

**2019-2020 University Senate  
Minutes for the 24 Jan 2020 Meeting**

*University Senate Officers: Presiding Officer David Johnson, Presiding Officer Elect Hauke Busch, Secretary Alex Blazer*

**PRESENT (29)** Jamie Addy, Justin Adeyemi, Susan Allen, Alex Blazer, Linda Bradley, Hauke Busch, Rodica Cazacu, Angela Criscoe, Paulette Cross, Nicole DeClouette, Jeffrey Dowdy, Brad Fowler, Sarah Handwerker, Sabrina Hom, Monica Ketchie, Julian Knox, Alesa Liles, Catrena Lisse, Amelia Lord, Bryan Marshall, Lyndall Muschell, Amy Pinney, Joanna Schwartz, Katie Stumpf, John Swinton, Ashley Taylor, Jessica Wallace, Cameron Watts, Diana Young

**ABSENT (7)** Kevin Blanch, Hedwig Fraunhofer, Min Kim, Ben McMillan, Renee Mosely, Gennady Rudkevich, Jiaqin Yang

**REGRETS (12)** Robert Blumenthal, Krystal Canady, Steve Dorman, Matt Forrest, Catherine Fowler, Claire Garrett, Glynnis Haley, David Johnson, Leng Ling, Stephanie McClure, Christine Mutiti, Costas Spirou

**GUESTS (9)**

<b>Name</b>	<b>Role on University Senate or Position at the University</b>
A Kay Anderson	Assistant Vice President of Enrollment Management and University Registrar
David Anderson	Director, Student Disability Resource Center
Shea Council	Administrative Assistant of the 2019-2020 University Senate
Carolyn Denard	Associate Vice President for Inclusive Excellence & Chief Diversity Officer
Nathan Graham	Student Government Association Senator
Johnny Grant	Director of Economic Development and External Relations
Maxwell Harley	Student Government Association Senator
Susan Kerr	Chief Information Officer
Sadie M. Simmons	Compliance/Policy Officer, Legal Affairs
Ji Seun Sohn	Parliamentarian of the 2019-2020 University Senate

**CALL TO ORDER:** As David Johnson, Presiding Officer of the 2019-2020 University Senate, extended his regrets, Hauke Busch, Presiding Officer Elect, called the meeting to order at 3:30 p.m.

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

**1. AGENDA/MINUTES**

- a. University Senate Meeting Agenda (1/24/2020)
- b. University Senate Meeting Minutes (11/15/2019)

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

**PRESIDENT'S REPORT** — **PRESIDENT STEVE DORMAN** sent his regrets and provided a written report to be included in the record.

**1. CRITICAL HIRE PROCESS**

- a. Effective December 15, 2019, Governor Kemp asked all state agencies to think strategically about how to improve business processes by eliminating duplication, better utilizing technology, or other methods of efficiency, to include thinking strategically about workforce needs and how to best leverage existing positions and personal services funding.
- b. A critical hire is considered a position that the institution must fill in order to maintain student success, life safety, and to successfully meet required compliance and accreditation standards. A

critical hire is not the same as an *important* hire. There are many positions that are important to institutional success but would not be considered critical. Important positions will not be approved while the critical hire process is in effect.

- c. The *Critical Hire Form* can be found on the GC Forms Page <https://intranet.gcsu.edu/faculty-and-staff-forms/university-required-forms>. For questions regarding this process, please contact the Office of the Vice President for Finance and Administration at **478-445-5148**.
2. **POLICY GUIDANCE ON POLITICAL ACTIVITY** On January 14, 2020, the USG issued a memorandum to serve as a periodic guide regarding free expression and political activity specific to employment in the USG. The memorandum can be found at <https://frontpage.gcsu.edu/announcement/memorandum-usg-office-legal-affairs-0>.
3. **STATE OF THE UNIVERSITY** On Friday, February 7, I will deliver the annual State of the University Address. The event is scheduled to begin at 2:00 in Russell Auditorium. Immediately following the State of the University Address, we will have our annual faculty/staff Service Recognition Ceremony. I encourage you to stay and congratulate your colleagues being recognized for their years of service to the university. A reception will be held after the Service Recognition Ceremony on the lawn in front of Russell, weather permitting.
4. **HOMECOMING** Homecoming festivities are scheduled to begin on Monday, February 17, through Saturday, February 22. This year's theme is the Golden Twenties, a celebration of the era of the Roaring 20's. The Homecoming Concert, featuring Max and Lupe Fiasco, will take place on Friday, February 21. Centennial Center doors open at 7 p.m. Document your fun times by using the hashtag **#GChc20**. For more information, please visit [www.gcsu.edu/homecoming](http://www.gcsu.edu/homecoming).
5. **GROUNDBREAKING/RIBBON CUTTING**
  - a. I invite you to join me on February 21st for two exciting celebrations on campus. For the first time in ten years Georgia College will break ground on a brand new campus facility. The groundbreaking ceremony for the new Integrated Science Complex will take place at 11 a.m. in the future construction area on the corner of N. Wilkinson St. and W. Montgomery St.
  - b. That afternoon, we will officially cut the ribbon to the newly renovated Terrell Hall. Please join me at 1:30 p.m. on the front stairs of Terrell for the ribbon cutting ceremony and tours of the building. These two projects are testaments to the progress Georgia College is making on the path to preeminence.
6. **LEGISLATIVE UPDATE (SUBMITTED BY JOHNNY GRANT)** The 2020 Georgia General Assembly was gavelled into session on Monday, January 13. On Thursday, January 16, Governor Brian Kemp delivered his State of the State Address and subsequently released his recommendations for the amended FY2020 and FY2021 budgets. Governor Kemp's State of the State focused on a number of issues that are continuations of initiatives begun earlier in his tenure. Some of his initiatives include cracking down on sex trafficking and street gangs, reforming the state's foster care program and completing his promise of raises to state public school teachers. His budget proposals also included \$4.5 million for \$1,000 pay raises for state employees making less than \$40,000 per year. Governor Kemp's proposed budget included 4% cuts to most agencies for the Amended FY2020 budget and 6% cuts to agencies for the FY2021 budget. The teaching component of the USG budget was not subject to these cuts and the system's funding formula growth was completely funded. The capital portion of the FY2021 budget included funding for equipment for seven previously funded construction projects including \$2.1 million for equipment for our Integrated Science Complex. It contains construction funding for 3 new projects at universities and a recommendation of \$50 million for Major Repair and Rehabilitation projects system wide.
7. **SAVE THE DATES!**

- a. ***State of the University Address  
Faculty and Staff Service Recognition Ceremony***  
Friday, February 7, 2020  
2:00 p.m. – Russell Auditorium
- b. ***Integrated Science Complex Ground Breaking – 11:00 a.m.  
Terrell Hall Ribbon Cutting – 1:30 p.m.***  
Friday, February 21, 2020
- c. ***Homecoming***  
February 17 – 22, 2020
- d. ***International Dinner***  
Saturday, March 7, 2020  
6:00 p.m. – Magnolia Ballroom
- e. ***Celebration of Excellence***  
Friday, April 17, 2020  
9:00 a.m. – Russell Auditorium
- f. ***Spring Fling – Faculty/Staff Picnic***  
Monday, April 20, 2020  
4:00 p.m. – Kurtz Field, West Campus – First pitch is at 4:00 p.m.
- g. ***Spring Graduate Commencement***  
Friday, May 1, 2020  
7:00 p.m. – Centennial Center
- h. ***Spring Undergraduate Commencement***  
Saturday, May 2, 2020  
9:00 a.m. and 2:00 p.m. – Centennial Center

**PROVOST’S REPORT** — PROVOST COSTAS SPIROU sent his regrets and provided a written report to be included in the record.

**1. GENERAL EDUCATION**

- a. The USG *General Education Implementation Group* met on January 16<sup>th</sup>.
- b. President Dorman and Dr. David de Posada, Professor of Spanish and French, Department of World Languages and Cultures serve on the Committee, representing Georgia College.
- c. The committee has identified a set of learning domains that are integral parts of the general education experience and are seeking feedback on these domains - whether there is agreement that together they span the breadth general education; whether there is something fundamental that is currently not mentioned; and which are the most fundamental of these domains most appropriately delivered as learning experiences.
- d. Please provide feedback at [https://www.usg.edu/redesigned\\_general\\_education](https://www.usg.edu/redesigned_general_education)

**2. SACSCOC FIFTH YEAR REVIEW WITH QEP IMPACT REPORT**

- a. Georgia College Report is due to SACS on March 16, 2020.
- b. August 2022 we will begin the process of developing a new QEP for approval in 2024.
- c. Assessment of Academic Programs (2017-2018 & 2018-2019 SMART Reports) will be featured in the Fifth Year Review.

**3. UNDERGRADUATE RESEARCH JOURNAL**

- a. Georgia College will be launching a national journal of undergraduate research that will accept student submissions. It will be titled *Undergraduate Research*. A Call for an Editor went out in late December.
- b. The editor will be a Georgia College faculty member. This editor will work with MURACE, the Office of Transformative Learning Experiences, and a national editorial board to help shape and craft the direction of this new journal. Duties include: Soliciting, receiving, and processing new

contributions to the journal through the peer review process; Working with MURACE and the Editorial board to establish the journal's publishing policies; Working to establish all aspects of the journal (cover design, composition, etc); Providing input on all aspects of submissions from initial vetting of manuscripts to article selections for each issue; Establish pool of reviewers as necessary, in terms of size, topic specialty; Acting as spokesperson for Undergraduate Research; Developing and maintaining beneficial links with other journals and associated organizations.

- c. The Editor will not be responsible for layout of the journal nor will this person be expected to host events during the academic year (other than potentially a launch party).
- d. The editorial board includes Dr. Eddie Watson (AAC&U), Dr. Jill Kinzie (co-author of *Student Success in College*, Indiana University), Dr. Amy Buddie (Director of 2019 NCUR), and many other experts in the field of Undergraduate Research.
- e. For more information please contact Dr. Jordan Cofer.

#### **4. MUSIC THERAPY AND MUSIC DEPARTMENT**

- a. As a result of the deactivation of the Masters in Art Therapy program in Fall 2019, discussions began in the COHS about the possibility of the Music Therapy program and faculty joining the Department of Music in the College of Arts and Sciences.
- b. There is a long history of collaboration between the two units. Nearly fifty percent of the curriculum in music therapy (COHS) is supported by courses offered by the faculty in music (COAS). The faculty in the Music Department are also responsible for student auditions which are an admission requirement into the music therapy program. Additionally, over the years, the music faculty have been working closely with the music therapy faculty to secure NASM (National Association of Schools of Music) accreditation. All Georgia College music programs are accredited by NASM.
- c. On July 1, 2020 the music therapy faculty and programs will join the music faculty and programs in the College of Arts and Sciences. This will contribute to strengthening existing synergies and furthering the academic excellence of the Georgia College programs in music.

#### **5. USG POLICY GUIDANCE ON POLITICAL ACTIVITY**

- a. **Employee Expression of Political Opinions**: The USG respects the free expression rights of USG employees to share their own views on political issues. Sharing these views should be done only in employees' personal capacities and in a manner that does not interfere with work, does not involve improper use of state resources, and does not create the appearance that the employee is speaking on behalf of the USG or its institutions. Employees desiring to express personal political views should make it clear that their views are personal in nature and do not represent the views of the USG or its institutions. For example, employees desiring to express personal views to elected officials or other third parties must make it clear that their views are personal in nature and do not represent the views of the USG or its institutions, and may not use state resources (including work email) or work time to communicate these views. In addition, employees are prohibited from using any USG registered trademarks when expressing personal opinions on political issues, unless they are otherwise specifically authorized to do so.
- b. **Employee Involvement in Political Campaigns**: Individuals may not hold elective political office at the state or federal level while employed by the USG. Any employee seeking elective office must notify his or her direct supervisor and request a leave of absence without pay prior to qualifying as a candidate. Employees are also prohibited from managing or taking an active part in political campaigns during work hours or where such involvement would otherwise interfere with work responsibilities. Under no circumstances may employees use any state property, resources, or materials in conjunction with any political campaigning.

#### **6. HONORS COLLEGE DEAN SEARCH**

- a. A Search for a Dean of the College is currently underway. We had a very robust group of applicants.
- b. The first meeting of the committee was on January 6.

- c. Dr. Sheri Noviello is serving as the chair of the Search Committee. Members of the committee include Dr. Rob Sumowski, Dr. Christopher Clark, Anna Whiteside, Dr. Ashley Taylor, Dr. Dana Gorzelany-Mostak, Julian Lopez, Dr. Doris Moody, and Dr. Aran MacKinnon.

**7. ASSOCIATE PROVOST AND DIRECTOR OF THE GRADUATE SCHOOL SEARCH**

- a. A Search for the Associate Provost is currently underway.
- b. Search committee members include Kay Anderson, Dr. Desha Williams, Jehan Eljourbagy, Dr. Marcela Chiorescu, Parris Story, and Dr. Sheryl Winn. Dr. David Johnson is the University Senate representative on the search committee and Dr. Mark Pelton is serving as chair.
- c. Applications were received through December 15<sup>th</sup>. The search committee is now reviewing the applications and will meet on January 9<sup>th</sup> to select semi-finalists for Skype interviews. On-campus interviews will be scheduled for the first two weeks in February in order to conclude the search by late February.

**8. COLLEGE OF BUSINESS DEAN SEARCH**

- a. Following a six-month search that was supported by Witt Kieffer, the Office of the Provost announced on January 2 the next Dean of the College of Business.
- b. Dr. Michael Stratton, University of North Carolina-Asheville, will begin his tenure at Georgia College on July 1.

**9. EXECUTIVE DIRECTOR OF THE ANDALUSIA INSTITUTE SEARCH**

- a. Dr. Irene Burgess joined the university as the Executive Director of the Andalusia Institute.
- b. Previously, Dr. Burgess served as Executive Director of the Pennsylvania Consortium for the Liberal Arts (PCLA). She has held numerous positions in academic affairs including Provost and Dean, Associate Dean, and as a faculty member in English Literature.
- c. Dr. Eric Tenbus served as Chair of the Search Committee. Members included Dr. Matthew Pangborn, Monica Delisa, and Matt Davis.

**10. SUMMER RESEARCH GRANTS**

- a. The Office of Academic Affairs will be supporting the following faculty as part of the 2020 Georgia College Faculty Scholarship Support Program. The program will provide our colleagues with the opportunity to focus on disseminating their research, artistic work and/or teaching and learning scholarship in a peer-reviewed publication and/or juried context.
- b. Award Recipients:  
Dr. Jennifer Goldsberry, Assistant Professor of Nursing, College of Health Sciences  
Dr. Katie Simon, Assistant Professor of English, College of Arts and Sciences  
Ms. Sandra Trujillo, Professor of Art, College of Arts and Sciences  
Dr. Mary Magoulick, Professor of English, College of Arts and Sciences  
Dr. Huaiyu Wang, Professor of Philosophy, College of Arts and Sciences

**11. CURRICULUM UPDATES FROM THE USG**

**a. Certificates**

- i. Addition of a Certificate in Documentary Studies (CERO) to be offered by the Department of Communications, College of Arts & Sciences.
- ii. Addition of a Certificate in Nonprofit Leadership (CERG) to be offered by the Department of Government and Sociology, College of Arts & Sciences.
- iii. Deactivation of the Certificate in Latin American Studies (CERO).
- iv. Deactivation of the Certificate in European Union Studies (CERO).

**b. Major/ Concentrations**

- i. Addition of the Concentration in Global Studies to be offered in the B.A. in Liberal Studies offered by the Department of Philosophy, Religion, and Liberal Studies, College of Arts & Sciences.

- ii. Addition of the Concentration in Data Analytics in Information Systems to be offered in the BBA – Management Information Systems Major offered by the Department of Information Systems and Computer Science, College of Business.
- iii. Deactivation of the Concentration in Third World Studies currently offered in the B.A. in Liberal Studies - by the Department of Philosophy, Religion, and Liberal Studies, College of Arts & Sciences.

**c. Major Programs**

- i. Deactivation of the Masters of Arts (MA) – Major: Art Therapy
- ii. Deactivation of the RN to Bachelor of Science in Nursing (BSNC)
- iii. Deactivation of the Bachelor of Arts (BA) – Major: Economics

**12. THE 2020 GC JOURNEYS/MURACE UNDERGRADUATE RESEARCH MINI-GRANT AWARD WINNERS**

- a. Department of Chemistry, Physics and Astronomy
- b. Department of Communication
- c. Department of Government & Sociology
- d. Department of Music
- e. School of Health & Human Performance x2
- f. Department of History & Geography
- g. Department of Biological and Environmental Sciences
- h. Department of English
- i. Department of Psychological Science

**13. PROFESSIONAL LEAVE** The purpose of professional leave is to refresh and reinvigorate tenured faculty members; to improve, through appropriate activity, the academic qualifications and teaching competence of the faculty; to encourage productive scholarly research; and to stimulate contributions of high caliber in the future that will enhance the stature of both the individual and the University.

Congratulations to the following:

Valerie Aranda	Fall 2020	Art
Sandra Trujillo	Spring 2021	Art
Gretchen Ionta	Spring 2021	Biological & Environmental Sciences
Andrei Barkovskii	Spring 2021	Biological & Environmental Sciences
Scott Dillard	Spring 2021	Communication
Jan Hoffmann	Fall 2020	Communication
Stephanie McClure	Fall 2020	Government & Sociology
J.F. Yao	Spring 2021	Information Systems & Computer Science
Tsu-Ming Chiang	Spring 2021	Psychological Science
Yeprem Mehranian	Fall 2020	Professional Learning & Innovation

**14. Upcoming Workshops in Center for Teaching and Learning**

**a. Assessment for the Digital Learning Environment (TO)**

When: January 23, 2020 – 2:00 to 3:00 p.m.

Location: 376 Ina Dillard Russell Library

Do you feel locked in to assessing students in only one of two ways, a multiple-choice test or an essay, and want other options? There are multiple ways to assess student learning outcomes in a digital environment. This session will provide participants with both formative and summative ways to measure student growth and present the benefits of each suggestion.

**b. Using Technology Devices for Video Recording Presentations and or How-to Videos (DMT)**

When: January 31, 2020 – 1:00 to 2:00 p.m.

Location: 376 Ina Dillard Russell Library

Have you ever needed to record content on your device or film a how-to video in a flash? In this session, participants will explore the integration of different devices that can be used to record videos in just a few steps. This workshop will focus on the many uses for recording in education. Attendees will learn the basics of using a smart phone or electronic devices to record a video and

explore the process of recording, using software to edit video footage and learn the process of turning on and editing closed captions.

**c. Developing Relationships in a Digital Environment (TO)**

When: February 4, 2020 – 12:00 to 1:00 p.m.

Location: 376 Ina Dillard Russell Library

Relationship building is one of the main goals for engaging students in a digital learning environment. Several research studies have found a positive correlation between level of students persistence and success in an online learning environment and students' perceptions of social presence. There are various tools and techniques that can improve social presence in an online environment which include discussion boards, personalized grading feedback, building collaborative teams, the use of synchronous sessions, and the use of faculty created videos that link to course content. This session will provide participants with information on how to develop relationships with students as well as some of the benefits of the suggested options.

**15. UPCOMING DATES**

**a. *Momentum Summit III***

January 28-29

University of Georgia

**b. *State of the University Address***

February 7, 2020

**c. *Celebration of Faculty Scholarship and Grants***

April 23, 2020

**ANNOUNCEMENTS/INFORMATION ITEMS**

**1. LEGISLATIVE UPDATE — JOHNNY GRANT, DIRECTOR OF ECONOMIC DEVELOPMENT AND EXTERNAL RELATIONS**

**a. BUDGET** The 2020 Georgia General Assembly was gaveled into session on Monday, January 13. On Thursday, January 16, Governor Brian Kemp delivered his State of the State Address and subsequently released his recommendations for the amended FY2020 and FY2021 budgets. Governor Kemp's State of the State focused on a number of issues that are continuations of initiatives begun earlier in his tenure. Some of his initiatives include cracking down on sex trafficking and street gangs, reforming the state's foster care program and completing his promise of raises to state public school teachers. His budget proposals also included \$4.5 million for \$1,000 pay raises for state employees making less than \$40,000 per year. Governor Kemp's proposed budget included 4% cuts to most agencies for the Amended FY2020 budget and 6% cuts to agencies for the FY2021 budget. The teaching component of the USG budget was not subject to these cuts and the system's funding formula growth was completely funded. The capital portion of the FY2021 budget included funding for equipment for seven previously funded construction projects including \$2.1 million for equipment for our Integrated Science Complex. It contains construction funding for 3 new projects at universities and a recommendation of \$50 million for Major Repair and Rehabilitation projects system wide.

**b. LEGISLATION** Two bills are of interest to Georgia College. House Bill 276, also known as the Marketplace Facilitators Act, attempts to modernize Georgia tax code from brick and mortar sales tax to internet and digital sales tax. Currently, individuals who buy from an online retailer such as eBay or use an online service such as Uber that does not collect states sales tax are responsible for declaring sales taxes on their year-end tax returns; however, not many people actually pay it. If passed, the law is projected to collect 150-200 million dollars in FY 2021, or about 10 million dollars per month. Designed to address skyrocketing costs of the popular dual enrollment program, House Bill 444 Dual Enrollment Act places limits on the program to control costs: a credit hour cap of 30 hours, open to high school juniors and seniors only, and applicable to core curriculum

courses only. The USG is generally supportive of the bill and it will probably not adversely affect GC.

c. **LEGISLATIVE INTERN PROGRAM** Four GC students are in the Legislative Intern Program and lawmakers speak highly of them. We should be proud.

d. **QUESTIONS**

i. Question: What is the status of the bills? Answer: House Bill 444 passed the House in last year's session; it passed the Senate at the start of this session and is back in the House.

2. **BEST PRACTICES RELATING TO STUDENTS WITH DISABILITIES** — **DAVID ANDERSON, DIRECTOR OF THE STUDENT DISABILITY RESOURCE CENTER**

a. **ADA MATTERS** A presentation detailing the Center's mission, BOR policies, and accommodation processes is included in these minutes as a supporting document.

b. **ACCOMMODATION LETTERS** Accommodation Letters have been vetted by the Regent's Testing Center and follow BOR policy.

c. **STUDENT POPULATION** Currently, the largest population served by the Resource Center is students diagnosed with psychological issues such as depression and bipolarity. There are also more co-morbid (dual) diagnoses.

d. **COMMUNICATION** Please call the Resource Center and ask us questions.

e. **QUESTIONS** When David Anderson invited questions, many were forthcoming.

i. Question: Have the standard for disability accommodations been lowered? I used to receive one accommodation letter per semester but now I have ten. Answer: When I arrived, the Center helped 150 students per year; now 500 students receive accommodations. The documentation that students receive in high school does not carry over to college. All accommodations are vetted by the Regent's Testing Center.

ii. Question: In addition to documented accommodations many students are reporting triggers. What should faculty do with regard to triggers? Answer: Just be your good selves; just keep doing what you're doing.

iii. Question: How can an attendance policy be accommodating? Answer: Students can use an absence accommodation, but absences cannot be excessive.

iv. Question: What about tardiness? Students should be accountable. Answer: If there's ever a question about an accommodation, call me. Perhaps we could set up a conversation between me, the professor, and the student. The Center has been helping students with role playing conversations with the professors to make them more comfortable talking about the accommodations.

v. Question: Last year, a month after a student with a letter spoke with me about his accommodation, he additionally reported that he had PTSD, which if triggered might get violent, and I as the professor would need to clear students from the class. This information was not in the accommodation letter. Can triggers be placed in the letter? Answer: We can try to place triggers in the letter but the student has to confide in the Center. If we know about a trigger, we will let the instructor know too.

vi. Question: Are we going to have the technical ability to make YouTube videos ADA compliant? Answer: Yes, CTL is working on this and it should be ready by the end of the semester.

## **COMMITTEE REPORTS**

1. **EXECUTIVE COMMITTEE OF UNIVERSITY SENATE (ECUS)** — **HAUKE BUSCH, VICE CHAIR, FOR DAVID JOHNSON, CHAIR**

a. **UNIVERSITY RESPONSE TO HATE-SPEECH VANDALISM** On December 2, after the incident of hate-speech vandalism in one of the university dorms, the President Dorman called a meeting with the members of the President's Commission on Diversity (PCOD) and charged them to



bring to him recommendations on how Georgia College could better tackle hate-speech issues and look at unexplored avenues for positive transformation for our campus culture. Since then, PCOD had three meetings in which a list of short-term and long-term goals was created. It is our understanding that a list of recommendations to meet those goals has been submitted to President Dorman.

- b. **STAFF COUNCIL** We were recently informed that Christopher Newsome has stepped down in his role as Chair of Faculty Council, and Chair-Elect Kevin Blanch will take his place. Mr. Blanch will work to get the number of elected staff senators and appointees up to compliance with our bylaws.
  - c. **GOVERNANCE CALENDAR** The 2020-2021 Governance Calendar Workgroup will submit a final draft of next year's calendar for vote at the next ECUS meeting. The only recent change since the last draft of the calendar is that New Faculty Orientation will be moved one day later, to Tuesday-thru-Friday (instead of Mon-thru-Thursday) on the first week of August.
  - d. **UNIVERSITY WIDE COMMITTEES** ECUS discussed whether or not some of the University Wide Committees needed an *elected* senate representative, or if it would be enough for a faculty volunteer to serve. ECUS will follow up with individual university committee chairs to seek input.
  - e. **ACADEMIC CALENDAR** Lastly, there was open discussion about the negative impacts on faculty of starting classes so early in January. Provost Spirou pointed out that many other schools also had an early start, including UGA, Georgia Tech, Augusta, Kennesaw, and University of West Georgia.
2. **SUBCOMMITTEE ON NOMINATIONS (SCON) — HAUKE BUSCH, CHAIR**
- a. **AT LARGE SENATOR ELECTION** Nominations for the At Large Senator nominations will be open from 4-14 Feb. Please ask around the departments for nominations.
  - b. **FACULTY SENATOR ELECTION** Election Results for the colleges are due 2 Feb.
  - c. **GOVERNANCE RETREAT** Reservations for Aubrey Lanes are being considered for 10 Aug. for the Governance Retreat and Organizational Meeting.
  - d. **REVISIONS TO THE SLATE OF NOMINEES**
    - i. Resources, Planning, and Institutional Policy Committee (RPIPC)
      1. The new staff council designee is TBD.
    - ii. Student Affairs Policy Committee (SAPC)
      1. The new staff council senator is Kevin Blanch, effective 3 Jan 2020.
      2. The new staff council designee is Dan Lavery, effective 23 Jan 2020.
3. **ACADEMIC POLICY COMMITTEE (APC) — NICOLE DECLOUETTE, CHAIR**
- a. **COPYRIGHT POLICY AND FAIR USE CHECKLIST TRAINING** APC will be writing two recommendations. Bryan Marshall will draft the language for both proposals for APC to review at the February meeting:
    - i. Recommendation to add the Copyright Policy and Fair Use Checklist Training to:
      1. D2L Splash Page (for both faculty and students)
      2. Annual Compliance Training (for faculty)
    - ii. Recommendation to add the Copyright Policy to Required Syllabus Statements (for students)
  - b. **OPEN DISCUSSION** There was a lot of discussion about the early semester start time. APC members were concerned about Spring 2021 mid-week start time (Wednesday, 1/6) and splitting finals week over the weekend (Thursday 4/29, Friday 4/30 and Monday 5/3, Tuesday 5/4).
4. **FACULTY AFFAIRS POLICY COMMITTEE (FAPC) — LINDA BRADLEY, VICE CHAIR FOR MATT FORREST, CHAIR**
- a. **PROHIBITIONS AND PENALTIES PROGRESSIVE DISCIPLINE GUIDE**

- i. HR representatives Carol Ward and Amber Collins were invited to speak at our January FAPC meeting about the Prohibitions and Penalties/Progressive Discipline Guide. Carol explained this information is shared with new hires during orientation. She said there is probably more HR can do during the annual compliance training to help employees know that the policy in question is in effect.
  - ii. Carol mentioned the existence of both USG and University policies pertaining to employees. She said that the Prohibitions and Penalties/Progressive Discipline Guide document does not replace existing university policies. We adhere to both university and USG/BOR policies. She acknowledged that the Prohibitions and Penalty Guide contains some policies (such as uniforms) that do not apply to faculty but to other university employees.
  - iii. HR pledged to revise the current document by adding a statement clarifying to whom the Prohibitions and Penalties guide applies. For example, on Page 1 “This guide applies to staff and faculty as appropriate to the role, employment status, and particular situation.” During the next revision of this policy, more than one faculty member should be involved as members of the revision committee, including at least one member of FAPC. A specific date for the next revision has not been set.
  - iv. The Board of Regents Policy Manual Section 8.3.9 Discipline and Removal of Faculty Members, located at <https://www.usg.edu/policymanual/section8/C245/>, addresses faculty discipline and removal and connects USG and GCSU policy. A copy of the policy is also included in these minutes as a supporting document.
- b. **OMBUD** We also held a conversation on an ombuds at GCSU, and we plan to revisit this conversation.
  - c. **LEGAL AFFAIRS** I have reached out to legal for a meeting, and they will be attending our March 6<sup>th</sup> meeting.
  - d. **QUESTIONS WHEN** Linda Bradley asked for questions, a number of questions and comments were forthcoming.
    - i. Question: It is my understanding that there are numerous policies in the document that may not follow state law. Answer: HR reports that the document is a guide but there are other documents that support it.
    - ii. Comment: We should pressure for regular review and revision of the policy.
    - iii. Comment: Could we ask HR for why we have separate policies for faculty and staff?
5. **RESOURCES, PLANNING, AND INSTITUTIONAL POLICY COMMITTEE (RPIPC) — SABRINA HOM, CHAIR**
- a. **MEETING** RPIPC did not meet on 10 Jan 2020 from 2:00pm to 3:15pm as there were no items of business requiring the attention of the committee, thus there is nothing to report.
6. **STUDENT AFFAIRS POLICY COMMITTEE (SAPC) — ANGELA CRISCOE, CHAIR**
- a. **STUDENT COMPLAINT PORTAL** We reviewed the student complaint portal to see if any updates had been made.
    - i. No updates have been made.
    - ii. Suggestions include: Move to a location that is easily identifiable and accessible to students (D2L), update user interface to make it more welcoming.
    - iii. We will follow up with Dr. Brooks.
  - b. **DIVERSITY TOWN HALL** Discussion of planning and implementing a diversity town hall at Georgia College.
  - c. Discussed feasibility of implementing a diversity town hall this semester.
  - d. Identified two dates for the Diversity Town Hall – Monday, March 30 & Tuesday, March 31, 2020.
  - e. Next steps – Meet with Dr. Denard and check for location availability on the two suggested dates

- f. A motion passed to request a formal recommendation to the Provost to sponsor a committee in developing the town hall.
- 7. **STUDENT GOVERNMENT ASSOCIATION (SGA) — AMELIA LORD, PRESIDENT**
  - a. **GLASS COLLECTION** A makeshift unit is in the first floor of SAC. Permanent units will be installed before homecoming. All glass recyclables will be collected, but containers must be empty of liquid.
  - b. **REDUCE/REUSE/RECYCLE CLOSET** The program is similar to Dodge the Dump; collections will be given to students or donated rather than discarded.
  - c. **BILL WRITING TOWN HALL** The event, scheduled for Thursday, January 30, will help students learn about student government.
  - d. **HOMECOMING** Tickets go on sale Monday, January 27.
  - e. **INTERNATIONAL DINNER** is scheduled for March 7.
  - f. **STUDENT RESEARCH** Faculty advisors oversee student research trips should encourage their students to apply to SGA for funding.

## **ANNOUNCEMENTS/INFORMATION ITEMS**

- 1. **UNIVERSITY CURRICULUM COMMITTEE (UCC) UPDATE — LYNDALE MUSCHELL, CHAIR**
  - a. **ACTION ITEMS**
    - i. **University Curriculum Committee** – Bylaws – Approved
    - ii. **College of Arts & Sciences** – Global Foodways Program Certificate – Approved
  - b. **INFORMATION ITEMS**
    - i. **College of Arts and Sciences**
      - 1. **New Course Proposals**
        - a. ANTH 4100 Violent Culture and Human Rights
        - b. HIST 3400 Introduction to Global Food Studies
      - 2. **Modification of Existing Courses**
        - a. POLS 4000 Systematic Analysis – Degreeworks - The major in political science should complete POLS 4000 Systematic Analysis, which is not equivalent to CRJU 3000 or SOCI 3442.
        - b. POLS 4920 Senior Seminar – Pre-requisites: Add POLS 4000 to existing pre-requisites
        - c. POLS 4000 Systematic Analysis – Pre-requisites: Add POLS 3000 to existing pre-requisites
        - d. MATH 4081 Abstract Algebra I – Pre-requisite: C or better in MATH 3030, and C or better in either MATH 4110 or MATH 4510
        - e. MATH 4261 Mathematical Analysis I – Pre-requisite: C or better in MATH 2263 and MATH 3030, and C or better in either MATH 4110 or MATH 4510
        - f. GC2Y Seeing Like a State – Change course title to Reacting to the Past: Democracies, Leaders, and their Theories
        - g. GC1Y Documentary Studies – Other: Add new instructor, Angela Criscoe
        - h. BIOL 4225 Molecular Ecology – Correction in credit hour listing for a 4 credit hour course, change from 3-1-4 to 3-2-4
    - ii. **College of Business**
      - 1. **New Course Proposals**
        - a. CSCI 3350 Linux Programming
        - b. CSCI 3710 Data Mining and Machine Learning
        - c. CSCI 3711 Data Analysis
      - 2. **Modification Existing Course**

- a. FINC 3131 – Pre-requisite – Remove ECON 2105 Principles of Macroeconomics as a pre-requisite
- iii. **College of Health Sciences**
  - 1. **New Course Proposals**
    - a. KINS 4373 Senior Seminar
    - b. KINS 3363 Determinants of Health Behavior
  - 2. **Modification of Existing Courses**
    - a. KINS 4313 Health Promotion Program Planning – Change in course number from KINS 3313 to KINS 4313
    - b. ODED 3540 Principles of Field Leadership – Change in course title to Outdoor Leadership; change in credit hour designation to (2-2-3); change in pre-requisite to ODED 2110; change in catalog description
    - c. KINS 3333 Epidemiology – Change course number to KINS 2333
    - d. ODED 2110 Living Skills – Change course title to Introduction to Outdoor Education; change in catalog description
    - e. ODED 2150 Challenge Course Leadership – Change in course number to ODED 3550; change in catalog description; remove pre-requisites
    - f. ODED 4560 Senior Seminar in Outdoor Education – Change in course title to Seminar in Outdoor Education; change in credit hour designation to (3-0-3); change in catalog description; change in pre-requisites to 6 credit hours in ODED coursework
    - g. ODED 2140 Group Development – Change in catalog description
    - h. ODED 4520 Advanced Facilitation Strategies – Change in course title to Experiential Education; change in credit hour designation to (3-0-3); change in catalog description; change in pre-requisites to ODED 2140
    - i. ODED 0001 First Year Academic Seminar – Delete course from catalog
    - j. ODED 3320 Instructional Strategies of Canoeing – Delete course from catalog
    - k. ODED 3500 Foundations of Outdoor Education – Delete course from catalog
    - l. ODED 3310 Instructional Strategies of Kayak Touring – Delete course from catalog
    - m. ODED 3340 Emergency Response in Outdoor Education – Delete course from catalog
    - n. ODED 3330 Instructional Strategies in Rock Climbing – Delete course from catalog
- c. **Graduate Council**
  - i. No Report – January meeting was cancelled.
- d. **General Education Committee**
  - i. GC2Y Writing Lifestories - Discovering Cultural Heritage – Approved

## **ADJOURN**

1. **ATTENDANCE AND THE SIGN-IN SHEET** Hauke Busch 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 4:12 p.m.

## **SUPPORTING DOCUMENTS**

1. There are two supporting documents.
  - a. *Supporting\_Anderson\_ADAMatters\_2020-01-24.pptx*
  - b. *Supporting\_FAPC\_DisciplineandRemovalofFacultyMembers.pdf*