daniel Kern

Agenda Item	Responsible	Discussion	Action/Vote
1) Gathering	Senate Faculty President – Jamie MacDonald		
2) Approval of the Senate Meeting Agenda 8/27/2020	Jamie MacDonald	Approved	Approved agenda Kern/Acheampong
3) Approval of the Senate Meeting	Jamie MacDonald	Approved	Approved agenda Girimurugan/ Fortney

<p>Minutes from 4/10/20</p> <p>4) Standing Reports</p> <p>4.a.) Faculty Senate President's Report</p>	<p>Jamie MacDonald</p>	<ul style="list-style-type: none"> • Provost meetings over the summer <ul style="list-style-type: none"> ○ I want to thank Provost Llorens for holding two university-wide and 8 College/unit meetings over the summer to address COVID-19 related concerns. ○ Some items that are part of our reopening plan were born out of these meetings – like the back-channel student assistants for virtual classes. ○ Provost search continues: Dr. Clay Motley, Director of the Honor College, is now the Chair. Dr. Rollo retired. <ul style="list-style-type: none"> · The five finalists will be on campus this Fall · Candidate #1 – September 21 & 22: Dr. Alan R. Shoho · Candidate #2 – September 24 & 25: Dr. Paul Atchley · Candidate #3 – September 28 & 29: Dr. Mark Rieger · Candidate #4 – October 1 & 2: Dr. William R. Crawley · Candidate #5 – October 8 & 9: Dr. Robert 'Bud' Fischer, Jr. ○ The Senate officers will be meeting with each candidate. ○ https://www.fgcu.edu/about/leadership/officeofthepresident/notices/provostsearch#MeetingMinutes • Budget: <ul style="list-style-type: none"> ○ Faculty Senate's budget, like most/all budges at FGCU, has been affected by the pandemic. Let's try to highlight some positives instead of focusing on the negatives. ○ Working collaboratively with the Provost, Andi, and Rachel T. (PDFG Chair), we were able to minimize the cuts to the PDFG for the 2020-2021 Academic year. ○ Originally the PDFG was reduced by 56%. This was under the assumption that most of the PDFG was used for travel, which would not be occurring this year. ○ However, many societies are having virtual conferences which still require large registration fees. Additionally, there are a number of non-travel PDFG requests each year. 	
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		<ul style="list-style-type: none"> ○ Collaboratively with the Provost’s office, we were able to show that a 32% reduction would be fiscally responsible while still covering the average registration fees and non-travel PDFG requests based off of the 2019-2020 requests. So, there is “normal” amounts of money available for conference registrations in the PDFG this year. ● BOT met twice over the summer via conference call <ul style="list-style-type: none"> ○ At the June 9th meeting we approved the reopening plan; and reviewed the President’s performance. President Martin, due to the budget constraints by the state, deferred his \$50,000 bonus. ○ At the 8/11 meeting the BOT had to pass changes to regulations as a result of changes to Title 9 at the federal level. ○ Additionally, it seems like the state may suspend The Metrics for the 20-21 A.Y. ● In response to the social justice movements ongoing in the US, President Martin started a Values and Actions Team, which I am honored to be part of. <ul style="list-style-type: none"> ○ The Team is working on a speaker series on Diversity that will begin soon. ○ Martin gave us homework – how to integrate diversity into the curriculum; and, how to empower a Diversity Officer ○ Not born out of this, but important contextually, Dr. Ted Thornhill has begun a Center for Critical Race and Ethics Studies. Dr. Thornhill has been invited to come to Senate later in the semester to provide more information about this important new center. ○ Finally, and thank you Win for the reminder, today is the 57th anniversary of Dr. Martin Luther King Jr.’s I have a Dream speech. ○ As an undergraduate I was taught about the grammatical structure of this powerful speech. The use of parallel structure, repetition, and object à subject à verb order variation to stress his points. ○ My favorite passage from this speech is “hew out of a mountain of despair a stone of hope” ○ As a middle-class 20-year-old studying at a public liberal arts college in New York the need for this speech seemed so far away. It felt like history. But its calls for social reform, and hope, have never felt more relevant to me as we face a pandemic that seems like it will never end; and social inequities that seem to persist. 	
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<p>4.b.) Standing Report- VPAA</p>	<p>Provost Llorens</p>	<ul style="list-style-type: none"> • Provost Office is discussing the impact of changes to communication and delivery of educational content, including results of the changes such as anxiety. • Thank you for the efforts from all who contributed to the successful transition to a virtual learning environment. Many departments have contributed to that successful transition. • There have been some issues with the proper use of masks on campus and some students are seeking to switch to remote learning. • Some students are having difficulty getting to a computer and proper remote learning environment when they have face-to-face classes and remote classes scheduled too closely together. The library has an area with computers for students who are having trouble with transit time between classes. • Dr. Martin has asked off-campus housing complexes to monitor student behavior to help maintain compliance with social distancing rules. • Enrollment is robust; 15,446 students which is a 3% increase over last fall, down 7% for freshmen, but up 15% for transfers. • Need a concerted effort by all to reduce the possible spread of the SARS-CoV2 virus. • The reallocation of resources committee is evaluating university needs, may develop a model this semester. There is question regarding an incoming provost, but we will continue to implement changes out of the president's office to avoid a new provost needing to start a university evaluation. • We are working to accommodate the diversity initiative, he will be seeking representation from all colleges. <p>Discussion: Werder: Why did we not require testing, especially for Dorm students? Llorens: Mandatory testing is still a fluid situation that changes very frequently. We feel like screening and education is the best route through the Veoci app. We feel the strategy currently used is best, we have also discussed with health experts and other universities. Asymptomatic testing was offered as well. We may expand the use of temperature screening. Werder: What is follow up if students fail screening and are told not to come onto campus? Llorens: Screening may have changed the need to come to campus. Harner: Did MCHHS submit the Clinical Faculty job description and has the COE been able to contribute to the job description?</p>	<p>Motion to extend by 10 minutes: Thomas/ Sughrue</p>
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	<p>Sughrue: Still looking for criteria. Two education faculty were hire in clinical faculty lines and need job descriptions for PDP development and FPED evaluation criteria.</p> <p>Llorens: Will check with Dr. Barringer to verify and approve.</p> <p>Lura: Can we discuss opening asymptotic testing again due to external exposure to SARS-CoV2 to prevent larger spread</p> <p>Llorens: Not sure of timeline. Will bring it up in Cabinet meeting.</p> <p>Sughrue : The College of Education lost our dean to a cancer. Interim Dean Christensen has been great, but no new open line has been added to hire a new dean. Will there be a hiring process?</p> <p>Llorens: We are evaluating within the COE for leadership potential. We may have another interim. We are also waiting for suggestions for alignment of colleges and reorganization for a more permanent solution.</p> <p>Everham: Thank you for reaching out to library for solutions for the transition for students from face-to-face to the virtual environment very quickly. Can we collect data or needs assessment from students for online and in person resources?</p> <p>Llorens: We will obtain feedback on how the access in the library access is going. We will assess students and faculty. Welcome any suggestions in an informal format to address immediate needs.</p> <p>Everham: I am suggesting a formal and rigorous evaluation because we may exceed our resources.</p> <p>Llorens: What kind of data are you suggesting?</p> <p>Everham: Not sure – do the students have the technology they need, Wi-Fi access problems, etc....</p> <p>Acheampong: There are many student complaints regarding on-campus Wi-Fi.</p> <p>Llorens: Some evaluation should occur at the Dean and chair level for immediate and unique solutions.</p> <p>Leary: How do our enrollment numbers compare to other SUS?</p> <p>Llorens: Anecdotally, our enrollemnt seems in line with other SUS schools. None of the other provosts have indicated a significant drop in enrollment. Transfers are something to watch as this maybe a transfer for a semester of two. There is no real understanding of the reason behind that percentage increase in enrollment.</p> <p>Connor: On behalf of MCHHS, if campus closes, could there be an exception for the graduate programs with clinicals.</p> <p>Llorens: The immediate answer is yes for consideration, while considering clinical placements.</p> <p>Thomas: I have collected data regarding internet speed for students on campus; 5% have inadequate speed.</p> <p>Llorens: Money has been distributed form CAREs act money to help with this. Money is also being used for PPE</p>	<p>Motion to extend by 10 minutes Sughrue/Leary</p>
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		<p>and associated costs during the pandemic and meeting equipment and supply demands to open campus safely.</p> <p>MacDonald: There was \$11,000,000 with stipulations. Would be unable to use for anything else.</p> <p>Thomas: Will we get new CAREs act money, or can we utilize emergency reserves?</p> <p>Llorens: No indication of new CAREs act money. We will continue to monitor allocations and needs prior to using reserves, especially considering the possibility of a SARS-CoV2 resurgence. We are being as cautious as possible.</p> <p>MacDonald: FGCU also had 6% of our budget also held back from the State level.</p> <p>Acheampong: Should we return to campus after Thanksgiving?</p> <p>Llorens: Yes</p> <p>MacDonald: Do faculty have the freedom to conduct virtual class after Thanksgiving.</p> <p>Llorens: I am reluctant to answer that right now.</p> <p>Paine: There are some issues for adjunct faculty. They are impacted, but not represented. They were only offered institutional communications in Spring. We have asked a lot from them (the shift to online teaching, etc..) without an increase in compensation. Can you identify someone who can provide additional compensation for work completed?</p> <p>Llorens: This is the first time hearing this as an issue. I have not heard from Deans, chairs, or adjunct themselves.</p> <p>Paine: I sense this a due to a poorly formed communication line for adjuncts because they are not included in the governing structure.</p>	
<p>4.c) Standing Report- United Faculty of Florida (UFF)</p>	<p>Patrick Niner & Carolynne Gischel</p>	<p>Busy over the summer, very busy with a greater than 60% membership number including new faculty.</p> <p>Bargaining for 20/21 in progress right now. Focus on annual salary adjustment. After that we bargain for 21/22, yearlong, full book negotiation. Anticipate a number of negotiations amid the new practices from SARS-CoV2.</p> <p>C&I – overdue – E&Y bid accepted and management has agreed with a goal completion date of Dec. 2020. Will require bargaining of salary adjustments.</p> <p>Dr. Gischel – Grievance Chair – chair for last three years – new issues – 6-8 faculty contacted due to issues with evaluations and promotion – looking at a PDP training to write objective goals and objectives. Eric Insko working with the Lucas Center for training.</p> <p>Academic advisor litigation update – Most advisors are back in-unit by PERC ruling. Seven months of legal battles and management has implemented the PERC ruling order with</p>	

		<p>the exception of new advisors hired after the removal of advisors from in-unit faculty status. Difference of PERC ruling interpretation. This affects 8-9 advisors and UFF Is pursuing legal action at this point.</p> <p>Discussion:</p> <p>Leary: Increase in union rep. Is that from one department or across the board</p> <p>Niner: Good question for Eric but looks across the board. Highest numbers in CAS and COE – Lowest numbers in MCHHS and COB. – Have been advertising benefits</p> <p>Leary: Heard about a surg in COB, which is surprising.</p> <p>Niner: Interest, but that is conditional. Have dealt with multiple cases from COB, but they were not UFF members</p> <p>Carlin: Telecommuting policy raised question for librarians. Could we add details for work environment, etc.</p> <p>Niner: Only covers Out of unit faculty. Does not apply to in unit faculty. Discussion at bargaining regarding mirror language in the CBA during full book negotiation based o lessons learned during the pandemic.</p> <p>Carlin: Would like to be wary of adding too many stipulations.</p> <p>Niner: Multiple perspectives around bargaining table.</p> <p>Rosenthal: C&I, what happens if C&I shows need to increase salaries. How will that be addressed during times of austerity. Will that possibly be permanently lost</p> <p>Niner: unlikely considering the money spent on the C&I study. Financial looks ok for now.</p> <p>Everham: statement: commitment made for ongoing C&I and M&E studies.</p>	
<p>4.d) Standing Report— Student Government</p>	<p>SGA Vice President -- Alyssa Fleischer</p>	<ul style="list-style-type: none"> • Thank you for everything you do. Thank you to Provost Llorens, faculty, staff and others for working hard to reopen the campus. This has been a new opportunity in being adaptable and to new ways of learning. • Three branches of student government: hired the full cabinet but hired positions late due to circumstances. Hiring usually occurs in April. Recently SGA has spearheaded a name resolution, minority outreach committee, and are working to improve communication, easier on campus. <ul style="list-style-type: none"> ○ Executive: Full Cabinet, Name Equality Resolution, MOC Committee ○ Judicial: Associate Justices Hired, Supreme Court in Session ○ Legislative: SIRP, Bill Submissions, Treasurer Training, ABAS 	

		<p>Ideas for Surveys:</p> <ul style="list-style-type: none"> • Survey on Library Usage • Survey of student comfort levels regarding testing • Survey of students’ ability to attain the necessary resources to succeed in classes. <p>In a study conducted by student government, students preferred Canvas lectures. Also prefer Zoom; however, most faculty use BBB. Sending out a more concise survey for increased response rate.</p> <p>Discussion:</p> <p>Fleischer: Why wasn’t mandatory COVID-19 testing instituted for the return to campus. Testing</p> <p>Llorens: We are reevaluating the idea of community COVID-19 testing, not mandatory due to the potential quick change to positivity status. The Cabinet believes screening would be more effective</p> <p>Everham: That was the data I was asking of the Provost. Please consider providing that information.</p>	
<p>4.e) Standing Report— Staff Advisory Council (SAC)</p>	<p>SAC President -- Andi Clemons</p>	<p>Set goals at retreat this summer Include a way to increase staff voice in campus changes.</p> <p>Diversion and inclusion committee increase involvement Value and actions team – no staff rep – sent request to include staff.</p> <p>The pandemic has been difficult for staff – reduced assignments and reduced workforce. Looking for ways to improve morale – returning to campus August 31st. Asked the question of which staff positions could functioning a partial or full remote status. Professional development money received 35,000 last year with 57000 in requests.</p> <p>ITS is still updating equipment in classrooms – there were delays</p> <p>Workday – is a challenge. Please be patient. Faculty, you have academic appointments in Workday – please update information by notifying Andi Clemens, there could be information that should be updated or corrected. Important because will eventually be incorporated in credentialling for faculty.</p>	

		MacDonald: important to get staff on Value and Actions team	
5) New Business 5.a.) Informational item – Parliamentary procedures	Bee Jay Girimurugan	<p>Procedure is the same with exception of the addition of new rules with the use of Zoom. Will send Robert’s Rules of Order before next meeting. Understand the role of Faculty Senate as a shared governance. Also have the responsibility to share information with constituents and colleagues.</p> <p>No Zoom bombing – do not share information about meeting information and raise hands when contributing to a discussion. Agenda items – sent in advance – summarizing information that are informational versus action. Includes standing report as well, each lasting 15 minutes with the ability to make motions to extend time.</p> <p>Information items – providing documents and information and give opportunity to discuss. Share with constituents ahead of time to allow proper representation. Discussed over two meetings – first is for discussion – no debate or voting – intended to take back to constituents to get feedback for the second meeting.</p> <p>Action – can be a document policy or resolution that require introduction or updating. May include debate, discussion and voting.</p> <p>Question, discussion and debate – state name, wait for recognition from chair, parliamentarian will keep track of order. First question with one follow-up – if your discussion requires more than 2 questions, allow others to contribute and then may ask more follow-up questions. After questions, gallery is open to all for questions. Process allows for shared discussion.</p> <p>Voting – Senator votes by raising of one hand, may raise two if proxy for another Senator, alternate may represent Senator with one vote, alternate may only proxy for one Senator</p> <p>Point of order – will call if people are taking over one another. Must make motions, allow for discussion/debate/ followed by voting without interruption. An interruption will be a point of order.</p> <p>Discussion: Carlin: Please keep information secure. Will have new Zoom invites sent as calendar invites for each meeting.</p> <p>MacDonald: If people would like to attend, can request invite from the Faculty Senate website in order to maintain security</p>	

<p>5.b.) Informational item – CAPS update</p>	<p>Brian Bakalar</p>	<p>Case manager of suicide prevention at FGCU CAPS</p> <p>Changes at CAPS – procedures changed to accommodate student needs – slogan – this fall, please call Reduced face-to-face because of SARS-CoV2 in person left for crisis intervention. Other appointments via telehealth. The process – initial contact – directly connected with client services – verification and scheduling – appointment made based on availability of students and clinicians – trying for quick response time – before initial contact, forms are sent to student 30 minutes in advance – initial appointment – notify clinicians student is ready, then call is made via phone – Zoom is offered for face-to-face interaction and for assessment of immediate environment. HIPAA compliance regulations are met via private link sent directly to client. Recommendations are suggested, individual, group, psychiatry, case management offered.</p> <p>Difference between Caps counseling services – student care services – do not operate under HIPAA and confidentiality. Care may be appropriate for student experiencing academic problems related to personal issues – care will determine if mental health services or care services are required.</p> <p>Focus is for students EAP for faculty and family.</p> <p>Will have outreach to discuss with classes overarching problems such as pandemic.</p> <p>Discussion: MacDonald: Stressful for students and faculty – what is available to faculty? Bakalar: EAP – offers 4 session – second floor community counseling center. does family counseling Ghali: We appreciate the approach to students – unique position to identify needs for students to have mental health consultation early. EAP free for 3-4 sessions – community counseling center has a fee structure based on hourly rate with you out of \$25 – take time to listen and express that you care about them. Students become stressed when they are referred without the feeling of interest form faculty between initial identification and meeting MacDonald: Are you concerned about the change in assessment ability via virtual setting? Any recommendations? Ghali: Will need to consider as semester continues – there is something missing – there is a lack of feedback during online interaction. Makes tuning into a student reaching out even more important. Listen to their concern – ask questions appropriate to assess the best place to reach out – best would be student care services. https://www.fgcu.edu/studentlife/care/</p>	
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6) Old Business		None	
7) Announcements and 8) For the Good of the Order		<p>MacDonald: COVID at other SUS institutions: These are the SUS COVID-19 numbers according to the New York Times on 8/26/2020</p> <p>UCF = 727 UF = 266 USF = 220 FSU = 68 UNF = 51 UWF = 36 FIU = 35 FGCU = 18 FAMU = 9 FAU = 6 Florida Poly = 5 New College = 2</p> <p>MacDonald: Statement for presentation to Dr. Martin regarding the anniversary of Dr. Martin Luther King’s speech.</p> <p>Everham: Clock tower will chime 57 times at 1:15 today to honor speech.</p> <p>Paine: Wasmer gallery closed to general public. A senior show is open to small groups. 9/3 start date. Main gallery in Arts Complex</p>	
9)Adjournment		Adjourned	Daniel/Rhodes
Future Meeting Dates		<p>Next Senate meeting: <i>Friday, September 11th, 2020, @ 9:30am-11:45 am Virtual</i></p> <p>Next Senate Teams Council of Chairs meeting: TBA</p>	

