

**2018-2019 University Senate
Minutes for the 15 Feb 2019 Meeting**

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

PRESENT (32) Kevin Blanch, Alex Blazer, Linda Bradley, Kelli Brown, Hauke Busch, Krystal Canady, Rodica Cazacu, Paulette Cross, Nicole DeClouette, Steve Dorman, Matt Forrest, Glynnis Haley, Sarah Handwerker, David Johnson, Monica Ketchie, Min Kim, Alesa Liles, Catrena Lisse, Amelia Lord, Mary Magoulick, Christine Mutiti, Amy Pinney, Darryl Richardson, Joanne Previts, Joanna Schwartz, John Swinton, Ashley Taylor, Tom Toney, Craig Turner, Jessica Wallace, , Jiaqin Yang, Diana Young.

ABSENT (6) Yolanda Foster, Will Hobbs, Sabrina Hom, Christopher Newsome, Cedric Norris, Mary Catherine Rogers.

REGRETS (12) Jamie Addy, Susan Allen, Donna Bennett, Robert Blumenthal, Angela Criscoe, Hedwig Fraunhofer, Jan Hoffmann, Bryan Marshall, Stephanie McClure, Ben McMillan, Lyndall Muschell, Jenq-Foung Yao.

GUESTS (4)

First Name	Last Name	2018-2019 Committee	Description Role on University Senate or Postion at the University
Michael	Gibbons	None	<i>Executive Leadership Institute Shadow to President Dorman</i>
Costas	Spirou	None	<i>Senior Associate Provost for Academic Affairs</i>
Monica	Starley	None	<i>Special Assistant to the President</i>
Jen	Yearwood	None	<i>Special Assistant to the Vice President</i>

CALL TO ORDER: Alex Blazer, Presiding Officer of the 2018-2019 University Senate, called the meeting to order at 2:02 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.

MOTION

1. Motion 1819.CON.003.O Revised Slate of Nominees 2018-2019
 - *Cindy Bowen replaces Bob Orr as Chief Information Officer Designee on RPIPC effective 16 Jan 2019.*

AGENDA/MINUTES

2. University Senate Meeting Agenda (02/15/2019)
3. University Senate Meeting Minutes (01/25/2019)

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: The minutes of the 25 Jan 2019 university senate meeting were *approved as posted* as item 3 of the consent agenda.

PRESIDENT'S REPORT – President Steve Dorman

1. **PREFACE** The last two weeks have been very difficult for everyone in our community. Each of these events, individually, is impactful to our community but all of these taken collectively have produced a sense of sadness and uncertainty. As has been noted, these difficult times have also served to remind us of the collective good we see in each other. And I want to acknowledge everyone who has responded in providing care and support for those directly impacted by the tragedies of the last two weeks. I also want to ask our faculty and staff to continue to be accommodating for those students directly impacted by these events. Counseling services are available if students, faculty or staff need this care. As difficult as these two weeks have been, I know that our collective good will, optimism and resilience will carry us through this. Updates regarding these events can be found at: <http://www.gcsu.edu/update>
2. **COLD & FLU SEASON** Just a reminder that it is cold and flu season. I hope that you all individually and collectively will take the measures to prevent the spread of viruses, cold and flu. These measures can be found at: <https://www.cdc.gov/flu/protect/habits/index.htm>
3. **DR. CHRIS CLARK – FACULTY AWARD RECIPIENT** Dr. Chris Clark, Professor of Economics, was recently named a recipient of the 2018 Felton Jenkins Jr. Hall of Fame Faculty Award for the University System of Georgia. Selected by a panel of faculty and administrators from across the University System, Clark was unanimously recommended as this year's winner. The committee noted: "Dr. Christopher Clark invites students across the university to explore economics through real world contexts, and through this pedagogy has inspired a number of students to pursue graduate study themselves. As a scholar-teacher, his research enters his classrooms, and his passion for economics inspires students across the disciplines." Dr. Clark was recognized at the annual Regents' Scholarship Gala on Friday, Feb. 8, 2019, in Atlanta.
4. **HOMECOMING** festivities kicked off earlier this week. On Wednesday morning, faculty and staff around campus displayed their school pride by participating in the 2019 Homecoming Door and Office Decorating Competitions. This year's theme was "Millywood," and every participant did an outstanding job! Congratulations to the Accounting Services staff for winning the Office Decorating Competition and to Human Resources and Payroll Services for winning the Door Decorating Competition. The Homecoming concert, featuring JoJo and Moon Taxi, will take place tonight. Doors open at 7 p.m. Saturday morning, festivities will begin at 10:00 a.m. with the ribbon cutting for the National Panhellenic Council Plaza located on the Wilkinson Street side of Bell Hall. Please refer to the Homecoming page at <http://www.gcsu.edu/homecoming> for additional events and details. Please be sure to document your fun times by using the hashtag #GChc19.
5. **PEABODY AUDITORIUM** Construction on this facility wraps up Monday, February 18. The A/V and furniture are scheduled to be installed over the next few weeks. The project is moving along, and this newly renovated space will be a great asset to our campus.
6. **25LIVE IMPLEMENTATION** The new space reservation system project, 25Live, is making great progress. Training sessions will be available with more details to follow in the coming months. Some initial service reservations will begin this summer. Full implementation, which will include classroom scheduling, is slated to be adopted in January 2020.
7. **POLICY REVISIONS** During the February 2019 Board of Regents meeting, revisions were made to the following BOR policies:

a. **Student Affairs**

Board Policy 4.2 Undergraduate Admission, Board Policy 4.2.2 Admission Requirements for Undergraduate Programs Not Leading to a Baccalaureate Degree, and Board Policy 4.7 Appeals.

b. **Campus Affairs**

Board Policy 6.26 Application for Discretionary Review

c. **Personnel**

Board Policy 8.2.18.2 Conflicts of Interest and Conflicts of Commitment

Board Policy 8.2.21 Employment Appeals

d. Because these policies were made by the BOR they automatically become Georgia College Policy as well. I encourage you to review the new policies that have been updated at:

<https://www.usg.edu/policymanual/section4/C333>

<https://www.usg.edu/policymanual/section6/C2714/>

https://www.usg.edu/policymanual/section8/C224/#p8.2.21_employment_appeals

8. **FACULTY AND STAFF SALARY STUDIES UPDATE** Progress is being made with both the faculty and staff salary studies. We hope to address any necessary salary adjustments in January 2020, funding permitting.

9. **MULTIFACTOR AUTHENTICATION IS ON THE WAY** A group of the GC leadership will begin using DUO with multifactor authentication (MFA) on February 20th. Eventually everyone on campus will use DUO-MFA for initial logging in. MFA will assist us in our efforts toward cyber security. I would recommend that the University Senate leadership invite someone from IT to address the university senate on this whole process in the near future. Until we do have campus-wide MFA, *please be very careful what you click on in your email.*

10. **LEGISLATIVE UPDATE (FROM JOHNNY GRANT)**

January 14 marked the beginning of the 2019 legislative session along with the Inauguration of a new Governor and a new Lieutenant Governor for Georgia.

With new state leadership as well as many new legislators, the session got off to a slower start than usual, and one month later we stand at Day 16 of the 40 day session. Only eight bills have been introduced and assigned to the Higher Education committees for review. Those committees had organizational meetings last week and began hearings on legislation this week. The remaining legislative calendar was negotiated last week, and the final day of session, “Sine Die,” is scheduled for Tuesday, April 2.

Last week, the Georgia House of Representatives completed work on minor revisions to the Amended FY2019 budget. The Senate is now working through the Amended budget while the House has begun review of the FY2020 Budget. The total FY2020 budget as recommended by Governor Kemp is \$27.5 billion. Of that total, the higher education portion is \$8.2 billion, an increase from last year of \$147 million. Included in that recommended increase is Governor Kemp’s proposed 2% merit-based pay adjustment for state employees.

The FY2020 Budget also includes \$202.8 million in funding for capital projects within the University System. Of particular interest to Georgia College is the inclusion of \$18.3 million for our new Integrated Science Center. While recommended by the Board of Regents and Governor Kemp, this funding must still be appropriated through action by both the House and Senate.

11. **SAVE THE DATES**

a. ***Spring Fling – Faculty/Staff Picnic***

Tuesday, March 26, 2019

4:00 p.m. – Kurtz Field, West Campus – First pitch is at 4:00 p.m.

b. ***Faculty and Staff Retirement Luncheon***

Wednesday, April 10, 2019

11:30 a.m. – Pat Peterson Museum Education Room

c. ***Celebration of Excellence***

Friday, April 19, 2019

9:00 a.m. – Russell Auditorium

12. **QUESTIONS** When President Dorman invited questions, none were forthcoming.

PROVOST’S REPORT – Provost Kelli Brown

1. **THE USG MOMENTUM YEAR SUMMIT II** will take place February 28 (core team) and March 1 (core team/deans/department chairs). The GC Core Team is comprised of President Dorman, Provost Brown, Dr. Brooks, Ms. Allen, Ms. Delisa, Dr. Alby, Ms. Weston, and Ms. Mayweather.
2. **THE UNIVERSITY EXCELLENCE AWARDS** nominations are due to the Center for Teaching and Learning on March 1.
3. **COPLAC AWARDS** The COPLAC *Dunn* (faculty) and *Prior* (student) awards nominations are due to COPLAC on March 1. The Center for Teaching and Learning is overseeing the process.
4. **THE COHS DEAN SEARCH COMMITTEE** completed airport interviews last week and the finalists will be on campus beginning February 11.
5. **RACAA (REGENTS’ ADMINISTRATION COMMITTEE ON ACADEMIC AFFAIRS)** Georgia College will be hosting the USG RAACA meeting of Chief Academic Officers on February 20 and 21.
6. **SEARCHES** Numerous other searches are currently underway (faculty, department chairs, Executive Director of Admissions, Director of the Center for Teaching and Learning).
7. **TENURE & PROMOTION** The Office of the Provost is working on developing an electronic submission system for T/P documents as well as a T/P workshop which will take place in April 2019. Both of these initiatives are aimed at supporting GC faculty.
8. **USG APPROVALS** The USG recently approved the
 - a. MAT in Special Education delivery in an online format,
 - b. MSN certificate and concentration in Midwifery, and
 - c. MSN certificate and concentration in Women’s Health Nurse Practitioner.
9. **CURRICULAR REVIEW DATABASE** The online curriculum review and approval process is now complete and fully operational (connected to General Education Committee (GEC), University Curriculum Committee (UCC) and Graduate Council). The new electronic system for submitting and tracking curricular proposals is now in place. All proposals can be easily located and tracked to determine progress and decisions. Relevant forms and resources are located on the GC Curriculum Approval website with url <http://www.gcsu.edu/provost/gc-curriculum-approval>. Parts of this website are accessible only with unifi credentials.
10. **DUAL ENROLLMENT POLICY** At its February 5, 2019 meeting, the Cabinet approved the following change in Dual Enrollment eligibility at GC effective fall 2019.
 - a. **Current Policy** *Dual Enrollment is Georgia's program that allows eligible high school students to earn college credit while working on their high school diploma. The new law streamlines the existing dual enrollment options (Move On When Ready, Accel, and HOPE Grant) into one program with one funding source. By consolidating the existing programs into a single program, it will be easier for students and parents to navigate and take advantage of the available options to enroll in college courses while still in high school. Students MUST complete the 9th grade and be on track to complete the Required High School Curriculum.*
 - b. **Proposed Policy** *Dual Enrollment is Georgia's program that allows eligible high school students to earn college credit while working on their high school diploma. The new law streamlines previous dual enrollment options (Move On When Ready, Accel, and HOPE Grant) into one program with one funding source. By consolidating the existing programs into a single program, it will be easier for students and parents to navigate and take advantage of the available options to enroll in college courses while still in high school. Students MUST complete the 10th grade and be on track to complete the Required High School Curriculum.*
11. **UPCOMING EVENTS**
 - a. **Spring Fling – Faculty/Staff Picnic** Tue. March 26 at 4:00pm – Kurtz Field, West Campus
 - b. **Celebration of Excellence** Fri. April 19 at 9:00am – Russell Auditorium

- c. **Spring Graduate Commencement** Fri. May 10 at 7:00pm – Centennial Center
 - d. **Spring Undergraduate Commencement** Sat. May 11 at 9:00am and 2:00pm – Centennial Center
 - e. **Faculty Scholarship Celebration** Fri. April 26 at 4:00pm – Location TBA
12. **QUESTIONS** When the Provost invited questions, one was forthcoming.
- a. Question: Is there an update on the status of the College of Business Dean Search?
 - i. *Response: That search is progressing. Specifically, a draft of the job advertisement is in preparation subject to search committee review. An RFP (Request for Proposals) to identify a consulting firm to support this search has been issued. Once a consulting firm is selected, the search committee will be formed and begin its work. This should occur by the end of April 2019.*

UNFINISHED BUSINESS: There were no items of unfinished business.

NEW BUSINESS: There were two items of new business.

1. **MOTION 1819.ECUS.001.B (PROPOSED REVISIONS TO THE UNIVERSITY SENATE BYLAWS (ORGANIZATIONAL MEETINGS))** On behalf of the committee, Alex Blazer, ECUS Chair, presented the motion *To approve the proposed revisions to the University Senate Bylaws as outlined in the supporting documents.*
- a. **SUPPORTING DOCUMENTS** Supporting documentation, accessible in the online motion database, was available for display on the big screen.
 - i. *Bylaws Revisions - Organizational Meetings (2019-02-05).doc* An MSWord file containing the proposed revisions using Track Changes format.
 - ii. *Bylaws Revisions - Organizational Meetings Summary (2019-02-05).docx* An MSWord file containing a summary of the proposed revisions to the university senate bylaws.
 - iii. *Bylaws Revisions - Organizational Meetings (2019-02-05) Track Changes.pdf* A pdf file containing the proposed revisions using Track Changes format.
 - b. **CONTEXTUAL INFORMATION** Alex Blazer provided the following contextual information.
 - i. This proposal grew out of the recommendations on modifications to the university senate proposed at the August 2018 governance retreat, and has been discussed, proposed, and developed over several meetings of the Executive Committee with Standing Committee Chairs.
 - ii. A summary of the proposed changes is as follows.
 - 1) Shift the date for officer elections from *within 10 days of the University Senate organizational meeting* to ECUS selecting the date and publicizing it to the members of the standing committees.
 - c. **DISCUSSION** The following were points of discussion.
 - i. What is the reason for this modification? *In recent years, a number of the standing committee organizational meetings were canceled due to lack of quorum, so it seems the practice of scheduling these organizational meetings within ten days following the organizational meeting of the university senate should not be continued. The proposed revision to the university senate bylaws has the Executive Committee designating a time for these organizational meetings providing flexibility in setting the meeting time. In the short run, we anticipate the organizational meetings of the committees will be held during the August governance retreat committee breakout session.*
 - d. **SENATE ACTION** Further deliberation including a vote on motion 1819.ECUS.001.B was **POSTPONED** to the next university senate meeting to comply with the university senate bylaws revision process that is quoted here.

VI. Section 3. Non-editorial Revisions. Motions regarding non-editorial revisions of these bylaws shall receive consideration at two consecutive regular meetings of the University Senate. At the first of these meetings, the motion shall receive a first reading wherein it is introduced by the

Executive Committee in compliance with VI.Section2 and debated by the University Senate but may not be voted on. At the conclusion of this first reading, the motion must be postponed to the next regular meeting of the University Senate. At this next meeting, the motion shall receive a second reading wherein it shall receive disposition. Adoption of the motion shall occur with a two-thirds majority of those casting votes favoring adoption and upon approval of the University President.

2. **MOTION 1819.ECUS.002.B (PROPOSED REVISIONS TO THE UNIVERSITY SENATE BYLAWS (STANDING COMMITTEES))** On behalf of the committee, Alex Blazer, ECUS Chair, presented the motion *To approve the proposed revisions to the University Senate Bylaws as outlined in the supporting documents.*

a. **SUPPORTING DOCUMENTS** Supporting documentation, accessible in the online motion database, was available for display on the big screen.

i. *Bylaws Revisions - Standing Committees (2019-02-05).doc* An MSWord file containing the proposed revisions using Track Changes format.

ii. *Bylaws Revisions - Standing CommitteesSummary (2019-02-05).docx* An MSWord file containing a summary of the proposed revisions to the university senate bylaws.

iii. *Bylaws Revisions - Standing Committees (2019-02-05) Track Changes.pdf* A pdf file containing the proposed revisions using Track Changes format.

b. **CONTEXTUAL INFORMATION** Alex Blazer provided the following contextual information.

i. This proposal grew out of the recommendations on modifications to the university senate proposed at the August 2018 governance retreat, and has been discussed, proposed, and developed over several meetings of the Executive Committee with Standing Committee Chairs.

ii. A summary of the proposed revisions comprising this motion was read into the record by Alex Blazer. Specifically,

1) Dissolve Educational Assessment and Policy Committee, excise references throughout the bylaws, and renumber the sections accordingly.

2) Include Educational Assessment and Policy Committee scope in Academic Policy Committee's scope.

3) Lower the number of Presidential Appointees from 5 (APC, EAPC, FAPC, RPIPC, SAPC) to 4 (APC, FAPC, RPIPC, SAPC).

4) Lower the number of Senators by 1 (due to the Presidential Appointees adjustment)

5) Increase the number of members on four standing committees (APC, FAPC, RPIPC, SAPC) from 13 to 14 in order to accommodate 6-8 Volunteers

a) Presently, 5 standing committees (APC, EAPC, FAPC, RPIPC, SAPC), US has 13-15 volunteers per year.

b) In the future, with 4 standing committees (APC, FAPC, RPIPC, SAPC)

• 13 member committees accommodate 2-4 volunteers

• 14 member committees accommodate 6-8 volunteers

• 15 member committees accommodate 10-12 volunteers

• 16 member committees accommodate 14-16 volunteers

c) Increasing the number of Corps of Instruction positions on each standing committee (APC, FAPC, RPIPC, SAPC) by 1.

c. **DISCUSSION** The following were points of discussion.

i. Just as a point of information, the recommendation for increasing the size of the standing committees from thirteen to fourteen was not favored by all members of the body (ECUS with Standing Committee Chairs). Is it possible to set the size of the standing committees to be no fewer than 13 members allowing more flexibility for the Subcommittee on Nominations to accommodate volunteers and satisfy other desirable qualities of the committees composition <e.g. at least one corps of instruction faculty member from each

- academic unit (colleges, library) on each standing committee.>? *Response: Yes, the university senate can choose to have this type of composition for its standing committees.*
- ii. What are volunteers? *Volunteers are corps of instruction faculty members who are not serving as an elected faculty senator and who volunteer for a one year term of service on a standing committee.*
 - iii. A downside to not proposing a maximum size of the committees is that committees could potential be stacked in favor of a particular academic unit (college, library).
 - iv. A maximum standing committee size could be fifteen members.
 - v. Was the scope of EAPC preserved and transferred to APC? *Yes, it was. The draft of the proposed revision was reviewed noting that the APC scope (as proposed) includes the particular areas that comprised EAPC's charge, specifically academic assessment policy.*
 - vi. A **MOTION TO AMEND** the proposed revisions to the university senate bylaws by *setting limits on the size of the standing committees (APC, FAPC, RPIP, SAPC), specifically a minimum size of thirteen members and a maximum size of fifteen members* was proposed, seconded, and **APPROVED** with no further discussion and with a vocal minority expressing its dissent and only voting members of the university senators eligible to vote.
- d. **SENATE ACTION** Further deliberation including a vote on motion 1819.ECUS.002.B (as amended) was **POSTPONED** to the next university senate meeting to comply with the university senate bylaws revision process that is quoted here.

VI. Section 3. Non-editorial Revisions. Motions regarding non-editorial revisions of these bylaws shall receive consideration at two consecutive regular meetings of the University Senate. At the first of these meetings, the motion shall receive a first reading wherein it is introduced by the Executive Committee in compliance with VI. Section 2 and debated by the University Senate but may not be voted on. At the conclusion of this first reading, the motion must be postponed to the next regular meeting of the University Senate. At this next meeting, the motion shall receive a second reading wherein it shall receive disposition. Adoption of the motion shall occur with a two-thirds majority of those casting votes favoring adoption and upon approval of the University President.

COMMITTEE REPORTS:

1. **ACADEMIC POLICY COMMITTEE** (APC) – Rodica Cazacu

Officers: Chair Rodica Cazacu, Vice-Chair Lyndall Muschell, Secretary Sarah Handwerker

- a. **Meeting** APC did not meet on 01 Feb 2019 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.

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

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

- a. **Meeting** EAPC did not meet on 01 Feb 2019 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 01 Feb 2019 from 2:00pm to 3:15pm. The following topics were discussed.
 - i. **Inventory and Review of Official Documents including but not limited to the Governance History, University Senate Handbook** ECUS members provided feedback on the draft, notably proposing that the handbook revision process be modeled after the university senate bylaws revisions process. Members were invited to send additional feedback electronically before the 1 Mar 2019 ECUS meeting. The Handbook is on track to being voted on by ECUS, and then university senate in March.
 - ii. **Review Procedures for University Senate Representation on University-Wide Committees** ECUS members provided feedback on the draft, notably including

- 1) other university senate positions beyond those serving on university-wide committees such as USG Faculty Council, the Electronic Web Presence Liaison, and so forth,
- 2) matching the committee table information with the committee bullet point information, and
- 3) selection by university senator vote when more than one university senator volunteers to serve as a university senate representative on a university-wide committee.

Members were invited to send additional feedback electronically before the 1 Mar 2019 ECUS meeting. The document is on track to be voted on by ECUS in March.

- iii. **2019-2020 Governance Calendar** ECUS members provided feedback on the draft. The Presiding Officer will share the draft with the Provost for review by the Deans and Chairs. The Presiding Officer will share the draft with the university senate at its 15 Feb 2019 meeting and provide university senators the opportunity to provide feedback.
- iv. **Open Discussion** John Swinton, university senate representative to the Faculty Salary Review Task Force, reported that any task force recommendations will be enacted no earlier than Jan 2020 contingent on acceptance by the Executive Cabinet.
- v. **University Senate Foundation**
 - 1) 2018-2019 Donations \$1256.00
 - 2) Expenses to Date \$0.00
 - 3) Remaining \$1256.00
- vi. **University Senate Budget**
 - 1) No change from last month
 - 2) 2018-2019 Budget \$5000.00
 - a) Travel (USG Faculty Council Meetings) \$675.00
 - b) Office Supplies & Expenses (Printing, Retreat, etc.) \$4325.00
 - 3) Total Expended AY 2018-2019 \$3402.84
 - a) Travel (USG Faculty Council Meetings) \$433.93
 - b) Office Supplies & Expenses \$2968.31
 - 4) Remaining **\$1597.16**
 - 5) At the next ECUS-SCC meeting, we will discuss Foundation and Budget expenses.

4. **SUBCOMMITTEE ON NOMINATIONS** (SCoN) – David Johnson

Officers: Chair David Johnson, Secretary Craig Turner, No Vice-Chair position for this committee.

a. **Report** There are four items of business to report.

- i. **Slate of Nominations** As Bob Orr retired from the university, the slate of nominees requires a replacement, and specifically Cindy Bowen replaces Bob Orr as Chief Information Officer Designee to RPIPC effective 16 Jan 2019. A motion with this proposed revision to the committee slate of nominees has been drafted and entered into the online motion database for consideration by the university senate at its 15 Feb 2019 meeting already receiving an endorsement to sponsor the motion by ECUS-SCC.
- ii. **Election Oversight** We are still waiting for elected faculty senator election results from CoB, CoAS, and CoHS. (CoE and Library do not have any elected faculty senator positions with terms of service ending in April 2019.)
- iii. **At-large Elected Faculty Senator Positions**
 - 1) **2018-2021 At-large Position** Since Craig Turner is retiring at the end of this semester, he will be unable to complete the remaining two years of his 3-year term as at-large senator. The candidate with the second highest number of votes for his

position was Dr. Catherine Fowler (CoHS), and she has agreed to serve the remaining two years.

- 2) **2019-2022 At-large Position** We are in the process of electing an at-large senator to a brand new 3-year term. Today (February 15) is the last day nominations for the position will be accepted, and that window closes at 5pm. All candidates who meet the eligibility requirements and accept the nomination will be placed on the ballot. Voting will open on February 22, and end on February 26 at 5pm. The results of this election will be announced no later than March 1.

5. **FACULTY AFFAIRS POLICY COMMITTEE** (FAPC) – Ashley Taylor

Officers: Chair Ashley Taylor, Vice-Chair Angela Criscoe, Secretary Olha Osobov

- a. **Meeting** The Faculty Affairs Policy Committee did meet on 01 Feb 2019 from 2:00pm to 3:15pm. The following topic was discussed.

- i. **Midterm Feedback**

- 1) FAPC continued our discussion regarding the midterm feedback policy.
 - 2) Representatives from SGA's Academic Affairs Committee, Taylor Carswell and Turner Gibson, came to discuss student concerns regarding the lack of midterm feedback from some professors. In particular, they mentioned student's lack of awareness regarding how to proceed when they have not received feedback and other barriers to reporting their experiences.
 - 3) As a committee, we decided to follow up on this issue by reviewing APC's previous recommendations on midterm feedback policy.

- ii. **Next Meeting** At the next FAPC meeting, we will discuss the feasibility of adopting a policy that requires midterm feedback in PAWS for all undergraduate courses.

6. **RESOURCES, PLANNING AND INSTITUTIONAL POLICY COMMITTEE** (RPIPC) – Diana Young

Officers: Chair Diana Young, Vice-Chair Darryl Richardson, Secretary Marcela Chiorescu

- a. The Resources, Planning and Institutional Policy Committee did not meet on 01 Feb 2019 from 2:00pm to 3:15pm as there were no items of business requiring the attention of this committee.

- i. We are exploring the feasibility of placing water filters on all campus drinking fountains.

- ii. **Next Meeting** At the 1 Mar 2019 RPIPC meeting, we will be receiving information on *25Live*, the space utilization environment that will replace the current *R25*, and will be used to reserve campus space for academic and nonacademic events. All are welcome to join us.

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

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

- a. **Meeting** The Student Affairs Policy Committee did meet on 01 Feb 2019 from 2:00pm to 3:15pm. The following topics were discussed.

- i. **Cultural Center**

- 1) The director of the cultural center, Dr Stacey Milner, presented several activities and important programs covered by the cultural center in an effort to promote diversity and inclusion. She stated that the cultural center is receiving more attention from students and there is ongoing construction to provide them with more space in the HUB (Honoring, Uniting, Building). Dr. Milner stated that the biggest challenges of the cultural center to achieve its mission are visibility and formal funding. Also, the cultural center would like to partner with other departments on campus. It was recommended that a Diversity and Inclusion component be included in the freshmen seminar course.

- ii. **Bobcats.gcsu Email**

- 1) The committee continued discussion on the students' concern about their Bobcat E-mail addresses. The committee's recollection from conversations with Dr. Bob

Orr is that for students to move their email domain from a google domain to a different one, they would have to give up their Google affiliation. This could result in SGA calling for a ballot for students to vote and reach a consensus.

- 2) The committee members thought that it will be very hard to get a consensus from students, so they terminated their discussion on this topic.

iii. **Georgia College Early College**

- 1) The discussion on concerns that Georgia College Early College (GCEC) students do not feel welcome on campus continued.
- 2) SGA added a new position dedicated to GCEC students in order to help improve the relationship between GCEC students and GC students.
- 3) The recommendation that a Diversity and Inclusion component be included in the freshmen seminar course will also better prepare GC students to accept GCEC students on campus, and educate them on opportunities such as volunteer hours, tutoring, leadership, active learning, and diversity and inclusion activities offered by the GCEC program.
- 4) SGA will meet with ambassadors of Executive Student Board to discuss with them again how to make GC students aware of the importance of GCEC students on Campus during campus tours.

iv. **Questions?** One question from the floor was posed and answered.

- 1) Could you provide additional context of the committee rationale for terminating deliberation on the student email proposal? *Yes, of course. The bobcats.gcsu.edu domain email addresses for students are implemented by Google, while the gcsu.edu domain addresses for employees are implemented by Microsoft. In short, the supporting functions provided by Google and Microsoft vary, and many students don't want to surrender these Google support functions to migrate to the Microsoft-based domain. In addition, the committee expects that the challenges of implementing a survey of all students would be formidable and anticipates there would be no clear consensus in the survey responses.*

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

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

- a. **The SGA 2019-2020 Executive Board** has been released - and will be formally announced at the basketball game tomorrow – and comprises Amelia Lord as President, Christina Cortes as Vice President, Avery Perkins as Secretary, and Megan Wimberly as Treasurer.

b. **TEDx**

- i. TED is a nonprofit devoted to spreading ideas, usually in the form of short, powerful talks (18 minutes or less). TED began in 1984 as a conference where Technology, Entertainment and Design converged, and today covers almost all topics — from science to business to global issues — in more than 100 languages. Meanwhile, independently run TEDx events help share ideas in communities around the world.
- ii. SGA and Academic Affairs are looking to host a TEDx conference for Fall 2019.
- iii. For anyone interested in serving on the TEDx planning committee, please email me (amelia.lord@bobcats.gcsu.edu). This committee will be meeting in the upcoming weeks. Please email me by February 1st.
- iv. If you serve on the TEDx planning committee, you will not be eligible to present at TEDx GCSU.
- v. The TedX committee is on its way and will be meeting next week. If you are involved with that committee, be on the lookout for an email Monday (18 Feb 2019) for more details

b. **SGA Resolutions** upcoming in SGA Senate include

- i. LGBTQ+ inclusive housing initiative to ensure that our LGBTQ+ students will be able to have a positive and comfortable experience with whomever they room in the dorms.

- ii. Senators are discussing a collaboration with the Braveheart program to provide an event targeted toward Fraternity members about prevention of and the lasting impact of Sexual Assault.
- c. **Fundraiser** SGA will be providing buttons to anyone who donates to our fundraiser for the first responders who have helped us in the last two weeks.
- d. **Benefit Concert** We are also speaking with Fraternity leadership to help them hold a possible benefit concert.

ANNOUNCEMENTS/ INFORMATION ITEMS:

- 1. **FACULTY SALARY REVIEW TASK FORCE UPDATE** – John Swinton (University Senate Representative)
 - a. **Task Force Website** <http://www.gcsu.edu/provost/faculty-salary-review-task-force>
 - b. **2/6/2019: Philosophy of Current and Future Studies**

Present: Craig Turner, Robert Blumenthal, Russ Williams, Neil Jones, John Swinton, Sallie Coke

- i. A brief discussion of what we could report concerning chair salaries ensued. Without ranges as CUPA provides for each faculty rank, the best we are likely to be able to report are suggestions based on our own policy (1.2 x full professor salary) and observations of median salaries from CUPA. We will see if we can get additional information when the new CUPA data come out.
- ii. Another option worthy of consideration is to take the chair salary (adjusted from fiscal year to academic year) and compare with the corresponding professor rank.
- iii. The attention of the Committee turned to guiding philosophies for this and future studies: The committee discussed a number of guiding principles. While it appeared that the committee was in agreement about a number of principles pertaining to the suggested target ranges for median salaries for each rank and CIP code job classification, later discussion revealed that a number of committee members felt uncomfortable sharing the deliberations at this point for fear that anything reported would be taken as a promise rather than discussion items. The two remaining points that the committee agreed upon are:
 - 1) Chairs/Deans should ultimately apply their professional judgement on allocation of salary increase pool monies to individual faculty members. Our suggestions focus on median salaries based on CIP codes relative to the market.
 - 2) There should be an annual report presented to the university community that provides the median GCSU salary for each rank and CIP code, and compares that salary with the 25th percentile, the median, and the 75th percentile salaries for that rank and CIP code from the annual CUPA data. This will demonstrate an ongoing commitment to fairness in faculty compensation and retention and allow future salary studies to make use of information about salary trends over time.
- c. **2/13/2019: Continued Discussion of Philosophy of Current and Future Studies**

Present: Craig Turner, Robert Blumenthal, Russ Williams, Neil Jones, John Swinton, Sallie Coke

- i. Preliminary announcements:
 - 1) Russ informed the committee that Leadership intends to start implementation of any action stemming from the salary study in January of 2020. In part, this is to distinguish actions taken based on this study from merit increases. The implication is that we have until May 2019 to submit our completed study.
 - 2) Russ has also been in contact with representatives from CUPA-HR who believe they will be able to provide additional data concerning chair salary ranges. During the meeting Russ received a message indicating that analysts at CUPA-HR will work with us to try to get chair level data comparable to the data we are using for the rest of the study.
- ii. (Discussion concerning redacting portions of last meeting occurred here.)

iii. Discussion concerning treatment of time in rank: The committee reviewed the report developed by Columbus State. In their report, they suggested that it was appropriate to address the number of years a faculty member was in rank by adjusting their recommended salary adjustments with a fixed amount of money per year. We concluded that such an approach was not appropriate for us given that such an approach does not account for salary differentials observed in the data we are using. The committee recognized the constraint that there is no notion of cost of living adjustments within the University System. We also recognized that different individuals are likely to progress in their careers at different paces. And, given that chairs and deans will have discretion to allocate any merit raises based on their best assessment of meritorious achievement, we decided that the best approach to develop a systematic approach to compensation over time is to:

- 1) Maintain an annual assessment of where median salaries for each CIP code and rank at Georgia College compared with annual CUPA data. This is to ensure that salaries within rank and CIP code at Georgia College stay within acceptable bounds of the CUPA comparison data over time. And it will allow for an eventual assessment of the general trend in salaries over time to help predict future salary increase funding needs.
- 2) Note that over time allocations of annual merit raises should represent any individual faculty member's accumulated effort to progress within her or his discipline. Thus, we would expect to see some variance in salaries within rank and CIP codes.

d. **Questions** When John Swinton invited questions, none were forthcoming.

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

a. **University Curriculum Committee and General Education Committee** As there had been no UCC meeting since the last university senate meeting, there was nothing to report.

i. **Curriculum Approval Website** The new system for submitting and tracking proposals related to curriculum is now in place. All proposals can be easily located and tracked to determine progress and decisions. Relevant forms and resources are located on the GC Curriculum Approval website (<http://www.gcsu.edu/provost/gc-curriculum-approval>). Parts of this website are accessible only with unify credentials.

OPEN DISCUSSION: Alex Blazer invited open discussion from the floor.

1. **GOVERNANCE CALENDAR 2019-2020** Alex Blazer noted that a draft of the 2019-2020 governance calendar was circulated with the agenda for this meeting to provide university senators the opportunity to provide feedback on the draft. When Alex Blazer invited this feedback, none was forthcoming.
2. **CROWNS** is the first Gospel Hip Hop production being performed on campus in the 130 years of existence of this institution. All performances will be given in Russell Auditorium and have a start time of 7:30pm on Feb 27, Feb 28, Mar 1, Mar 2 as well as a start time of 2:00pm on Mar 3. Contact Amy Pinney for additional information.

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 3:06 p.m.

SUPPORTING DOCUMENTS

1. There are no supporting documents for these minutes.