

**2018-2019 University Senate  
Minutes for the 19 Oct 2018 Meeting**

*University Senate Officers: Presiding Officer Alex Blazer, Presiding Officer Elect David Johnson, Secretary Craig Turner*

**PRESENT (32)** Susan Allen, Donna Bennett, Alex Blazer, Robert Blumenthal, Linda Bradley, Kelli Brown, Hauke Busch, Krystal Canady, Nicole DeClouette, Steve Dorman, Hedwig Fraunhofer, Glynnis Haley, Sarah Handwerker, Will Hobbs, Sabrina Hom, Monica Ketchie, Min Kim, Alesa Liles, Catrena Lisse, Bryan Marshall, Stephanie McClure, Ben McMillan, Christine Mutiti, Amy Pinney, Darryl Richardson, Joanna Schwartz, John Swinton, Ashley Taylor, Tom Toney, Craig Turner, Jessica Wallace, Diana Young.

**ABSENT (7)** Jamie Addy, Paulette Cross, Christopher Newsome, Cedric Norris, Mary Catherine Rogers, Jiaqin Yang, Jenq-Foung Yao.

**REGRETS (11)** Kevin Blanch, Rodica Cazacu, Angela Criscoe, Matt Forrest, Yolanda Foster, Jan Hoffmann, David Johnson, Amelia Lord, Mary Magoulick, Lyndall Muschell, Joanne Previts.

**GUESTS (8)**

| <b>First Name</b> | <b>Last Name</b> | <b>2018-2019 Committee</b> | <b>Description<br/>Role on University Senate or Position at the University</b> |
|-------------------|------------------|----------------------------|--|
| Kay               | Anderson         | None                       | <i>University Registrar</i>  |
| Shawn             | Brooks           | None                       | <i>Chief Student Affairs Officer</i>   |
| Madison           | Capstick         | SAPC                       | <i>Student Government Association</i>  |
| Bob               | Orr              | RIPC                       | <i>Chief Information Officer</i>   |
| John              | Sirmans          | None                       | <i>Parliamentarian of the 2018-2019 University Senate</i>                      |
| Costas            | Spirou           | None                       | <i>Senior Associate Provost &amp; Director of Graduate Studies</i>             |
| Monica            | Starley          | None                       | <i>Special Assistant to the President</i>                                      |
| Veronica          | Womack           | EAPC                       | <i>Chief Diversity Officer</i>   |

**CALL TO ORDER:** Alex Blazer, Presiding Officer of the 2018-2019 University Senate, called the meeting to order at 3:30 p.m.

**CONSENT AGENDA:**

***Consent Agenda  
Special Rule of Order  
two-thirds vote required***

***II. Section 3.A.4.a. Consent Agenda.*** A consent agenda, known in Robert’s Rules of Order as a “consent calendar” (11th ed. p.361, III.11-32) may be presented by the Presiding Officer in advance of a regular meeting. Items listed are usually of a routine and uncontroversial nature. For each source committee, items emerging from that source committee are placed on the consent agenda by the Presiding Officer at the request of, and in consultation with, the chair of that source committee. The Presiding Officer may consult with the Executive Committee when setting the consent agenda. The consent agenda is taken up at a regular meeting prior to source committee reports. An item may be removed, without a stated reason, from the consent agenda at the request of any member. Removed items may be taken up either immediately after the consent agenda, placed later on the regular agenda, or added to a future meeting’s agenda at the discretion of the assembly. Items not removed from the consent agenda shall be considered collectively and without amendment or debate. A motion to approve the consent agenda requires a second and a two-thirds majority of those casting votes favoring adoption, assuming the presence of a quorum.

A consent agenda was available as an item of business listed on the meeting agenda and read as follows.

**MOTIONS**

1. Motion 1819.CON.002.O Revised Slate of Nominees 2018-2019

**AGENDA/MINUTES**

2. University Senate Meeting Agenda (10/19/2018)
3. University Senate Meeting Minutes (09/21/2018)

A **MOTION** to adopt the consent agenda was made, seconded and approved by voice vote with no proposed extractions and no further discussion with no dissenting voice and only voting members of the university senate eligible to vote.

**AGENDA:** The agenda for this meeting was *approved as circulated* as item 2 of the consent agenda.

**MINUTES:**

1. The minutes of the 21 Sep 2018 university senate meeting were *approved as circulated* as item 3 of the consent agenda.

**PRESIDENT'S REPORT** – President Steve Dorman

1. **HURRICANE MICHAEL** Thank you all for “weathering the storm” with us last week. I hope everyone fared well. For the sake of our students’ safety, the decision was made to extend their Fall Break and then to close campus for everyone on Wednesday and Thursday.
2. **OPEN ENROLLMENT** for 2018 employee benefits will be held October 29 – November 9, 2018. All benefits-eligible employees are required to make their benefits selection for the upcoming year. For details, please visit <https://www.usg.edu/hr/benefits> or contact the Office of Human Resources.
3. **STATE CHARITABLE CONTRIBUTION PROGRAM (SCCP)** This year’s campaign runs from October 1 through October 31, and the theme is “Shaping Our Future Through Giving.” The SCCP gives us an opportunity to be an instrument of positive change by supporting health, human services, environmental, and educational charitable programs. Our SCCP Agency Coordinator this year is Ms. Monica Starley. Please feel free to contact her with questions or visit <https://gasccep.causecast.com/login>. Thank you in advance for your generosity.
4. **GEORGIA COLLEGE FAMILY FUND** The GC Family Scholarship will support the children or grandchildren of Georgia College faculty and staff. The Foundation has agreed to match \$1 for every \$1 donation made up to \$100,000. Support the GC Family today online at [gcsu.edu/donate](https://gcsu.edu/donate) or by calling 478.445.5767. You can also donate by payroll deduction at [alumni.gcsu.edu/foundation](https://alumni.gcsu.edu/foundation).
5. **POLICY REVISIONS** The Board of Regents of the University System of Georgia released the following revisions to policies during August and September 2018. A listing of the policies that were addressed through September 2018 can be found at <https://frontpage.gcsu.edu/announcement/board-regents-policy-revisions-0>. These policies automatically become GC policy. The following sections of the Board of Regents Policy Manual were revised:
  - Conflicts of Interest and Conflicts of Commitment
  - Academic Textbooks
6. **ETHICS AWARENESS WEEK** is scheduled for November 11 – 17, 2018. The purpose of the week is to remind everyone in the university system of our shared ethical values and expectations so these are incorporated into our day-to-day decisions. Ms. Stacy Mulvaney, Director of Internal Audit and Advisory Services, is coordinating various activities for the week. On Wednesday, November 14, Mr. Danny Goldberg will be speaking to campus and providing professional development on *Leadership through Ethics*. He will offer two sessions on the 14<sup>th</sup>, one at 9:00 and another at 11:00. Both sessions will take place in the A&S Auditorium. Mr. Goldberg is a well-known speaker on internal auditing and people-centric skills. Ms. Mulvaney will offer one-hour ethical decision-making training sessions on November 13 and 15 at 10:00 and 2:00. She will also be conducting individual departmental training sessions throughout the week if requested by the department.
7. **FY2019 BUDGET PROCESS BEGINS** The FY2019 **University Budget Forum** will be held on Monday, November 19, 2018, from 8:30 a.m. – 12:30 p.m. in the University Banquet Room at The MAX. As a part of our commitment to shared governance and transparent decision making, all campus community members are encouraged to attend. I will provide a budget overview beginning at 8:30 followed by the

dean of the College of Arts and Sciences, dean of the College of Business, dean of the College of Education and dean of the College of Health Sciences. Following the deans, the vice presidents will present. The provost and senior vice president for Academic Affairs will start things off followed by the vice president for Student Affairs, the vice president for University Advancement and the vice president for Finance and Administration. All are encouraged to attend. In addition, I encourage you to get involved and attend your departmental and college level meetings regarding the budgeting process.

8. **SAVE THE DATES**

a. ***Veterans' Day Ceremony***

- i. Monday, November 12, 2018
- ii. 9:00 a.m. – Baldwin County War Memorial (Hancock Street)

b. ***University Budget Forum***

- i. Monday, November 19, 2018
- ii. 8:30 – 12:30 p.m. – University Banquet Room

c. ***Faculty, Staff, & Student Holiday Open House***

- i. Thursday, December 13, 2018
- ii. 9:00 a.m. & 4:00 p.m. – Old Governor's Mansion

d. ***Winter Commencement***

- i. Saturday, December 15, 2018
- ii. 1:00 p.m. – Centennial Center

9. **QUESTIONS** When the President invited questions from the floor, there was one.

- a. **As part of the Affordable Learning Georgia (ALG) initiative in the University System of Georgia, courses in the registration system are coded as "low cost" (e.g. \$40 or less required textbook costs) or "no cost" (\$0 in required textbook costs), might we supplement these notations with an indication of the quality of the learning materials (textbook)? For example, we would likely not buy a car based exclusively on price. I am willing to consider any suggestions you have on this matter. As you know, the Board of Regents doesn't want to control the textbooks used for courses, nor do you as faculty want that to be the case. We of course must comply with the University System of Georgia requirement to include the cost coding as is presently being done, yet we could supplement this coding with other information. The addition of a textbook quality notation would require some care to implement.**

**PROVOST'S REPORT** – Provost Kelli Brown

1. **MARSHALL SCHOLARSHIP FINALIST**

- a. I am delighted to share with you all that **Kevin Morris** has been selected as a finalist for the Marshall Scholarship. Congratulations Kevin!
- b. The **Marshall Scholarship** is a scholarship for "intellectually distinguished young Americans and their country's future leaders" to study at any university in the United Kingdom. Created by the Parliament of the United Kingdom in 1953 as a living gift to the United States in recognition of the generosity of Secretary of State George C. Marshall and the Marshall Plan, the goal of the scholarship was to strengthen the Special Relationship between the two countries for "the good of mankind in this turbulent world." With between 30 and 40 scholars selected annually, and with the number of university-endorsed applicants approaching 1000, in recent years it has been the most selective graduate scholarship for Americans. In 2018, only 18% of applicants were interviewed, and only 5% won. The only other major award for American graduates that is this competitive is the Rhodes Scholarship. Last year, only three institutions in Georgia had Marshall finalists - Emory, Mercer, and University of Georgia (none of them won).
- c. I want to express my appreciation to the following faculty and staff who assisted Kevin with his application:
  - i. Chris Clark (Economics)
  - ii. Jehan El-Jourbagy (Legal Environment of Business)

- iii. Steve Elliott-Gower (Honors)
- iv. Harold Mock (Leadership Studies)
- v. Liz Speelman (Outdoor Center,
- vi. Amanda Reinke (Government and Sociology)
- vii. Anna Whiteside (National Scholarships Office)

2. **ACADEMIC AFFAIRS EXCELLENCE AWARDS**

- a. Each college will select nominees for the first eight Academic Affairs Excellence Awards and forward to the University Teaching Excellence Awards committees, which select the recipient for each award category. Award recipients will remain a “secret” until the awards ceremony. The awards and links to associated nomination criteria are:
  - i. [Excellence in Teaching Award\\*](#)
  - ii. [Excellence in Scholarship of Teaching and Learning](#)
  - iii. [Teaching Excellence for Department or Program](#)
  - iv. [Excellence in Online Teaching](#)
  - v. [Irene Rose Community Service Award](#)
  - vi. [Excellence in Scholarship & Creative Endeavors](#)
  - vii. [Excellence in University Service](#)
  - viii. [Laurie Hendrickson McMillan Faculty Award](#)
  - ix. [Regents’ Momentum Year Award for Excellence in Advising and Student Success\\*\\*](#)
  - x. [Regents’ Momentum Year Award for Excellence in Teaching and Curricular Innovation\\*\\*](#)

\*The recipient of the Excellence in Teaching Award is the Fall 2019 Graduation Commencement speaker.

\*\* These awards are new in 2019. Georgia College recipient portfolios for the inaugural awards will be submitted directly to the University System of Georgia by December 4, 2019.

- b. Website for Awards and Criteria <http://www.gcsu.edu/provost/faculty-scholarship>

3. **FACULTY SCHOLARSHIP SUMMER PROGRAM (FSSP)**

- a. Once again, the Office of Academic Affairs will be offering the Georgia College Faculty Scholarship Support Program to provide additional support for faculty to disseminate their research, artistic work and/or teaching and learning scholarship in a peer-reviewed publication and/or juried context. The idea is to award one of the most valuable resources of all – time. This “time” would be used to write their scholarship or prepare their performance or exhibition. The goal is to increase the scholarly productivity of Georgia College faculty by making additional resources (i.e., time) available to our faculty. By increasing our dissemination of scholarship through peer-reviewed/juried outlets, we will enhance our national reputation; and the higher education learning community will have an opportunity to learn about all the great research, creative work, and teaching and learning that is occurring at Georgia College.
- b. The guidelines and application are available at: <http://www.gcsu.edu/provost/faculty-scholarship>

c. **Due Dates**

- i. Application to department chair November 26, 2018
- ii. Application to college dean December 3, 2018
- iii. Completed application to Office of Academic Affairs December 10, 2018
- iv. Faculty Notification No later than January 11, 2019

4. **FACULTY SALARY REVIEW TASK FORCE**

a. **Members**

- i. Mr. Russ Williams, Chair of Task Force
- ii. Dr. Robert Blumenthal
- iii. Dr. Sallie Coke
- iv. Dr. John Swinton, University Senate Representative
- v. Mr. Neil Jones
- vi. Mrs. Susan Allen (ex-officio)

- vii. Dr. Kelli Brown (ex-officio)
  - viii. Dr. Craig Turner (ex-officio)
  - b. **The First Meeting** was held October 8, 2018 where the charge was shared.
  - c. **Website** Charge and other information is available at the task force's website with url <http://www.gcsu.edu/provost/faculty-salary-review-task-force>
5. **KEY UPCOMING DATES**
- a. October 20: Fall Fest for student recruitment
  - b. November 19: GC Budget Hearing, 8:30am – 12:30pm University Banquet Room at The MAX
  - c. December 15: Fall Commencement Ceremony, 1:00pm Centennial Center Dr. Chris Clark, Associate Professor of Economics, will be the commencement speaker as last year's Excellence in Teaching award recipient.
6. **QUESTIONS** When the Provost invited questions from the floor, there were none.

**UNFINISHED BUSINESS:** There were no items of unfinished business.

**NEW BUSINESS:** There was one item of New Business.

1. **MOTION 1819.FAPC.001.P (PROPOSED REVISION TO ADD/DROP DEADLINES)** On behalf of the committee, Ashley Taylor, FAPC Chair, presented the motion *To recommend the proposed policy revision in the supporting document entitled "Add/Drop Period" as University Policy.*
- a. **SUPPORTING DOCUMENTS** Supporting documentation, accessible in the online motion database, was available for display on the big screen.
    - i. *Add/Drop Period* An MSWord document containing the proposed policy.
  - b. **CONTEXTUAL INFORMATION** Ashley Taylor provided the following contextual information.
    - i. Primary change is not to require a signed drop/add card to add a course during days 4 and 5 as negotiating this card is an unnecessary hurdle for students to take the action to add.
  - c. **DISCUSSION**
    - i. Does the University Registrar support the proposal? *Yes, this will align us with best practice in registration. The last time this policy was reviewed was 2004 and we are very different in many ways since that time – online courses now exist where securing signatures on the drop/add card to add a course might be the only time the online student would be on campus. We are one of a very few schools that require signatures to add on days 4/5.*
    - ii. The faculty/student interaction could be beneficial when adding a course days 4 and 5.
    - iii. Can faculty receive e-mail notification of students adding their course during week one? *While e-mail notifications could be implemented, the class rolls are live and updated the instant a student adds or drops a course within the drop/add periods.*
  - d. **SENATE ACTION** Motion 1819.FAPC.001.P was **APPROVED** (with one nay vote) by voice vote with no additional discussion and only elected faculty senators eligible to vote.

**COMMITTEE REPORTS:**

1. **ACADEMIC POLICY COMMITTEE** (APC) – Sabrina Hom for Rodica Cazacu  
*Officers: Chair Rodica Cazacu, Vice-Chair Lyndall Muschell, Secretary Sarah Handwerker*
- a. **Meeting** APC met on 05 Oct 2018 from 2:00pm to 3:15pm. Beyond the one motion considered earlier during this meeting, the following topics were discussed.
    - i. **Final Exam Schedule** The APC considered what to do about the motion the University Senate sent back to our committee on 21 Sep 2018. APC unanimously decided that the motion should be withdrawn.
    - ii. **Midterm Feedback Upper-Level Courses** During our last meeting, Sabrina Hom offered to talk to Steven Jones about the possibility of including a question about midterm feedback in the SRIS. We considered the following question:

- “Did you receive meaningful feedback on your performance in this class prior to the middle of the semester?”

In order to be included in this semester SRIS, the question should be submitted to Steven Jones by 19 Oct 2018.

APC was asked to consider the following regarding midterm feedback.

- 1) Could submission of midterm grades be mandatory in PAWS for all undergraduate courses, i.e., not only 1000-2000-level courses but also 3000-4000-level ones too?

APC decided to wait on this until we get some feedback from students on the changes APC proposed last year, making the existing policy more accessible to faculty.

- 2) Could the options for midterm grades in PAWS be changed from selecting one (SF, UA, UG, UP, UM) to checking all that apply, including an academic letter grade (A, B, C, D, F), attendance issues, participation issues, etc.?

After APC talked about this, unanimously decided that this item should not be considered for future discussions since we consider that a letter grade based on about 30% of the assignments will not be relevant and could be misleading. We consider that it will be better if students are advised to discuss their class grade with their instructor before the course drop deadline.

- iii. **Plus/Minus Grades** After consulting with faculty from their departments, APC members unanimously decided to terminate consideration of this topic.
- iv. **Attendance Policy** APC started the discussions about the attendance policy at GC through email and we just concluded that we do not want to propose changes to the current policy.

2. **EDUCATIONAL ASSESSMENT AND POLICY COMMITTEE (EAPC)** – Alex Blazer for Mary Magoulick

*Officers: Chair Mary Magoulick, Vice-Chair Matt Forrest, Secretary Christine Mutiti*

- a. **Meeting** did not meet on 05 Oct 2018 from 2:00pm to 3:15pm as there were no items of business requiring the attention of this committee, thus there is nothing to report.

3. **EXECUTIVE COMMITTEE OF THE UNIVERSITY SENATE (ECUS)** – Alex Blazer

*Officers: Chair Alex Blazer, Vice-Chair David Johnson, Secretary Craig Turner*

- a. **Meeting** ECUS met on 05 Oct 2018 from 2:00pm to 3:15pm. The following topics were discussed.

- i. **Student Concerns regarding Midterm Course Feedback** Provost Brown, Presiding Officer Blazer, and Presiding Officer Elect Johnson discussed ongoing student concerns brought to the Provost about students not receiving midterm course feedback. It was decided that

- 1) Provost Brown will discuss the issue with deans, who will discuss the issue with chairs;
- 2) the Registrar will include in the midterm course feedback email sent to all faculty a statement encouraging faculty to submit midterm feedback for all courses rather than simply the required 1000-2000 courses;
- 3) students will meet with the deans;
- 4) David Johnson will talk with FAPC about an SRIS question involving midterm feedback; and
- 5) Alex Blazer will talk with APC about considering midterm grade policies.

- ii. **Free Speech Workshop** Steve Jones, Assistant Director for Faculty Development of CTL, and Alex Blazer, Presiding Officer of the University Senate, invited members of University Senate to the October CTL and Office of Legal Affairs workshop on academic freedom and First Amendment rights in the context of the BoR policy on Freedom of Expression.

- iii. **Mandatory Student Fee Committee** Nicole DeClouette and Craig Turner have agreed to serve again as University Senate representatives on the Mandatory Student Fee Committee this academic year.

- iv. **Committee Structure** ECUS and Standing Committee Chairs have begun a discussion of standing committee structure, specifically EAPC.
  - v. **Ongoing Work Groups**
    - 1) **2019-2020 Governance Calendar** A work group comprised of Alex Blazer, David Johnson, and Craig Turner has begun work on the 2019-2020 governance calendar and is confirming dates for next year's governance calendar.
    - 2) **Official Documents** A work group comprised of Nicole DeClouette and John Swinton is preparing a set of proposed revisions to the University Senate handbook, being sure to incorporate the governance history, and other official documents as well as a proposed revision process for the handbook to facilitate future edits.
    - 3) **University Senate Representation on University-Wide Committees** The review of procedures for selecting these university senate representatives is progressing.
  - vi. **Open Enrollment** David Johnson shares an important information item about open enrollment from yesterday's University System of Georgia Faculty Council (USGFC) meeting. The default is that USG employees are categorized as smokers; and employees who are nonsmokers must manually change this default to avoid the imposition of the smoking surcharge.
4. **SUBCOMMITTEE ON NOMINATIONS** (SCoN) – Alex Blazer for David Johnson  
*Officers: Chair David Johnson, Secretary Craig Turner, No Vice-Chair position for this committee.*
- a. **Report** Beyond the one motion considered earlier during this meeting as part of the consent agenda, there is one item of business to report. The Corps of Instruction list was received from the provost's office and confirmed by all unit heads. Next year's elected faculty senators have been apportioned to the academic units (with no change from the 2017-2018 apportionment numbers), and deans will be receiving guidance on overseeing the 2019-2022 elected faculty senator elections in their respective academic units.
5. **FACULTY AFFAIRS POLICY COMMITTEE** (FAPC) – Ashley Taylor  
*Officers: Chair Ashley Taylor, Vice-Chair Angela Criscoe, Secretary Olha Osobov*
- a. **Meeting** FAPC met on 05 Oct 2018 from 2:00pm to 3:15pm. The following topics were discussed.
    - i. **Faculty Salary Study** Susan Allen, Vice President for Finance and Administration, visited to discuss the faculty salary study. She provided clarity on committee questions about the goals and scope of the current study, membership on the committee/task force, and the timeline for implementation.
    - ii. **Add/Drop Deadlines** Kay Anderson, University Registrar, came to discuss Add/Drop deadlines. FAPC expressed concern that the current deadlines (3 days to add; 5 days to drop) make it unnecessarily challenging for students to get into the classes they want/need. We made a motion to extend the deadline for adding classes to the 5<sup>th</sup> day. We also discussed the approval process for adding students to course rosters.
    - iii. **Midterm Feedback and Retreat** David Johnson came to the meeting to discuss potential changes to next year's governance retreat and SGA's complaints regarding GC faculty who do not return graded assignments by midterm
    - iv. **Add Question to SRIS?** Since that meeting, the issue of whether to include a question about midterm feedback in the SRIS (Student Rating of Instructor Survey) has been sent to us from APC and will be included as a discussion item on our next agenda.
6. **RESOURCES, PLANNING AND INSTITUTIONAL POLICY COMMITTEE** (RPIPC) – Diana Young  
*Officers: Chair Diana Young, Vice-Chair Darryl Richardson, Secretary Marcela Chiorescu*
- a. **Meeting** RPIPC met on 05 Oct 2018 from 2:00pm to 3:15pm. The following topic was discussed.
    - i. **Student Mental Health** Dr. Shawn Brooks (VP for Student Affairs) and Dr. Steven Wilson (Director of Counseling Services) came to our meeting to speak about recent trends in



student mental health and current/proposed strategies to improve student access to mental health care on campus.

- 1) Dr. Brooks shared much of the same information that he shared at the 7 Sep 2018 ECUS-SCC meeting: nation-wide trends in college student mental health issues.
- 2) Dr. Wilson shared data regarding changes in the number of students seeking treatment at GC Counseling Services. He also shared information about how a larger number of students are self-reporting various mental health behaviors (e.g. attempting suicide, suicidal ideation) this year compared to last year. Dr. Wilson described the current makeup of psychologists, counselors, and other mental health professionals at GC Counseling, the current programs/services offered to students, and the increases in average wait times for students seeking to make appointments. Finally, Dr. Wilson described a number of proposed changes or additions to Counseling Services. Some examples include: hiring a new full time psychologist, increasing the number of part-time contractor employees, offering more group counseling sessions, suggesting tele-mental health services or referring students out to non-GC counselors for long-term care, and considering a future walk-in triage system.

7. **STUDENT AFFAIRS POLICY COMMITTEE (SAPC)** – Joanna Schwartz

*Officers: Chair Joanna Schwartz, Vice-Chair Monica Ketchie, Secretary Guy Biyogmam*

- a. **Meeting** SAPC met on 05 Oct 2018 from 2:00pm to 3:15pm. The following topics were discussed.
  - i. **Freedom of Expression Policy** The discussion on concerns about the new policy on freedom of expression on campus continued. University Counsel Qiana Wilson and Dr. Womack, enlightened the committee about the legal implications of the new policy. According to them, GCSU, being part of the University System of Georgia, has to follow State laws, even if the policy can potentially impact underrepresented students. Georgia College can take action only if there is enough evidence that the speech crosses the lines of Harassment and Discrimination, or disrupts the business of Georgia College. Dr. Womack and University Counsel Wilson emphasized that the policy has limits and any issue should be directed to them. They are also planning to train students, faculty, and staff on how to respond to potential offensive language.
  - ii. **HUB Council** Minority students are planning to create a HUB (Honoring, Uniting, Building) community council in order to promote diversity. Dr. Womack welcomes the idea and is looking forward to meeting monthly with this council. SAPC will invite Dr. Stacey Hurt-Milner, Director of the Cultural Center, to discuss promoting the HUB.
  - iii. **Early College** The discussion on concerns that Georgia College Early College (GCEC) students do not feel welcome on campus continued. Dr. Lewter, University Counsel Wilson and Dr. Womack informed the committee that an attempt to give them access to many facilities on campus has been made in the past, but Dr. Sallad, GCEC Director, did not at that time welcome the idea due the age of Early College students and their middle and high school student status. SAPC will invite Dr. Sallad to discuss ways to better integrate GCEC students into the Georgia College community.

*Comment from the Floor of the University Senate My experience suggests that many Georgia College students are unaware of the existence of Early College. I suggest consideration of some intentional efforts, possibly as part of orientation, to educate Georgia College students on the existence of Early College.*



- iv. **Bobcats Email** Georgia College students are concerned that their e-mail addresses are too long and do not look professional when they go outside of college and on the job market. Students would like the extension shortened. Students were told that it is a complicated issue since **gcsu.edu** is Georgia College's domain and student email addresses must differ from faculty and staff addresses and presently student email have domain **bobcats.gcsu.edu**. SAPC will reach out to Dr. Orr, Chief Information Officer, to find out if student email addresses could be changed to **first\_last@gcsu.edu** (propose using an underscore delimiter between first and last name for students and period delimiter between first and last name for employees), or invite him to the next meeting if necessary.
- v. **Disruptive Behavior Policy** was postponed to the next SAPC meeting due to time constraints.
- vi. **Inclusion Talk** See the details in the panel below.



 **GEORGIA COLLEGE**  
GEORGIA'S PUBLIC LIBERAL ARTS UNIVERSITY  
 J. Whitney Bunting College of Business

**Diversity and Inclusion Series**

**Diversity and the Power of Acceptance**  
**Best Practices for Campus Inclusion of Trans and Non-Binary Individuals**  
*Presented By: Dr. Joanna Schwartz*

**Wednesday, October 24th**  
**12:30 pm**  
**Atkinson 202**

We often use metrics to quantify diversity, but unfortunately, there are few solid numbers for guidance about people on the gender spectrum. Discouraging, marginalizing, outing, and misgendering these students and colleagues are common mistakes that build walls instead of bridges in our communities. Alternatively, Trans and Enby (non-binary) inclusive practices unquestionably make Universities stronger. This session addresses best practices and strategies to integrate this very diverse group into your University's culture. Basic issues such as pronouns, housing, identification, bathrooms, and email will be discussed. More complex issues will include why respect and acceptance resonates far beyond this group to your entire University.

**Support for College of Business diversity initiatives is provided by Georgia College alumnus Dan Riley.**

8. **STUDENT GOVERNMENT ASSOCIATION (SGA)** – Amelia Lord

*Officers: President Amelia Lord, Vice President Sarah Smith, Secretary Daniel Goorsky, Treasurer Avery Perkins*

- a. The SGA Drive-in Movie (fundraiser for the student emergency fund), scheduled for Thursday, 25 Oct 2018, has been postponed due to inclement weather.
- b. SGA is working on installing a new bobcat statue in front of Magnolia by the beginning of next semester.
- c. The SGA Senate meets at 2:00pm every Friday in the Maple Conference room!

**ANNOUNCEMENTS/ INFORMATION ITEMS:**

1. **FACULTY SALARY REVIEW TASK FORCE UPDATE** – John Swinton (University Senate Representative)

a. **10/08/2018: Initial/Organizational Meeting**

i. Members

- 1) Ex Officio: Provost Brown, Susan Allen, Craig Turner;
- 2) Members Robert Blumenthal, Sallie Coke, Neil Jones, John Swinton (Senate Representative);
- 3) Chair Russ Williams

ii. Tasks

- 1) Recommend acceptable salary ranges for each discipline and rank for all full time faculty. These ranges are to assist in the attraction and retention of highly qualified faculty in our attempt to become a nationally preeminent public liberal arts institution. Among other factors, we are to use information from approved aspirational schools (as determined by the BoR/USG, the GCSU Cabinet, and relevant accrediting bodies) to develop our recommendations.
- 2) Fully document all work done.
- 3) Create a philosophy to guide future salary reviews.

b. **10/15/2018: Review of Data Requirements**

i. Guest Dr. Chris Ferland (AVP Institutional Research)

ii. Discussion Topics

- 1) Challenge of gathering data
  - a) No reliable source of data that provides institution/rank/discipline data - AAUP and IPEDS do not provide discipline based information.
  - b) CUPA-HR (College and University Professional Association for Human Resources) may have (broad) discipline level data but not for specific institutions. We do not know at this point.
  - c) Little reason to believe institutions will share data that they do not report to other bodies. We will ask anyway.
- 2) Moving forward
  - a) Check CUPA-HR
  - b) Reach out to a few aspirational schools to see what they will share
  - c) Look into alternative avenues for obtaining discipline-based data

c. **Task Force Website** <http://www.gcsu.edu/provost/faculty-salary-review-task-force>

2. **UNIVERSITY CURRICULUM COMMITTEE (UCC) UPDATE** – Lyndall Muschell (UCC Chair)

a. **University Curriculum Committee and General Education Committee**

i. Action Items

- 1) **Revisions in Minor in Outdoor Education** Jeff Turner explained due to the deactivation of the outdoor education major, a revision of courses was necessary for the minor (**Recommended Sept. 28, 2018**)
- 2) **Revisions in Minor in Public Health** The name was already changed to reflect change in major, courses already have been offered (**Recommended Sept. 28, 2018**)

- ii. Information Items
  - 1) **General Education Committee**
    - a) GC2Y World Englishes – Recommended by GEC (Sept. 21, 2018)
    - b) GC1Y Tech Support: The Promise and Peril of Technology – Recommended by GEC (Sept. 21, 2018).
- 3. **MENTAL HEALTH ISSUES OF COLLEGE STUDENTS** – Shawn Brooks (Chief Student Affairs Officer)
  - a. Vice President Brooks was gracious enough to supply the notes on which his remarks were based. These notes are attached as a supporting document to these minutes and serve to document the talking points of this presentation.
  - b. Questions
    - i. At what point would a student expect to leave campus as a result of mental health concerns? *Such consideration is a daily reality on this campus. Naturally we must comply with ADA policies. Some strategies include partnering with parents subject to student permission and the parents may come and take their child from the campus for treatment. If a student has threatened harm to self or others, overrides the necessity for permission to contact parents. Sometimes these breaks from campus are only temporary.*
    - ii. You reported 25.5% of students report being on psychotropic drugs, this isn't 25.5% of ALL students, is it? *No, it isn't. It is 25.5% of students being seen at counseling centers report being on psychotropic drugs. Some students who have freedom for the first time in college choose to unmedicate (stop taking their medications). Others may accompany their drugs with alcohol consumption without realizing this is a potentially life-threatening combination!*
    - iii. I am not a fan of the generation categorization as an explanation. Often other factors such as sexual assault experiences can be pertinent. Two questions: How many students that you see have experienced sexual assault? How effective is text/Skype counseling? *While these are excellent questions, I do not presently have answers for them. I will definitely seek out answers. Let me get your contact information so that I can share answers to your questions with you.*

**OPEN DISCUSSION:** Alex Blazer invited open discussion from the floor. There was one topic of discussion.

1. **DROP/ADD POLICIES AND FACULTY/STUDENT INTERACTION**

- a. The recent drop/add policy trends support student anonymity and student isolation/alienation and reduce faculty/student interaction. This may be ideal for Gen Z students who allege they would prefer to interact online rather than face to face. Faculty intervention sometimes save the student to succeed. While I welcome the lifting of the requirement for students to secure signatures on drop/add cards, part of me would like to preserve the faculty/student conversation geared toward promoting the student's success that often accompanies the affixation of the faculty instructor signature on the drop/add card. At this time, I have no suggested policy revision to offer.
- b. For some students, there is a drop the course(s) OR lose the hope scholarship perspective.
- c. I love that faculty/ staff reach out and talk to students and make themselves available to students.
- d. We students are increasingly grateful to have relationships with faculty and staff and we feel that they genuinely care about us and our success.
- e. Summary of the reported midterm grades for fall 2018
  - i. Approximately 133 students had a U midterm grade in three or more of their courses.
  - ii. Approximately 600 students had a U midterm grade in one or two of their courses.
  - iii. The U grades trigger messages to college deans and department chairs with lists of these students.
  - iv. How can interested faculty identify the students with multiple midterm U grades? *Consult their department chair.*

**ADJOURN:**

1. **ATTENDANCE AND THE SIGN-IN SHEET** Alex Blazer requested that each individual present at the meeting sign the university senator attendance sheet or guest sign-in sheet on their way out if they hadn't already signed in.
2. **MOTION TO ADJOURN** A motion to adjourn was made, seconded, and approved. The meeting was adjourned at 4:45 p.m.

**SUPPORTING DOCUMENTS**

1. There is one supporting document.
  - a. *MentalHealthNotes\_ShawnBrooks\_2018-10-19* (MSWord, pdf) This set of notes supports the Mental Health Issues of College Students Information Item provided by Chief Student Affairs Officer Shawn Brooks.