

**MINUTES - Faculty Senate**  
**Friday November 6, 2020, 9:30 am-11:30**  
**Virtual**

**Attendance**

Acheampong, Daniel	Present	Lura, Derek	Present
Allen, Tim	Present	MacDonald, Jamie	Present
Bhatt, Anjana	Present	Malimage, Kalana	Present
Bouldin, Elizabeth	Present	Mercer, Molly	Present
Carlin, Anna	Present	Meso, Peter	Present
Colmer, Maria	Present	Paine, Morgan	Present
Connor, Annemarie	Present	Reilly, John	Absent Proxy Kerns
Erickson, Mark	Present	Rhodes, Lyndsay	Present
Everham, Win	Present	Robb, Colleen	Present
Fortney, Jeffrey	Present	Rosenthal, Martha	Present
		Sadighi, Tammy	Present
Finley, Penny	Present	Sakharuk, Alex	Present
Frim, Landon	Present	Sughrue, Jennifer	Absent Proxy Houdyshell
Girimurugan, Senthil	Present	Thomas, Serge	Absent Proxy Barbosa
		Van Duijn, Arie	Present
Houdyshell, Michael	Present	Villiers, Claude	Present
		Weatherford, Elizabeth	Present
Jiang, Lan	Present	Werder, Kelly	Present
Komisar, Simeon	Present	Yontz, Timothy	Present
Leary, Terry	Present	Zhao, Fan	Present

Guests: Jim Llorens (Provost's office), Mike McDonald, Regina Beard (FAT), Andi Clemons, (SAC), Patrick Niner (UFF), William Reynolds (Lucas), Jackie Greene (Lucas), and Alyssa Fleischer (SGA)

Agenda Item	Responsible	Discussion	Action/Vote
1) Gathering	Senate Faculty President – Jamie MacDonald		
2) Approval of the Senate Meeting Agenda	Jamie MacDonald	Approved	Rosenthal/Zhao
3) Approval of the Senate Meeting Minutes from 10/23/20	Jamie MacDonald	Approved	Zhao/Sakharuk

<p>4.a.) Faculty Senate President's Report</p>	<p>Jamie MacDonald</p>	<ul style="list-style-type: none"> <li>• President Martin will be attending the 12/4/20 Faculty Senate meeting for a Q &amp; A with faculty. A survey will be sent to faculty prior to meeting to solicit questions for the President.</li> <li>• Draft regulation on PLA's went out 10/29/20 and generated a large number of correspondences from faculty, a Chair, and two Associate Deans from CAS. The Provost will organize a meeting to address, or alleviate, any final concerns.</li> <li>• Dr. Mark Rieger has been named Executive Vice President and Provost. He is scheduled to start January, 2021.</li> <li>• Dr. Shawn Felton and Mr. James Nathan have been named Co-Acting Deans of Marieb College of Health &amp; Human Services.</li> <li>• BOT met 10/29 virtually</li> </ul> <p>Dr. Cordova reported on Student Success.</p> <ul style="list-style-type: none"> <li>○ FTIC are down slightly from last year (-6.2%) but total enrollment is up by 2.5%.</li> <li>○ 37% of the FTIC are first generation students.</li> <li>○ 58% of the FTIC plan on working to finance their education.</li> <li>○ 44% of the FTIC cite mental health as a significant concern.</li> <li>○ 48% of the FTIC felt confident in their ability to adjust to virtual learning.</li> <li>○ 4-year graduation rate continues to increase, but is still relatively low (41%).</li> </ul> <ul style="list-style-type: none"> <li>• Housing is at approximately 82%. FGCU in the highest of the SUS. Needs to improve over the next year to meet the threshold of covering the bond payment.</li> <li>• 44.38 acres of property has transferred to FGCU from Lee County with Alico frontage. This property will be delegated as recreational fields.</li> <li>• Workforce housing project was presented to BOT regarding property near Gulf Coast Town Center,</li> </ul>	
--	------------------------	---	--

<p>4.b.)Provost Llorens Report</p>	<p>James Llorens</p>	<p>behind movie theatre. This would be a joint project that would offer below market value housing for future faculty. BOT not in favor due to university “not in the real estate business” and not hiring faculty at this time. Recommendation is to use for auxillary purposes.</p> <ul style="list-style-type: none"> <li>• BOG met 11/5/20 and reappointed two trustees (Fogg and Montgomery).</li> <li>• Governor DeSantis appointed Edward “Tee” Baur to the FGCU BOT.</li> <li>• Textbooks need to be ordered to be compliant with the BOG regulations for Textbook and Instructional Materials Affordability (BOG 8.003).</li> <li>• Excellence nominations are due by 5 pm, 11/16/20. Letter of nomination should be sent to Provost office. Please send to Tracie Beck <a href="mailto:trbeck@fgcu.edu">trbeck@fgcu.edu</a></li> <li>• Budget being reviewed by David Vasquez. BOG most likely will have a 6 million reduction for FGCU. No concern at this time and should be able to cover this reduction.</li> <li>• FGCU is one of two schools returning after Thanksgiving (FGCU and FIU).</li> <li>• Students are requesting pass/fail option. No decision has been made.</li> <li>• COVID cases on campus are declining.</li> <li>• Marieb College of Health &amp; Human Services Clinical Lab Services Program was recently reaccredited.</li> <li>• FGCU is keeping abreast of storm ETA. Decisions will be made as storm becomes more predictable.</li> <li>• Dr. Mark Rieger is the new Provost and will start January, 2021. Dr. Llorens will be assisting with the transition.</li> </ul> <p><b>Discussion:</b>  <b>Komisar:</b> Faculty appointments were made by Senate President to include faculty from different units to discuss university reorganization. Concern no discussions have been conducted with faculty.  <b>Llorens:</b> This is ongoing and meetings will be scheduled with President Martin and task force through spring, 2021. Implementation is not planned until fall, 2021.  <b>Paine:</b> If contingency plans are in place in case of BOG cuts to FGCU, and this does not occur, would like to suggest “vote for faculty”/invest in faculty instead of spending.</p>	<p>Motion to extend 5 minutes  Van Duijn/Fortney</p>
------------------------------------	----------------------	---	--

		<p><b>Llorens:</b> We will have a better understanding as we know resources.</p> <p><b>Clemons:</b> Reminded faculty 11/12/20 is the Provost’s promotion workshop which will be conducted in a virtual format. Letter of intent due 11/30.</p> <p><b>MacDonald:</b> Concern there maybe a hesitancy for promotion this year.</p> <p><b>Lura:</b> Voiced a desire for President Martin to address the reorganization with Faculty Senate before decisions are made. Disclosure of process would be appreciated by faculty to be clear on motivation of process.</p> <p><b>Llorens:</b> President Martin has been clear. Academic leaders have been involved.</p> <p><b>MacDonald:</b> States he will articulate this desire for a meeting to President Martin regarding reorganization.</p> <p><b>Everham:</b> Reiterated need for Faculty Senate meeting with President Martin to understand his “vision of reorganization”.</p> <p><b>MacDonald:</b> Regarding Pass/Fail option, how many students requested this option spring, 2020?</p> <p><b>Llorens:</b> Small number of requests have been received but exact number is not known.</p> <p><b>Carlin:</b> Concern of recent HR request for some faculty to return to campus for office hours and working on campus. Questioned that there are different expectations for faculty across the campus.</p> <p><b>Llorens:</b> Presently working with HR. Prefer to leave the managing process with the Chairs and Deans of the Colleges. No feedback from faculty with any significant problems. Change in policy has been reaffirmed by President Martin and he assumes it is being adhered to.</p> <p><b>Girimurugan:</b> If students come back after Thanksgiving and have COVID exposure or symptoms with quarantine requirements, do we give an incomplete or medical withdrawal?</p> <p><b>Llorens:</b> This would be between faculty and students based on progression of student in class.</p>	<p>Motion to extend 3 minutes MacDonald/Everham</p>
--	--	---	---

4.c) Standing Report- United Faculty of Florida (UFF)	Patrick Niner	<ul style="list-style-type: none"> <li>Upcoming UFF-FGCU chapter meeting 11/6/20 4:30-6:30 via zoom. Members were surveyed and set topics were formed. Concerns were safety and individual career set backs (portfolios/promotion). COVID could possibly impact annual reviews and consequently, directors initiating PIPS.</li> <li>To be ahead of this concern, a Memo of Agreement (MOA) was drafted by UFF and Management Bargaining Team and was forwarded to Provost today. This memo addresses impact on careers and personal safety and will be included in the annual review process.</li> </ul> <p><b>Discussion:</b>  <b>MacDonald:</b> Leadership needs to be consistent.  <b>Niner:</b> UFF is aware of changes that are needed.</p>	
4.d) Standing Report— Student Government	SGA Vice President -- Alyssa Fleischer	<ul style="list-style-type: none"> <li>Reported budget process application process has closed.</li> <li>Appropriation committee has started hearings.</li> <li>Town Hall meeting 11/18/20 6 pm with student Question and Answer session.</li> <li>SGA newsletter will be sent end of November.</li> <li>Freshman Convocation being addressed.</li> <li>PSA video being produced regarding Thanksgiving safety during COVID crisis. This will be placed on social media.</li> </ul> <p><b>Discussion:</b>  <b>Everham:</b> Recommended SGA to look into past FGCU experience with Freshman Convocation.  <b>MacDonald:</b> Did SGA send survey regarding their perception of issues?  <b>Fleischer:</b> Yes, survey was not effective in determining concerns of students. Hoping town hall meeting will be more effective in obtaining information</p>	
4.e) Standing Report— Staff Advisory Council (SAC)	SAC President -- Andi Clemons	<ul style="list-style-type: none"> <li>Meeting with President Martin on 11/20/20 with opportunity to ask questions.</li> <li>One important issue is the “lay off policy”. Why a policy?</li> <li>President Martin is interested in supervisory training.</li> </ul> <p><b>Discussion:</b>  <b>Everham:</b> Recommended SAC ask questions of President Martin. Reorganization or reallocation of costs?  <b>MacDonald:</b> Engage President Martin to allow SAC to be more involved in reorganization not resource realignment. MacDonald will also suggest to President Martin.</p>	
5) New Business Information Item	Bill Reynolds/Jackie Greene/Mike McDonald	<ul style="list-style-type: none"> <li>Faculty Survey sent 9/20/20 to evaluate faculty experience with multimodal teaching. <ul style="list-style-type: none"> <li><b>Communication:</b> faculty satisfied with timely and clarity of communication. Believes to many emails regarding COVID updates and not useful. Felt there was a lack of clarity regarding number of COVID</li> </ul> </li> </ul>	

		<p>cases. Faculty confused on how to find information and procedures associated with quarantining and contact tracing. No policies/plans with commitment provided.</p> <ul style="list-style-type: none"> <li>○ <b>Faculty Perception/Modalities:</b> 78% faculty expect to continue to teach in this modality. Faculty provided 30 advantages to teaching on line and 12 reported disadvantages.</li> <li>○ <b>Training:</b> If more training needed what would faculty prefer? Most faculty stated no training. If needed it would be increasing student engagement and less technology. Faculty used Lucas Center and employed other resources not provided by university to convert courses to on-line</li> <li>○ <b>Student Learning:</b> Faculty stated 70% of the students received the same engagement with on-line classes.</li> </ul> <p><b>Discussion:</b>  <b>Greene:</b> Mental health concerns of faculty were mentioned due to isolation. CAPS was suggested if faculty needed assistance.  <b>Villiers:</b> How are you disseminating these results to others for discussion?  <b>Clemons:</b> Andi Clemons has data  <b>MacDonald:</b> Survey team will meet and decide how to disseminate survey results.</p>	<p>Motion to extend 10 minutes  MacDonald/Everham</p>
6.a) Old Business - Action Item FPED Revision	Regina Beard Lyndsay Rhodes (CoChair FAT)	<ul style="list-style-type: none"> <li>• Reviewed with Faculty Senate members the substantive changes of the FPED. <ul style="list-style-type: none"> <li>○ Last revision 10/27/20</li> <li>○ Motion passed and will be sent to Provost Llorens today.</li> </ul> </li> </ul> <p><b>Discussion:</b>  <b>Carlin:</b> When will changes start?  <b>MacDonald:</b> Will discuss with Provost Llorens</p>	<p>Motion to approve FPED revisions  Everham/Rosenthal  Motion passed</p>
7)Announcements and /For the Good of the Order	Jamie MacDonald	<ul style="list-style-type: none"> <li>• Joseph Kakareka thanked faculty for their support and well wishes.</li> <li>• Lura commented on the importance of a systematic way to review policy changes within two weeks that is provided by administration.</li> </ul> <p><b>Discussion:</b>  <b>MacDonald:</b> Comments go to legal office and revisions are made if deemed necessary. Will discuss an appointed committee from Senate to be charged with this job and will need to be discussed with administration.  <b>Paine:</b> States he has been reading these “2 week notices for change of policy”. Should look at strengthening review of such policies – seems to be more symbolic</p>	
8)Adjournment		Adjourned 11:30 am	Acheampong/Everham
Future Meeting Dates		<b>Next Senate meeting:</b> <i>Friday, November 20, 2020, @ 9:30am-11:45 am Virtual</i>	

*Draft*