

**MINUTES - Faculty Senate**  
**Friday December 4, 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	Absent no Proxy
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
		Sadighi, Tammy	Present
Finley, Penny	Present	Sakharuk, Alex	Present
Frim, Landon	Present	Sughrue, Jennifer	Present
Girimurugan, Senthil	Present	Thomas, Serge	Present
		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: James Martin (President ), Jim Llorens (Provost's office), Tony Barringer, Andi Clemons, (SAC), Patrick Niner (UFF), Carolynne Grischel (UFF), and Alyssa Fleischer (SGA)

	Responsible	Discussion	Action/Vote
1) Gathering	Senate Faculty President – Jamie MacDonald		
2) Approval of the Senate Meeting Agenda	Jamie MacDonald	Approved	Sughrue/Lura
3) Approval of the Senate Meeting Minutes from 11/20/2020	Jamie MacDonald	Approved	Acheampong/Leary

4.a.) New Business Action Item-Proposed Resolution	Jamie MacDonald	<ul style="list-style-type: none"> <li>• Motion to suspend rules to move action item to Old Business. Provost Llorens served three years as Provost of FGCU and appreciation for his service and consistency is noted in the proposed resolution.</li> </ul>	Motion to suspend rules and move to Old Business Everham/Lura
5.a.) Faculty Senate President's Report	Jamie MacDonald	<ul style="list-style-type: none"> <li>• No report to provide time for President Martin's Q and A</li> </ul>	
5.b.) Academic Affairs-Provost Report	Jim Llorens	<ul style="list-style-type: none"> <li>• Dr. Rieger is the new Provost and he anticipates starting 1/18/2021. Dr. Llorens will be assisting with the transition and will be on campus one week in January and then 1-2 weeks a month possibly until June if needed.</li> <li>• New data presented on spring 2021 modality of course instruction. Presently there are 12,181 students enrolled for spring 2021 which has increased from 11,833 from last spring. <ol style="list-style-type: none"> <li>1. 52% will take courses that are virtual</li> <li>2. 24% face to face</li> <li>3. 24% hybrid</li> </ol> </li> <li>• Administration will continue to watch how courses change once the vaccine is introduced. There is an anticipated shift in instructional modality across SUS with a shift to hybrid/virtual.</li> <li>• Textbook ordering should go through the bookstore. Faculty should not encourage other sources. Barnes and Noble and the FGCU business department encourages utilization of the bookstore for textbook selection.</li> </ul> <p><b>Discussion:</b>  <b>Lura:</b> Dr. Llorens please send the data on instructional modality of courses to MacDonald  <b>Everham:</b> Need to be careful of data provided on instructional modality. The selection of class needed by student may only be offered face to face or virtual.  <b>Barringer:</b> To clarify the importance of the bookstore for textbook selection is if they obtain text from another vendor it may be on backorder. The bookstore will work with publisher to get textbook as quickly as possible to have it available at beginning of semester.  <b>Sughrue:</b> Some faculty would not teach face to face and could have affected the reported data.  <b>Llorens:</b> Students are opting for more virtual classes but dorm occupancy remains around 80%.  <b>Shambayati:</b> Are there any changes to the summer 2021 schedule?  <b>Llorens:</b> No discussions on summer 2021 schedule have been conducted at the cabinet level. At this time the summer schedule remains as in calendar.  <b>Thomas:</b> Do we have any data on student success in courses taught hybrid versus virtual?  <b>Llorens:</b> No data is available at this time. I will be preparing a distribution on this and will distribute to faculty.</p>	

5.c) Standing Report- United Faculty of Florida (UFF)	Patrick Niner	<ul style="list-style-type: none"> <li>• Forgo report to allow time for Dr. Martin Q and A with Senators.</li> </ul>	
5.d) Standing Report— Student Government	SGA Vice President -- Alyssa Fleischer	<ul style="list-style-type: none"> <li>• State has passed 54 bills and 24 resolutions</li> <li>• Executive has approved menstrual product station to be placed at Cohen Center. Several stations are already on campus including SOVI.</li> <li>• Judicial has elections in process.</li> <li>• Clear masks and sanitary spray bottles have arrived and presently working on distribution process.</li> </ul>	
5.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. President Martin shared message of hope and efforts are not meant to target staff.</li> <li>• Concern of staff regarding Covid and safety of staff working on campus. President Martin replied that students are on campus and staff should be available to them on campus.</li> </ul>	
6.) New Business- Informational Item Q and A	President Martin	<ul style="list-style-type: none"> <li>• <i>Faculty Advancement &amp; Salaries</i></li> </ul> <p><b>Discussion:</b></p> <p><b>Martin:</b></p> <ol style="list-style-type: none"> <li>i. No plans to micromanage colleges on advancement and salaries of faculty.</li> <li>ii. Encourages internal searches for administrators/supervisors/directors but also will be looking at external searches. An example, CAS asked not to have an external search for management position.</li> </ol> <ul style="list-style-type: none"> <li>• <i>Compression and Inversion Study:</i></li> <li>i. Administration agrees to move forward next semester with a third party. NCHEMS is a National Center for Higher Education Management. This data will provide an accurate assessment towards compression and equity of faculty salaries.</li> </ul> <p><b>MacDonald:</b> Recommended President inform UFF of this decision to move forward on C and I study.</p>	

**Martin:** Discussed very little merit at FGCU except for promotion. Meeting with local delegation today in Naples regarding resources. Tuition is not going to increase. An enrollment surge is not expected. Resources from the state are not increasing and the university may even expect a hold back from base budget. Right now reorganization and efficiency is needed to fix problem in our university. Martin reiterated the university operates on state appropriation and tuition.

- *Reorganization*

**Martin:**

- i. Student Success has improved our standing at the state level. We are no longer in the bottom three but now number four from the bottom on performance standards.
- ii. In regards to reorganization, we have five Deans. One Dean manages 61% of resources. There is a need to maximize administrative efficiency and costs.

**MacDonald:**

When will faculty have an opportunity to weigh in?

**Martin:** A task force has been assembled by the Senate to look at alternatives, but what is best for the institution will be weighed higher. We are looking for the best interest for the faculty and students.

**MacDonald:** When will we hear about alternative reorganization models?

**Martin:** Sometime next semester. Discussed the need to “manage by margin”. It is known that it takes three years to have a 45% voluntary attrition and change will be slow. This attrition will be faculty, supervisors and administrative positions.

**MacDonald:** To clarify, this means if management leaves job then that position would not be filled.

**Martin:** Yes, the first conversation for reducing positions is “where do we want to end up?”

**MacDonald:** What are the plans for the College of Education? Will there be a new Dean?

**Martin:** There are no plans right now if COE will merge with another college. We do know we need a strong program to meet community/regional needs. I meet with school superintendents and they need our program. One concern is the COE has seen a drop in enrollment of 15% and 27% over the last 10 years. We will need a Dean to reverse this trend. The COE needs to energize the program and serve the region.

**MacDonald:** Some faculty fear the reorganization has an effect on dividing the university along the lines of programs that would be difficult to eliminate.

**Martin:** No one has said anything about eliminating programs. Data was presented to faculty over the summer highlighting certain programs that were not efficient. The objective is what is the most effective way to grow programs?

**MacDonald:** Can “struggling” programs reverse the downward trend?

**Martin:** Yes, but they will need resources externally and internally.

- *Covid Concerns*

**MacDonald:** Will there be a shift in strategy toward a stronger Covid prevention in terms of testing and tracing?

**Martin:** We have already tested 2400 students/faculty at \$200 a test with a short turnaround for results. We do have limited resources and tests are not free. We also have had increased costs in signage/cleaning/and tracing. Ruth Rodriguez has started a program “student ambassadors” who will be stationed around campus reminding of mandate of masks and 6 foot distancing.

**MacDonald:** Where are we with vaccine administration?

**Martin:** Recommendations for vaccine administration:

First recipients will be first responders and medical personnel.

Second recipients will be the elderly in nursing homes.

Third recipients are essential workers and this is where education is categorized. Student health will be getting the appropriate storage for the vaccine and provide administration. The projected timeline is most likely April/May, 2021. Lectures, concerts and events will be planned on campus. Basketball games are ongoing with patrons.

**MacDonald:** Has there been any discussion regarding “hazard pay” for faculty who teach on campus?

**Martin:** No, the Collective Bargaining Agreement states faculty are contractually obligated to be on campus.

**MacDonald:** Some students may have chosen not to get tested on campus due to fear of repercussions. What are the implications if student is positive and returns to campus?

**Martin:** If student is Covid positive and comes to campus they will be penalized.

- *Modes of Instruction*

**MacDonald:** How does academic affairs justify to students that they should NOT have S/U grading in spring if they can get S/U grading this fall?

**Martin:** Students should be able to make better decisions for spring, 2021 on choosing classes that they feel meets their learning needs.

**MacDonald:** What are the universities plans regarding continuing to offer online/remote learning?

**Martin:** Faculty should assess each course and determine which instructional modality is the most effective. We have the resources to adapt and are giving latitude for faculty to provide a safe and effective learning environment. The mode of instruction should be determined by faculty and department. We are proud of the faculty/staff on the success of adapting to these changes in instructions due to Covid. The general public does not understand what was required to conduct classes during the pandemic. I discuss this with the public at every opportunity that comes my way.

**Sughrue:** The COE administrators are protecting their jobs. We are administrative heavy. I understand reorganization is about efficiency.

		<p><b>Martin:</b> Right now the COE has 31 faculty and 22 have “other” titles.</p> <p><b>Lura:</b> What is the goal or desired output? To decrease staff? Have more equally sized colleges? Have a certain faculty/staff ratio?</p> <p><b>Martin:</b> We need to be a nimble institution while minimizing overhead. FGCU grew in a short period of time; however, pieces of the university were bolted together and not integrated. We need to maximize synergy.</p> <p><b>Everham:</b> I am on the reorganization committee and have looked at the data you provided over the summer, 2020. However, we need to look at other metrics such as service and scholarly.</p> <p><b>Martin:</b> To have job security we have to create it ourselves with internal resources.</p> <p><b>Reilly:</b> We need to build the place where we want to work.</p> <p><b>Martin:</b> Many universities use the RAM model (Resource Centered Model) a “get what you earn”, but we need an alternative model. Important to fight for certain programs for the community and the region.</p> <p><b>Lura:</b> Accreditation in the engineering department is a concern if reorganized.</p> <p><b>Martin:</b> We want a high credible program and accreditation will follow. College of Engineering has the highest rate of release time (smaller teaching loads). No response as of yet from the college on this issue.</p> <p><b>Komisar:</b> The college is looking at the data set and how the data was compiled and analyzed.</p> <p><b>Shambayati:</b> After the last reorganization it took two years to revise promotion guidelines. We need advanced notice of reorganization to prepare.</p> <p><b>Martin:</b> We are rebalancing resources. No one said we are reorganizing at this time but this could occur. We are out of balance at the university, two majors have exploded but student enrollment remains relatively the same. Overall, we are colleagues regardless of titles. Everyone needs to “look at where we want to be” and create a system that is nimble and resourceful with good outcomes.</p>	
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7.a) Old Business – Action Item- Proposed Resolution of Increasing Diversity in the Faculty	Jeff Fortney	<ul style="list-style-type: none"> <li>Since last meeting, revisions were made to the resolution. Changes include “investigate representation across positions of various ranks and lines of employees. Hiring diversity is not enough, retaining faculty is important.</li> </ul> <p><b>Discussion:</b>  <b>Everham:</b> Need to keep revisiting this resolution. Recommend review next semester.  <b>MacDonald:</b> Precious Gunther will be invited to Senate in spring, 2021. A task force may need to be formed.</p>	<p>Motion to approve resolution: Bouldin/Sughrue</p> <p>Motion passed.</p>
7.b.) Proposed resolution- Action Item Provost Llorens	Jamie MacDonald	<ul style="list-style-type: none"> <li>Proposed resolution regarding Provost Llorens</li> </ul> <p><b>Discussion:</b>  <b>Reilly:</b> Complemented Provost on his ability to lead the faculty during a difficult time.  <b>Sughrue:</b> Thanked Provost for providing a more positive climate at university. Better working conditions between faculty and administration was achieved.  <b>Barringer:</b> Agreed</p> <ul style="list-style-type: none"> <li><b>Llorens:</b> Thanked Senate and Since last meeting, revisions were made to the resolution. Changes include “investigate representation across positions of various ranks and lines of</li> </ul>	<p>Motion to approve resolution Allen/Fortney</p>
8)Announcements and /For the Good of the Order		<ul style="list-style-type: none"> <li>MacDonald reported BOT meeting 12/11/20 virtually. Agenda includes Covid plan for spring, 2021 which was slightly modified.</li> <li>MacDonald reported Ruth Rodriguez is seeking feedback from faculty on how to incentivize students to complete daily Covid app.</li> <li>Can also purchase bowls on campus from car today.</li> </ul> <p><b>Discussion:</b>  <b>Paine:</b> Faculty Senate President should be responsible to obtain data on diversity hires and inform university president.  <b>MacDonald:</b> This was completed by Precious Gunther in her report last year and shared with President  <b>Sughrue:</b> Concern faculty will be asked to “police” Covid app.  <b>Lura:</b> Stem Showcase today in Whitaker Hall from 3-5 pm. This can be viewed also virtually.</p>	
8)Adjournment		Adjourned 11:30 am	Acheampong/Everham
Future Meeting Dates		<b>Next Senate meeting:</b> <i>Friday, January 15, @ 9:30am-11:45 am Virtual</i>	