

3-20-2017

## March 20, 2017 Armstrong Faculty Senate Minutes

Armstrong State University

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**Armstrong State University  
Faculty Senate Meeting  
Minutes of March 20, 2017  
Student Union, Ballroom A, 3:00 p.m.**

- I. Pre-Senate Working Session (3:00–3:30 p.m.)
- II. Call to Order by Senate President Padgett at 3:30 pm (Appendix A)
- III. Senate Action
  - A. Approval of Minutes from [February 20, 2017](#) Faculty Senate Meeting (Approved, 33-0)
  - B. Brief Remarks from Dr. Linda Bleicken and Dr. Jaimie Hebert, Presidents, Armstrong State University and Georgia Southern University  
Senate President Padgett: Dr. Bleicken is not here today. We do have Dr. Hebert here today.  
Dr. Hebert: I appreciate the opportunity to visit with the senate today. For our faculty as well as you, we are going through a very trying time. USG made a decision. I'm not sure why, but our number was called. If we had to be consolidated, I'm glad it's with Armstrong. We have wonderful faculty, students, and staff at both universities. If we keep the human aspect, keeping student success at the forefront, we can handle this consolidation well. We will provide opportunities that would not have otherwise been provided. We (CIC, OWG's) are starting to gain traction. I would like to open it up to questions. Some, I won't have answers for now, but we will get there. Again, I appreciate the opportunity to come here today.  
Senator: It's my understanding that it is 5 years for students to complete their education here. Would it be possible for a student to have Armstrong on diploma at December of 2018 graduation?  
Response: That hasn't been decided, but I would support that. This has already been stressful for our students.
  - C. Brief Remarks from Dr. Robert Smith, Provost and Vice-President of Academic Affairs  
There are a couple of things I want to let you know. The OWG's have begun to meet and do their work. The summer revenue sharing committee is meeting again. We think we have something that will be able to share some revenue and be able to change the pay for laboratory courses this summer. This might be revenue sharing light, not what we originally envisioned, but a move in that direction. We have embarked on a Maymester. There is a catch with Maymester. We pay faculty in mid-May. This will change when we move to One USG. We cannot pay Maymester faculty at the end of May unless we defer all faculty to the end of May. This has to do with the service we use for our pay. My preference would be not to move the pay date for all faculty, but to pay May faculty at the end of June. Tim Moody was on the agenda to discuss the hard wired telephones in many of our classrooms. They are in disrepair. They have only been used five times in the past year and on all occasions

it was technicians checking the phones. I would propose to eliminate phones in the classrooms – not in the laboratories.

Senate President Padgett: Is there a concern for removing the phones?

No concerns raised.

Senator: Was this in the budget?

Provost: I believe it was in the budget.

Comment from Mr. Chris Corrigan, VP Business and Finance: We would have been updating the phone system. It's an issue going forward with the consolidation.

Senate President Padgett: The other issue he brought up was summer pay. This would only affect 6-7 faculty teaching in Maymester.

Senator: Could we just cut those faculty a check?

Mr. Corrigan: It's not technically impossible if someone will experience financial hardship. They can come see me.

D. IT Services Updates from Mr. Tim Moody

Senate President Padgett: As was mentioned, Mr. Moody is out of town.

E. Mr. Andrew Dies, Human Impact Team and Psychological First Aid Volunteers

Mr. Dies: I am chairing the HIT. The oversight of this team is to look at the human impact of an incident affecting campus community. As a function of that, we have a Psychological First Aid Team. That would be doing mini or micro counseling. If anyone needed to talk to someone, our counseling center would be available, but we would have other resources. You don't have to have any psychological or social work training. You will go through a 6 hour training. This is something new. I'm excited about it. We have representatives on HIT from the faculty senate.

F. Old Business

1. Recurrent Updates: See appendices in the senate agenda for these regular updates

- i. Joint Leadership Team Summary
- ii. Faculty and Staff Vacancy Reports

2. Other Old Business

- i. Consolidation Updates: Senate President Padgett: As you know, the next CIC meeting is this week, on this campus. I would assume we will have a campus email after that meeting.

a. Preservation of Armstrong Legacy Resolution

Senate President Padgett: A resolution was put forth by faculty to support the alumni association in the items they brought forth regarding the consolidation. Motion to approve? Yes. Second? Yes.

Senator: Wasn't the majority of this content approved at the last senate meeting?

Senate President Padgett: Yes, the first two items were. There were some other items that have not come to the CIC that the alumni association put forth.

Senator: You said only the first two items have been put forth?

Senate President Padgett: Yes.

Senate President-Elect Bringman: The biggest additional item is the one related to the alumni center.

(Resolution Approved, 33-0)

b. Ad Hoc Committee Research on Faculty Senates

Ad Hoc Committee Chair: each ad hoc committee member explored what other senates have done in the consolidation of their universities. There was not a consensus about how to combine the faculty senates.

Senate President Padgett: That information has been passed on to the Faculty Governance OWG.

c. Faculty Survey Results

Senate President Padgett: We also did a faculty survey. The results are attached to this agenda. I gave this to the CIC and both presidents. The survey asked about strengths, weaknesses, and what should be retained at Armstrong.

d. Summer Stipend for Consolidation Committee Work Bill

Update

Senate President Padgett: We don't have an update on this.

Senator: Is there a protocol for the timeline for responding to a bill.

Response: There is a timeline, but there is not an equal delineation of power, so if we demand a response, she could just say "no" to the bill.

Senate President Padgett: I believe there may have been some concern that if we pay for faculty summer work on OWG, Georgia Southern would need to be consulted as well.

Provost Smith: I did have a discussion with the president and she felt she needed to have a conversation with Dr. Hebert first.

e. Work Group Updates

Provost: We can send the planning documents.

ii. Tenure and Post-Tenure Review

a. Post-Tenure Review Raises Bill Update

Senate President Padgett: We have not gotten this bill back yet either. Is there an update, Dr. Smith?

Provost: No update.

b. University Tenure and Promotion Guidelines

Senate President Padgett: We had some additional comments. What I propose is that we move that forward to Dr. Smith, along with any remaining comments.

Committee Member: The committee's recommendation will be sent to the provost. We thought there were some good comments made. Most people seemed pleased with what the committee drafted. The suggested changes were minor, so we

felt we needed to forward the document to the Provost.

(Motion Approved, 32-1)

iii. Summer Model Committee Updates

Senate President Padgett: Any other information about this, beyond what you've already shared? Do we think we will have a model next month?

Provost: We think so. We had good discussion. We discussed altering the pay from 3% to 4% for summer pay.

Senate President Padgett: Any consensus on the summer profit sharing itself?

Provost: It depends on where we set the minimums and where we set those ratios. As you know, we have a model, but it's never allowed for actual profit sharing in the past.

3. Old Business from the Floor

None

G. New Business

1. Senate President-Elect Bringman: I'd like to make a motion that current senators and officers continue through to the change-over to the consolidated senate. Those senators who want to roll off, will find a replacement and let us know. Motion? Yes. Second? Yes. (Motion Approved, 29-1).

Senator: What about current committee structure, committees of the senate? Should those memberships stay steady?

Response: Let's discuss that next time. My guess is that those committees will be rolling into OWG's. We will be switching over to curricular decisions coming from the OWG's in the senate.

Senator: But, things will come up on the Armstrong campus in the interim.

Response: We are still a senate. We are still a body who will address these issues. We can discuss this further next time, though.

2. Committee Reports

i. University Curriculum Committee

a. College of Health Professions, Rehabilitation Sciences: 1 Item (Approved, 32-0)

b. College of Liberal Arts, Languages, Literature, & Philosophy: 2 Items (Approved, 32-1)

c. College of Science and Technology, Psychology: 4 Items (Approved, 33-0)

ii. Governance Committee

a. Senate Elections

Senate President Padgett: I think at this point, that committee is shutting down.

Committee Senate Liaison: We are tweaking the constitution.

iii. Academic Standards

No report

iv. Education Technology

Committee Senate Liaison: We met early in March. We spoke to CIS about the phone issue. We sent names forward to Mr. Moody for work on the technology OWG.

v. Faculty Welfare

Committee Senate Liaison: Faculty staff book club is underway. Committee will address concerns related to locker room access.

vi. Planning, Budget, and Facilities

No report.

vii. Student Success

Committee Senate Liaison: We met March 8<sup>th</sup>. We polled departments and received great feedback. We polled about 15 to finish plans. We found that although programs had these, they need to add a link to those in the catalog. The EAB Student Success Collaborative system is up and running. You can use the system to help advise your students. If you didn't go to one of the trainings, there is a webinar available. Georgia Southern is also looking into this program. We have funding for 10 students using Boost for childcare. Advising update: advising is working on a "warm handoff" of students to the academic department for advising when they are ready.

3. New Business from the Floor

We have a motion from the floor.

Senator: I propose this bill (Appendix B). Our faculty salary study findings are out of date the moment they are done. I propose \$1 million to move faculty toward CUPA standards. It will help us have one less problem when the universities are merged. Friendly amendments to bill were suggested (Appendix C) Final Bill Approved, 33-0.

H. Senate Information and Announcements

1. Send Committee Meeting Dates and Minutes to

[faculty.senate@armstrong.edu](mailto:faculty.senate@armstrong.edu)

2. Send Changes in Committee Chairs and Senate Liaisons to

[governance.senate@armstrong.edu](mailto:governance.senate@armstrong.edu)

3. Announcements (from the floor)

Bookclub will be meeting to finish discussing Hillbilly Elegy later this week.

Everyone is welcome – faculty and staff. The last one was attended by about 20 individuals.

IV. Adjournment at 4:18pm.

V. Minutes completed by:

Wendy Wolfe

Faculty Senate Secretary 2016-2017

Appendices

A. Attendance Sheet

B. Bill on Faculty Pay Increase by Consolidation

C. Bill on Faculty Pay Increase by Consolidation, with friendly amendments

**Faculty Senators and Alternates for 2016-2017 (Senate Meeting 3/20/2017)**

Department	College	# of Seats	Senator(s) and Term Year as of 2016-2017		Alternate(s)	
Adolescent and Adult Education	COE	2	Brenda Logan (1)	x	Anthony Parish	
			Greg Wimer (1)	x	Rebecca Wells	
Art, Music and Theatre	CLA	3	Rachel Green (3)	x		
			Emily Grundstad-Hall (1)		Mia Merlin	
			Benjamin Warsaw (1)		Pamela Sears	x
Biology	CST	4	Jennifer Broft Bailey (2)		Sara Gremillion	
			Brian Rooney (1)	x	Michele Guidone	
			Aaron Schrey (3)		Michael Cotrone	
			Jennifer Zettler (3)	x	Jay Hodgson	
Chemistry and Physics	CST	3	Brandon Quillian (2)	x	Catherine MacGowan	
			Donna Mullenax (3)	x	Lea Padgett	
			Clifford Padgett (3)	x	Will Lynch	
Childhood and Exceptional Student Education	COE	2	LindaAnn McCall (1)	x	Jackie Kim	
			Robert Loyd (1)	x	John Hobe	
Computer Science & Information Tech	CST	1	Hongjun Su (2)	x	Frank Katz	
Criminal Justice, Social and Political Science	CLA	2	Dennis Murphy (2)	x	Michael Donahue	
			Kevin Jennings (1)		Laura Seifert	x
Diagnostic and Therapeutic Sciences	CHP	2	Shaunell McGee (3)	x	Rhonda Bevis	
			Pam Cartright (3)		Christy Moore	
Economics	CLA	1	Maliece Whatley (1)	x	Yassi Saadatmand	
Engineering	CST	1	Wayne Johnson (3)	x	Priya Goeser	
Health Sciences	CHP	2	Lesley Clack (2)	x	Joey Crosby	
			TimMarie Williams(1)	x	Rod McAdams	
History	CLA	2	James Todesca (2)			
			Michael Benjamin (3)	x	Allison Belzer	
Languages, Literature and Philosophy	CLA	5	Jack Simmons (1)	x	Will Belford	
			Carol Andrews (3)	x	Carol Jamison	
			Jane Rago (3)		Annie Mendenhall	
			Christy Mroczek (2)	x	Julie Swanstrom	
			James Smith (3)	x	Rob Terry	
Library	CLA	1	Aimee Reist (2)	x	Ann Fuller	
Mathematics	CST	3	Tricia Brown (1)	x	Sean Eastman	
			Sungskon Chang (1)	x	Duc Huynh	
			Kim Swanson (1)	x	Greg Knofczynski	
Nursing	CHP	3	Sherry Warnock (2)		Carole Massey	
			Gina Crabb (2)	x	Luz Quirimit	
			Katrina Embrey(1)	x	Jill Beckworth	
Psychology	CST	1	Wendy Wolfe (3)	x	Nancy McCarley	
Rehabilitation Sciences	CHP	2	David Bringman (2)	x	AndiBeth Mincer	
			Jan Bradshaw (1)	x	April Garrity	

## Appendix B

### Bill on Armstrong Faculty Pay Increase by Consolidation

Resolve that Armstrong State University use \$1 million to bring faculty salaries to within a high percentage of the CUPA, as indicated in the last salary adjustment study.

Rationale: Faculty at Armstrong State University should be compensated at a level in line with Georgia Southern University faculty and, given Armstrong's current budget surplus, this will help achieve pay equity across the new Georgia Southern University institution.

## Appendix C

### Bill on Armstrong Faculty Pay Increase by Consolidation

Resolve that Armstrong State University use \$1 million to bring faculty salaries toward 100 percent of the CUPA, as indicated in the last salary adjustment study.

#### Rationale:

Faculty at Armstrong State University should be compensated at a level in line with Georgia Southern University faculty and, given Armstrong's current budget surplus, this will help achieve pay equity across the new Georgia Southern University institution.

The proposed salary increase is in line with the President's agreement in the signed senate bill from May, 2014 to move Armstrong faculty to 100% of CUPA by July, 2017.