

MINUTES - Faculty Senate
Friday January 10th, 9:30 am-11:45 am
Cohen Center 213

Attendance

Acheampong, Daniel	Proxy - ???	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	Proxy – Arie Van Duijn	Rhodes, Lyndsay	Present
Everham, Win	Present	Robb, Colleen	Present
Fauerbach, Michael	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
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 (proxy, Andi Clemens) (SAC), Kayla Reiter (SGA), Patrick Niner (UFF), Thelma Sanchez (SGA), Michele Yovanovich

Agenda Item	Responsible	Discussion	Action/Vote
1) Gathering	Senate Faculty President – Jamie MacDonald		
2) Approval of the Senate Meeting Agenda 1/10/2019	Jamie MacDonald	Approved	Motion to approve agenda Sughrue/??.
3) Approval of the Senate Meeting Minutes from 11/22/19	Jamie MacDonald	Approved	Motion to approve minutes Rosenthal/Sughrue.
4) Faculty Senate President's Report	Jamie MacDonald	High attendance at December attendance at commencement. Next BOT meeting Jan. 14 th 8:30 am-1:30 pm. Topics will include A presentation of the Campus Master Plan Update for 2020-2030 and ratification of the 2018-2019 Collective Bargaining Re-Opener Agreement. Election of 2020-2022 Chair and Vice Chair of FGCU Board of Trustees - Trustee Blake Gable nominated as chair; Trustee	Sughrue/Everham Approved to extend for 5 minutes.

		<p>Stephen Smith nominated as Vice-Chair. Senators encouraged to attend for the 10:15 am opportunity for public comment. 09/15/20 The goal is to complete and approve the 2020-2030 Master Plan for FGCU by 9/15/2020. Dr. Macdonald will provide the faculty with information regarding the process.</p> <p>The newly-elected student body president will attend the 1/24/2020 meeting to learn process. Public Notice supplied as per Sunshine State rules since two BOT members will be in attendance at the meeting.</p> <p>A forum invitation to discuss a rebalancing of resources was extended to Dr. MacDonald (+1) on 1/31/2020. Dr. MacDonald cannot attend; Dr. Harner will attend in his place. Programs most heavily impacted are the Colleges of Business and Education. Dr. MacDonald will reiterate the importance of the Program Review Team in this process and would like representation from the Colleges most affected by potential changes represented in meetings as well.</p> <p>Discussion: Sughrue: Some of the declining enrollment is instead, a shift in enrollment. Impacted units should be represented and volunteered to attend the 1/31/2020 meeting. Everham: Recognized program changes are sometimes necessary and would like to discuss the topic of representation. Macdonald: The intention is to allow for attrition in programs rather than non-renewal of contracts. VanDuijn: Asked to establish a process to allow for a broader faculty representation Houdyshell: There are fifteen points of focus with only one at-risk point; enrollment. Also volunteered to attend the 1/31/2020 meeting. Lura: Suggested to make this an action item to select people to participate in future meetings Leary: Is there an assumption that CAS is not affected? Macdonald: Scott Micheal and Patrick Niner are attending the meeting and can represent CAS. Everham: Increased growth drives enrollment changes – anticipate changes to long term policies. Paine: Asked if other confounding factors that may have affected enrollment were evaluated. For example, did enrollment outpaced resources in specific programs resulting in dissatisfaction and subsequent drop in enrollment? Frim: missed it listen to the recording Sughrue: Supported Lura's suggestion to make this an action item to select participants. Lura: Reiterated suggestion to nominate and vote for participation in future meetings.</p>	
5) Standing Reports- VPAA	Provost Llorens	<p>Welcome back – update on appointments</p> <ul style="list-style-type: none"> • Dr. Christopher Westley named Dean of the Lutgert College of Business. • Changes to the Honors College due to growth. No longer within Integrated Studies. • BOT meeting next week <ul style="list-style-type: none"> ○ Ratification of Collective Bargaining Re-Opener 	Move to extend by five minutes Sughrue/Rosenthal

		<ul style="list-style-type: none"> ○ Elimination of enrollment holds for library book fines ● Rebalance of resources; Institutional Research helps inform discussions regarding the realignment of programs and allocation of resources along with student, State, and community expectations. ● The provost search remains open. Update anticipated from Diversified later in January. Diversified is reaching out to potential candidates and is on target for the hiring process. ● Space on campus remains an issue. FGCU is at capacity for the use of space, which will only likely resolve with the addition of Academic Building 9. Discussion to use modular buildings and move administrative core off-campus. ● Reminders for Promotion Portfolios, due 1/15/20 and Attendance verification in classes. <p>Q/A</p> <p>Sughrue: Reiterating the need for a faculty ombudsman. Asked for progress.</p> <p>Llorens: Still discussing the details; not forgotten</p> <p>Lura: Clarifying if student enrollment is the only focus of data and if faculty are the only resources under consideration in the reallocation of resources.</p> <p>Llorens: Trends are evaluated and discussed with Department Chairs within the Academic Units. Chairs address issues such as shifting majors.</p> <p>Thomas: Asked about the progress of uncompensated teaching and the construction of an administration building.</p> <p>Llorens: Administration building was identified, but fell through. No new space has been identified.</p> <p>Everham: Reminder to those who expressed concern regarding AB9 during the Fall semester; the discussions about AB9 occurred four years ago.</p> <p>Llorens: BOT and Space Utilization understand the University is at maximum capacity. Consideration for non-traditional class hours of instruction and the use of online instruction will be considered.</p> <p>Reilly: Is the focus on static, low enrollment or changing enrollment?</p> <p>MacDonald: General education and other metrics must be evaluated as service courses for other programs</p>	
6) Standing Report- United Faculty of Florida (UFF)	UFF Co-President- Patrick Niner	<p>Ratification of Contract negotiations going to BOT, January 14th, 2020.</p> <ul style="list-style-type: none"> ● 273 ballots received ● 42 disqualified due to illegible signatures ● 221 Yes; 5 No <p>Reopener negotiations for 2019-2020 starting in January 2020.</p> <p>Take on Tallahassee – non-partisan rally for public education funding at the State level. It will be held in Tallahassee on Monday, January 13th, 2020. Transportation via bus provided from campus. Patrick will provide more details.</p> <p>Arbitration:</p>	

		<ul style="list-style-type: none"> • Advising: Waiting for PERC ruling to affirm Hearing Officer's recommendations • Resort and Hospitality Management: Working toward a mutually acceptable arbitrator • Arbitration expected in February 2020. <p>Discussion: Van Duijn: Expressed concern that approximately 15% of voters were disqualified. Can the instructions be improved? Niner: Fifteen percent of disqualification is standard. Looking to provide instructions on a separate sheet of paper. Specific language will be formalized before the next vote. Werder: Can we conduct voting online? Niner: No, we followed the State rules to conduct the vote. Rosenthal: When can we expect the raise and is it retroactive? Niner: Based on previous experience, Human Resources works quickly after the BOT approval. Van Duijn: What are the tax implications for retroactive pay? Sughrue: Taxes are paid the year the money is received.</p>	
7) Standing Report— Student Government	SGA Vice President -- Kayla Reiter	<p>SGA Officer terms end April 1st, 2020. Officers will transition mid-March</p> <p>Farmers Market opened Tuesday, January 7th and will remain open every Tuesday.</p> <p>January 31st is an SGA organized road cleanup</p> <p>SGA is offering a Faculty/Student mixer January 23rd, 2020. Offered on a Thursday rather than Friday to assess if different faculty and student will attend.</p> <p>Eagle footprint initiative: SGA is providing banners and other FGCU items to 150 establishments for local businesses.</p> <p>FGCU Homecoming scheduled for February 5th through 8th, 2020.</p> <p>Reminder to change the information in syllabi regarding the physical location of CAPS.</p> <p>Discussion: Sughrue: University guidelines for syllabi should be updated. Girimurugan: Witnessed students' skateboarding in parking garages. Requested an email from SGA leadership to students to inform students this is a dangerous activity that is not allowed on Campus. Fauerbach: stated the Faculty/Student mixer is a great idea for opportunities for student and faculty to interact outside of the classroom but expressed concern about barriers to other potential interactions that enhance faculty/student relations such as interactions at recreational facilities.</p>	
8) Standing Report—	SAC President --	SAC met with Dr. Martin – concerns discussed similar to those discussed in Faculty Senate.	

Staff Advisory Council (SAC)	Melissa Berkley Proxy – Andi Clemens	<ul style="list-style-type: none"> • Concern over the loss of the previous benefit to faculty and staff allowing for use of the recreation center. Many staff find the new charges cost-prohibitive. • Discussion as to whether or not staff will have a change in their pay to reflect the Collective Bargaining Agreement. • Discussed concern in compression of roles and morale issues due to shifting roles • Professional development funding – 50% funding already encumbered with 2/15 & 3/15 as future deadlines for remaining funds. President Martin intends to make this recurring. <p>Discussion: Lura: Asked if the statement regarding recreation center charges and whether or not students feel they are subsidizing the use of the recreation center if faculty and staff have the use of these facilities as a benefit of employment. Frim: Funding and the use of the facility are two separate issues. Clemens: Staff interprets the new charging structure as a loss of a previous benefit. Reiter: There are guidelines in finance code for events but unsure if those codes apply to this situation. Van Duijn: From an employee wellness perspective, there is evidence to support employee use of recreation services. Health benefits are considered ROI, especially since we are self-insured. Reilly: This is a morale issue; some staff are near the poverty level and this is another chipping away at the morale of faculty and staff. Komisar: What was the previous funding for the building and why a fee for a previous benefit? Lura: This concern has been addressed several times and should be addressed. Everham: Support Derek, we should create an ad hoc committee to move toward solutions Girimurugan: Agree with John where there is a will, there is a way. We can take the initiative for agreement on this issue. Macdonald: Will continue to discuss at the leadership meeting</p>	
9) New Business— Information Item – Kognito	Mitch Cordova, Vice President of Student Success & Enrollment Management	<p>Cordova: Mental Health @ FGCU and the SUS adoption of Kognito</p> <p>Mental health perspective - What we can do to help – What we can do to improve</p> <p>Data presentation for the 2017-18 academic year</p> <ul style="list-style-type: none"> • 152 participating institutions 166,261 students served • Utilization of counseling services is extensive • #1 problem is anxiety with subscales – concern @62% followed by depression, stress, and academic performance <p>Other significant data trends -</p> <ul style="list-style-type: none"> • 36% have considered suicide • 10 % attempted suicide • 34% are medicated for mental health concerns <p>At FGCU specifically:</p> <ul style="list-style-type: none"> • Key finding 2019 incoming freshman class – 85% feel competent to be successful in college work. They are least 	

		<p>comfortable to deal with time management, which potentially leads to anxiety</p> <ul style="list-style-type: none"> • 46% of students cite mental health and 56% cite financial stress as main concerns all contributing to anxiety • 68% feel a sense of security is important - should be developed to decrease anxiety, especially for first-time college students. <p>Counseling service demand at FGCU CAPS at 15% of the total population of students. FGCU highest in SUS for CAPS utilization. Via a survey from outgoing students, 25% of students use CAPs – wait time 36.5 days unless crisis – wait time cut to 7.6 days. Mental Health issues such as Bakers Acts are the #1 issue at FGCU.</p> <p>In addition to a new psychologist and expansion of services FGCU administration seeks to take a holistic approach to mental health with the implementation of Kognito. The BOG asked for the implementation of Kognito throughout the SUS system to help faculty recognize and refer distressed students to CAPs.</p> <p>MacDonald: Training email sent out November 2019.</p> <p>Cordova: We would like to be proactive and complete the training within two weeks.</p> <p>Houdyshell: Applaud any attempt to help. Thirty-four percent of students nationally are on the wait list for help.</p> <p>Leary: Excellent fact-based presentation. What can we do in the classroom?</p> <p>Cordova: Let students know we are here for them and let us help find resources as necessary. Ask students to share of increasing anxiety.</p> <p>Rielly: In the role of department chair, experienced students decompensating during finals. CAPs were understaffed and they were off-campus for review. There are critical points during the semester that CAPs must be present, not out on a retreat.</p> <p>Cordova: Will look into the issue of on campus presence.</p> <p>Everham: Sobering statistics. Perhaps statistics reflect a better referral process to CAPs and is more a recognition of problem rather than increased problem. We have faculty with expertise; can we use their assistance with scholarship on this topic?</p> <p>Thomas: I had no idea of the breadth of the problem. Perhaps a workshop would be appropriate.</p> <p>Reiter: Students realize changes made to CAPs. #1 requested mental health resources. Suggestion to faculty; make sure students know resources. Discuss with students to search and discover resources.</p> <p>Conner: Great initiative. Current research proposal for graduate students to work as peer-mediators. Some barriers to the peer-related</p>	<p>Rosenthal/Leary: move to extend by 10 minutes</p>
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		<p>proposal. Prevention and Wellness is receptive to the proposal; any guidance?</p> <p>Cordova: This is recognized best practice; continue to have the conversation and be persistent. Working with Prevention and Wellness is a great start. Dr. Cordova offered to help with barriers.</p> <p>Sughrue: It seems that adaptive is directive about accommodations without discussion with faculty regarding what is reasonable.</p> <p>Rosenthal: Have mindfulness, meditation, yoga and other complementary therapies been explored for student mental wellness?</p> <p>Cordova: Dr. Brunner can speak to the consideration of alternative therapies.</p> <p>Sakharuk: Seems reactive; can we identify classes with students at due to the high stakes nature of the class and allocate resources to those classes for faculty and students?</p> <p>Cordova: Supplemental instruction may be available. Final exams correlate with increased risk, perhaps increase the use CAPs.</p> <p>Sakharuk: May need more resources to make students' lives easier.</p> <p>Werder: Are issues of drug, alcohol, and addiction issues addressed?</p> <p>Reiter: Yes, services are available.</p> <p>Clemens: Can you share the email again?</p>	<p>Motion to extend by five minutes Thomas/???</p>
<p>New Business— Action Item – Guidelines for Handling Student Complaints Against Faculty – Faculty Affairs Team</p>	<p>Jennifer Sughrue</p>	<p>Sughrue: Presentation of the guidelines recommended from the Faculty Affairs Team regarding the administrative handling for student complaints regarding faculty members.</p> <p>The focus was on the response from administrators to student reported issues. The purpose of this guideline is to ensure Due Process because some administrators lack training in maintaining the integrity of Due Process.</p> <p>Explicitly states what should happen if an administrator receives a complaint about faculty from a student.</p> <p>Reiter: Numbers 1 & 7 state ‘he/she,’ should that change to ‘they’ per APA 7?</p> <p>Meeting with student and faculty – is that student without a representative?</p> <p>Sughrue: Already working to change APA format. If a student is uncomfortable, they can have a representative. Contact the Student Ombuds for representation.</p>	

		<p>Rosenthal: Approve of the changes, especially onus on administrators. I would like to see statements numbered 8 & 9 remain rather than deferring to the CBA.</p> <p>Reilly: Has this been discussed with chairs? Will there be chair training?</p> <p>Sughrue: This gets approval from faculty first, then Counsel of Chairs. Training for administrators has been mentioned many times and must be provided for Deans and Chairs.</p> <p>Reiter: Would the student know their next steps after a complaint?</p> <p>Lura: The next steps are addressed through the Student Ombudsmen office. This is a guideline intended for administrators.</p> <p>Reilly: The process should include discussion of students approaching faculty first. Student protection is paramount.</p> <p>Macdonald: Provide additional suggestions to Dr. Sughrue or your FAT representative. This will be an action item for a vote next meeting.</p>	
11) Old Business – None		None	
12) Announcements and For the Good of the Order		<p>Everham: Please join Win for Happy Hour hosted at Azuls at 4:30ish on Mondays.</p> <p>Leary: Thank you to Dr. MacDonald for leadership in acquiring PDGF funding for senate for fourth time.</p> <p>Paine: The Art Lab will host a digital media workshop display on Jan 16th, from 5:00pm – 7:00pm with refreshments.</p> <p>Clemens: Provost office will help with recognized scanning issues since there is an impending promotion portfolio due date.</p> <p>Arthrex day – 1st of an initiative for community involvement. Encourage student and faculty attendance</p> <p>Lura: Research day scheduled for April 17th. Please recruit judges for Research Day.</p>	
13) Adjournment		Adjourned	Girimurgan/Sughrue adjournment
Future Meeting Dates		<p>Next Senate meeting: <i>Friday, January 24, 2020, @ 9:30am-11:45 am Cohen Center 213</i></p> <p>Next Senate Teams Council of Chairs meeting: <i>Friday, January 24, 2019 @ 12:00 pm – Cohen Center 213</i></p>	