

Staff Advisory Council

Regular Meeting Minutes

Date: 11/20/20

Location: TEAMS

Time: 12:30PM-2 PM

Call to Order: President Andi Clemons

Time: 12:31 pm

Record Attendance: 21 out of 24

Secretary: Jessi Drummond

	<u>Council Members:</u>	<u>Present</u>	<u>Excused</u>	<u>Absent</u>	<u>Minutes</u>	<u>SAC Seat</u>	<u>Presentation Commitment</u>
1	President Andi Clemons	X			X	X	X
2	Vice President Carolyn Greene	X			X	X	X
3	Secretary Jessi Drummond	X			X	X	X
4	Treasurer Andrew Blatter	X			X	X	X
5	Tracie Beck	X			X	X	X
6	Charlotte Bingham	X			X	X	X
7	Alison Bryant	X			A	X	X
8	Jaclyn Chastain	X			X	A	A
9	Amy Craig	X			X	X	X
10	Katarina Danks		x		-	-	-
11	Jennifer Denike	X			X	X	
12	Miki Domjan		x		-	-	-
13	Jessica Evers	X			X		A
14	Jennifer Fulwider	X			X	X	A
15	Myles Kittleson	X			X	X	X
16	Mary Larkin	X			X	X	X
17	Aisha Lewis	X			X	X	X
18	Holly Mathews	X			X	A	A
19	Dakendo Michel	X			X	X	X
20	Ysatiz Pinero	X			X	X	A
21	Lauren Pugh	X			A	A	A
22	Nick Reeves			x	-	-	-
23	Lauren Strunk	X			A	X	X
24	Georgia Willis	X			X	X	X

X: Attended/ Approve Motion
Abstain

--: Absent

O: Deny Motion

A:

Liaison: Dr. Aysegul Timur

Faculty Senate Liaison: Dr. James MacDonald

Student Government Liaison: Nathan Campbell

Agenda Item	Responsible	Discussion
Approval of Minutes	Chairs	<p>Approval of October Minutes</p> <ul style="list-style-type: none"> • Motion to approve: Greene • Second: Willis • Any discussion: Update the minutes to reflect that Alison Bryant was present for the October meeting • Approve: 18 • Dissent: 0 • Abstain:3
Officer Reports	President, Andi Clemons	<ul style="list-style-type: none"> • Congratulations to Ysatiz Pinero on her new position at Colorado Boulder as their new Director for Education and Social Change within their Center for Inclusion and Social Change. We thankful for her dedication to staff and her long service as a SAC member. • The new Provost Dr. Mark Rieger will begin mid-January. • There will be new language in Faculty annual reviews that reflect the changes due to COVID-19. • Brief overview of the new meeting format for our guest President Martin. • Treasurer Andrew Blatter is the new SAC representative on the Resource Rebalancing Task Force.
	Vice President, Carolyn Greene	<ul style="list-style-type: none"> • No report
	Secretary, Jessi Drummond	<ul style="list-style-type: none"> • Please send the committee reports before the December meeting to make sure we can maximize the time our time with HR.
	Treasurer, Andrew Blatter	<ul style="list-style-type: none"> • Working with the bookstore on a SAC book/supplies scholarship.
Finest of the Flock	Chairs	<p>Finest of the Flock nominees:</p> <ul style="list-style-type: none"> • Missy Berkley (Work Management Center) • Barbara Font (Financial Aid Services) <p>Finest of the Flock SPOTLIGHT for this month was a tie:</p> <ul style="list-style-type: none"> • Ernesto Padilla (ITS) <ul style="list-style-type: none"> • Ernesto’s nominator wrote: “Ernesto is constantly going above and beyond for all of his coworkers. He has taken time out of his day to teach the new hires when this is not in his job description at all. Ernesto Padilla is one of the finest employees that the ITS Help Desk has. So, I believe he is the living embodiment of this award.” • Matthew Botsford (Athletics) <ul style="list-style-type: none"> • Matthew’s nominator wrote: “Matt is in his seventh season as FGCU's Head Volleyball Coach/Director of Volleyball. As evidenced by our tremendous successes both in the classroom and on the court, Coach Botsford epitomizes what this high honor represents. The two-time defending ASUN champions, Matt led our team to our most historic season in 2018 when we both earned our first ever D1 NCAA Tournament berth and victory when we upset #13 UCF on their home court. Finally, in addition to their on-court successes, our team was again ranked among the nation’s top teams academically.”

Public Comment		<ul style="list-style-type: none"> • No Comment
SAC Liaison Reports	Dr. Aysegul Timur (SAC Liaison)	<ul style="list-style-type: none"> • Rebalancing Resources Information Balancing Task Force was specifically pulling information together. The new committee (Rebalancing Resources Taskforce) is all about creating recommendations based on the data that was gathered. • The Office of the President & the President's Cabinet <ul style="list-style-type: none"> ○ Working on the micro credentialing and digital badges initiatives. ○ IBM skill academy agreement is signed and faculty are getting trained. ○ The Return to the Nest initiatives continues. ○ President Martin will be meeting a new advisory board quarterly. This includes employers, economic development agencies, local chamber of commerce to get more feedback on workforce development in the region.
	Dr. Jamie MacDonald (Faculty Senate) And Charlotte Bingham	<ul style="list-style-type: none"> • President Martin will be attending the December 4th Senate meeting. • Some concerns were addresses around the promotion portfolio process in the spring with the new Provost. • Provost suggested to continue to have virtual speakers because it is cost effective • Establishing quality awards for faculty that have excelled at distant learning • Discussion around moving to Unsatisfactory/Satisfactory grading • Senate is writing a resolution on hiring more diverse faculty
	Nathan Campbell (Student Government)	<ul style="list-style-type: none"> • They have moved from budget hearings into the deliberation process • Held a SG Townhall and plan another one for Spring • Will be sending out a SG Newsletter at the end of the month • President Goldman will have the first FSA meeting in-person on December 4th • Working on a PSA to send out to encourage students to reman safe during the holidays
Old Business		<p>Approval of new SAC member Susan Baurer</p> <ul style="list-style-type: none"> • Motion to approve: Denike • Second: Myles • Any discussion: NA • Approve: 17 • Dissent: 0 • Abstain:3 <p>Approval of 5 Star on-boarding Presentation Commitment</p> <ul style="list-style-type: none"> • Motion to approve: Craig • Second: Bingham • Any discussion: NA • Approve: 14 • Dissent: 0 • Abstain:6
New Business		<p>Guest Speaker President Martin Reference the questions & categories here: https://tinyurl.com/presidentquestions <u>Diversity</u></p> <ul style="list-style-type: none"> • Staff need to provide more referrals of diverse candidates for open positions <ul style="list-style-type: none"> • BFSA will be more active in the hiring process

- Will have a committee to review the short list of candidates early on to make sure we have a diverse pool.
- FGCU releasing the Values Statement which addresses diversity
- FGCU working to become a Hispanic Serving Institution (HSI)
- FGCU working to recruit more students of color from the Fort Myers and Immokalee communities

Promotion and Pay

- Dr. Martin supports a compression and inversion study for staff
- The financial outlook for next year is “gloomy”
- Supportive of Leadership Academy
- People need to be aware and proactive with opportunities for promotion
- Raises unlikely next year
- (Florida is the most efficient state in the US on the average cost for a college graduate)

Reorganization Task Force

- Goal to reduce redundancy
- Opportunity for expanding talents
- Focus on reorganization through attrition “at the margins” instead of layoffs.
- As people retire, we may need to move lines to growing programs
 - Story about horseshoeing faculty position at New Mexico State University
- The best thing you can do is, do good work.

COVID

- University is tier 3 for a vaccine (after first responders and at risk individuals).
- Spring semester will look like Fall
- 71% of students have some in person coursework.
- (As the student success initiative takes hold, enrollment will grow to 20,000)
- (Our 4 year graduation rate increased from 23% to 41%)
- 82% res hall capacity

Bringing Everyone Back to Campus

- Exceptions can be made with supervisor approval
- The decision for coming back after Thanksgiving included the consideration of layoffs for vendors
- FGCU is extending the sick leave pool use.

Provost

- Dean replacement search for COE one of the first priorities
- How can we improve diversity and inclusion
- Paul Snyder is retiring
- In the future we will also need to prepare to bring in the next FGCU president.

Black Faculty/Staff Alliance ; Represented by (Dakendo Michaels)

- They held a meeting on November 6th and adopted their constitution and will be starting a book drive that will benefit the Quality Life Center.

Increasing Visibility Taskforce; Represented by (Carolyn Greene)

- No report

		<p>D&I Taskforce; Represented by (Jessi Drummond)</p> <ul style="list-style-type: none"> • Held our first Town Hall meeting November 19th via zoom • Working on finding an HR representative to attend SAC • Working on the logistics for 360 reviews • Will hold another Town Hall Meeting in December
SAC Standing Committee Reports	Chair- Tracie Beck	<p>Elections:</p> <ul style="list-style-type: none"> • The SAC Assembly and suggestions was discussed. • Elections process and timeline was discussed. • Explanation and coordination of the donor list was explained and discussed.
	Chairs- Jaclyn Chastain & Georgia Willis	<p>Employee Recognition:</p> <ul style="list-style-type: none"> • Reviewed and voted on Finest of the Flock nominees.
	Chair- Miki Domjan	<p>Policies</p> <ul style="list-style-type: none"> • No report at this time
	Chair- Katarina Danks	<p>SAC Professional Development Program:</p> <ul style="list-style-type: none"> • We had our first meeting to discuss the first round of applications. We had 6 applications and will award 4. • Sarah Norris at the CWI for \$350 • Julie Rose at WCE for \$200 • Lisa Banks in Continuous Improvement at for \$500 • Sharlene Brodman at the Water School for \$350
	Chairs- Amy Craig	<p>Special Events:</p> <ul style="list-style-type: none"> • Food drive planned for 11/3, 8am-1pm, borrowing truck from Campus Rec <ul style="list-style-type: none"> ○ Collected cash donations of \$42 and 302 pounds of food, planning another drive the second week of December • Meet & Greet scheduled for 11/18 10am-11am <ul style="list-style-type: none"> ○ Prepackaged snacks and bottled water provided, turnout of approximately 22 people; Planning another the week before Winter Break
University Committee Reports		<p>ADA –Represented by Chair Katarina Danks</p> <ul style="list-style-type: none"> • Meeting Thursday, 11/19 – There will be some updates about Accessible Technology, Truncated Domes in NLV, and a Virtual ADA map, as well as EV charging stations and the Soaring Eagle Academy. <p>Campus Communicator- Represented by Chair Mary Larkin</p> <ul style="list-style-type: none"> • No report <p>Faculty Senate – Represented by Chair Charlotte Bingham</p> <ul style="list-style-type: none"> • No report <p>Grant-In-Aid – Represented by Chair Carolyn Greene</p> <ul style="list-style-type: none"> • Have not met yet <p>Institutional Affairs - Represented by Chair Jennifer Denike</p> <ul style="list-style-type: none"> • No report <p>Parking Advisory – Represented by Chair Myles Kittleson</p> <ul style="list-style-type: none"> • No report <p>Sustainability and Resiliency Council- Represented by Chair Katarina Danks</p>

		<ul style="list-style-type: none"> • Meetings will ramp up in January most likely now; a lot has been going on with the reviews of the STARS rating keeping Kathleen Crawford busy, but we are in Gold status!
University Special Committees		<p>ACE iLab– Represented by Chair Andi Clemons</p> <ul style="list-style-type: none"> • No report <p>Rebalancing Resources Represented by Chair Lauren Strunk</p> <ul style="list-style-type: none"> • Sent to officers
Presidential Appointed Committees		<p>FGCU Values and Actions; Represented by (Charlotte Bingham)</p> <ul style="list-style-type: none"> • Ted Updates <ul style="list-style-type: none"> ○ Team met to address systemic racism ○ First forum pertained to the African American experience in Fort Myers, more forums to address racism in other communities. Working on a survey to gauge experiences, skills in South West FL. Some committed to policing reforms, others in education, others markets... Will have webinars based forums. Hope to continue this momentum in light of George Floyd murder. ○ President: University’s role is to learn and to educate. Several local leaders who have taken this very seriously for the right reasons. Important we locate some of these in the news center. <ul style="list-style-type: none"> ▪ Incident with antisemitism literature pasted on buildings. Have had meetings with leaders on antisemitism. Not much outcry from the campus community. This isn’t meant so much to threaten the campus as much as to recruit. Create a stronger alliance with the local league-- with Center for Critical Race. All we can do is warn about this particular individual is that if he returns to campus, he would be charged with trespassing. Nothing in policy about broad based statements on what we stand for, and don’t stand for on campus. Writing a broad statement that SAC, Campus Ministries, Faculty Senate and SG can adopt. Draft of 9 principles. Here’s what we believe about Diversity, inclusion.... Whatever it is, we are a community that believes the following things and will not tolerate the following things. ○ Pavelka: Restorative circle ○ Precious: keep pictures of those trespassing on website ○ Llorens: do we include diversity in sustainable course ○ Dr.Barringer: get information before people are hired to make sure their philosophy aligns with ours ○ Jamie- getting diversity integrity in the curriculum in a meaningful way is important, we can identify courses with sustainable components why not identify courses with diversity components. ○ Chris Blakeley- I agree integrating diversity in the curriculum is very important, but when we think about equity and social justice we have to be mindful. Having a strategic plan. I agree the statement is important but now we have a plan. Before getting here they are aware of that. BFSA would be supportive. Really be able to identify the trespassing individual, by name and photo so we are aware when we interact. ○ Pavelka- oversee Peace and Justice minor, if any of these become changes within curriculum it would be wonderful to bring that into our minor. A lot of students don’t know we have that minor, getting more and more popular. While we are talking a lot about race, I think we should also integrate gender.

- Ky-One thing to keep in mind about freedom of speech, core understanding of what basic rights are. Meetings are great, statements fantastic, but often the movement can sometimes show the intentionality a little more strongly, what is it we do in the moment that makes people say we do what they say.
- Colloquium as a possible vehicle, it would signify the importance of these topics more so than students taking a lower level gen ed. Some people subscribe to the sustainability paradigm... ideal space to have that kind of course. Ideally standalone course. Social Justice & Sustainability. Committed to intersectionality- gender, especially women of color. Voting rights, immigration, food deserts, environmental justice...
- President
 - If we have these statements, then we can look at where we are headed
 - 2 friends in this state, heroic in their capacity
 - Adam Herbert and Wilson Bradshaw, only 2 black presidents ever in Florida, will do a conversation with them on their challenges, get their perspectives. How was it different for you?
- Jamie- Jeff has been crafting a resolution about faculty and administration being more thoughtful about diversity when hiring.
- President- use networks to get diversity, nominations for Provost search
- MM- can we ask HR to monitor this on a quarterly cycle. Have a group that rejects a pool, if it is not diverse enough. If you get rejected twice, it goes to another committee.

Diversity and Inclusion; Represented by (Charlotte Bingham)

- President wants cabinet to weigh in on diversity statement, checked with general counsel and no policy needed,
- Official letter came from Chancellor last week- referenced Presidential Executive order regarding diversity
- Microcredential, Aysegul & Glenn Whitehouse have been looking at a lot of competency areas. Starting with honors college as a pilot program as it already had the infrastructure in place to track events.
- Values and Action committee, one of the ideas was to have a required course that addresses social and racial justice, tall order. President Martin brought up that perhaps Colloquium could be a vehicle to this. Ted is meeting with Brenda Thomas about this. The goal is to radically reimagine colloquium so that it would include this material from an intersectional perspective. It shouldn't be framed necessarily with a sustainability framework, not only paradigm to think about this. Limiting framework. Sentiment for those in colloquium is how to integrate all this in the class. Beyond time for those topics to be covered. Another committee is looking at diversifying the course. Ted to meet with the Colloquium faculty.
- Voter suppression, intersectionality... maybe renamed social justice and sustainability...
- Or make this another class mandatory
- New Center on Race: Have a pre, a post doc and full professor scholar visit, requirements and benefits will be different but we envision that each of these scholars will be very beneficial to the center
- When incidents happen, having responses planned- be more effective. Ways of developing a unified front. Be more proactive instead of being reactive.

		<ul style="list-style-type: none"> • Dr.Katherine Cascio- White accountability group. <p>Intercollegiate Athletic; Represented by (Lauren Strunk)</p> <ul style="list-style-type: none"> • Intercollegiate Athletics Committee Meeting Minutes: November 17, 2020 • Gender Equity Committee met Friday, November 13th • Reviewed target squad numbers, within 1% for Title IX compliance • 2020 EADA Report has been moved to January 2021 • Review of staff hires • Athletics Diversity and Inclusion Committee • Welcomes new chair, Dr. Christopher Blakely • Athletes will be marching this afternoon to support diversity and inclusion on campus • Athletics Health and Wellness Committee • Alcohol edu underway for athletes • Athletes will be encouraged to participate in TIPS training during Spring 2021 • Student Government Update • SG in talks with President Martin on pass fail option for Fall 2021 • Life Skills Update • Safe Talk Suicide Prevention program being presented to Student Athletes Wednesday, March 18 from 7-9:30pm by Lauren Strunk • Director of Athletics’ Update • Seeking options for athletes in quarantine to still get exercise • Membership is at an all-time low, looking to increase attendance at games once Alico Arena opens back up for games. <p>Parking Citations Appeals; Represented by (Georgia Willis)</p> <ul style="list-style-type: none"> • We met in person. It was an unusual meeting because two students came in to state their appeals to the committee. • The next Parking Appeals meeting is scheduled for Wednesday, December 2, 2020. <p>Sick Leave Pool; Represented by (Jennifer Denike, Jennifer Fulwider, Allison Bryant)</p> <ul style="list-style-type: none"> • No updates <p>Title IX; Represented by (Myles Kittleson)</p> <ul style="list-style-type: none"> • New Title IX Regulations and Policies – Reviewed policies that are viewable https://www.fgcu.edu/generalcounsel/regulations/approved/regulation1.009.pdf • SART Updates – No new updates. • ACT Drive – Large number of items were donated. ACT Shelter very thankful for FGCU support. • Supporting Survivors of Dating and Domestic Violence D&I program – Training put on by Title IX in October • Advisor Training- Title IX will be putting email out about upcoming trainings for those wanting to become advisors. • Student Outreach- the Student Outreach Committee is tasked with finding new ways to reach out to students about Title IX. This committee is expected to create and facilitate with one event per semester to increase student outreach. Looking to put together another outreach program. Unable to this semester due to COVID.
Campus Updates	All Reps when applicable	<p>Amy Craig</p> <ul style="list-style-type: none"> • Big thank you to everyone who participated in the meet and greet (22 people participated) and the food drive. They raise \$42 in cash and 302 pounds of

		<p>food and was asked to hold another food drive in December to help with students that stay through the holiday. Hope to have another meet and greet in-person before the break.</p> <p>Carolyn Greene</p> <ul style="list-style-type: none">• Will be less active for the rest of the year but will be communicating with the officers. Sending good thoughts her way. <p>BIG THANK YOU to President Clemons for moderating today.</p>
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Next Meeting: December 11th, 2020 12:30 pm on TEAMS.

President adjourned the meeting at 2:02 pm