

**2021-2022 University Senate
Minutes for the 19 Nov 2021 Meeting**

University Senate Officers: Presiding Officer Catherine Fowler, Presiding Officer Elect Jennifer Flory, Secretary Alex Blazer

- PRESENT (36)** Ashley Banks, Kevin Blanch, Alex Blazer, Linda Bradley, Hauke Busch, Rodica Cazacu, Laura Childs, Benjamin Clark, Cathy Cox, Nicholas Creel, Paulette Cross, Flor Culpa-Bondal, John Donaldson, Jennifer Flory, Jessie Folk, Brad Fowler, Catherine Fowler, Damian Francis, Greg Glotzbecker, Gail Godwin, Sabrina Hom, John Jackson, Julian Knox, Catrena Lisse, Lyndall Muschell, Amy Pinney, James Robertson, Gennady Rudkevich, Lamonica Sanford, James Schiffman, Liz Speelman, Costas Spirou, Mariana Stoyanova, Katie Stumpf, Sandra Trujillo, James Trae Welborn
- REGRETS (6)** Robert Blumenthal, Hank Edmondson, Leng Ling, Karl Manrodt, Nadirah Mayweather, Rob Sumowski
- ABSENT (8)** Justin Adeyemi, Lee Fruitticher, Alesa Liles, Frank Richardson, Molly Robbins, Ashley Taylor, Jennifer Townes, Diana Young

GUESTS (15)

Name	Role on University Senate or Position at the University
Jim Berger	Director, Center for Teaching and Learning
Shawn Brooks	Vice President for Student Life
Shea Council	Administrative Assistant of the 2021-2022 University Senate
Carolyn Denard	Chief Diversity Officer and Member of the 2021-2022 DEIPC
Josefina Endere	Senior Budget Director, Budget Office
Melissa Gerrior	Program Coordinator, Women's Center
Jennifer Graham	Director of the Women's Center
Susan Kerr	Chief Information Officer and Member of the 2021-2022 RPIPC
Jonathan Meyer	Assistant Budget Director, Budget Office
Lorraine Milam	Administrative Assistant, College of Health Sciences
Tracy Norris	Special Assistant to the Provost
Monica Starley	Special Assistant to the President
Carol Ward	Chief Human Resources Officer and Member of the 2021-2022 DEIPC
Veronica Womack	Executive Director of the Rural Studies Institution

CALL TO ORDER: Catherine Fowler, Presiding Officer of the 2021-2022 University Senate, 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 (11/19/2021)
 - b. University Senate Meeting Minutes (10/6/2021)
 - c. University Senate Meeting Minutes (10/15/2021)

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

NEW BUSINESS

1. **MOTION 2122.ECUS.002.R MOTION TO APPROVE THE REVISED UNIVERSITY SENATE HANDBOOK** On behalf of the committee, Catherine Fowler, ECUS Chair, presented the motion "motion to approve the revised, updated university senate handbook."

- a. **SUPPORTING DOCUMENTS** Supporting documentation was available in the online motion database: <https://senate.gcsu.edu/motions/motion-approve-revised-university-senate-handbook-11062021>.
 - b. **CONTEXTUAL INFORMATION** Catherine Fowler summarized the major revisions:
 - i. Updated information regarding the standing committees (DEICP) and their compositions (RPIPC and SAPC)
 - ii. Updated Governance History to include creation of DEIPC.
 - c. **DISCUSSION** When Catherine Fowler called for questions and comments, none were forthcoming.
 - d. **SENATE ACTION**
 - i. A **MOTION** to the previous question was made, seconded, and **APPROVED** by electronic vote with University Senators eligible to vote.
 - ii. Motion 2122.ECUS.001.R was **APPROVED** by electronic vote with University Senators eligible to vote (25 Yay, 1 Nay).
2. **MOTION 2122.DEIPC.001.R ENDORSE THE 2022-2025 DIVERSITY ACTION PLAN** On behalf of the committee, Linda Bradley, DEIPC Chair, presented the motion “To endorse the four overarching goals of the 2022-2025 Diversity Action Plan articulated in the supporting document entitled *Advancing Diversity and Inclusion 2022-2025: Diversity Action Plan for Georgia College.*”
- a. **SUPPORTING DOCUMENTS** Supporting documentation was available in the online motion database: <https://senate.gcsu.edu/motions/endorse-2022-2025-diversity-action-plan-11112021>.
 - b. **CONTEXTUAL INFORMATION** Linda Bradley noted DEIPC’s statement of support: Following a robust, positive discussion of *Advancing Diversity and Inclusion 2022-2025: Diversity Strategic Plan for Georgia College*, the Diversity, Equity, and Inclusion Policy Committee voted unanimously on October 1st to support the plan and to bring it before the University Senate as a key source of information. We encourage all stakeholders to participate in the implementation of this plan moving forward. As we present this statement of support to ECUS and the University Senate, we hope you will join us in endorsing this important work to foster diversity, equity, and inclusion within our campus community and beyond.
 - c. **DISCUSSION** When Linda Bradley called for questions and comments, none were forthcoming.
 - d. **SENATE ACTION**
 - i. A **MOTION** to the previous question was made, seconded, and **APPROVED** by electronic vote with University Senators eligible to vote.
 - ii. Motion 2122.FAPC.002.R was **APPROVED** by electronic vote with University Senators eligible to vote (23 Yay, 1 Nay, 2 Abstain).

PRESIDENT’S REPORT — PRESIDENT CATHY COX

In lieu of a formal report, President Cox introduced herself and shared impressions from the Presidents Retreat and Board of Regents meeting.

1. **FY23 MANDATORY FEES**
 - a. In a letter to all USG Presidents from Acting Chancellor Teresa MacCartney, dated November 11, 2021, she reviewed the Senate University Fees Study Committee that was created during the 2021 Legislative session to study the fees associated with the cost of postsecondary education and to make recommendations regarding potential changes, and noted that the University System of Georgia is a partner in this effort.
 - b. Earlier this afternoon, the Senate University Fees Study Committee released its report, which I’ll discuss further below.

- c. Student fees are a significant portion of the overall costs of attending college and the fees support a wide-ranging set of services and activities at our institutions. It is important for us to continuously examine the way these fees are assessed and to look for opportunities to advance both student affordability and transparency of these charges.
- d. The mandatory fees we charge include: Athletic, Health, Transportation, Transportation Enhancement, Bobcat Cart, Activity, Activity Center, Sustainability Fee, Wellness Center, Technology, and the Special Institutional Fee.
- e. Chancellor MacCartney's letter outlined the expectations for your Fiscal Year 2023 fee requests.
 - i. New fee requests or increases to existing fees will not be considered for recommendation to the Board unless the institution demonstrates a pressing need for the new funds, and a strong business case, including the analysis of available reserves. To avoid cost increases to students, requesting a reduction to a mandatory fee to offset a requested increase to another is encouraged when possible.
 - ii. New fees are strongly discouraged and should not be proposed unless there is a critical institutional need, evidence of overwhelming student support and a clear benefit to student success.
 - iii. Fee increases needed to support PPV projects whose revenues are falling or expected to fall below levels to sustain those projects will be considered. A detailed business case and analysis must be presented.
- f. Each institution was asked to continue its efforts to maintain an affordable cost of attendance as we began to prepare our fee requests, and Vice President Fruitticher and his team and I have been approaching our budget with this in mind.
- g. This afternoon, we received the Senate Study Committee's report, which reviewed the various fees charged within the University System, and ultimately recommended that the Special Institutional Fee be eliminated in a phased-out approach.
- h. The Special Institutional Fee is a general purpose fee established during the Great Recession to offset state budget cuts. It was enacted as a temporary measure but became permanent in 2012 when state funding never cycled back into the USG budget, and today generates \$230 million for the system as a whole. This fee generates more than \$4 million each year for the Georgia College budget, and supports all aspects of our general operations, from salaries and benefits to maintenance of facilities, classroom support, and much more.
- i. The Study Committee recommends that the revenue generated by the Special Institutional Fee be replaced by a three-pronged approach:
 - i. Cost savings at institutions
 - ii. Classifying the Special Institutional Fee, in whole or part, as tuition so that it will be covered by the HOPE scholarship
 - iii. Restoring state appropriations, in whole or part, to higher education funding levels of 2008 as adjusted for inflations. State Appropriations made toward the funding formula have fallen from 67% in FY2008 to 48% in FY2021 – so a partial restoration of these funds would help in discontinuing the Special Institutional Fee.
- j. This is a Study Committee's Recommendation in the State Senate – so many steps remain before this becomes the final action of either the House or Senate Appropriations Committees, but it will certainly provide a topic of serious discussion in the upcoming legislative session beginning in January. We would have to make serious reductions in our budget, services, and staffing if the Special Institutional Fee is eliminated or reduced, so we will closely monitor the budget process in the coming session to see where this issue lands.

2. QUALITY ENHANCEMENT PLAN (QEP)

- a. As the campus considers its next Quality Enhancement Plan (QEP), I urge you to think boldly and creatively – and yet to also think about the opportunities that might be right at our feet. By this I mean the QEP gives an institution an opportunity to address significant needs on a campus with dedicated resources and attention – and according to the SACSCOC directive, the plan must focus “on improving specific student learning outcomes and/or student successes.” As you know, student learning outcomes and student success come in a wide variety of shapes and forms, and are measured throughout our campus.
- b. So, while most QEP address traditional academic programs, on a campus with such a strong academic foundation, this might be an opportunity for us to address elements of student success from outside the traditional academic pathways. I’m not necessarily advocating for that – I just want you to be aware of all the options that we have at hand.
- c. We also don’t have to have a grandiose plan that requires thousands and thousands of dollars and manhours to implement and sustain. It can be targeted to some population or element of our campus, rather than to every student here. Again, I’m not advocating something here – I simply want you think about the many things that play into student success here in a broad fashion and come up with a QEP that best addresses a significant need.

3. LISTENING TOURS

- a. I appreciate the time from all who have attended listening sessions thus far, and many more are still scheduled.
- b. The last session is scheduled for Thursday, December 16 at 2:00.

4. QUESTION AND ANSWER When President Cox called for questions and comments, many were forthcoming.

a. FY23 MANDATORY FEES

- i. Question: What do you think will be the next steps the state will take regarding fees?
Answer: The Chancellor told the legislative committee that eliminating the special institution fund would be devastating. We had to put this fee in place to keep operations going during the Great Recession. I do not believe the state will going back to 2008 levels of funding, but I do think that we will be okay if the legislature partially restores state appropriation funding and partially reclassifies the special institution fee as tuition.
- ii. Question: Vice President Fruitticher sat on the committee. Were any students included?
Answer: I do not know.
- iii. Comment (Chat): My understanding was that this was a Georgia Senate special study committee in consultation with a USG subcommittee.
- iv. Question: Could you talk about the impact on course specific fees? Answer: For now, all other fees are off the table. The Senate committee is only recommending action on the special institution fee.
- v. Comment (Chat): The summary of student fees is located here:

https://www.gcsu.edu/sites/files/page-assets/node-309/attachments/student_fee_summary_20200615.pdf

b. QUALITY ENHANCEMENT PLAN (QEP)

- i. Question: How is the QEP financed? Answer: Every institution has to show SACS how to finance their QEP.

c. BOR COVID RESOLUTIONS

- i. Question: What is your thinking about acknowledging or forwarding our resolutions to the BOR passed at the previous Senate meeting? Answer: My plan is to forward them, but I am learning the process and the two resolutions are not consistent.

1. **QUALIFICATIONS FOR FACULTY APPOINTMENTS** The Office of the Provost completed the implementation of University Senate Motion 2122.FAPC.003.P. following approval by President Cox. The updated information under "Faculty Appointments, Qualifications for" can be found [here](#).
2. **UNIVERSITY RETENTION COMMITTEE** This is the second year of the University Retention Committee. During the first committee meeting a review of the current retention and graduation data was conducted as well as the final report from last year with long term and short-term strategies. An update was provided on short-term strategies, TREK, and the implementation of Civitas. The committee was asked to identify the top 2-3 priorities for this year. Membership of the committee includes:
 - a. **Chairs**
 - i. Joel Robinson – Senior Associate Vice President of Enrollment Management
 - ii. Chris Ferland – Associate Vice President of Institutional Research and Effectiveness
 - iii. Brian Newsome – Dean of the John E. Sallstrom Honors College
 - b. **Committee Members**
 - i. Jordan Cofer – Associate Provost of Transformative Learning Experiences
 - ii. Shawn Brooks – Vice President for Student Life
 - iii. Kay Anderson – University Registrar / Assistant VP for Enrollment Management
 - iv. Shannon Simmons – Director of Financial Aid
 - v. Lisa Griffin – Director of School of Health and Human Performance
 - vi. Michelle Johnson – Director of Academic Advising
 - vii. Nadirah Mayweather – Director of Cultural Center
 - viii. Nicole Declouette – Associate Professor of Special Education /Interim Associate Dean
 - ix. Bill Donoher – Chair of Management, Marketing, and Logistics
 - x. Libby Murphy – Chair of World Languages & Cultures
3. **PRESIDENT’S SCHOLARSHIP COMPETITION** GC will host our annual President’s Scholarship Competition on December 3, 2021. This competition is an opportunity for high-achieving high school seniors from across the country to compete for Georgia College’s most prestigious scholarships. The PSC awards scholarships to incoming first-year students with superior academic accomplishments. Some of these awards also include stipends to study abroad and expand the student’s liberal arts experience. Approximately 100 students will attend this competition. The daylong event will allow students to interview with faculty members, interact with current students, participate in classroom experiences and explore our beautiful campus.
4. **COMMENCEMENT** will be on Saturday, December 11, 2021, and will return to a traditional format. Faculty should arrive by 12:15 PM and park in a designated area behind the Centennial Center. Faculty will initially remain in their vehicles, and, when prompted, move to a heated tent for line-up prior to entering the building. Seats in the staging area will be spaced to provide some social distancing. The reception following the ceremony will also be held outdoors.
5. **FINAL GRADES** are due by Wednesday, December 15, at 9:00 AM. Faculty can limit their course list to only current courses by typing “Fall 2021” in the search field at the upper-right hand side of the page. Faculty can also confirm that all grades have been received and saved if the word “completed” — in green — is listed next to the course in the grading status column. For additional information, please see the handout that will be attached to notification emails from the Registrar.
6. **SPRING 2022 REGISTRATION WAIT LISTS** will be paused from Wednesday, November 24 through Sunday, November 28, for the Thanksgiving holiday. This is standard practice when the university is closed for extended breaks. If seats become available during this time, students will receive notifications and a chance to accept those seats on Monday, November 29.
7. **PROVOST TASK FORCE** The RACAA meeting took place at Columbus State University (October 27-28) and included an update on Budget, Fintech Academy, and COVID. Additional discussion about the implementation of post tenure review and annual evaluations took place (i.e., integration of student success). We will need to begin the process of addressing the recently approved USG policies as that

information becomes available. A 12-member Provost Task Force Committee (8 members from the University Senate) will review existing university policies, identify, and recommend changes to ensure that Georgia College is compliant with BOR approved updates to Board Policy 8.3. (October 12-12, 2021). Recommendations to the Provost by February 1, 2022. Membership of the Task Force includes:

a. **Co-Chairs:**

- i. Catherine Fowler (Presiding Officer + COHS)
- ii. Holley Roberts (Office of Provost)

b. **Members:**

- i. Sabrina Hom (FAPC Chair + College of Arts and Sciences)
- ii. Linda Bradley (DEIPC Chair + College of Education)
- iii. Robert Blumenthal (Council of Chairs + College of Arts and Sciences)
- iv. Nicholas Creel (APC Chair and College of Business)
- v. Paulette Cross (University Senate + College of Education)
- vi. Karl Manrodt (University Senate + College of Business)
- vii. Sarah Myers (College of Health Sciences)
- viii. Jennifer Flory (Presiding Officer Elect + College of Arts and Sciences)
- ix. Lamonica Sanford (University Senate + University Library)
- x. Micheal Stratton (Council of Deans)

8. **GC'S 25TH ANNIVERSARY OF THE LIBERAL ARTS MISSION** Celebrate the 25th GC designation as Georgia's Public Liberal Arts institution of higher education (Academic Affairs Update):

- a. The *GC Journeys* Symposium (October 29) (~80 participants)
- b. The COE hosted "The Value of Liberal Arts in Preparing Teachers and Leaders as Architects of Change" (November 9) (~25 participants).

The next event will take place on January 27, 2022:

- a. College of Health Sciences
25 Years of Liberal Arts in the Health Sciences

9. **AMERICAN PORTRAIT** The Study Away program will be rebranded as "American Portrait." More information will be forthcoming from the International Education Center.

10. **THE INAUGURAL HALL OF FAME CEREMONY** of the College of Health Sciences took place on November 1, 2021 and recognized Dr. Carol Sapp and Sheila Malcolm.

11. **RENOVATIONS TO SPECIAL COLLECTIONS** are moving forward and should be completed this month.

12. **THE OFFICE OF TRANSFORMATIVE LEARNING EXPERIENCES** will be holding a Zoom info session on various forms of support available for community-based engaged learning on December 1st at 4pm. For more information, please contact Dr. Stefanie Sevcik, stefanie.sevcik@gcsu.edu.

13. **GEORGIA UNDERGRADUATE RESEARCH VIRTUAL CONFERENCE** 33 students and 13 faculty mentors participated in the Georgia Undergraduate Research Virtual Conference on November 5. GC had the largest turnout in the state.

14. **WOMEN'S LEADERSHIP FACULTY FELLOWS** This year's Women's Leadership Faculty Fellows have been selected:

- a. Dr. Linda Bradley, Professor of Literacy Instruction, COE.
- b. Dr. Mary Magoulick, Professor of English, COAS.
- c. Angela Criscoe, Associate Professor of Film, Television, and Digital Media Production, COAS and Interim Executive Director of the School of Continuing and Professional Studies.
- d. Dr. Sabrina Hom, Associate Professor of Philosophy and Liberal Studies and Coordinator of the Women's and Gender Studies Program, COAS.
- e. Dr. Libby Murphy, Professor of French and Chair of World Languages and Cultures, COAS.
- f. Dr. Kristina Dandy, Professor of Psychology, COAS.
- g. Dr. Krystal Canady, Associate Professor of Nursing, COHS.

15. **THE GEORGIA COLLEGE COMPLETE COLLEGE GEORGIA** report was submitted to the USG on Friday, November 12, 2021. The report is a comprehensive way of presenting the institutional efforts in improving student success.
16. **UNIVERSITY SYSTEM AFRICA COUNCIL** Every year, the University System Africa Council organizes a simulation of the annual meeting of Heads of State of the African Union (AU). The simulation, which takes the form of a three-day conference is known as SEMAU or the Southeastern Model of the African Union. Georgia College organized the SEMAU 2021 Conference from November 3-6, 2021. As a hands-on, experiential learning and the SEMAU concept is very much in line with GC's liberal arts mission in general and GC Journeys in particular, which includes internationalization and an emphasis on diversity. Congratulations to Drs. Ubah, Palmer, and the GC Organizing Committee for a very successful event.
17. **SACSCOC** Georgia College received a communication from SACSCOC that our application for differential review was approved (10-year reaffirmation). We will report on 40 out of 85 Standards.
18. **HONORS PREVIEW DAY** The Honors College had a very successful Honors Preview Day (November 16th). About 150 prospective students and families attended the event. The remaining Legends of Honors presentations include:
- Dr. Ashlyn Burch, "Academic Inspiration in the Face of a National Pandemic." Friday, Nov. 19, 3:00 p.m.
 - Dr. Lynne Wilcox, "Epidemiology beyond COVID: The Other Outbreak of 2020." Tuesday, Nov. 30, 6:00 p.m.
- For more information, including links, please see [here](#).
19. **JOHN H. LOUNSBURY LECTURE ON AMERICAN EDUCATION** The College of Education is planning the *John H. Lounsbury Lecture on American Education* for February 28th at 5:00 p.m. in Peabody Auditorium.
20. **PROFESSIONAL LEAVE** The following 12 faculty members were awarded a professional leave for 2022-2023 academic year:
- Bradley Koch, Government and Sociology, COAS, Fall Semester 2022.
 - Juan Ling, Management, Marketing, and Logistics, COB, Spring Semester 2023.
 - Hasitha Mahabaduge, Chemistry, Physics, & Astronomy, COAS, Fall Semester 2022.
 - Brandon Samples, Mathematics, COAS, Spring Semester 2023.
 - William Risch, History and Geography, COAS, Full Academic Year 22-23.
 - Karl Manrodt, Management, Marketing, and Logistics, COB, Fall Semester 2022.
 - David Weese, Biological and Environmental Sciences, COAS, Fall Semester 2022.
 - Abraham Abebe, Art, COAS, Full Academic Year 22-23.
 - Dave Bachoon, Biological and Environmental Sciences, COAS, Spring Semester 2023.
 - Roger Coate, Government and Sociology, COAS, Fall Semester 2022.
 - Rachel Epstein, Mathematics, COAS, Fall Semester 2022.
 - Gongbing Hong, Information Systems and Computer Science, COB, Spring Semester 2023.
21. **THE PROVOST VISITING SCHOLAR'S PROGRAM** is part of an intentional effort to further our interdisciplinary collaborations, to support student learning, and to engage faculty with scholars across disciplines. Congratulations to the following departments and their Visiting Scholars, who will be on campus Spring 2022:
- Economics and Finance: *Dr. Douglas Walker* is an economist at the College of Charleston with a specialty in gambling. He is a past Distinguished Research Award Winner and was a visiting professor at Harvard Medical School, among many other honors.
 - Information Systems and Computer Science: *Dr. Peter Cardon* is a prolific scholar and engaged educator in the field of business communication; he is a Professor of Clinical Business Communications at the University of Southern California.

- c. Health and Human Performance: *Mr. Butch Reynolds* is a world record, Gold and Silver Medal winning, Olympic Sprinter and currently serves as one of the top applied exercise scientists when it comes to speed training in the country.

The Visiting Scholar's Review Committee included:

- a. Trae Wellborn (COAS)
- b. Bo Beadles (COB)
- c. Natalie Toomey (COE)
- d. Jinkyung Park (COHS)
- e. Jolene Cole (University Library)
- f. Holley Roberts (Office of the Provost)
- g. Dr. Jordan Cofer (Office of the Provost)

22. **FACULTY AND ADMINISTRATOR SEARCHES** A number of faculty searches are continuing in the colleges, including for Associate Dean in the College of Business and the College of Arts and Sciences. The search committee for the Associate Provost and Director of the Graduate School welcomed three finalists to campus. Thank you to committee members for their service to the university!
23. **FARM TO CAMPUS FESTIVAL** The College of Business, the Office of Sustainability, and Auxiliary Services at Georgia College hosted the first ever *Farm to Campus Festival* on October 28th. This event was very successful and further demonstrates GC's commitment to societal impact and community engagement.
24. **SPRING 2022 GC JOURNEYS DEPARTMENT MINI-GRANT** The Office of Transformative Learning Experiences announced the Spring 2022 GC Journeys Department Mini-Grant. *GC Journeys* Planning Mini-Grants up to \$5,000 are available for departments to analyze the department/program's current *GC Journeys* plan and to create an action plan for institutionalizing, strengthening, and/or expanding students access to Transformative Experiences (High-Impact Practices) within the department's curriculum. Submissions are Due December 15th. Winners Announced January 4th. Visit *GC Journeys* website for more information
25. **DEPARTMENT-BASED IMPLEMENTATION GRANTS** For Spring 2022, *GC Journeys* is offering Department-based Implementation Grants for Undergraduate Research and CbEL. Visit *GC Journeys* website for more information.
26. **THE NATIONAL SCHOLARSHIP OFFICE** worked closely with students in 2020-2021 to submit 43 applications for awards. So far, we have a number of students recognized as finalists or recipients: 1 Gilman Recipient; 1 Gilman Alternate; 1 Newman Civic Fellowship Recipient; 2 Fulbright Canada MITACS recipients; 2 Fulbright semi-finalists; 1 Fulbright alternate.
27. **UNIVERSITY LEARNING CENTER** After hours tutoring at the University Learning Center is experiencing an increase in demand this second half of the semester; thus far we have had over 325 visits from 170 unique students. Services are M-R: 6-9p in three locations: The Learning Center, West Campus classroom, and online.
28. **SUPPLEMENTAL INSTRUCTOR (SI)** support has been extended to 75 sections for spring semester. Approximately 90% of the SI Leader positions have been filled and those students hired for early training. The University Learning center has had 1,500 individual students taking advantage of their SI sessions this fall. That number represents 27% of our undergraduate student population.
29. **THE MONTESSORI ACADEMY** was awarded \$10,000 Deal Center grant that will be utilized to support and engage families in the development of language and literacy for infants and toddlers. The Academy collaborated recently with GC Music students who provided violin lessons with the Montessori Academy children and is developing additional collaborations with the College of Business Marketing Program, Department of Music, Deal Center for Early Language and Literacy, and the School of Continuing and Professional Studies.
30. **PATHWAYS TO GC** The university is currently working on updating the *Pathways to GC* agreement (transfer students) with Gordon State College and establishing a similar agreement for honors students with the College of Coastal Georgia.

31. **THE SCHOOL OF CONTINUING AND PROFESSIONAL STUDIES** released its inaugural [Newsletter](#).

32. **QUESTION AND ANSWER**

a. **PROVOST TASK FORCE**

- i. Comment: Faculty with administrative appointments have to go through the post-tenure review process; GC has a policy which needs to align with the BOR revisions.

b. **UNIVERSITY RETENTION COMMITTEE**

- i. Question: Retaining students in CoHS and the College of Nursing and Health and Human Performance is a challenge. Is there anything being done about retaining faculty? We need a systematic approach with faculty retention. Answer: Our Nursing program is very strong and highly regarded. We have a specific number of spots for students. We received funding for a third cohort during the summer. Regarding faculty, the two areas in which we have problems attracting and retaining faculty are nursing and accounting, partly due to salaries and a shortage of nurses. Institutions across the country share these challenges.
- ii. Comment (Carolyn Denard, Associate Vice President for Inclusive Excellence): The issue of faculty retention is discussed extensively in the DAP. I am working on a report regarding whether the intentional recruitment of faculty could address this issue.

c. **FACULTY RECOGNITIONS**

- i. Question: If a faculty member is not tenured, then they cannot be considered for the University Service award. Is this correct, and if so, what is the reasoning for this? Answer: Answer (Jim Berger, Director of CTL): I need to verify this with University Advancement, but I believe that tenure is a stipulation set in place for this funded, named award.
- ii. Comment (Chat): The Faculty Awards Criteria document is here: <https://intranet.gcsu.edu/system/files/attachments/FacultyAwardsCriteriaandDoc2021-2022%20-%2009%20%2029%20%2021.pdf>

d. **COVID-19**

- i. Question: Are there any concerns of obligatory face-to-face meetings during the spring? Answer: We are expected to be face-to-face in the classroom. Regarding faculty meetings, online is acceptable.
- ii. Comment (Chat): Faculty should not be required by their chairs to attend F2F faculty meetings under current conditions.

COMMITTEE REPORTS

1. **ACADEMIC POLICY COMMITTEE (APC) — NICHOLAS CREEL, CHAIR**

- a. **NO MEETING, NO REPORT** As there was no business, the Committee did not assemble for its scheduled meeting on 5 Nov 2021.

2. **DIVERSITY, EQUITY, AND INCLUSION POLICY COMMITTEE (DEIPC) — LINDA BRADLEY, CHAIR**

- a. **DIVERSITY ACTION PLAN** In close coordination with Dr. Carolyn Denard and the Office of Inclusive Excellence, DEIPC submitted the motion to endorse the 2022-2025 Diversity Action Plan that passed earlier in our meeting. The motion and supporting documents are available on the University Senate motion database.
 - i. Statement of Support: Following a robust, positive discussion of *Advancing Diversity and Inclusion 2022-2025: Diversity Strategic Plan for Georgia College*, the Diversity, Equity, and Inclusion Policy Committee voted unanimously on October 1st to support the plan and to bring it before the University Senate as a key source of information. We encourage all stakeholders to participate in the implementation of this plan moving forward. As we present this statement of support to ECUS and the University Senate, we hope you will join us in endorsing this important work to foster diversity, equity, and inclusion within our campus community and beyond.

- b. **NEW BUSINESS PRIORITIZATION** Discussions included the following policy areas:
 - i. Policies related to diversity training for faculty, staff, and students. How might these policies foster a climate where stakeholders engage, discuss, think, and speak with inclusive understandings?
 - ii. Retention policies that support best practices for students, staff, and faculty.
 - iii. Take initiative to meet with or invite Senate Standing Committee representatives to share current issues, DEIPC will identify the specific issues that overlap with the call in our bylaws in order to facilitate the prioritization of pressing diversity and inclusion policy needs in coordination with the Diversity Action Plan (DAP).
 - iv. Examine policies in the DAP related to student body recruitment and retention.
- 3. **EXECUTIVE COMMITTEE OF UNIVERSITY SENATE (ECUS) — CATHERINE FOWLER, CHAIR**
 - a. **GOVERNANCE CALENDAR** is being drafted.
 - b. **UNIVERSITY SENATE HANDBOOK** update is complete.
 - c. **ELECTION OVERSIGHT** ECUS will support SCoN next semester on election oversight.
 - d. **BOR TENURE REVISIONS** The PO is involved with tenure updates to GC documents, per BOR policy changes.
 - e. **MEETING FORMAT** University Senate will meet virtually in the spring
- 4. **SUBCOMMITTEE ON NOMINATIONS (SCON) — JENNIFER FLORY, CHAIR**
 - a. **ELECTION OVERSIGHT**
 - i. CoB election process and constituency designations was received 10/22/21.
 - ii. The CoB Strategic Management Committee decides how the University Senate seats given to the CoB will be allotted. Currently, there are 4 departments in the CoB so each department elects one senator, and the other two senators are elected by the CoB faculty at-large.
 - iii. CoHS election process and constituency designations was received 11/19/21.
 - iv. CoAS election process and constituency designations was received 11/19/21. [Note: Election procedures are archived at https://us.gcsu.edu/Elections/2022_2023/index.htm.]
 - v. The next step will be elections in the three colleges above who have elected faculty senators with a term of service ending in April 2022. These elections need to occur, and results be reported to ECUS by February 1, 2022.
 - b. **USG FACULTY COUNCIL**
 - i. The Executive Board drafted a resolution (based on resolutions passed by other institutions in the USG), and this resolution passed and was sent directly to the Chancellor and USG Administration related to the Tenure and Promotion policies.
 - ii. I am a member of the State University tier in the USG Faculty Council. We are in the process of scheduling our first meeting. We have been asked to discuss the topics that we feel are pertinent to the USGFC as a whole or are specific to our tier. We have been urged to discuss how institutions similarly situated to our own can create and shape Tenure and Promotion policies that can afford faculty the maximum potential protection from the arbitrary implementation of the new USG P&T guidelines. Additionally, we are to work to come up with a list of other topics that we would like to see us address in the upcoming months.
 - iii. I will also be serving on a subcommittee yet to be determined. I will share information about any of these committees as we meet.
- 5. **FACULTY AFFAIRS POLICY COMMITTEE (FAPC) — SABRINA HOM, CHAIR**
 - a. **PART-TIME LECTURER PAY** FAPC has been looking into pay for part-time faculty. Our research indicates that this ranges from \$1,500-\$3,500/class, depending on college and qualifications. One of the chairs we spoke to specified that the scale had not changed since 1998. We will be doing

more research to discover where the needs are greatest and whether this pay is adequate to attract effective and qualified faculty.

6. **RESOURCES, PLANNING, AND INSTITUTIONAL POLICY COMMITTEE (RIPC)** — **DAMIAN FRANCIS, CHAIR**
 - a. **NO MEETING, NO REPORT** As there was no business, the Committee did not assemble for its scheduled meeting on 5 Nov 2021.
7. **STUDENT AFFAIRS POLICY COMMITTEE (SAPC)** — **GAIL GODWIN, CHAIR**
 - a. **NO MEETING, NO REPORT** As there was no business, the Committee did not assemble for its scheduled meeting on 5 Nov 2021.
8. **STUDENT GOVERNMENT ASSOCIATION (SGA)** — **JAMES ROBERTSON, PRESIDENT**
 - a. **HANGING OF THE GREENS** has been completed.
 - b. **DIVERSITY DAY** is being planned for spring semester.

ANNOUNCEMENTS/INFORMATION ITEMS

1. **UNIVERSITY CURRICULUM COMMITTEE (UCC) UPDATE** — **LYNDALL MUSCHELL, CHAIR**
 - a. **University Curriculum Committee**
 - i. No Action Items were on the agenda; therefore, no meeting was held on October 22, 2021. The information items from the October 22, 2021, are below.
 - ii. **Information Items**
 1. **College of Arts & Sciences**
 - a. **New Course Proposal**
 - i. HIST 4425 Modern Eastern Europe
 - ii. HIST 3375 Exploring the Ethnic South through Foodways
 - iii. MSCM 3313 Intro to Podcasting
 - b. **Modify Existing Courses**
 - i. SPAN 3210 Survey of Spanish Lit I – Change of course title to *Archetypes of Early Modern Spain*
 - ii. SPAN 3220 Survey of Spanish Lit II – Change of course title to *Paradigms of Modern Iberian Thought*
 - iii. SPAN 3230 Survey of Latin American Lit I – Change of course title to *The Idea of Latin America*
 - iv. SPAN 3240 Survey of Latin American Lit II – Change of course title to *The Americas Written Anew*
 - v. THEA 3125 Survey of Costume History – Change of course title to *Costume History*; change of catalog description; change of delivery method
 - c. **Reactivate Existing Courses**
 - i. SPAN 2950 Special Topics
 - iii. No Action Items were on the agenda; therefore, no meeting was held on November 19, 2021. The information items from the November 19, 2021, are below.
 - iv. **Information Items**
 1. **College of Arts & Sciences**
 - a. **Modify Existing Courses**
 - i. MSCM 4502 Film & Television Production Capstone – Change in course title to Film, Television, & Audio Production Capstone
 - ii. MUED 3880 International Music Curricula – Change in credit hours from a 3 hour course to a 2 hour course.
 2. **College of Business**
 - a. **New Course Proposals**

- i. CSCI 2351 Python Programming
 - ii. CSCI 4711 Machine Learning
 - iii. CSCI 4712 Big Data Analysis
 - b. **Modify Existing Courses**
 - i. CSCI 3710 Data Mining and Machine Learning – Change in course title to Data Mining; change in catalog description to “an introduction to data mining concepts and algorithms, applying algorithms in real-world cases”; change in pre-requisites to C or above in CSCI 2351, CSCI 3410, and MATH 1401, or approval of instructor.
- b. **Graduate Council**
 - i. No Action Items or Information Items – No meeting was held on November 5, 2021.
- c. **General Education Committee**
 - i. **Action Items**
 - 1. GC2Y - Shrimp: Economic, Environment, and Cuisine—Approved with revisions
 - 2. GC2Y - Indigenous Sacred Dance and Religious Histories—Approved

ADJOURN

- 1. **ATTENDANCE AND THE SIGN-IN SHEET** Alex Blazer marked the attendance of those who joined the online video conference.
- 2. **MOTION TO ADJOURN** A motion to adjourn was made, seconded, and approved. The meeting was adjourned at 4:46 p.m.

SUPPORTING DOCUMENTS

- 1. There is one supporting document.
 - a. *SupportingDocument-FY23BudgetPlanningForumPresentation.pdf*
 - b. *SupportingDocument-USGFCBORTenureResolution.pdf*