

**Polk State College Faculty Senate Agenda**  
**Date: January 11<sup>th</sup>, 2021**  
**TIME: 3:00 P.M.**  
**Meeting Held via Zoom**  
**Steering Committee to Meet Following the Senate Meeting**

**OFFICERS:**

Bill Caldecutt, President  
Anthony Cornett, Vice President – Winter Haven  
Cindy Freitag, Vice President – Lakeland  
Rebecka Ramos, Secretary  
Jaime Haischer, Parliamentarian  
Greg Harris, Senator at Large  
Lee Thomas, Administrative Liaison

3:03: Bill called the meeting to order.

**Approval of Minutes from December Meeting.** Jess moved to approve. Greg seconded.  
Minutes were approved.

**Approval of January Agenda.** Greg moved to approve. Rafi seconded. Agenda was approved.

**Senators:** Pal Good, Jess Jones, Andrew Coombs, Amy McIntosh, Rafi Ellis, Dawn Dyer, Lorrie Jones, Megan Cavanah, Alexandros Dimitriadis, Johnny Stewart, Misty Sparling, Aaron Morgan, Lorne Fairborn

**Guests:** Val Baker, Kristen Sykes, Tamara Sakagawa, Larry Young, Susan Moerschbacher, Joe Cook

**Reports:**

- President's Report: Nothing to report.
- Lakeland Vice President's Report: Cindy's report has been posted on the PIE site. Cindy provided a summary for Senate.
- Winter Haven Vice President's Report: Anthony's report has been posted in PIE. Anthony provided a summary.
- Administrative Liaison's Report: Dr. Thomas had a few updates. David Sutton is the interim Academic Dean on the Lakeland campus. Joan Connors is the interim Director of Nursing. As of this morning, enrollment was down 10.3%. There are still many students who are registering and many late starting classes. Dr. Thomas is optimistic that there will be enough enrollment to accommodate the 10% budgeted shortfall. There have been significant issues with the books store that Dr. Thomas and the deans have been working to resolve.

## **Committee Reports and Updates:**

- Nursing Faculty: Greg stated that the committee has chosen a candidate and sent the recommendation forward.
- PTA Director: Rebecka reported that the candidate the committee previously chose has declined the offer. Another candidate will be interviewed in the next week.
- Lakeland Academic Dean: Look for information coming forward soon.

## **Old Business:**

## **New Business:**

## **Rules and Procedures:**

Procedure 6085: *Investigations*: Val provided a summary of the changes in the proposed draft. Val thanked Senate for the concerns, feedback from faculty, and the recommendations that came forward from FHRC. One of the main changes was the ordering of the information in the procedure to make the process clear. The format of the new versions is uniform with other College procedures. Greg added that this draft of the procedure was a lot of work from FHRC, along with Megan and Christina Gesmundo.

Alexandros asked about the verbiage “is not limited to” and “for any other reason” in the section of the procedure discussing the initiation of the investigation. He asserted that this does not protect faculty as the previously mentioned items (actions against the law or violating terms of employment) should cover all investigable instances. Kristen replied that this language is meant to be broad. An investigation can be brought forward for many different issues.

Rafi added that if there is no clarification for this language, it can leave faculty and staff open to frivolous investigations. If something does not violate the terms of a person’s employment or the law, as discussed in the procedure, it should not be able to be investigated. This phrasing allows for anything to be investigated. Kristen verified that the issue here is the phrase “not limited to” and “any other reason.” Bill suggested that the procedure create a recommendation that an investigation must be related to a violation of the law or terms of employment. Kristen suggested that a discussion with counsel would be merited. Discussion continued.

Rafi suggested that there be wording about a preliminary step to ensure that the complaint does meet the criteria of an investigation. Anthony suggested that the procedure be sent to the departments for discussion and mentioning an addition of preliminary language. Alexandros suggested that there be changes first before sharing it with the departments. Bill suggested that Senate send it to departments as soon as the changes are made. Alexandros mentioned that he would like to see the language at Senate before it goes out to faculty. Rebecka will keep it on the agenda for old business; it will be reviewed at the next Senate meeting before being sent to full faculty. Alexandros moved to table. Greg seconded. Procedure was tabled.

### **New Business from the Floor:**

Summer Schedule: Cindy asked if Dr. Thomas had any updates on the summer schedule. There have not been and adjustments to the schedule yet, but faculty and adjuncts are starting to ask. Dr. Thomas added that the most of courses are already online during summer, and minor changes may be made. Megan mentioned that the majority of her department are face to face in the summer. Cindy agreed that this is the same for Science. Dr. Thomas suggested for her department to develop a strong mix and that may be an appropriate strategy for science as well. There can always be changes before registration opens. Dr. Thomas reported that there has been a lot of positive feedback from students and professors coming back to campus.

COVID: Lorrie asked where the College is in the COVID planning and coming back to campus. Specifically, she asked about the requirement of two negative tests to return to work. This is no longer a recommendation. Lorrie added that the rapid tests are not accurate. Bill added that there are no nursing faculty on the COVID team, and Bill asked for Lee to advocate for a nursing professor's presence.

Re-shutting Down: Misty asked if there was any discussion of shutting down again with the next wave of sickness, specifically for high schools. Dr. Thomas said that faculty should be ready to go online at any moment. There will be as much lag time given as possible if face-to-face courses must go online, but the administration does not have a lot of control over the timing. Faculty should be prepared.

Sign in/Sign out Sheets: Megan mentioned that the form being used to sign in and out of campus does not address all of the areas of Lakeland. Dr. Thomas will make sure the adjustments are made.

Face Shields: Andrew mentioned that there was an email about face shields that went out to the Lakeland campus, but nothing has been sent for Winter Haven. Dr. Thomas will look into this and report back.

3:54: Jess moved to adjourn. Greg seconded.