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Armstrong Faculty Senate Agenda

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8-17-2015

### August 17, 2015 Armstrong Faculty Senate Agenda

Armstrong State University

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**Armstrong State University**  
**Faculty Senate Meeting**  
**Agenda of August 17, 2015**  
**Student Union, Ballroom A, 3:00 p.m.**

- I. Pre-Senate Working Session (3:00–3:30 p.m.)
- II. Call to Order
- III. Senate Action
  - A. Approval of Minutes from [April 20, 2015](#) Faculty Senate Meeting
  - B. Introductions
  - C. Brief remarks from Dr. Linda Bleicken, President
  - D. Old Business
    1. Outcome of Bills/Resolutions
      - i. [FSB 2014-05-12-01](#) Institutional Accountability, Transparency and Communication
        - a. Joint Leadership Team summary 4.28.15 (Appendices A-E)
        - b. Faculty and Staff Vacancy Report 5.15.15 (Appendix F)
        - c. Faculty and Staff Vacancy Report 5.22.15 (Appendix G)
        - d. Faculty and Staff Vacancy Report 6.5.15 (Appendix H)
        - e. Faculty and Staff Vacancy Report 6.25.15 (Appendix I)
        - f. Faculty and Staff Vacancy Report 7.10.15 (Appendix J)
      - ii. [FSB 2015-01-26-03](#) Budget Planning Bill (Revised)
        - a. Upcoming Faculty Budget Forum
      - iii. FSB 2015-03-23-03\* Changes in Terms and Titles for President and Vice-President
      - iv. FSB 2015-03-23-04\* Bill to Amend the Bylaws of the Armstrong Faculty Senate, Article VI, Section B: Duties of the Vice-President of the Senate
      - v. FSB 2015-03-23-06\* Bill to Amend the Bylaws of the Armstrong Faculty Senate, Article V, Section A.1: Senators and Alternates
      - vi. FSB 2015-03-23-07\* Education Technology Committee Representation Bill
      - vii. FSB 2015-03-23-08\* Bill to Amend the Bylaws of the Armstrong Faculty Senate, Article XI, Section F: Duties of the Education Technology Committee
      - viii. FSB 2015-03-23-09\* Changes in Academic Standings Policy Bill
    2. USG Faculty Council
      - i. Resolution to Chancellor on Salary Inequities (Appendices K, L)
    3. Other Old Business
      - i. Academic Bullying and Hazing (Appendix M)
  - E. New Business
    1. Secretary and Steering Committee Votes (Appendix N)
    2. Committee Reports and Charges
      - i. University Curriculum Committee

\* Faculty Senate Bills from the March 23, 2015 meeting can be accessed at [http://www.armstrong.edu/Departments/faculty\\_senate/senate\\_bills](http://www.armstrong.edu/Departments/faculty_senate/senate_bills)

- ii. Governance Committee
      - iii. Academic Standards
      - iv. Education Technology
      - v. Faculty Welfare
      - vi. Planning, Budget, and Facilities
      - vii. Student Success
    - 3. Senate Representatives Needed for Search and other University Committees
    - 4. Other New Business
  - F. Senate Information and Announcements
    - 1. Senate Committee Membership Survey
      - i. Send questions to the Governance Committee at [governance.senate@armstrong.edu](mailto:governance.senate@armstrong.edu) (Chair: Carol Andrews)
      - ii. Send Committee meeting dates and minutes to [faculty.senate@armstrong.edu](mailto:faculty.senate@armstrong.edu)
    - 2. Enrollment Forum in September
    - 3. Announcements (from the floor)
- IV. Adjournment

## **Joint Leadership Team**

**April 28**

### **Summary**

**Attendees:** L. Bleicken, C. Corrigan, L. Davis, E. Desnoyers-Colas, A. Heaston, R. Howard, B. Kelso, G. Lewis, L. Mills, C. Padgett, P. Potter, A. Thompson, D. Ward, D. Wheeler, J. Wong

### **Year in Review Highlights**

President's Cabinet, Information Technology Services, Faculty Senate, and Staff Council shared accomplishments from AY2014-2015. Summaries are attached.

## **Enrollment Management**

### **Summer 2015**

As of April 28, Summer 2015 enrollment was 2968, down 1.49% in comparison to one year ago. Efforts to recruit new students for Summer 2015 include the following: encouraging students who were admitted for Spring 2015 but did not attend to update their admission status and attend summer; and emailing 37,000 students who graduated high school in the local area to attend summer classes (approximately 3700 of the students opened the email). External marketing for summer includes billboards in Savannah, Hinesville, and Atlanta as well as ads in the Coastal Courier, on Facebook, and on GPB 91.1. Internal marketing involves Port messages, Housing flyers, posters, yard signs, and table tents. An email and text message about Summer 2015 was also sent.

### **Fall 2015**

The enrollment target for Fall 2015 is 7272 (new students—1888; continuing students— 5384). As of April 28, overall enrollment for Fall 2015 was 3629, down 6.61% in comparison to one year ago.

Retention of continuing students is critical in achieving the overall enrollment goal. As of April 28, continuing student enrollment was 3550 (65.94% of enrollment target of 5384).

The Fall 2014 FTFTF cohort retention rate to Fall 2015 was 62% (retention rate target— 71.5%). 1471 continuing students have advisement holds and 138 continuing students have accounts receivable holds. The AARGH (Advisement, Registration, Renewal, Financial Aid and Grants, and Housing) event was held April 27 for continuing students.

As of April 28, new student enrollment was 79 (4.18% of enrollment target of 1888). New student enrollment numbers will increase through the summer with each Navigate session. The first Navigate session is scheduled for June 1-2. As of April 27, applications for freshman and graduates are up in comparison to one year ago. Freshman and graduate application goals will be reached by June 1. Transfer applications remain down in comparison to one year ago. Efforts to increase transfer applications include the following: additional outreach to transfer feeder schools (Savannah Technical College, Technical College of the Low Country, Southeastern Technical College, and Georgia Perimeter College); targeted visits at various technical colleges in South Carolina; and additional outreach to military in the local area as well as with Georgia Military College).

#### **Next Steps with AACRAO Consultant Report**

AACRAO consultant Michele Sandlin completed her review and presented preliminary findings and recommendations in a series of group sessions on April 23. The final report will be sent in early May. The Enrollment Management Council (EMC) will incorporate the report into its work to craft a strategic enrollment management (SEM) plan. EMC will hold an all-day workshop on May 15 at the Coastal Georgia Center. Goals of the workshop are to (1) recommend a 10-year enrollment goal, (2) develop a core focus to achieve the goal, (3) identify 3 to 5 objectives for both recruitment and retention to achieve the goal; and (4) identify strategies to achieve the recruitment and retention objectives. The targeted completion date for the SEM plan is early August.

#### **FY16 Budget Update**

Chris Corrigan reported that budget hearings have been conducted with the deans and the vice

presidents. The next step is to compile the requests and begin the process of prioritizing items. Armstrong must submit its FY16 budget to the University System Office by May 8. He noted that the formula used for allocation of FY16 funds was based on enrollment from AY2013-2014. Armstrong saw a 4.5% enrollment decrease from Fall 2012 to Fall 2013 and the result is a reduction of approximately \$655,000 in this year's appropriations. The reduction means that new priorities funded this year will need to be offset by redirecting funds.

### **Website Content Migration Update**

Robert Howard provided an update on website content migration. Website content managers have until May 1 to submit site outlines, content inventory, and revised web content to Marketing and Communications. Content migration will occur in June and if needed, continue into July. The revised website will go live in late July or early August.

**Next Meeting:** August 25 at 9:00am in Burnett Hall Boardroom

Remaining Fall 2015 meetings are September 29, November 3, and December 1 at 9:00am in the Burnett Hall Boardroom.

## Achievements/Accomplishments of 2014/2015 Faculty Senate

### Primary objectives:

1. Make smooth transition from previous FS administration to the present
2. Cultivate a stronger voice for the Faculty Senate regarding all administrative decisions that could potentially impact faculty teaching, scholarship and service
3. Foster a continued line of clear communication with administration at all levels
4. Remain an integral part of the Armstrong shared governance by working closely with the staff Council, Student Government Association and all level of administration.
5. Streamline Faculty Senate meeting effectiveness to meet monthly agenda goals.
6. Encourage greater dissemination of pertinent information to faculty about policy decisions, new programs and recruitment retention issues.

### Achievements

1. Continually met with former Faculty Senate officers from May through July to discuss items that were still on Senate agenda that needed to be accomplished. Two members of the previous Senate Steering committee (Drs. Cliff Padgett, Wayne Johnson) remained this year to aid in the transition.
2. Faculty Senate members served on all search committees and reported back to the Senate monthly. Other faculty members were requested to serve on committees as representatives of the Senate. Committee service stretched across all colleges and included tenured, tenure track, lecturers as committee reps.
3. Met monthly with Dr. Bleicken, Dr. Ward in separate and collective meetings to discuss issues concerns of faculty. These meetings served as rumor control, information gathering and sharing of items that would be of mutual interest of administration/faculty. The Faculty Senate Leadership requested emails from VPs and updates to web pages about new policies, changes in programs. Feedback from colleagues indicates that having this information before the changes were made was helpful. They also appreciated having the detailed explanations of changes.
4. We were especially proud to lend our resolution regarding our support of DACA to a package that the SGA sent to the BOR and Governor Deal. Whenever we discussed issues regarding pay/ recruitment, retention in meetings with administration we also discussed the impact these items would have on staff and students.
5. We incorporated an open working session in our monthly Senate meeting (3-3:30) to work on bill language, outline additions to the agenda. We also are making changes to the Constitution/Bylaws regarding use of alternate Senators and the office of the Vice President. We now vote by using clickers to take away from the pressure of "vote intimidation."
6. See # 3 under achievements.

### Things to achieve next year:

The Senate will continue to pass bills, write resolutions on items that impact faculty members. We want to see more junior faculty members involved in the faculty governance process. We want to get more involved in the budget development and discussion process. Faculty would also like to get more involved in determining or helping to determining what type of technology will be needed to move our teaching/scholarship to the next level.

There is a possibility of reviving the Ecore accreditation issue by the UCC. The Senate will be ready for the process of discussing and voting on the issue now that we know that Ecore affiliation is a curricular issue.

The Senate will work closely with the Provost to help conduct a search for the two remaining Deans.

We will continue to have a strong voice on issues and work closely with administration at all levels.



**President's Cabinet  
Strategic Initiatives Update  
April 28, 2015**

<b>Student Success</b>	<b>Learning Environment</b>	<b>Financial Base</b>	<b>Visibility</b>
<p>Identify an appropriate course of action for low enrolled programs by December 2014 (AA)</p> <p><b>Update: In Progress</b></p> <ul style="list-style-type: none"> <li>•Submitted USG Productivity Report (March 2015)</li> </ul>	<p>Identify three existing programs for conversion to an online format (AA)</p> <p><b>Update: In Progress</b></p> <ul style="list-style-type: none"> <li>•Developed affiliation for eMajor in French (Fall 2014)</li> <li>•Additional programs to be identified (Fall 2015)</li> </ul>	<p>Develop a three-year plan for faculty and staff salaries (AA, SA, BF, ADV, ITS)</p> <p><b>Update: Accomplished</b></p> <ul style="list-style-type: none"> <li>•Plan was developed and approved (December 2014)</li> </ul>	<p>Facilitate the development and submission of the Savannah/Chatham Community Partnership for Attainment (CPA) charter (strategic plan) (ADV, AA)</p> <p><b>Update: Accomplished</b></p> <ul style="list-style-type: none"> <li>•CPA Charter for Savannah Graduates was completed, approved and submitted (December 2014)</li> </ul>
<p>Identify a plan for the recruitment and retention of active duty military and veterans (AA, SA)</p> <p><b>Update: In Progress</b></p> <ul style="list-style-type: none"> <li>•Expanded role of P. Gore (AY2014-15)</li> <li>•Air Force General Education Mobile (GEM) Program (Fall 2014)</li> <li>•Landings Military Spouse Academic Assistance Fund (Spring 2015)</li> <li>•Begin PCL class offerings at Armstrong Liberty Center (Fall 2015)</li> <li>•Implement Military Mondays (Summer 2015)</li> </ul>	<p>Re-engineer the purpose of the ARC to support student success (AA, SA)</p> <p><b>Update: Accomplished</b></p> <ul style="list-style-type: none"> <li>•Plans for ARC developed (AY2014-15)</li> </ul>	<p>Raise \$1.4 million for the annual fund by June 2015 (ADV)</p> <p><b>Update: In Progress</b></p> <ul style="list-style-type: none"> <li>•\$950,000+ raised (April 2015)</li> </ul>	<p>Redesign website by April 2015 (ITS, ADV, AA, SA, BF)</p> <p><b>Update: In Progress</b></p> <ul style="list-style-type: none"> <li>•Website design options finalized (April 2015)</li> <li>•Content Migration Completion (June 2015)</li> <li>•Launch New Website (August 2015)</li> </ul>

AA=Academic Affairs  
ADV=Advancement  
BF=Business and Finance

ITS=Information Technology Services  
SA=Student Affairs

Student Success	Learning Environment	Financial Base	Visibility
<p>Implement document imaging/workflow in Admissions (SA, ITS)</p> <ul style="list-style-type: none"> <li>•Undergraduate, October 2014</li> <li>•Graduate, March 2015</li> </ul> <p><b>Update: Accomplished</b></p> <ul style="list-style-type: none"> <li>•Undergraduate BDM complete (October 2014)</li> <li>•Graduate BDM complete (March 2015)</li> </ul>	<p>Improve campus facilities (i.e., ARC, Armstrong Liberty Center, tennis courts, decrease deferred maintenance) (BF, AA, SA)</p> <p><b>Update: In Progress</b></p> <ul style="list-style-type: none"> <li>•ARC Construction Bids (May 2015)</li> <li>•Armstrong Liberty Center Completion (Fall 2015)</li> <li>•Tennis Courts Construction Bids (May 2015)</li> <li>•Deferred Maintenance (4 boiler replacements, chiller replacement, cooling tower replacement, roof repairs, building controls upgrade, University Terrace 1 upgrades) (FY15)</li> </ul>	<p>Raise a minimum of \$2 million for the Health Professions capital project by February 2016 (ADV, AA)</p> <p><b>Update: In Progress</b></p> <ul style="list-style-type: none"> <li>•Case Statement and Building/College Naming Funding Levels Complete (February 2015)</li> <li>•First Funding Solicitation (May 2015)</li> </ul>	<p>Seek Homeland designation for Cyber Security Program (ITS, AA, BF)</p> <p><b>Update: In Progress</b></p> <ul style="list-style-type: none"> <li>•Application to be submitted (July 2015)</li> </ul>
<p>Develop and implement a holistic student admissions process by October 2014 (SA, AA)</p> <p><b>Update: Accomplished</b></p> <ul style="list-style-type: none"> <li>•Holistic reviews implemented (Fall 2014)</li> </ul>	<p>Build a strategic Academic Affairs information technology plan (ITS, AA)</p> <p><b>Update: Accomplished</b></p> <ul style="list-style-type: none"> <li>•Plan completed (Spring 2015)</li> </ul>	<p>Award \$100,000 in scholarships to new students (SA, ADV)</p> <p><b>Update: In Progress</b></p> <ul style="list-style-type: none"> <li>•Approximately \$25,000 of \$75,000 awarded to new students (Fall 2014)</li> <li>•Remaining \$50,000 of \$75,000 awarded to continuing students (Fall 2014)</li> <li>•Armstrong Commitment Fund awarded \$16,300.</li> <li>•Awarded \$311,565 institutional scholarships</li> <li>•Awarded \$128,600 in external scholarships</li> </ul>	

AA=Academic Affairs  
 ADV=Advancement  
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 SA=Student Affairs

Student Success	Learning Environment	Financial Base	Visibility
<p>Redesign Navigate to better meet needs of non-traditional and traditional students by November 2014 with Summer 2015 implementation (SA, AA)</p> <p><b>Update: In Progress</b></p> <ul style="list-style-type: none"> <li>•Review completed (Fall 2014)</li> <li>•New model implemented (Summer 2015)</li> </ul>	<p>Develop housing policies that are competitive and relevant to students we serve by January 2015 (SA, BF)</p> <p><b>Update: Accomplished</b></p> <ul style="list-style-type: none"> <li>•Implemented Finish Strong community (Fall 2014)</li> <li>•Proposal for expansion of Finish Strong community approved (Spring 2015)</li> <li>•Implementation of new themed housing programs (Greek, Transfer, Global Crossroads, Honors, Gender &amp; Social Justice, Passion, Purpose, &amp; Persistence) for Fall 2015 (Spring 2015)</li> </ul>		
<p>Enhance student services with new and improved processes (i.e., student billing statement [August 2014], commitment fee process [Fall 2014], new online application fee process [Fall 2014]) (BF, SA, ITS)</p> <p><b>Update: Accomplished</b></p> <ul style="list-style-type: none"> <li>•Student Billing Statement (August 2014)</li> <li>•Freshman Tuition Deposit (December 2014)</li> <li>•Online Graduate Application Fee (January 2015)</li> <li>•Online Undergraduate Application Fee (February 2015)</li> </ul>			
<p>Develop and implement student recruitment activities through University Police, Fall 2014 (BF, SA)</p> <p><b>Update: Accomplished</b></p> <ul style="list-style-type: none"> <li>•Cyber Crime recruitment activities (Fall 2014)</li> <li>•Partnership with</li> </ul>			

<i>CAMINO (Spring 2015)</i>			
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**AA**=Academic Affairs  
**ADV**=Advancement

**ITS**=Information Technology Services  
**SA**=Student Affairs

## IT Services' Year in Review

### Infrastructure

- InfoBlox implementation
- Replace campus fiber plant
- Palo Alto firewall implementation
- Cloud backups
- Distributed authentication infrastructure
- Retire Novell infrastructure
- Increased Liberty Center bandwidth
- (VDI) Virtual desktop infrastructure
- Website on Amazon
- VOIP Phone system upgrade
- Wireless network improvements
- Fax server

### Academic services

- Classroom technology plan
- Training sessions
- Academic use of cloud computing
- Web based student printing (WEPA)

### ITS service improvements

- Optimized computer delivery and imaging process
- Service level agreements for client support
- Online directory
- Single user name/password for Armstrong Services
- New computer purchases
- Ticket response times
- Intentional focus on service quality
- Bomgar remote support
- IT Strategic Planning with campus

### Applications

- Argos reintroduction
- Banner document management
- Smart Evals
- Port upgrade
- DegreeWorks live
- Change of major single sign on
- Online applications
- Online fee/deposit
- D2L/Banner integration
- D2L LDAP/Authentication module
- Auto-admit First Time Freshman
- Scholarship manager software integration
- Support BIO/CHEM curriculum change (lab v classroom hrs)
- People Admin Single Sign On Integration
- Disability Services (SAM) Database Integration

### IT Strategic Plan Themes

Goal 1. Use technology to improve learning and extend the distinctiveness of Armstrong's academic programs.

Goal 2. Increase the efficiency, effectiveness and availability of University services.

Goal 3. Use of data to improve student success, measure outcomes and facilitate effective decision-making.

Goal 4. Provide secure, reliable and customer centered IT services.

## Metrics

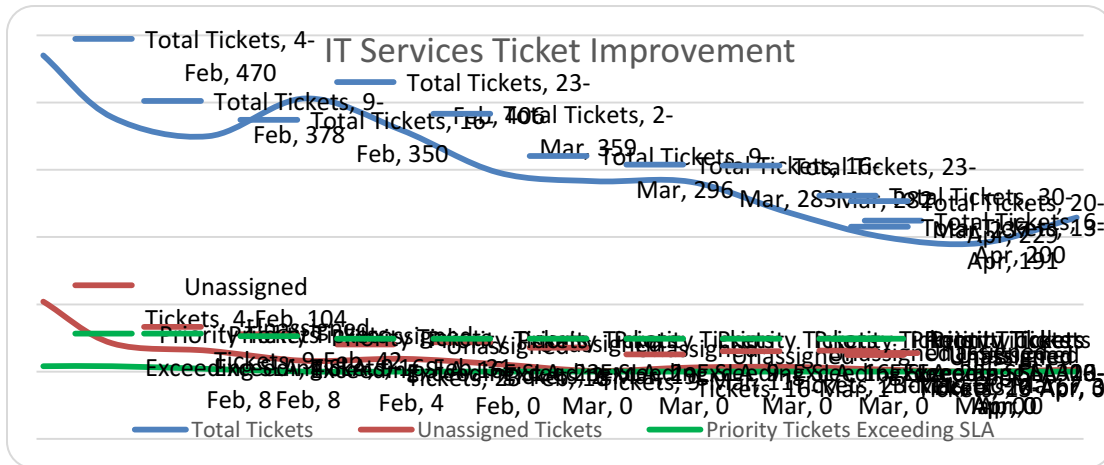
### Services

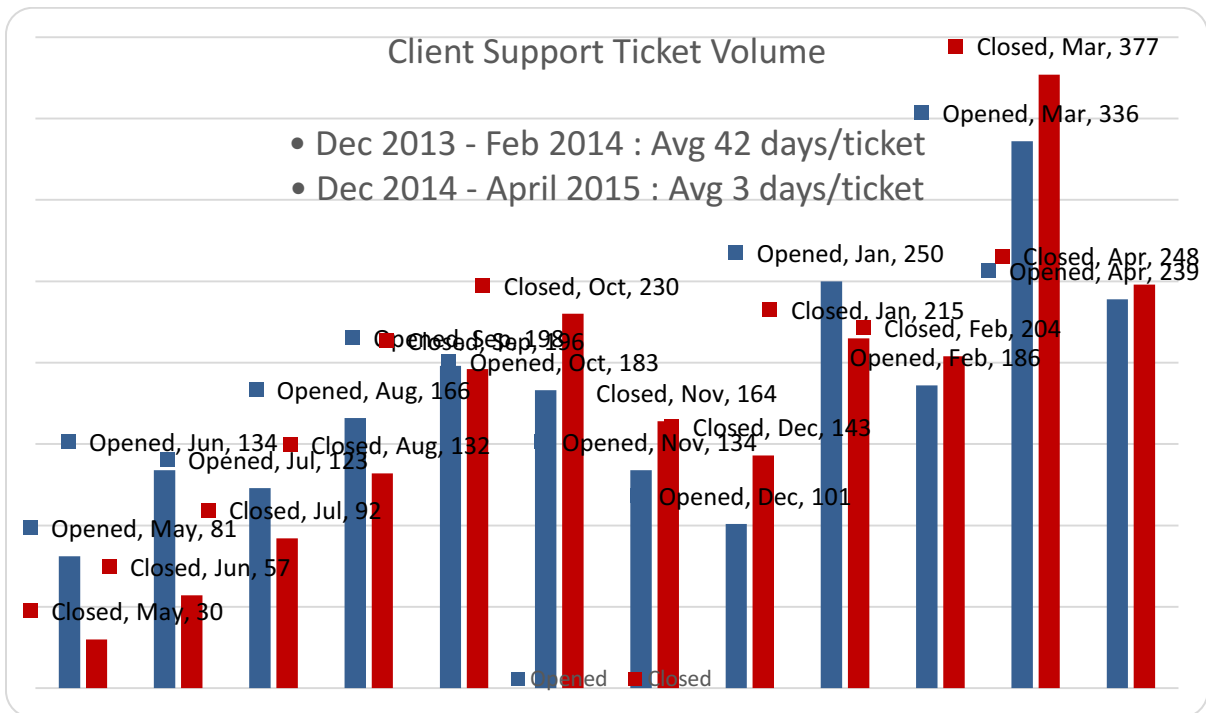
Helpdesk call volume: 9,112 (total) 911 (monthly average)

Average classroom response time: 7.5 minutes

Average time to resolve a non-classroom ticket: 3 days

Training: 46 sessions with ~140 faculty/staff







**Annual Summary Staff Advisory Council**

Events:

Fall 2014 Treasure Savannah - volunteered for Hoofs 4 Healing  
Making Strides walk raised \$1,495  
Union Mission food drive  
Toys for Tots as part of tree planting  
Holiday Luncheon with Humane Society donations  
Spring 2015 Treasure Savannah - volunteered for Second Harvest Food Bank  
Two Hands Only CPR and AED Training Sessions  
Fall and Spring General Assemblies with guest speakers including Recreation Center, Human Resources, Chief Willcox, and the Ossabaw Foundation

Fundraising/Donations:

Armstrong Fall Drive \$325  
Donations in memory of Shelley \$328  
Book Sale at Celebrate raised \$335  
Coca-Cola sale at Celebrate Beach Music Blowout raised \$122.35  
Volunteer leaders for Asian Cultural Festival \$500  
Gigi's raised \$405  
Other Donations: \$100  
Grand Total = \$2,115.35

Shelley Merrick Textbook Scholarship:

11 scholarships awarded for Fall = \$522.41  
6 scholarships awarded for Spring = \$300  
Fall and Spring Total = \$822.41

Still to Come:

Election Results  
Staff Polos  
Thank You Luncheon June 3

AY 2014-15 Highlights  
April 28, 2015  
Staff Advisory Council

## Faculty and Staff Personnel Requests 5/15/2015

PR RECEIVED	INITIATED BY	NEW/EXISTING	STAFF	VACATE DATE	POSITION VAC BY:	TITLE	BUDGET IN PLACE?	NEW FUNDS NEEDED?	60-Day Hold?
5/1/2015	Marketing & Communication	New Temp	Staff	(New Temp)	(New-Temp)	Temporary Full-Time Labor	Yes	No	No
5/6/2015	Bursar	Existing	Staff (Part-time)	9/1/2014	Judy Grizzard	Accounting Assistant I	Yes	No	No
5/5/2015	VP Academic Affairs & Provost	Existing	Staff	5/29/2015	Nancy Gunter	Exec. Administrative Assistant II to the Office of the VP of Academic Affairs & Provost	Yes	No	No
5/8/2015	Athletics	New	Staff	(New)	(New)	Assistant Coach Softball		Yes - Auxiliary	No
5/8/2015	Registrar	Existing	Admin/Prof	1/30/2015	Mary Crocker	Special Projects Coordinator (Registrar)	Yes	No	No
5/8/2015	Art, Music & Theatre	Existing	Admin/Prof	6/19/2015	Mario Incorvaia	Arts Marketing Manager/Facility Coordinator	Yes	No	No
5/11/2015	Residential Life	Temp	New Temp Staff	(New Temp)	(New Temp)	Summer Conference Assistant	Yes	No	No
5/11/2015	Liberty Center	Existing	Staff	5/5/2015	Laura Behrendt	Degree Program Assistant	Yes	No	No
5/13/2015	Communication Sciences & Disorders	Existing	Faculty	New Temp	New Temp	Temporary Full-Time Professor of Communication Sciences & Disorders	Yes	No	No
5/14/2015	LLP	Existing	Faculty	7/1/2014	Beth Howells	Temporary Full-Time Instructor of English	Yes	No	No

Faculty and Staff Personnel Requests 5/22/2015

PR RECEIVED	INITIATED BY	NEW/EXISTING	STAFF	VACATE DATE	POSITION VAC BY:	TITLE	BUDGET IN PLACE?	NEW FUNDS NEEDED?	60-Day Hold?
5/20/2015	Admissions	Existing	Staff	12/23/2014	Jessica Tuttle	International Student Advisor	Yes	No	No
5/20/2015	Advancement	Existing	Admin/Prof			Director of Government Relations and Community Engagement	Yes	No	No
5/21/2015	University Police	Existing	Staff	5/29/2015	Clinton Moshier	University Police Officer	Yes	No	No
5/22/2015	University Police	Existing	Staff	5/23/2015	Tiffany Land	Public Safety Sergeant	Yes	No	No
5/21/2015	Information Technology	Existing	Staff	5/8/2015	Danny Ravelo	Desktop Support Technician II	Yes	No	No
5/21/2015	Athletics	Existing	Admin/Prof	5/19/2015	Gui Jasmin	Assistant Men's and Women's Tennis Coach	Yes	No	No

Faculty and Staff Personnel Requests 6/5/2015

PR RECEIVED	INITIATED BY	NEW/EXISTING	STAFF	VACATE DATE	POSITION VAC BY:	TITLE	BUDGET IN PLACE?	NEW FUNDS NEEDED?	60-Day Hold?
5/26/2015	Admissions	Existing	Admin/Prof	3/8/2015	Debbie Reed	Multicultural Enrollment Counselor	Yes	No	No
5/28/2015	Admissions	New	Staff	New-Temp	New-Temp	Temp Full-Time Administrative Assistant II (2 positions)	Yes	No	No
6/3/2015	Card Services	Existing	Staff	6/1/2015	Anne-Marie Grayson	Card Services Coordinator	Yes	No	No
6/4/2015	Mathematics	Existing	Faculty	8/5/2015	Matthew Brown	Temp Full-Time Instructor of Mathematics-Hinesville	Yes	No	No
6/4/2015	Mathematics	Existing	Faculty	7/10/2015	Sharon Corder	Tem Full-Time Instructor of Mathematics	Yes	No	No

Faculty and Staff Personnel Requests 6/25/2015

PR RECEIVED	INITIATED BY	NEW/EXISTING	STAFF	VACATE DATE	POSITION VAC BY:	TITLE	BUDGET IN PLACE?	NEW FUNDS NEEDED?	60-Day Hold?
6/22/2015	Admissions	Existing	Admin/Prof		Amy McCoy	Assistant Director of Admissions for Events and Marketing	Yes	No	No
6/23/2015	Admissions	Existing	Admin/Prof		Kathy Ingram	Assistant Director of Graduate Admissions	Yes	No	No
6/22/2015	Admissions	Existing	Admin/Prof		Sarah Capurso	Admissions Enrollment Counselor (Transfer)	Yes	No	No
6/22/2015	Residential Life	Existing	Staff		Elizabeth Carter	Administrative Assistant II -Housing & Residential Life	Yes	No	No
6/23/2015	Athletics	Existing	Staff	6/30/2015	Jeremy Mayweather	Temporary Assistant Coach Men's Basketball	Yes	No	No

Faculty and Staff Personnel Requests 7/10/2015

PR RECEIVED	INITIATED BY	NEW/EXISTING	FACULTY/STAFF	VACATE DATE	POSITION VAC BY:	TITLE	BUDGET IN PLACE?	NEW FUNDS NEEDED?	60-Day Hold?
7/7/2015	Facility Services	New Temp	Staff	(Temp)		Temporary Groundskeeper I	Yes	No	No
7/7/2015	Facility Services	Existing	Staff	7/17/2015	Gregory Jackson	Groundskeeper II	Yes	No	No
7/8/2015	Liberty Center	Existing	Staff	7/6/2015	Siobahn Lawrence	Administrative Assistant for the Liberty Center	Yes	No	No
7/9/2015	Biology	New Temp	Faculty	5/15/2015	Joy Reed	Temporary Instructor of Biology	Yes	No	No
7/9/2015	Business and Finance	Existing	Staff	6/19/2015	Lou Woroch	Assistant Controller	Yes	No	No
7/10/2015	Office of Provost	New Temp	Staff	5/29/2015	Nancy Gunter	Temporary Part-time Executive Assistant II	Yes	No	No

**UNIVERSITY SYSTEM OF GEORGIA  
FACULTY COUNCIL RESOLUTION**

**WHEREAS** the Board of Regents (BOR) of the University System of Georgia (USG) has approved substantial raises to the Chancellor and System Presidents; and

**WHEREAS** the Chancellor has indicated that the raises are necessary to maintain competitiveness of Presidents' and Chief Operating Officers' salary levels at the regional and national levels; and

**WHEREAS** the Chancellor and BOR, citing reduced state revenues and higher education budget cuts as reasons, have taken actions resulting in significant budget reductions at several system institutions, thereby causing faculty workloads to increase significantly and;

**WHEREAS** faculty salaries have not remained competitive with national and regional levels at most system institutions, nor have they maintained pace with cost of living and health care costs;

**THEREFORE, BE IT RESOLVED THE UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL (USGFC) CALLS FOR THE BOARD OF REGENTS AND THE CHANCELLOR to:**

**REMEDY** the salary inequities of the faculty, rendering them competitive with national and regional levels; and

**HOLD IN ABEYANCE** any further system-wide increases in student tuition and fees pending the necessary financial reviews to place the above remedy in effect; and

**APPROVE IN CONCEPT** the inclusion of elected faculty representatives in all future system-wide financial and salary discussions.

**TO THIS END, THE UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL (USGFC) CALLS FOR THE BOARD OF REGENTS AND THE CHANCELLOR to take the following additional action, designed to preclude future misunderstandings between the Chancellor and BOR on the one hand and the Faculty on the other:**

**OFFICIALLY ENDORSE** the respective roles of Board, Administration, and Faculty in system-wide governance of the USG as laid out in the [\*Statement on Government of Colleges and Universities\*](#) jointly formulated in 1966 by the American Association of University Professors (AAUP), the American Council of Education (ACE), and the Association of Governing Boards of Universities and Colleges (AGB).

**THE UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL (USGFC) will prepare documentation for Board of Regents approval to place the above into effect.**

RESOLUTION VOTE TALLY S_7_2015						
Tier	Approved	Disaapproved	No Vote Submitte	Institution	USGFC Advocate	Title
Totals	23	3	4			
STATE UNIVERSITY	X			Clayton State University	Randall Gooden	Associate Professor, Histor
STATE UNIVERSITY	X			Fort Valley State University	Juone Brown	Associate Professor, Educat
STATE UNIVERSITY	X			Georgia Southwestern State Universit	Samuel Peavy	Professor, Geology
STATE UNIVERSITY	X			Georgia College	Mills, Chavonda	Associate Professor, Chemi
STATE UNIVERSITY	X			Columbus State University	Tyo, Brian	Associate Professor, Exercis
STATE UNIVERSITY	X			Middle Georgia State College	Swenson, Kirby	Assistant Professor, Biology
STATE UNIVERSITY			X	Savannah State University	Ouandious, Arav	Professor, Economics & Fin
STATE UNIVERSITY	X			University of North Georgia	Danns, George K.	Professor, Sociology
STATE UNIVERSITY	X			Armstrong State University	Desnoyers-Colas, Elizabet	Graduate Faculty, Professio
STATE UNIVERSITY	X			Albany State University	Bowers, Walter	Assistant Professor, Crimin
STATE COLLEGE	X			Georgia Perimeter College	Denzer, Debra	Associate Professor, English
STATE COLLEGE	X			Bainbridge State College	Pashnyak, Tatyana	Associate Professor, Medic
STATE COLLEGE			X	Atlanta Metropolitan State College	Chivukula, Vasanta	Associate Professor, Biolog
STATE COLLEGE	X			Dalton State College	Culp, Robert	Associate Professor, Econo
STATE COLLEGE	X			Darton State College	Suber, Tracy	Associate Professor, Nursin
STATE COLLEGE	X			East Georgia State College	Marsh, Robert	Assistant Professor, Math a
STATE COLLEGE	X			College of Coastal Georgia	Bleil, Rob	Assistant Professor, English
STATE COLLEGE			X	Georgia Gwinnett College	Bowser, Rachel A.	Associate Professor, English
STATE COLLEGE	X			Georgia Highlands College	Pergrem, Mark	Associate Professor, Physic
STATE COLLEGE	X			Gordon State University	Rogers, Jeff	Professor, History
STATE COLLEGE	X			South Georgia State College	Lightfoot, Robert	Associate Professor, Crimin
STATE COLLEGE		X		Abraham Baldwin Agricultural College	Seat, Shawn	Assistant Professor, Physics
RESEARCH	X			Georgia Tech	Williams, Doug	Professor and Senior Associ
RESEARCH			X	University of Georgia	Shipley, David	Georgia Athletic Associatio
RESEARCH	X			Georgia Regents University	Pawl, Jean	Chair of Biobehavioral Nurs



Tier	Approved	Disaapproved	No Vote Submitte	Institution	USGFC Advocate	Title
RESEARCH		X		Georgia State University	Fredrick, Laura Darcy	Professor and Chair, Depart
Comprehensive	X			Georgia Southern University	Humphrey, Pat	Associate Professor of Stati
Comprehensive	X			Kennesaw State University	Moodie, Doug	Professor, Management
Comprehensive	X			Valdosta State University	Archibald, James	Assistant Professor, Educati
Comprehensive		X		University of West Georgia	Kramer, Elizabeth	Associate Dean, College of

Hi Liz,

I think I found some stuff, I'll send some of the articles directly from Galileo (current password essay) via Ebscohost, but here is a search of academic bullying higher education that looks like it might help (remember we can use ILLIAD to get dissertations, articles that are not full text) anyway, here's a link to the search:

[http://proxygsu-arm1.galileo.usg.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&bquery=\(academic+AND+bullying+AND+higher+AND+education\)&type=0&site=eds-live&scope=site](http://proxygsu-arm1.galileo.usg.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&bquery=(academic+AND+bullying+AND+higher+AND+education)&type=0&site=eds-live&scope=site)

And, we've got this book and it isn't new, but available in our stacks:

<http://qilfind.armstrong.edu/vufind/Record/212231>

Twale, Darla J., and Barbara M. De Luca. *Faculty Incivility: The Rise of the Academic Bully Culture and What to Do About It*. San Francisco, Calif.: Jossey-Bass, 2008. Print. Main Stacks, 2nd floor LB2331.7 .T93 2008

Table of Contents

- Laying the foundation
- Civility, incivility, bullying, and mobbing in academe
- Incivility and the history of higher education
- Learning incivility
- Motivating structures and processes: academic organization and governance structure
- Enabling structure and process: the academic culture
- Pinpointing causes
- The changing face of academe as a precipitating circumstance
- Corporate culture in academe as a precipitating circumstance
- Addressing faculty incivility and the academic bully culture
- Characterizing the bully culture
- Challenging the academic bully culture.

Also, this book looked good, need to get on GIL Express, or if you think it would be generally helpful, I think Doug could buy it in electronic format at fairly low cost, but check with him, shoot him an e-mail if you think would help to have it easily available:

<http://qilfinduc.usg.edu/vufind/Record/6049732>

Lester, Jaime. *Workplace Bullying in Higher Education*. New York, NY: Routledge, 2013. Print. This is available in print from West GA, we could get it via GIL Express, or add it to ebrary

Also, We have several overview books on workplace bullying in electronic/e-book format (easy to view in a browser, sign in to download chapters, these, I think, provide context/background, might help

<http://qilfind.armstrong.edu/vufind/Record/402966>

An introduction to the psychodynamics of workplace bullying (2013)

<http://qilfind.armstrong.edu/vufind/Record/287003>

S Stopping bullying at work [electronic resource] : strategies and tools for HR and legal professionals (2009)

**Proposed Steering Committee Members**

**2015-2016**

Elizabeth Desnoyers-Colas, Senate President

Cliff Padgett , Senate President-Elect

Jeffery Secrest, Senate Parliamentarian (ex-officio member)

Wendy Wolfe, Senate Secretary

ElaKaye Eley, College of Education Representative

David Bringman, College of Health Professions Representative

Jane Rago, College of Liberal Arts Representative

Wayne Johnson, College of Science and Technology Representative