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October 19, 2015 Armstrong Faculty Senate Minutes

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Armstrong State University
Faculty Senate Meeting
Minutes of October 19, 2015
Student Union, Ballroom A, 3:00 p.m.

- I. Pre-Senate Working Session (3:00–3:30 p.m.)
- II. Senate President Desnoyers-Colas called the meeting to Order at 3:30 p.m. (see Appendix A)
- III. Senate Action
 - A. Approval of Minutes from [September 21, 2015](#) Faculty Senate Meeting
 1. APPROVED without corrections (Vote 33-0).
 - B. Brief remarks from Dr. Linda Bleicken, President
 1. Celebrating our 80 years is of interest not only to Armstrong, but also to city of Savannah. A resolution was passed by Savannah City Council to recognize the history of Armstrong as an important part of city of Savannah (see Appendix B).
 2. Second annual gala as part of Celebrate Armstrong (fireworks Saturday).
 3. This Friday also marks the annual meeting of Student Affairs VP's, which will be held here at Armstrong.
 4. Enrollment is up (7103). Enrollment Management Council, especially Grace Fleming, has been working hard and, as a result, we saw a 62% increase in enrollment in flex term enrollment over last year.
 - C. Brief remarks from Dr. Georj Lewis, Vice-President of Student Affairs
 1. Dr. Lewis will speak to the faculty senate at the November meeting.
 - D. Brief remarks from Dr. Robert Smith, Provost and Vice-President of Academic Affairs
 1. Has asked Mike Toma to chair a salary study committee and has spoken to senate leadership to identify other committee members (all that have been asked have accepted thus far). Goal is to look at what has been done in the past, to gather updated CUPA data, and to look at appropriate CIP codes for the updated study. Senator asks what a CIP code is, what it stands for? Provost Smith responds that it may not be an acronym, but he will check.
 - E. Old Business
 1. Outcome of Bills/Resolutions
 - i. [FSB 2014-05-12-01](#) Institutional Accountability, Transparency and Communication
 - a. Joint Leadership Team summary
 - b. Faculty and Staff Vacancy Report 9.4.15
 - c. Faculty and Staff Vacancy Report 9.16.15
 - i. We will not be placing a link to FSB 2014-05-12-01 in future senate meetings. The FSB is available online. Also, while the Vacancy reports will be made available, they will not be explicitly reviewed in future meetings.
 - ii. Senator inquires if the academic advisors mentioned in the Faculty and Staff Vacancy Report from 9.16.15 are new positions. Provost Dr. Smith responds that they are not.
 2. USG Faculty Council
 - i. USGFC Meeting at Armstrong on October 24, 2015
 - a. Senate President Desnoyers-Colas notes that senate leadership will be present at the meeting. Can other senators/faculty make themselves available from 8-10 am on Saturday? Three or four people are needed and breakfast will be provided. Please wear the Celebrate Armstrong shirt, or

other Armstrong apparel. A final agenda will be provided, along with attachments of topics to be discussed. The meeting will go until 5:00 pm.

3. [FSB 2015-09-21-02](#) Bullying and Hazing

- i. The bill has been signed by President Bleicken. It has been posted on the faculty senate webpage.

4. Other Old Business

- i. University Committee Representation

- a. Senate President Desnoyers-Colas reports that there will be several committees that the Provost and other VP's will be asking for faculty representation on. Senate leadership will try to recommend faculty members, and especially senators, for these committees. Will try to spread these committee positions around across campus.

5. Old Business from the Floor

- i. No old business from the floor.

F. New Business

1. Committee Reports and Charges

- i. University Curriculum Committee

- a. Meeting Minutes and Curriculum Changes

- i. COE: Items 3 and 4 from the Department of Childhood and Exceptional Student Education – APPROVED (32 yes, 0 no)
 - ii. COE: Items 1 and 2 from the Department of Secondary, Adult, and Physical Education: APPROVED (33 yes, 0 no)
 - iii. CHP: Items 1 and 2 from the Department of Diagnostic and Therapeutic Sciences – Senator notes that there is an incorrect wording in the rationale for Item 1. It should read “exists” rather than “exits”. APPROVED (33 yes, 0 no)
 - iv. CHP: Items 1 and 2 from the Department of Health Sciences - APPROVED (32 yes, 1 no)
 - v. COLA: Item 1 from the college – Senator questions if this is being considered by other colleges? Answer from COLA representative is yes, we're just the first to get it done. Senator asks if we should start telling students they don't need to take the exit exam? Response is that not all colleges have yet voted on this curricular change. APPROVED (33 yes, 0 no)
 - vi. COLA: Items 1-6 from the Department of Criminal Justice, Social, and Political Science: APPROVED (35 yes, 0 no)
 - vii. COLA: Item 8 from the Department of Criminal Justice, Social, and Political Science - APPROVED (31 yes, 0 no)
 - viii. COLA: Items 1-15 from the Department of Economics – Senator notes that the pre-requisite for principals of managerial accounting is confusing. Response from departmental representative: we removed the math pre-requisite from Acct 1 so other majors could take it, but had to add it to Acct 2 for the minor in economics. There is a higher level of math required for the upper level accounting. Senator questions if alcohol and gambling should be referred to as a “vice”? Responses: although not a criminal vice, the sociological view is consistent with their categorization of these as vices. The contents of this course and the title also have been discussed with Criminal

Justice faculty. The course description itself explains the use of the term “vice” and references that these behaviors “may be considered” as a vice. Senator asks if it would be more appropriate to use quotation marks around the term “vice”? Senator responds that the connotative vs. denotative nature of the term is the issue and it is up to the faculty member teaching the course to use the term appropriately given the context of the term in the course. APPROVED (34 yes, 0 no)

ix. COLA: Items 1-7 from the Department of History: APPROVED (34 yes, 0 no)

x. Honor’s Program: Item 1 from the Program. APPROVED (32 yes, 1 no)

xi. CST: Item 1 from the Department of Biology: APPROVED (35 yes, 0 no)

xii. CST: Items 1 and 2 from the Engineering Studies Program: APPROVED (32 yes, 0 no)

ii. Governance Committee

a. No report.

b. Committee chair notes that when people were placed on committees (thank you for willingness to serve), they should know the terms are now 2 years. You can then roll off, or serve for another 2 years. Service is no longer for a 3 year term.

iii. Academic Standards

a. Committee met on Sept. 29th and Kathy Schaffer agreed to serve as chair.

b. Revisions of bylaws were discussed and these changes have been submitted to the governance committee for review. The committee discussed the other charges and the response has been posted to the senate website with our minutes.

iv. Education Technology

a. The committee has not met. Committee members have not yet voted on the minutes from the last meeting.

v. Faculty Welfare

a. The committee has elected co-chairs.

b. The committee has looked over the charges and have developed a plan for tackling/prioritizing them. The survey for part-time faculty is one charge and will likely involve getting together with the part-time faculty task force. Other charges include post-tenure pay raises and workload issues.

vi. Planning, Budget, and Facilities

a. The committee met and discussed the re-formation of the salary study/salary adjustment committee. Problems with the methodology used in past salary adjustments were discussed.

b. Chris Corrigan, VP of Business and Finance presented the highlights from the budget narrative for next year to be presented to the Board of Regents.

c. Inconsistencies in policies regarding faculty access to buildings after hours were discussed.

d. See faculty senate website for minutes and for information on the budget narrative for next year.

vii. Student Success

- a. Committee met last week and discussed charges.
- b. Reviewed bylaws, which seem to have changed (they are looking for updated bylaws).
- c. Reviewing job description for new assistant director for graduate admissions position.
- d. Committee will meet in the next week or two to discuss the charge related to the basis for recommending a move towards centralized advising. Senate President Desnoyers-Colas reiterates clarification of the charge made to committee. She notes there was no intention to cause a panic or step on toes regarding the charge. Senate liaison feels if discussions occur at the departmental level in order to identify concerns with a move to centralized advising, this will be a good place to start. A resolution will likely be forthcoming on this charge. Senate President clarifies: What are faculty (not administrative) concerns about move to centralized advising? Senator notes that many colleges, like Health Professions, have already gone to centralized advising and it doesn't seem productive for the committee to continue to have to answer questions about why centralized advising has been recommended. Senate President notes that this is not meant to be an obstruction, but there may be legitimate concerns and that faculty should be represented in bringing forth those concerns.

2. Faculty Senate Resolution: Commendation for Mr. Robert Howard, CIO

- i. Senator introducing bill notes that while acknowledging Mr. Howard's brief time at Armstrong, he has done important work. On Educational Technology committee, under his leadership, tremendous progress was made (e.g., increasing bandwidth), particularly given what he was handed at the beginning. It's not unusual (cites Savannah City Council resolution mentioned earlier by Dr. Bleicken) to write resolutions to acknowledge good work. This is above and beyond work.
- ii. Senator notes we've already made a commendation to the IT department a couple of years ago.
- iii. Senator notes that this is setting a precedent to give commendations to people who are leaving. Will that cause problems moving forward if we don't give a commendation?
- iv. Senator notes commendation isn't just for those who are leaving, it could be given in the future in any instance when it is deserving. The commendation isn't contingent on a person leaving, which the other senator keeps referring to.
- v. Senator asks if we have any numbers in support of the claims of the resolution.
- vi. In support of professional development, for the first time (of someone in his position), he has allowed IT professionals to attend workshops, etc. to maintain their skill set. This is important in a field like IT where there is a lot of turnover. Salary competitiveness is an issue in this field everywhere. NOT APPROVED (18 no, 16 yes)

3. Other New Business

- i. Dr. Becky DaCruz presents a draft of the Strategic Plan for Academic Affairs. The committee, co-chaired by Dr. DaCruz and Dr. Jane Wong, was charged by Dr. Robert Smith, Provost and VP of Academic Affairs to develop the strategic plan. We do not have a strategic plan for academic affairs. This will help to guide new programs, budget/funding priorities. The committee has taken this to the Deans and Department Heads for feedback. Their feedback has been integrated into the

document (Appendix C). The committee was asked to think of things that could be achieved in next 5 years – specific goals and strategies. Down the road we will work on how we can measure progress made towards these goals. The committee asks faculty senators to share the strategic plan draft with our departmental colleagues for feedback. The committee also asks us to consider if faculty input would be best gathered through committee (e.g., faculty welfare) or through faculty forums? Goals are presented as general statements, and 3 sub-headings include what we are already doing well, what is within easy reach to accomplish, and longer range/longer term goals. Items can be modified or added at this point as needed. However, the committee is trying to keep it simple - easily accomplished goals and not a laundry list. Senator asks what the best way is to get feedback to committee after discussing with colleagues. Senate President Desnoyers-Colas notes that senators can take this back to their departments and comments can be sent to Becky DaCruz or Jane Wong. If she would like help sorting through this feedback or getting further input, a faculty forum might be helpful to discuss the themes that emerge. Dr. DaCruz notes they would like to have a revised draft of this by December 1st. Dr. Wong notes we do not currently have benchmarks on these strategies. If departments have specific examples (benchmarks), those would be appreciated. Senator asks about institutional support for these programs, such as the sexual assault programming parenthetically mentioned in the draft. Support going beyond commendations, but rather ongoing tangible support? Dr. DaCruz responds that the function would be to advocate for support for programs that advance progress towards these goals.

4. New Business from the Floor

i. No New Business from the Floor.

G. Senate Information and Announcements

1. Campus Safety Forum

- i. Senate President Desnoyers-Colas notes the background of this was a recent campus shooting. We need to, as faculty, sit down and have this discussion not in the abstract, but in terms of how faculty respond as the first line of defense when a student stands up in the class with a weapon. What are we looking for (traits, behaviors) to make sure we are safe and our students are safe? Also, what are we looking for in our colleagues, given a situation when a faculty member shot colleagues after being denied tenure? We've had a shooting on campus. I would like to offer faculty an opportunity to discuss this (wellness type of event), with Chief Wilcox and counseling center staff. Will try to schedule it for some time in November. Discussion? Thoughts? Senator notes she feels it is a good idea. Will it be more of a round table discussion or informational? Senate President notes that a member of counseling services will also be invited. Some feel the BAT program is not streamlined enough. Students aren't always removed as quickly as we might like. By giving the student due process, the student is able to continue to harass the faculty member. Senator asks for an update on the ability for us to lock our doors. Senate President responds that Chief Willcox will be able to speak to that. Senate President notes that some faculty may feel helpless and that we should be able to do something to defend ourselves, such as carrying a weapon. Some faculty with this view may attend the forum, but will not be part of the panel. This is a national issue highlighted in the Chronicle of Higher Education. Senator notes in past position she's been in schools with a lockdown protocol. What do we need to do to provide a safe environment for our students? What role should we play? What is the evidence

based practice? We as faculty will be the crowd control until public safety can get to us. Senator notes her program has received active shooter training in the Spring. It may not be enough, but best practices were discussed. Senate President notes some departments have received this training, but doesn't feel it's enough. It's too general. What do I look for before and what do I do during and after?

2. Search Committee Updates

- i. Dean for COLA: committee notes there were 55 applicants. Eight definites and 2 possibles from that pool. Skypes first, then 6 will be brought in for on-campus interviews.
- ii. Dean for CST: 25 applicants thus far. Will begin screening them November 2nd. Senator asks if there is a place we can find out composition for these search committees. Are these listed somewhere? Provost Smith responds that each department has a representative.

3. Send Committee meeting dates and minutes to faculty.senate@armstrong.edu

4. Send Changes in Committee chairs and senate liaisons to governance.senate@armstrong.edu

5. Announcements (from the floor)

- i. Provost notes that CIP code refers to "Classification of Instructional Programs"

IV. Adjournment at **4:56** pm.

V. Minutes completed by:

Wendy Wolfe

Faculty Senate Secretary, 2015-2016

Appendices

- A. Attendance Sheet
- B. City of Savannah Resolution
- C. Academic Affairs Strategic Plan Draft

Appendix A

Faculty Senators and Alternates for 2015-2016 (Senate Meeting 10/19/2015)

Department	College	# of Seats	Senator(s) and Term Year as of 2015/2016		Alternate(s)	
Adolescent and Adult Education	COE	2	Kathleen Fabrikant (3)	x	Anthony Parish	
			ElaKaye Eley (3)	x	Brenda Logan	
Art, Music and Theatre	CLA	3	Rachel Green (2)	x	Emily Grundstad-Hall	x
			Deborah Jamieson (3)		Benjamin Warsaw	
			Elizabeth Desnoyers-Colas (3)	x		
Biology	CST	4	Jennifer Broft Bailey (1)	x	Sara Gremillion	
			Brett Larson (3)	x	Jennifer Brofft-Bailey	
			Aaron Schrey (2)	x	Michael Cotrone	
			Jennifer Zettler (2)	x	Scott Mateer	
Chemistry and Physics	CST	3	Brandon Quillian (1)	x	Catherine MacGowan	
			Donna Mullenax (2)	x	Lea Padgett	
			Clifford Padgett (2)	x	Will Lynch	
Childhood and Exceptional Student Education	COE	2	Kelly Brooksher (1)	x	Bob Lloyd	
			Anne Katz (3)	x	John Hobe	
Computer Science & Information Tech	CST	1	Hongjun Su (1)	x	Frank Katz	
Criminal Justice, Social and Political Science	CLA	2	Dennis Murphy (1)	x	Michael Donahue	
			Becky da Cruz (2)	x		
Diagnostic and Therapeutic Sciences	CHP	2	Shaunell McGee (3)	x	Christine Moore	x
			Pam Cartright (2)		Rhonda Bevis	
Economics	CLA	1	Nick Mangee (3)	x	Yassi Saadatmand	
Engineering	CST	1	Wayne Johnson (2)	x	Priya Goeser	
Health Sciences	CHP	2	Lesley Clack (1)	x	Joey Crosby	
			Janet Buelow (3)	x	Rod McAdams	
History	CLA	2	James Todesca (1)	x	Felicity Turner	
			Michael Benjamin (2)	x	Allison Belzer	
Languages, Literature and Philosophy	CLA	5	Bill Deaver (3)		Nancy Tille-Victorica	x
			Carol Andrews (2)	x	Nancy Remler	
			Jane Rago (2)	x	Annie Mendenhall	
			Christy Mroczek (1)	x	Rob Terry	
			James Smith (2)	x	Deborah Reese	
Library	CLA	1	Aimee Reist (1)	x	Ann Fuller	
Mathematics	CST	3	Selwyn Hollis (1)		Sungkun Chang	x
			Paul Hadavas (3)	x	Sean Eastman	
			Joshua Lambert (3)	x	Tricia Brown	
Nursing	CHP	3	Sherry Warnock (1)	x	Carole Massey	
			Gina Crabb (1)	x	Luz Quirimit	
			Jeff Harris (3)		Jill Beckworth	
Psychology	CST	1	Wendy Wolfe (2)	x	Nancy McCarley	
Rehabilitation Sciences	CHP	2	David Bringman (1)	x	AndiBeth Mincer	
			Maya Clark (2)	x	April Garrity	

THE CITY OF SAVANNAH GEORGIA Resolution

WHEREAS: Armstrong Junior College was founded by the City Council of the City of Savannah on May 27, 1935; and

WHEREAS: Through the leadership of Mayor Thomas Gamble; Savannah High School English teacher, Lowry Axley; Savannah Morning News editor and publisher, Herschel V. Jenkins; State Senator David S. Atkinson; the Savannah City Council, and a diverse host of the citizenry of the City of Savannah, the college became an integral part of the City of Savannah; and

WHEREAS: Through the largesse of Lucy Camp Armstrong Moltz and Lucy Armstrong Johnson, Armstrong House was acquired by the City of Savannah to house the college as a memorial to George Ferguson Armstrong; and

WHEREAS: Armstrong Junior College, after experiencing tremendous growth, became the state-supported Armstrong State College and subsequently moved to Savannah's Southside to expand its ability to serve the region; and

WHEREAS: The institution gained state university status in 1996 and Armstrong State University, now serving more than 7,000 students in over 100 academic programs through the College of Education, College of Health Professions, College of Liberal Arts and College of Science and Technology, and has an active and diverse student population who come from 45 states, the District of Columbia and 72 countries; and

WHEREAS: For eighty years its students, faculty, and alumni, its academic programs, athletics and publications, have brought statewide, regional, and national acclaim to the University, the City of Savannah, and the State of Georgia; and

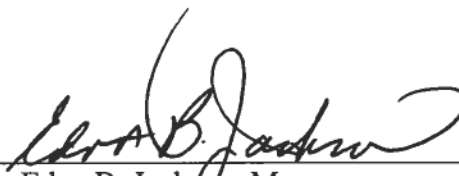
WHEREAS: Since its inception as a city-owned junior college, Armstrong State University has been a strong partner contributing to the economic health of the State of Georgia, providing a wide variety of courses and degrees and preparing graduates to meet the ever-changing workforce needs of business and industry in the State of Georgia; and

WHEREAS: Armstrong State University has grown from an original enrollment of 175 to a student body of more than 7,000 which impacts the local economy by \$214 million per year.

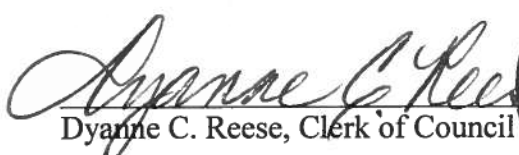
NOW, THEREFORE I, Edna B. Jackson, Mayor of the City of Savannah, on behalf of the Mayor and Aldermen of the City of Savannah acknowledges the community service and honors the memory of Savannah Mayor Thomas Gamble and all the citizens of Savannah and Chatham County whose leadership resulted in the establishment of this fine institution of higher education.

BE IT FURTHER RESOLVED, that the Mayor and Aldermen of the City of Savannah acknowledge the 80th anniversary of Armstrong State University and the 50th anniversary of the Southside campus and extends congratulations to the individuals who have left their imprint on the community through their contributions as students, faculty, alumni, staff, administrators or supporters, and that a copy of this resolution is filed in the records of the City of Savannah and a copy presented to the President of Armstrong State University, Linda M. Bleicken.

SIGNED and SEALED October 15, 2015.


Edna B. Jackson, Mayor

Attest:


Dyanne C. Reese, Clerk of Council



□ppendix □

Armstrong State University Academic Affairs Strategic Plan 2015-2020

Mission:

The mission of the division of Academic Affairs is to provide a rigorous teaching-centered, student-focused education in cutting-edge academic programs that transform students into life-long learners, professionals, community leaders, and ethical citizens of the world. Therefore, Academic Affairs is committed to supporting its faculty and staff in attaining excellence in teaching, service, scholarship, and professional development.

Vision:

Academic Affairs will offer exceptional educational programs that engage and inspire its diverse student body to be ethical and informed decisions makers who understand others' culture and values.

Values:

Academic Affairs demonstrates its commitment to the values Armstrong advances in its strategic plan. Specifically:

- We value the intellectual growth of the Armstrong Community through engaged teaching and learning, research, scholarship, and creative endeavors.
- We value the liberal arts and sciences as the underpinning of each academic discipline and program.
- We value collegiality, diversity, inclusion, and transparency.
- We value service to our students, the institution, the community, and the disciplines.
- We value active, ethical, and informed participation in a global society.

Goal 1: To strengthen excellence in teaching.

- Currently striving to achieve:
 - ❖ To recruit, develop, and retain the best faculty;
 - ❖ Award outstanding teaching;
 - ❖ Development of experiential learning/high impact educational practices (e.g., moot court, study abroad, clinicals, internships);
- Within reach to achieve:
 - ❖ Enhance the quality of “work life” for faculty and staff through building a sense of Armstrong identity and improve faculty working conditions, including pay, office space, work load, access to technology;
 - ❖ Encourage and fully support faculty participation in Fulbright, NEH, and other scholars programs;
 - ❖ Enhance teaching evaluations, faculty mentoring, interdisciplinary collaborations and team teaching, and use of mid-term evaluations;

- ❖ Expand new faculty orientation to include “teach the teacher” workshops e.g. week prior to semester, during semester of course release, and/or during designated protected time-slots;
- ❖ Develop a Summer Institute led by Armstrong Teaching Fellows;
- ❖ Modify the Teaching and Learning internal grant program with increased awards and emphasis on SoTL.
- Longer range goals:
 - ❖ Create a Center for Teaching and Learning and a program of Teaching and Learning Fellows in each college.
 - ❖ Develop and maintain state of the art facilities, technology, and other relevant teaching tools.

Goal 2: To support scholarly engagement, professional development, and creative activities.

- Currently striving to achieve:
 - ❖ Encouraging research with graduate and undergraduate students;
 - ❖ Enhance grants for research and scholarship;
- Within reach to achieve:
 - ❖ Reward contributions by faculty that advance their respective disciplines. e.g. \$250 per publication to be awarded to faculty as "Faculty Development Award," to be used for travel, purchasing software, books, etc. *or* Certificates that recognize the achievement, akin to what the Office of Online and Blended Learning issues *or* a monetary award associated with outstanding post-tenure reviews);
 - ❖ Support faculty collaboration with other universities and institutions and research/cultural/community establishments.
- Longer range goals:
 - ❖ Establish a Visiting Scholars program;
 - ❖ Establish endowed Undergraduate Research funds to fund faculty time and student positions.

Goal 3: To promote and support excellence in service and public engagement.

- Currently striving to achieve:
 - ❖ Recognize and reward outstanding staff and faculty service and public engagement;
- Within reach to achieve:
 - ❖ Promote and reward collaborations and partnerships between the university and stakeholders;
 - ❖ Develop rigorous, systematic evaluations of all outreach and extension programs;
 - ❖ Recognize and reward both community public service (e.g., Savannah Council of World Affairs, Cyber Forensics Lab) and on-campus public service (e.g. sexual assault prevention);

- ❖ Recognize and reward faculty leadership service to external professional and/or academic organizations.
- Longer range goals:
 - ❖ Connect service and public engagement to on-campus research and educational strengths.

Goal 4: To encourage diversity in our academic community to provide education from diverse perspectives that inspires our students to be open minded and engaged citizens of the world.

- Currently striving to achieve:
 - ❖ Partner with the Office of Diversity, Inclusion, and Equity to provide professional development and training on diversity, inclusion, and multi-cultural education;
 - ❖ Seek diverse membership on our advisory groups;
 - ❖ Provide students opportunities to “learn and live diversity” through the core and high impact practices (e.g., study abroad).
- Within reach to achieve:
 - ❖ Develop strategies for hiring and retaining a diverse faculty and staff (e.g., offer more competitive salaries, invest in specialty publication advertisements to enhance applicant pool, “grow your own” hiring pathway for ASU alumni);
- Longer range goals:
 - ❖

Goal 5: To provide students access to state-of-the-art curriculum based on best practices for the discipline.

- Currently striving to achieve:
 - ❖
- Within reach to achieve:
 - ❖ Encourage and reward effective curricular expansion;
 - ❖ Recognize and support faculty and staff endeavors to remain at the forefront of teaching in their fields; reward the Scholarship of Teaching and Learning.
- Longer range goals:
 - ❖ Invest in the infrastructure needed to support excellent academic programs.