8-17-2015

August 17, 2015 Armstrong Faculty Senate Agenda

Armstrong State University

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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
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 (Chair: Carol Andrews)
   ii. Send Committee meeting dates and minutes to 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

<table>
<thead>
<tr>
<th>Student Success</th>
<th>Learning Environment</th>
<th>Financial Base</th>
<th>Visibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify an appropriate course of action for low enrolled programs by December 2014 (AA)</td>
<td>Identify three existing programs for conversion to an online format (AA)</td>
<td>Develop a three-year plan for faculty and staff salaries (AA, SA, BF, ADV, ITS)</td>
<td>Facilitate the development and submission of the Savannah/Chatham Community Partnership for Attainment (CPA) charter (strategic plan) (ADV, AA)</td>
</tr>
<tr>
<td><strong>Update: In Progress</strong></td>
<td><strong>Update: In Progress</strong></td>
<td><strong>Update: Accomplished</strong></td>
<td><strong>Update: Accomplished</strong></td>
</tr>
<tr>
<td>• Submitted USG Productivity Report (March 2015)</td>
<td>• Developed affiliation for eMajor in French (Fall 2014)</td>
<td>• Plan was developed and approved (December 2014)</td>
<td>• CPA Charter for Savannah Graduates was completed, approved and submitted (December 2014)</td>
</tr>
<tr>
<td>Identify a plan for the recruitment and retention of active duty military and veterans (AA, SA)</td>
<td>Re-engineer the purpose of the ARC to support student success (AA, SA)</td>
<td>Raise $1.4 million for the annual fund by June 2015 (ADV)</td>
<td>Redesign website by April 2015 (ITS, ADV, AA, SA, BF)</td>
</tr>
<tr>
<td><strong>Update: In Progress</strong></td>
<td><strong>Update: Accomplished</strong></td>
<td><strong>Update: In Progress</strong></td>
<td><strong>Update: In Progress</strong></td>
</tr>
<tr>
<td>• Expanded role of P. Gore (AY2014-15)</td>
<td>• Plans for ARC developed (AY2014-15)</td>
<td>• $950,000+ raised (April 2015)</td>
<td>• Website design options finalized (April 2015)</td>
</tr>
<tr>
<td>• Air Force General Education Mobile (GEM) Program (Fall 2014)</td>
<td>• Content Migration Completion (June 2015)</td>
<td>• Launch New Website (August 2015)</td>
<td></td>
</tr>
<tr>
<td>• Landings Military Spouse Academic Assistance Fund (Spring 2015)</td>
<td></td>
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<td></td>
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<tr>
<td>• Begin PCL class offerings at Armstrong Liberty Center (Fall 2015)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>• Implement Military Mondays (Summer 2015)</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

AA=Academic Affairs  
ADV=Advancement  
BF=Business and Finance  
ITS=Information Technology Services  
SA=Student Affairs
<table>
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<tr>
<th>Student Success</th>
<th>Learning Environment</th>
<th>Financial Base</th>
<th>Visibility</th>
</tr>
</thead>
</table>
| Implement document imaging/workflow in Admissions (SA, ITS)  
• Undergraduate, October 2014  
• Graduate, March 2015 | Improve campus facilities (i.e., ARC, Armstrong Liberty Center, tennis courts, decrease deferred maintenance) (BF, AA, SA) | Raise a minimum of $2 million for the Health Professions capital project by February 2016 (ADV, AA) | Seek Homeland designation for Cyber Security Program (ITS, AA, BF) |
| **Update: Accomplished**  
• Undergraduate BDM complete (October 2014)  
• Graduate BDM complete (March 2015) | **Update: In Progress**  
• ARC Construction Bids (May 2015)  
• Armstrong Liberty Center Completion (Fall 2015)  
• Tennis Courts Construction Bids (May 2015)  
• Deferred Maintenance (4 boiler replacements, chiller replacement, cooling tower replacement, roof repairs, building controls upgrade, University Terrace 1 upgrades) (FY15) | **Update: In Progress**  
• Case Statement and Building/College Naming Funding Levels Complete (February 2015)  
• First Funding Solicitation (May 2015) | **Update: In Progress**  
• Application to be submitted (July 2015) |
| Develop and implement a holistic student admissions process by October 2014 (SA, AA) | Build a strategic Academic Affairs information technology plan (ITS, AA) | Award $100,000 in scholarships to new students (SA, ADV) | |
| **Update: Accomplished**  
• Holistic reviews implemented (Fall 2014) | **Update: Accomplished**  
• Plan completed (Spring 2015) | **Update: In Progress**  
• Approximately $25,000 of $75,000 awarded to new students (Fall 2014)  
• Remaining $50,000 of $75,000 awarded to continuing students (Fall 2014)  
• Armstrong Commitment Fund awarded $16,300.  
• Awarded $311,565 institutional scholarships  
• Awarded $128,600 in external scholarships | |

 AA=Academic Affairs  
 ADV=Advancement  
 BF=Business and Finance  
 ITS=Information Technology Services  
 SA=Student Affairs
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</thead>
<tbody>
<tr>
<td>Redesign Navigate to better meet needs of non-traditional and traditional students by November 2014 with Summer 2015 implementation (SA, AA)</td>
<td>Develop housing policies that are competitive and relevant to students we serve by January 2015 (SA, BF)</td>
<td></td>
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</tr>
<tr>
<td><strong>Update: In Progress</strong></td>
<td><strong>Update: Accomplished</strong></td>
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<tr>
<td>• Review completed (Fall 2014)</td>
<td>• Implemented Finish Strong community (Fall 2014)</td>
<td></td>
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</tr>
<tr>
<td>• New model implemented (Summer 2015)</td>
<td>• Proposal for expansion of Finish Strong community approved (Spring 2015)</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>• Implementation of new themed housing programs (Greek, Transfer, Global Crossroads, Honors, Gender &amp; Social Justice, Passion, Purpose, &amp; Persistence) for Fall 2015 (Spring 2015)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>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)</td>
<td></td>
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<td></td>
</tr>
<tr>
<td><strong>Update: Accomplished</strong></td>
<td><strong>Update: Accomplished</strong></td>
<td></td>
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<tr>
<td>• Student Billing Statement (August 2014)</td>
<td>• Cyber Crime recruitment activities (Fall 2014)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Freshman Tuition Deposit (December 2014)</td>
<td>• Partnership with</td>
<td></td>
<td></td>
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<tr>
<td>• Online Graduate Application Fee (January 2015)</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>• Online Undergraduate Application Fee (February 2015)</td>
<td></td>
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</tr>
<tr>
<td>Develop and implement student recruitment activities through University Police, Fall 2014 (BF, SA)</td>
<td></td>
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</tr>
<tr>
<td><strong>Update: Accomplished</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>• Cyber Crime recruitment activities (Fall 2014)</td>
<td></td>
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<td></td>
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<tr>
<td>• Partnership with</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>
CAMINO (Spring 2015)

\begin{tabular}{|l|}
\hline
AA=Academic Affairs & ITS=Information Technology Services \\
ADV=Advancement & SA=Student Affairs \\
\hline
\end{tabular}
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
Client Support Ticket Volume

- Dec 2013 - Feb 2014: Avg 42 days/ticket
- Dec 2014 - April 2015: Avg 3 days/ticket

- Appendix D
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 guess 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
## Appendix F

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

<table>
<thead>
<tr>
<th>PR RECEIVED</th>
<th>INITIATED BY</th>
<th>NEW/EXISTING</th>
<th>STAFF</th>
<th>VACATE DATE</th>
<th>POSITION VAC BELONGS TO</th>
<th>TITLE</th>
<th>BUDGET IN PLACE</th>
<th>NEW FUNDS NEEDED</th>
<th>90-Day Hold?</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/3/2015</td>
<td>Marketing &amp; Comm</td>
<td>New Temp</td>
<td>Staff</td>
<td>7/31/2014</td>
<td>(New Temp)</td>
<td>Temporary Full-Time Labor</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/6/2015</td>
<td>Bursar</td>
<td>Existing</td>
<td>Staff</td>
<td>9/2/2014</td>
<td>Judy Grizzard</td>
<td>Accounting Assistant I</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/8/2015</td>
<td>VP Academic Affairs &amp; Provost</td>
<td>Existing</td>
<td>Staff</td>
<td>5/29/2015</td>
<td>Nancy Gunter</td>
<td>Exec. Administrative Assistant I to the Office of the VP of Academic Affairs &amp; Provost</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/8/2015</td>
<td>Athletics</td>
<td>New</td>
<td>Staff</td>
<td>(New)</td>
<td>(New)</td>
<td>Assistant Coach Softball</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/8/2015</td>
<td>Registrar</td>
<td>Existing</td>
<td>Admin/Prof</td>
<td>1/10/2015</td>
<td>Mary Crooker</td>
<td>Special Projects Coordinator (Registrar)</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/8/2015</td>
<td>Art, Music &amp; Theatre</td>
<td>Existing</td>
<td>Admin/Prof</td>
<td>6/29/2015</td>
<td>Marc Joades</td>
<td>Arts Marketing Manager/Facility Coordinator</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/11/2015</td>
<td>Residential Life</td>
<td>Temp</td>
<td>New Temp Staff</td>
<td>(New Temp)</td>
<td>(New Temp)</td>
<td>Summer Conference Assistant</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/11/2015</td>
<td>Library Center</td>
<td>Existing</td>
<td>Staff</td>
<td>5/5/2015</td>
<td>Laura Behrend</td>
<td>Degree Program Assistant</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/13/2015</td>
<td>Communication Sciences &amp; Disorders</td>
<td>Existing</td>
<td>Faculty</td>
<td>New Temp</td>
<td>New Temp</td>
<td>Temporary Full Time Professor of Communication Sciences &amp; Disorders</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
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<tr>
<td>5/14/2015</td>
<td>LLP</td>
<td>Existing</td>
<td>Faculty</td>
<td>7/2/2014</td>
<td>Beth Howell</td>
<td>Temporary Full Time Instructor of English</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>
### Faculty and Staff Personnel Requests 5/22/2015

<table>
<thead>
<tr>
<th>PR RECEIVED</th>
<th>INITIATED BY</th>
<th>NEW/EXISTING</th>
<th>STAFF</th>
<th>VACATE DATE</th>
<th>POSITION VAC BY</th>
<th>TITLE</th>
<th>BUDGET IN PLACE</th>
<th>NEW FUNDS NEEDED</th>
<th>60-Day Hold?</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/20/2015</td>
<td>Admissions</td>
<td>Existing</td>
<td>Staff</td>
<td>12/31/2014</td>
<td>Jessica Tuttle</td>
<td>International Student Advisor</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/20/2015</td>
<td>Advancement</td>
<td>Existing</td>
<td>Admin/Prof</td>
<td></td>
<td></td>
<td>Director of Government Relations and Community Engagement</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/21/2015</td>
<td>University Police</td>
<td>Existing</td>
<td>Staff</td>
<td>5/29/2015</td>
<td>Clinton MacKie</td>
<td>University Police Officer</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/22/2015</td>
<td>University Police</td>
<td>Existing</td>
<td>Staff</td>
<td>5/23/2015</td>
<td>Tiffany Land</td>
<td>Public Safety Sergeant</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5/21/2015</td>
<td>Information</td>
<td>Existing</td>
<td>Staff</td>
<td>5/9/2015</td>
<td>Danny Ravelo</td>
<td>Desktop Support Technician II</td>
<td>Yes</td>
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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 ABYANCE 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.
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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:

And, we've got this book and it isn't new, but available in our stacks:
http://gilfind.armstrong.edu/vufind/Record/212231
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://gilfind.uc.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://gilfind.armstrong.edu/vufind/Record/402966
An introduction to the psychodynamics of workplace bullying (2013)

http://gilfind.armstrong.edu/vufind/Record/287003
Someone 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
Ela Kaye Eley, College of Education Representative
David Bringman, College of Health Professions Representative
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