

2009

## Faculty Senate Minutes-2009

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**Faculty Senate Meeting Minutes**  
**February 16, 2009**  
**4:00 to 6:00 p.m.**  
**Russell Union Ballroom**

\*\*Questions and clarification may be directed to the Office of the Faculty Senate ([fsoffice@georgiasouthern.edu](mailto:fsoffice@georgiasouthern.edu)) or persons identified with each agenda item prior to Senate.

**2008-2009 Senate Executive Committee** Dr. Marc Cyr (CLASS); Dr. Richard Flynn (CLASS); Dr. Pat Humphrey (COST); Dr. Jim McMillan (CHHS); Senate Librarian Dr. Michael Moore (COE); Dr. Michael Reksulak (COBA); Dr. Jim Stephens (JPHCOPH); Dr. Jim Whitworth (CIT); Mr. Charles Skewis (LIB); Senate Secretary Ms. Ellen Hendrix (CLASS); Senate Liaison Ms. Marilyn Bruce

**Senate Parliamentarian** Bob Cook (CIT)

**SPC Representative** Norman Schmidt (COST); **SPC Apprentice** Michael Braz (CLASS)

**NCAA Faculty Athletic Representative** Chris Geyerman (CLASS)

**SGA Representatives** Brandon Cook

**Voting Members in Attendance** June Alberto (for Maria Smith), Frank Atuahene, Michael Braz, Jean-Paul Carton, Jonathan Copeland, Terry Diamanduros, Robert Fernekes, Tim Giles, Ardian Greca, Mary Hadley, Kimberly Harris, Greg Harwood, Sonya Huber, Bob Jackson, Jim McMillan, Barbara Mallory, Barry Munkasy, Kent Murray, Tom Noland, Patrick Novotny, Onyile Onyile, Dolores Rangel (for Patricia Walker), Michael Reksulak, David Rostal, Donna Saye, Lisa Schulz, Fred Smith, Jr., Brenda Talley, Stuart Tedders, Patrick Wheaton, LeVon Wilson, Mark Yanochik

**Voting Members Absent** John Averett, Jim Braselton, Adam Jonathan Con, Les Furr, Youakim Kalaani, Allison Dobson Long, Mark Mohr, Patricia Price, Diana Sturges, Xialong Jonathan Zhang

**Administrative Members in Attendance** Dr. Bruce Grube, Dr. Linda Bleicken, Dr. Ron Core, Mr. Billy Griffis, Mr. Steve Burrell, Dr. Teresa Thompson

**Visitors** Pranoti Asher, Tony Bretti, Jayne Perkins Brown, Chris Buchanan, (George-Anne), Cindi Chance, Lee Davis, Trey Denton, Dick Diebolt, Olivia Carr Edenfield, Bob Fernekes, Candace Griffith, Michelle Haberland, Charlie Hardy, Mary Hazeldine, Amy Heaston, Stephanie Kenney, Clara Krug, Georj Lewis, Gary Means, Bede Mitchell, Sue Moore, John Pascarella, Charles Patterson, Debra Sabia, Anne Marie Seifert, Ronnie Sheppard, Charles Trupe, Tomasz, Warchol, Deborah Thomas, Samantha Young (SGA) (for Sam Gaston), Cordelia Zinskie

Dr. Marc Cyr, Senate Moderator, called the meeting of the Faculty Senate to order at 4:00 p.m.

1. **Approval of the Agenda for the February 16, 2009, Meeting.** Marc Cyr (CLASS) Senate Moderator: The agenda was approved unanimously with no discussion.

**Approval of the [November 19, 2008, Minutes](#):** Ellen Hendrix (CLASS), Senate Secretary: The minutes of November senate meeting were accepted.

2. **Librarian's Report of [February 16, 2009](#):** Michael Moore (COE), Senate Librarian: Michael Moore moved that the senate accept the Librarian's Report, reminding senators that they were not approving what was in the report; they were only approving that these were the minutes of the various Senate committees.

Marc Cyr (CLASS) Senate Moderator the opened the floor for discussion.

Patrick Novotny (CLASS) asked if the minutes for the Academic Advisory Committee had been inadvertently left off. Michael Moore (COE), Senate Librarian, replied that they would be in the next Librarian's Report.

Marc Cyr (CLASS) then called motion and the Librarian's Report was approved. Cyr then called on Patrick Wheaton (CLASS) to present the report from the Undergraduate Committee.

- a. **Report from Undergraduate Committee:** Patrick Wheaton (CLASS) presented both the November 18<sup>th</sup> and January 27<sup>th</sup> minutes. One item on November 18<sup>th</sup> was tabled, the new course Religions 3335, because there was an objection/question about the title of the course and no representative from that department was present to address it. The issue was whether the course should be called Introduction to the New Testament or Introduction to the Christian Scriptures, because those of the Jewish beliefs might object to their books being referred to as "old" as old implied being in some way not as good. On January 27<sup>th</sup> under additional business, a question was raised about accreditation related to cross-enrollment of graduate and undergraduate students in 5000/5000G courses because SACS had made some comments about having too many courses that were graduate/undergraduate. The motion of the committee was to request that the Strategic Planning Committee examine the proposal and advise the Undergraduate Committee about accreditation issues related to the 5000/5000G cross-enrollments.

Patrick Wheaton (CLASS) Undergraduate Committee Chair then moved that the minutes of November 18<sup>th</sup> and January 27<sup>th</sup> be accepted. Both sets of minutes were approved unanimously.

Marc Cyr (CLASS) Senate Moderator then called on Bob Fernekes (LIB) for the Graduate Committee report.

- b. Report from Graduate Committee: Bob Fernekes (LIB) also presented two sets of minutes from November and January meetings. The meetings had focused on new programs, new courses, course revisions and deletions for dual listed and inactive courses. In the November meeting, the thesis and dissertation enrollment requirement was clarified and approved, and in January, draft four of the Graduate Faculty Model was approved.

Robert Fernekes (LIB) Chair, Graduate Committee then moved that the minutes be accepted as part of the Librarian's Report.

Marc Cyr (CLASS) Senate Moderator then opened the floor for discussion.

Pat Humphrey (COST) asked about the thesis/dissertation/enrollment requirement: What do graduate students do when a department has no courses for them to take but the requirement is that they have to be enrolled every semester?

Discussion followed.

Pat Humphrey (COST) added that the thesis is not always done at the end of a graduate program.

Jim McMillan (CHHS) suggested graduate students sign up for a one-credit thesis hour which enrolls them into the graduate school until they complete degree program at that point.

Richard Flynn (CLASS) asked if continuous enrollment included summer term.

Bob Fernekes (LIB) Chair, Graduate Committee responded that summer term is included if it is the graduating term. Otherwise, graduate students are not required to pay for hours in the summer.

Richard Flynn (CLASS) and Pat Humphrey (COST) argued that the requirement is not clear as written.

Bob Fernekes (LIB) Chair, Graduate Committee then referred the issue to Dick Diebolt (Associate Dean, Jack N. Averitt College of Graduate Studies). Dr. Diebolt stated that the intention was that summer semester not be included as a required term of registration unless it is the graduation term.

Marc Cyr (CLASS) suggested the requirement go back to the graduate committee for rewording. Therefore, the Senate tabled that portion of the report so that the Graduate Committee can come back later with it clarified.

Bob Fernekes (LIB) Chair, Graduate Committee agreed to table that portion but moved that the rest of the minutes be accepted. The motion was accepted unanimously.

Marc Cyr (CLASS) Senate Moderator, then called on President Grube.

- 3. President's Report: Dr. Bruce Grube** began by explaining his decision to resign from the presidency, adding that his decision was both personal and institutional. After Kathryn Grube's father died last summer and he turned 66, he and Kathryn talked at length and decide that it was time to do some other things in their lives. On the Georgia Southern side, Dr. Grube acknowledged that, despite what GSU is going through right now with the budget, the University is on its way up. Therefore, he felt that it is time for him to move on and for other people with different ideas, different energies, to come in and work with everybody at the University. He promised that he would remain until a successor is named. And we'll see how that works out.

**Budget:** The Board of Regents implemented an 8% reduction to the budget for fiscal '09 in November, the fifth month of the fiscal year. The Governor's amended recommendation to this year's budget, which came out just before the legislative session opened in January, had an overall recommendation of a reduction for the University System of Georgia for each institution of 9.04 %. GSU has already been told to prepare for 10 %, perhaps more. The College of Information Technology lost roughly \$1.2 million for this year even though the College of Information Technology budget has been part of GSU's continuing base budget since 2005; in addition for Georgia Southern, funding was eliminated for the Yamacraw Project, a budget that affects GSU's Computer Science faculty and some others, which means an additional loss for CIT of \$200,000 plus for this fiscal year.

In addition to those reductions, state revenue collections for January were down 14.3 percent over the previous year. Furloughs are being very seriously considered by the legislature. There is a wild card—the federal economic stimulus package—but we do not know what that may mean for the state of Georgia. Nevertheless, the priority on this campus has been the protection of people and their jobs we have no need to change that. But if keeping jobs is to remain GSU's first priority, then GSU has some very serious thinking to do about its expenditures through the rest of this fiscal year and next fiscal year: travel freezes, hiring freezes, additional reduction of operational budgets. At this point, GSU doe not know what will need to be done, but all University System institutions have been told “keep the tightest possible budget controls in place through Fiscal 09.”

For next year [FY '10], the Governor's recommendation is already 9.5 percent reduction to the budget, with an indication that the reduction could go as high as 11%. Next year, the College of Information Technology budget reduction would be for the full year which would be another reduction of \$1.8 million, and the

Yamacraw reduction would be in excess of \$420,000 for the year, so GSU has a lot of very serious issues to face.

Ron Core (VPBF) added that this year's reduction was \$5 million dollars right off the top. GSU covered about half of the reduction from University-wide funding areas so that departments were not hurt any more than necessary. The other half of the \$5 million was distributed to the different divisions for reduction and most divisions handled the reduction by giving up any new money that they had received for the year. The University also put in place a 60-day hiring freeze for staff positions to cover any one-time expenditures and also to generate some additional revenue. When the University was hit with an another one percent, it did not take any additional measures at that point and absorbed that reduction through the additional funds that were being generated by the salary freeze.

In October, the Board then moved to an eight percent plan, and the University handled that reduction in two ways: one was through an increase in individual and employee health insurance premiums and the other was through the \$100 student fee that was put in place for spring semester. Now GSU is looking at somewhere between nine to ten percent. We have not been given any specific instructions how to handle that. The system office is considering a number and "drastic system-wide reductions." The system office has also asked the University to provide staffing numbers in a category of areas throughout the campus and by funding source. So they have that information and are very seriously looking at that. He added that this year's budget was predicated upon a 6% increase in revenue, so this year's 4.8% decrease in revenue collections has to be added to the 6% increase that was not realized.

Bruce Grube (President) added that legislators are looking for are ways to say no to restoration of certain areas of the budget, so it is extremely important that Georgia Southern have an ongoing presence at the State at all times. He added that those people representing GSU at the state level stress that talking about furloughs for the Department of Labor is very different than talking about furloughs for a university. Dr. Grube stated that he may need to make some public pronouncements that sound dire to make GSU's case and that he will be overstating it in public. But he assured senators that GSU is working very hard with University System and with the legislature and with the Governor. Grube added that GSU's stance is that reducing GSU's budget and Yamacraw will mean eliminating the only College of Information Technology in the state of Georgia. He also assured the senate that administration will continue to work on these issues but the situation is very serious.

An increase in the number of students this past fall brought additional tuition to the campus, and those dollars helped GSU. He added that the numbers look good for next fall as well, but he reminded senators that the "fixed for four" means that when students enter as a freshman, they keep the same tuition for four years in a row. This fall, sophomores, juniors, and seniors will be in the "fixed for four" category. So tuition increases are not a solution to the budget

issues that the University is facing. Inevitably, budget reductions may mean more kids in classrooms with fewer professors.

Dr. Grube added that GSU's response to the legislature will continue to be to tell GSU how much money it wants back and let the University decide how to make it happen. He added that he will say the same to the University System office, adding that GSU does not need the Board of Regents to tell Georgia Southern to certain things because what Georgia Southern may need to do is going to be very different than what other colleges may need to do. So far, the Chancellor is absolutely in agreement with that. Dr. Grube then asked if Senators had questions.

Michael Moore (COE) asked if there had been any effort on the part of the legislature or the Governor to develop a line item response to what individual institutions are doing.

Bruce Grube (President) responded that the University System of Georgia is constitutionally autonomous and not considered to be an executive branch department, so funding comes to the University System of Georgia as a lump sum, not as a line item budget. Nevertheless, you can be a constitutionally autonomous body, but the fact remains the legislature appropriates your budget, and they have something to say about you whether you like it or not. So far, however, no line item attempts have been made, but the furlough business is coming very close.

Marc Cyr (CLASS) Senate Moderator then recognized Debra Sabia from the gallery.

Debra Sabia (CLASS) asked whether there had been any discussion at the state level about administration, particularly the perception that universities are top-heavy, both in number and salary when it comes to administrators.

Bruce Grube (President) responded that furloughs would apply to everybody.

Fred Smith (Library) asked about reports that the state legislature is waiting until the last possible minute to see what kind of money can come out of the federal budget, adding that he doesn't see we can plan a budget if we don't know the numbers ourselves until sometime in June.

Bruce Grube (President) responded that there is always a game being played between the University System and the legislature on the issue of tuition and explained that the system never declares what the tuition will be until the legislature and the Governor put the budget to bed for the upcoming fiscal year. This year, the legislature is apparently going to delay until they find out what the federal package looks like and how it affects the state of Georgia. Therefore, the waiting game on tuition will be even more prolonged, so we will have to make certain assumptions to be able to plan our budget. We know we are going to have more students headed at us in the fall. We cannot afford not to let them be here,

because their tuition is a significant offset to possible budget cuts. At the same time, we will be trying to figure out staffing patterns so that these students actually have classes they can go into. We are not going to get really clear answers until right at the end, but we are going to have to proceed in as rational and analytical fashion as possible.

Mary Hadley (CLASS) asked how furloughs would affect those who are nearing retirement. On paper, will they still be earning their contract salary or would the savings generated by the furlough be calculated into their retirement formula.

Ron Core (VPBF) replied that at this point we have no idea. It depends how the powers that be determine those details. If we have the furloughs, he added, we will probably be told the details.

Bruce Grube (President) assured the senate that administration is going to do everything it can, to pull every string it has, to keep that from happening.

Jim Stephens (JPHCOPH) questioned GSU's long-term plan, adding that his readings and understandings indicate that we are going to be in this bad time through the calendar year 2010 and maybe longer. He asked if GSU is looking at a total restructuring of the tuition rates.

Bruce Grube (President) agreed that the decisions that are being made right now which will affect graduation and retention rates within the University in 2015. Therefore, he added, GSU is working very hard to convince people that tactical short range decisions have long-range strategic consequences that are not being considered. He added that there has been discussion about where tuition rates should be, but added that, at the moment, no there's not a lot of strategic thinking going on. He added that the Chancellor is thinking in those terms and trying to get others to listen to him.

Sonya Huber (CLASS) asked if Dr. Grube could talk about the way that high autonomy and high transparency would look here at GSU with regard to decision-making in these difficult budget times, at the college and department levels.

Bruce Grube (President) replied that the way we deal with transparency at the cabinet level has been to simply have a very broad discussion with the protection of Academic Affairs at the center. Instruction, he added, is the University's main mission so whenever we've approached budget cuts that include the one we are going through right now, we've tried to give a little bit more leeway to Academic Affairs and take a little bit more than would have been proportionally due from the other areas of the University. Each of the vice presidents then makes decisions within their particular division, so those decisions could vary widely. He encouraged anybody who has questions about the budget to put them directly to their department chairs, deans, the vice presidents, to him, or to the University's finance folks.



Thomas Klein (CLASS) asked if Georgia might be able to gain hundreds of millions of dollars from the federal coffers once the federal stimulus package comes through, specifically, if the state of Georgia is willing to take this money, and, if it comes, if the state is willing to spend it on higher ed.

Bruce Grube (President) replied that when the Higher Ed Act was reauthorized, it came with 110 new conditions that were not present in the last bill. What we don't know, he added, is precisely what the federal stimulus package will mean and how it will come. The campus has already been asked to submit a list of physical projects that are "shovel-ready," so we're anticipating help with physical projects with facilities issues. It also is not clear as to who will control the funds when they come to the state.

Tomasz Warchol (CLASS) asked how the furloughs would affect the salaries of our temporary faculty who have been on the same pay for the last ten years, and asked if they could possibly be spared.

Bruce Grube (President) replied that GSU is facing a 9.5 budget reduction, and the reduction could go to 11%. Therefore, there is no likely going to be a salary increase at any significant level. He added that he did not mean to give a flippant reply, but there were too many question marks right now, and he really did not know how to answer. He added that the budget situation will probably affect temporary faculty workloads and he would not count on any salary increases for next year.

**Report from Marc Cyr (CLASS), Chair, Senate Executive Committee** began the SEC Report by stating that the minutes of the SEC agenda setting meeting were posted and distributed and the business items were on the agenda.

**Ad Hoc Committee on Summer Issues** – the SEC decided in consultation with President Grube to leave the issue of an ad hoc committee on summer issues in abeyance while we see how summer 09 works out.

**Student-Athletes** – The SEC had discussed some preliminary concerns regarding student-athletes' academic careers. Librarian Mike Moore, who is on the University Athletics Committee, is pursuing clarifying information before the SEC goes any further into that matter.

**Green the Campus**—Mike Moore, the Senate's Liaison with the SGA, noted that the SGA is working on a "Green the Campus" initiative; when it's ready, the initiative will come before the Senate for a resolution of support.

**Presidential Search Committee**—After the Presidential Search Committee is charged, Search Committee Chair Trey Denton will speak to the Senate about that process. The SEC also received an RFI from Debi Sabia asking how the members of the search committee had been chosen, and the SEC's response has been posted and is in two parts: Part one is the BOR Policy that specifies the constitution of all such search committees, and Part two is Vice Chancellor Susan

Herbst's response to the specifics of the Georgia Southern Search Committee, which President Grube solicited at the SEC's request. The committee was constituted according to the requirements of BOR Policy. Recommendations for individual members were solicited from a number of sources. Chancellor Davis selected the committee members in consultation with Regent. Trey Denton was asked to chair the GSU Search Committee because of his excellent qualifications and experience. This Faculty Senate will participate by being active faculty members who meet, review, and assess candidates, and encourage other faculty to do the same.

**Athletics Department Homepage Link**—A second RFI from John Dyer asked about the GSU Homepage of the Athletics Department link to a commercial website. Marc Cyr called on Dr. Steve Burrell for a response to the RFI, but Dr. Burrell was not prepared to respond at that time.

Marc Cyr (CLASS) Chair, Senate Executive Committee then opened the floor for questions and call upon Debi Sabia in the gallery.

Debra Sabia (CLASS) thanked the SEC for helping her with answers to her questions, and then asked whether there had been any University System precedent for selecting for a second time the same chairperson for a Presidential Search Committee.

Marc Cyr (CLASS) Chair, Senate Executive Committee could not respond but agreed to look into Dr. Sabia's question.

4. **Report from Chris Geyerman (CLASS)**, NCAA Faculty Athletic Representative. Geyerman offered the following:

**Fall GPA Report**—The fall GPA report for the men's and women's athletic teams revealed that athletes do a little better than the student body overall. Football and basketball, both men's and women's are a little bit low, but all other athletes are on par with university averages.

**Cost-Containment Recommendations**—Cost-Containment Recommendations were adopted by the Southern Conference and had been circulated internally to the member institutions last Friday. Six sports—volleyball, men's soccer, women's soccer, men's tennis, women's tennis, and softball—championship tournaments have been reduced to four teams for the most savings. The measures will be reviewed in January of 2010 by all of the athletic directors in the Conference. They will then forward those to the Council of Presidents, which will decide whether to keep them for another year, modify them, or eliminate them at that time.

**Men's Basketball Team**—The basketball team is down to about eight or nine players because of an allegation of academic misconduct in our basketball team. An investigative committee has been formed, and the investigation is still

ongoing. He will keep the Senate apprised of developments as they happen at the meetings throughout the rest of the spring.


5. **Report from Norman Schmidt (COST)**, SPC Representative—Schmidt reported that the SPC has been going through the Level II plans and has noted which items have been accomplished, which items are ongoing, which items have not yet been achieved. Chair Jean Bartels is going over the document and will present the SPC’s recommendations to the President and President’s Cabinet how areas under their purview are affected by our change in DRU status, growth in the University, and the present reductions.
6. **Nomination and Election of Faculty Representative to the Parking and Transportation Committee:** Jim Braselton (Nominee) was elected unanimously.
7. **MOTION: “[Recommendations to Improve Funding for Henderson Library Resources](#),” Tim Giles (CLASS)** circulated a revised motion. He then reported that the Library Committee’s examination of data from Peer and Aspirational Institutions indicated that Georgia Southern lagged in terms of FTE funding, which was problematic given the University’s new role as a doctoral research institution. On March 28, 2008, the Faculty Senate requested a comprehensive plan to increase Georgia Southern University’s fiscal expenditures in Henderson Library’s collections and resources. The Library Committee has since met four times to follow-up on this charge. Giles the presented the recommendations on the part of the Library Committee, including charging per student credit hour based on a model of the University of Texas-Pan America. According to data from the Provost’s Office, doing so would net approximately \$1.1 million for Georgia Southern. The Library Committee also suggested looking at the way the technology fee is currently spent, most of which is currently spent on hardware, and making library fundraising a higher.

Tim Giles (CLASS) then moved as follows: The Library Committee recommends that:

- Georgia Southern consider directing to the Henderson Library budget dollars from a per-credit-hour charge for all or selected classes, such as those taught entirely online.
- Georgia Southern explore alternatives to current technology strategies.
- Henderson Library be a higher priority in Georgia Southern University fundraising, especially online.
- The library committee conduct a yearly library comparison of comparable in-state and out-of-state peer institutions to assess the distribution of library funds and report the results to the faculty senate, to assess the distribution of library funds and report the results to the faculty senate, noting how Georgia Southern University is addressing these expenditure gaps.

Marc Cyr (CLASS) Senate Moderator asked for a second and then opened the floor for questions.

Michael Moore (COE) asked who represented faculty on the Technology Committee .

Tim Giles (CLASS) responded that nobody on the Library Committee is also specifically on the Faculty Senate, but added that Jonathan Harwell had sat in on a number of meetings and provided quite a bit of information from the Technology Committee. 

Linda Bleicken (Provost) added that Christine Ludowise from CLASS represents faculty on the Student Technology Fee Committee and that the Dean of the Library also sits on the Student Tech Fee Committee.

Marc Cyr (CLASS) Senate Moderator then called for a vote and the motion passed unanimously.

8. **INFORMATION/DISCUSSION ITEM:** “[Responding to Disruptive or Threatening Student Behavior: A Guide for Faculty.](#)” **Jean-Paul Carton (CLASS)**, Chair, Faculty Welfare Committee, shared the Guide for Faculty for Disruptive Student Behavior, which the committee hopes will be used in the fall of 2009. They are currently working with Judicial Affairs on this document. He added that the document had been adapted from the Virginia Tech manual.

#### 9. **Unfinished Business: None**

#### 10. **New Business**

Michael Moore (COE) questioned the decision to cancel Bill Ayers, the Multicultural Student Association’s speaker who was to come to campus. The decision, he felt, was not about the person but about the University’s response and responsibility of being a state supported University. By making the decision, GSU lost respect on a national level. He added that the University spends a lot of time promoting living in an academic community and a lot of time promoting what it means to live in a democratic society, so students’ right to assemble, free speech, and free listening were abrogated because of a small number of folks who protested. He added that college classrooms teach controversial issues and that the University encourages all kinds of speakers come to our campus. He asked if future diversity events will be cancelled should a minority group protest. He added that the decision to cancel was wrong and sent the wrong message.

Bruce Grube (President) stressed that the decision was not based upon some inordinate amount of pressure applied to the University. He added that he had received no communication from any elected official at the local, county, or state

level although he had received communication from some folks on a lunatic fringe.

Teresa Thompson (VPSAEM) added that there had been bullying from both sides of the fence. The bottom line, however, was that providing the necessary security for the speaker had not been in the University's budget. She added V. P. candidate Sarah Palin had been turned down those for the very same reasons earlier in the year. It is the nature of working with students that they will ask people to come to campus, and the University has always worked to make sure that security is in place as needed. This speaker's visit to campus escalated to a different level and therefore we could not afford to have it.

Bruce Grube (President) then read from correspondence between him and a community member opposing Ayers' visit to campus to stress that he had in no way given in to the opposition's tactics.

Michelle Haberland (CLASS) urged Dr. Grube and Teresa Thompson to reconsider Ayers' visit.

Teresa Thompson (VPSAEM) stressed that her responsibility first and foremost is the safety of our students. She added that the decision was based simply on budget constraints, not community or political pressure.

Richard Flynn (CLASS) asked if there had been specific threats of violence, and if so, had the people who made those threats been apprehended.

Teresa Thompson (VPSAEM) replied that the GBI had been very involved in the process and had worked closely with the FBI. She added that the threats had come more in the line with demonstrations, which would have had to be monitored.

Michael Moore (COE) argued that his issues had not been addressed, and asked, Now that a fringe group knows what it takes to attack someone on the Diversity Calendar, will such groups start picking off other objectionable targets on the Diversity Calendar? He stressed that we needed, at some point, to stand up and say, "Look, we're going to put him on anyway, no matter what you threaten to do." Canceling Ayer's might have disquieted things, now that they know what it takes. Not very much is sacred anymore: the Diversity Calendar, classrooms, other speakers. What's going to happen with the next threat? What's to keep such groups from taking issue with all kinds of different things that we hold to be important here in an academic community?

Michael Braz (CLASS) asked if the estimates for the security were based on the security that was provided to Former President Bush when he visited.

Teresa Thompson (VPSAEM) responded that they were based on where Ayers had been previously and the protests and the number of folks involved in them. In making cost estimates, administration worked with Ken Brown and his

contacts throughout the state, and they determined that we would probably have several hundred involved in the demonstrations. Several groups that called appeared to be credible as far as their promise of demonstrations, and those demonstrations would have had to be controlled.

Michael Braz (CLASS) then asked if administration considered this to be an anomaly and that everybody's going to go away, forget about this and it's not going to raise its ugly head again; or have we just provided our critics with the lunatic fringe with an instruction manual?

Teresa Thompson (VPSAEM) reiterated that any time administration feels in any way that our students would not be safe without some type of security measures, it will have to make sure that we can afford those security measures. First and foremost, she added, it is the University's responsibility to keep our students safe.

Bruce Grube (President) added that he hoped that this incident was anomalous, and when the campaign went extremely negative last year, there was a notoriety created around Professor Ayers that went far beyond anything that was real. And we are living with that now. He hoped that there will be a time when the notoriety calms down and Ayers can be invited back and there won't be these same security issues. He then stated that he had taken Michael Moore's point very seriously.

Marc Cyr (CLASS) Senate Moderator then recognized Samantha Young, SGA Representative standing in for Sam Gatson. Ms. Young noted that to date 261 students had listed their names on a petition requesting to see Bill Ayers. She then asked what SGA should tell student groups who would like to invite Dr. Ayers on a small scale since he has visited campus before in that way? She asked if such visits could be held given that the security needs would be less.

Teresa Thompson (VPSAEM) responded that she did not know if Ayers could be brought on a small scale. She added that there had to be a clear understanding—Ayers' visit was not canceled because of any pressure; it was canceled simply because the dollars were not available for security.

Michael Reksulak (COBA) stated that he has always been proud to be here because he had grown up in a country where he could not say everything he wanted, and people ended up in jail for things we take for granted here. He added that he had gone to the Facebook page, and found that people are celebrating. They are saying that the next step is cleaning up the classrooms at Georgia Southern and that Georgia Southern has become a liberal bastion under President Grube. So they want to take their actions further. He then asked about Georgia Southern's free speech zone: If anybody wants to come here, announced or unannounced, could he just show up?

Marc Cyr (CLASS) Senate Moderator intervened at that time to ask for a motion to extend the potential length of this meeting until 6:30? Michael Moore made the motion. It was seconded and passed without opposition.

Teresa Thompson (VPSAEM) responded that a university has to right to decide the place and time when someone comes to campus. They do have to sign up to come to speak on campus. Therefore, any speaker would have to notify administration. One of the problems that we had with the security issue with Ayers was that the free speech zone is over by the Union. Demonstrators there would have had to be monitored. Mr. Ayers was scheduled to speak in the PAC, so security forces would have been divided into two areas from the beginning. Part of the problem was trying to figure out how we could secure both places.

Michael Reksulak (COBA) added that it's a terrible development if we start letting these people decide what's going on on campus and stressed that he was very disappointed and sad about this development.

Michael Moore (COE) noted that he appreciated Dr. Grube's responses to the people who had written to complain about Ayers' visit. He then noted that the Facebook that Mike had referred to was what had prompted his comments. He did not see the Ayers' threats as an anomaly. He saw it as a very potential threat in a lot of different directions, and he thought that GSU had lost a lot as a University by not making the effort.

Marc Cyr (CLASS) Senate Moderator asked if there was any new business and then opened the floor for announcements from the Vice Presidents?

#### **11. Announcements: Vice Presidents**

Ron Core (VPBF) announced that was an initiative called Shared Services started by the System office almost a year ago. Certain business functions for the University System will be done by a central group of people for the entire System. The initial function that they have taken on is payroll. ADP the national payroll firm has been hired by the System office to put this process in place for the University System. The first payroll to go live with this will be the first bi-weekly payroll in July. Everyone will be getting an introductory letter to let them know more about process and how it actually affects them.

Linda Bleicken (Provost) announced that we have concluded the College of Liberal Arts and Social Sciences Dean Search, and Dr. Michael Smith, Chair of the Criminal Justice Department at the University of South Carolina, will be joining us on June 15<sup>th</sup> as our new CLASS Dean.

#### **12. Announcements from the Floor**

Ellen Hendrix (CLASS) Senate Secretary asked everyone who had not signed in to please do so before leaving.

#### **13. Adjournment 5:55.**

# **Faculty Senate Meeting Minutes Addendum**

## **February 16, 2009**

### **Discussion of Ayer's Visit**

#### **New Business**

Michael Moore (COE) questioned the cancelation of the Multicultural Student Association's speaker who was to come to campus, and added that his feelings were no longer about Bill Ayers, but about the University's response and responsibility of being a state supported University. In an effort to save money, he added, the University lost respect on a national level. He argued that the University spends a lot of time promoting living in an academic community and promoting what it means to live in a democratic society, but by canceling Ayers' visit, students' right to assemble and to free speech and listening were abrogated. He added that because of a local number of folks who protested, it became cost-effective not to have the speaker come. In effect, he added, the University has drawn a line in the sand and started down a slippery slope. A small but vocal group shut down Ayer's and they seem to be celebrating, and they now know what it takes to get their way. Moore argued that our classrooms teach controversial issues, and we have all kinds of speakers come to our University. He asked what would happen if a group of religious zealots decided to call in a bomb threat to Biology classes teaching evolution. Would the University close those classes down? He added that deciding to cancel Ayers' visit was the wrong decision. He mentioned that a petition objecting to the decision to cancel the speaker was being circulated and at least 261 people had signed it to date. He stressed that a student group was asking Ayers to come to campus, and the University had made the wrong decision.

Bruce Grube (President) responded that whatever decision was made was not based upon pressure applied to the University. He added that he received no communication from any elected official at the local, county, or state level nor from anybody from the state of Georgia Executive Branch, the Board of Regents, or the University System office. He stated that he did receive communication from some folks on a lunatic fringe. He argued that he has been at GSU for 9 ½ years, and he does not believe that the University has a pattern of shutting down speakers on controversial subjects.

Teresa Thompson (VPSAEM) added that there had been bullying from both, but that it was simply was not in the University's budget to bring Ayers to campus. She added that a similar decision was made about a proposed visit from Sarah Palin last year. Dr. Thompson's office had looked at the situation with jobs and budget and decided that they did not have dollars that were not planned for in the beginning. She added that it is the nature of working with students that they will ask people to come to campus, and her office has always worked very closely to make sure that security is in place as needed. Ayers' visit, however, escalated to a different level of anything that we've had previously, and therefore we could not afford to have the event.

Bruce Grube (President) read excerpts from his correspondence with one person who had emailed him to oppose Ayers' visit:



President Grube: As a Georgia taxpayer of which your University receives taxpayer monies, I protest you allowing a known domestic terrorist to speak on the campus of Georgia Southern University. I will be calling, emailing, and faxing all of my Georgia Congressman to state the same. I don't want any of my money going to pay for the like of Ayers to be speaking. I demand you cancel this act of treason to the proud state of Georgia in the United States of America.

He then read from his response:

Thank you for expressing your opinion by exercising your right to free speech under the guarantees of the 1<sup>st</sup> and 14<sup>th</sup> Amendments to the Constitution of the United States of America. In America, the free exchange of ideas, even those we find abhorrent or those ideas put forward by despicable individuals, are protected. [ . . . ] I assume that you were not fully informed by your source when you encouraged Georgia Southern to suppress the right to freedom of expression of ideas by denying access to a rightfully invited speaker. Had you simply said, "I don't like William Ayers," I might have responded okay, I understand. However, that was not what you said. I would also remind you that while you believe Mr. Ayers is a domestic terrorist and his invitation constitutes treason, in America, courts make those decisions, not individuals, another feature of our *Bill of Rights*, which places the United States above non-democratic regimes.

Dr. Grube continued to read from his correspondence with the individual to give senators a detailed understanding of the exchange.

Michelle Haberland (CLASS) introduced herself as a History professor who is currently teaching United States in the 1960s, adding that this is an issue that is quite relevant. She sympathized with Dr. Grube's position, and then urged him and Teresa Thompson to reconsider their decision, and she emphasized the following points:

- Professor Ayers has been here before several times without incident.
- Professor Ayers did not request any additional security.

She then asked if the veracity of the alleged threats that prompted the need for extra security had been investigated. Had the ATF and FBE been involved? Otherwise, she stressed, any member of the lunatic fringe can post something on the blog and we will all go running for cover. She expressed concern that the University appears more worried about politics than it does about academic freedom, and added that we as a University cannot allow the budget crisis to determine whether or not we remain committed to academic freedom at this institution. She respectfully but strongly urged those involved in the decision to reconsider and allow Professor Ayers to come to Georgia Southern University in the name of academic freedom.

Teresa Thompson (VPSAEM) stressed that her responsibility first and foremost is for the safety of our students. She added that experts had advised her on what the cost would be. The ATF, the GBI, the FBI, the local police, University police, and the local Sheriff's Department had explained what would be necessary to make sure that students

were kept safe. The money needed to do so simply isn't available. She added that the decision is not a matter of academic freedom; it is a matter of finances and keeping our students safe.

Richard Flynn (CLASS) asked if there had been specific threats of violence and, if so, had the people who made those threats been apprehended?

Teresa Thompson (VPSAEM) responded that no one had been arrested, but the GBI was involved in the process and had worked closely with the FBI. The threats had come more in line with demonstrations. Numerous groups had planned to demonstrate, and those demonstrations have to be monitored. In addition, the ATF would have had to provide bomb sniffing dogs within the building to keep everyone safe.

Michael Moore (COE) interjected that his issues had not been addressed, stressing that now that a fringe group knows what it takes to attack someone on the Diversity Calendar, they could start targeting other events on the Diversity Calendar. He added that we needed to stand up and say we are going to keep him and put him on anyway, no matter what such groups threaten to do. This group now knows what it takes to keep a speaker away and not very much is sacred anymore. He asked what was going to happen with the next threat given that the people in this group are pretty good at hiding themselves.

Michael Braz (CLASS) asked if the estimates for security were based on the security that was provided to Former President Bush when he visited?

Teresa Thompson (VPSAEM) explained that the estimates had been based on looking at where Mr. Ayers had been previously and the protests and the number of folks and by working closely with Ken Brown and his contacts throughout the state who determined that we would probably have several hundred involved in the demonstrations

Michael Braz (CLASS) then asked if Dr. Thompson this an anomaly or if she thought it could happen again, given, as other people have said, that we have basically just provided the lunatic fringe with an instruction manual?

Teresa Thompson (VPSAEM) stated that any time that administration feels our students would not be safe without some type of security measures, they will make sure that they can afford the necessary security measures because, first and foremost, her responsibility is to keep students safe.

Bruce Grube (President) add that he hoped this incident is absolutely anomalous, and that when the campaign went extremely negative last year, there was a notoriety created around Professor Ayers that went far beyond anything imagined was real. He stressed that he thought there would be a time when Ayers could be invited back and there won't be these same security issues. He added that he took Dr. Moore's point very seriously.

Samantha Young, SGA, standing in place of Sam Gaston, SGA, added that students have circulated a petition requesting to see Bill Ayers, stating that they currently had 261 signatures. She asked that if a significant number of students are still interested in

seeing Dr. Ayers, what the SGA should tell students who come and who ask if they could bring Bill Ayers to campus on a smaller scale? How could that be done?

Teresa Thompson (VPSAEM) responded that she did not think that Ayers could be brought on a small scale, so she was not sure how to respond to the questions. She emphasized that there had to be a clear understanding: Ayers visit was not canceled because of any pressure; it was canceled because the dollars were not available for security.

Michael Reksulak (COBA) asserted that he has always been proud to be in America after growing up in a country where people could not say everything they wanted and ended up in jail for things we take for granted here. He added that he had gone to the opposition's Facebook page and people are celebrating. The group is saying that the next step is cleaning up the classrooms at Georgia Southern and that under President Grube, GSU has become a liberal bastion. He added that GSU has a free speech zone and asked if anybody wants to come here, announced or unannounced, could he just show up?

Teresa Thompson (VPSAEM) replied that a university has to right to decide the place and time when someone comes to campus, and visitors do have to sign up to come to speak on campus. She added that one of the problems that we had with the security issue was that if we had demonstrators, we would put them in the free speech zone over by the Union. Ayers was going to be in the PAC, so security forces would have been divided into two areas from the beginning.

Michael Reksulak (COBA) stressed that he understood the budgetary reasons behind the cancellation, but he was very disappointed and sad about this development.

Michael Moore (COE) added that he appreciated Dr. Grube's comments and written responses to the person who had written and was in agreement with what Dr. Grube had to say. He stated that he had also looked at the Facebook and that was what prompted his comments because he did not see the Ayers' event an anomaly. He concluded that we as a University have lost a lot by not making the effort to bring Ayers to campus, stressing that some things are worth the money to protect.


**GEORGIA SOUTHERN UNIVERSITY**  
**Faculty Senate Meeting Minutes**  
**March 24, 2009**  
**4:00 to 6:00 p.m.**  
**Russell Union Ballroom**

**2008-2009 Senate Executive Committee:** Dr. Marc Cyr (CLASS); Dr. Jim McMillan (CHHS); Dr. Richard Flynn (CLASS); Dr. Michael Reksulak (COBA) (until 4:30 and then Greg Brock substituted); Dr. Michael Moore (COE) Senate Librarian; Dr. Patricia Humphrey (COST); Dr. Jim Stephens (JPHCOPH); Mr. Charles Skewis (LIB); Ms. Ellen Hendrix (CLASS) Senate Secretary.

**SPC Representative** Norman Schmidt (COST); **SPC Apprentice** Michael Braz (CLASS) (Heidi Altman (CLASS) substituted)

**NCAA Faculty Athletic Representative** Chris Geyerman (CLASS)

**Voting Members in Attendance** Jean-Paul Carton, Terry Diamanduros, Tim Giles, Mary Hadley, Kimberly Harris, Greg Harwood, Sonya Huber, Youakim Kalaani, Kent Murray, Tom Noland, Patrick Novotny, Onyile Onyile, Patricia Price, David Rostal, Lisa Schulz, T. Maria Smith, Fred Smith, Brenda Talley, Patrick Walker, Patrick Wheaton, Dena Hale for LeVon Wilson & Mark Yanochik

**Voting Members Absent** Frank Atuahene, John Averett, Adam Jonathan Con, Brandon Cook, Jonathan Copeland, Les Furr, Ardian Gr  Bob Jackson, Jill Lockwood, Alison Jean Long, Barbara Mallory; Mark Mohr, Donna Saye, (Stuart Tedders replaced Alison Scott), Xialong Jonathan Zhang.

**Administrative Members in Attendance** Dr. Bruce Grube, Dr. Linda Bleicken, Dr. Ron Core, Mr. Steve Burrell, Dr. Teresa Thompson, Mr. Billy Griffis, Ms. Marilyn Bruce

**Visitors** Dr. Fred Whitt, Dr. Ron Shiffler, Dr. Sue Moore, Dr. Deborah Thomas (for Dr. Cindi Chance), Dr. Tim Mack, Dr. Bret Danilowicz, Dr. Charlie Hardy, Dr. Bede Mitchell, Josh Martin, Jessica Sparrow, Katie Smith, Alyssa Shaw, Ashley Tomlin, Madeline Guillen, Melanie Schmid, Priscilla Tang, Marie Cundey, Brilee Coleman, Terri Tyson, Danielle Bostick, Kadisa Johnson, Rachel Schnorr, Zane Brown, Chad Sanderson, Campbell Sisson, Barclay Sullivan, Clifton Price, Tina Whittle, Laura Valeri, Pauline Burton Williams, Dana Tyson, Tim McMullan, Rush McBee, Elizabeth Kicklighter, Amy Heaston, Don Armel, Stephanie Kenney, Fayth Parks

Dr. Marc Cyr, Senate Moderator, called the meeting of the Faculty Senate to order at 4:00 p.m.

\*\*Questions and clarification may be directed to the Office of the Faculty Senate ([fsoffice@georgiasouthern.edu](mailto:fsoffice@georgiasouthern.edu)) or persons identified with each agenda item prior to Senate.

1. **Approval of the Agenda for the March 24, 2009, Meeting. Marc Cyr (CLASS) Senate Moderator:** The agenda was approved unanimously with no discussion.
2. **Approval of the [February 16, 2009](#), Minutes: Ellen Hendrix (CLASS), Senate Secretary** Hendrix noted that visitors Pranoti Asher and Charles Trupe had not attended as a correction to the minutes. She also offered clarification for page 11 where Jonathan Harwell was reported as having attended some of the Library's meetings as a representative from the Technology Committee. He is a member of the Library's Online Tuition Revenue Task Force. With those changes, the minutes were moved to be accepted. The motion was seconded.

Michael Moore (COE) Education read an email from Michelle Haberland which expanded some points and offered some corrections:

- On page 11, under New Business, Michael Moore's initial statement made reference to a petition, but the minutes make no note of this.
- On page 12 the sentence about my [meaning Michelle's] statement overlooked several critical points:
  - First, I noted that Professor Ayers has been here before.
  - Second, I also pointed out that he has neither requested nor required such extensive security arrangements at other universities where he has given presentations.
  - Finally, I asked if anyone had been investigated for these alleged threats. I also pointed out that the cancellation posed a threat to the academic freedom at Georgia Southern.
- On page 13, while Samantha Young may have made reference to the petition, she was not the first to mention it, and the minutes state that there were 261 students who had listed their names on a position. That is not the case. The petition was signed by faculty, staff, and students at Georgia Southern.
- Pages 13 and 14, in response to Michael Reksulak's question about Professor Ayer's ability to come to the "free speech zone" at Georgia Southern. The record should reflect that Vice President Teresa Thompson said that "he would not be able to come to the free speech zone." I distinctly remember her saying, no; he [meaning Professor Ayers] couldn't [meaning he could not come to campus].

Ellen Hendrix (CLASS) Senate Secretary responded that she had received a copy of the email, but had not had a chance to verify everything Michelle questioned. However, she had reviewed her summary of Theresa Thompson's statement with the actual transcript of the minutes, and Teresa never said emphatically, "No, Professor Ayers could not come to the free speech zone." Hendrix offered to provide anyone who would like a copy of the actual transcript of the February minutes.

Marc Cyr (CLASS) Senate Moderator was not sure whether to leave what Mike Moore read as corrections to the minutes and pass the minutes because there was some disagreement about what was accurate.

Ellen Hendrix (CLASS) Senate Secretary offered to provide a more detailed summary of the original transcript concerning Ayers' visit and attach it as an addendum to the

original minutes.

The minutes were passed, with the understanding there would be an addendum.

3. **Librarian's Report of [March 24, 2009](#)**, Michael Moore (COE), Senate Librarian moved to accept the Librarian's Report. There being no discussion, the Librarian's report was accepted.

- a. **Report from Undergraduate Committee:** Patrick Wheaton (CLASS) thanked Caroline James in the Registrar's office for assembling the Undergraduate Committee agendas and putting changes into BANNER. He noted that the agenda for the February 24<sup>th</sup> meeting was 113 pages; one item was not approved: the change of EDGE 1000 to LEAD 1000 was to be a change to reflect course content, yet the committee could not find where course content was reflected. The committee did approve 47 course deletions, 37 new courses, 173 course revisions, 4 course reactivations, 68 program revisions, and 6 special topic announcements. He then moved that the Undergraduate Committee minutes of February 24<sup>th</sup> be approved.

The committee recommendations were approved.

- b. **Report from Graduate Committee: Bob Fernekes (LIB)** noted that the Librarian's Report included the Graduate Committee Minutes from the February 12<sup>th</sup> meeting. Under new business, the committee approved new and revised courses from multiple colleges. The item on continuous enrollment, tabled at the last Senate meeting, was appended to the minutes. The rewrite added one sentence: "Summer registration is not required unless summer is the graduation term." There were no objections to the rewrite and the minutes were approved on March 4<sup>th</sup> by the Graduate Committee. He then moved to accept the minutes and the continuous enrollment requirement amended to the minutes.

The committee recommendations were approved.

4. **President's Report: Dr. Bruce Grube (President)**

#### **Fiscal Year '09/Fiscal Year '10 Budgets**

Dr. Grube reported that the Governor has signed off on that amended budget for fiscal year '09, the budget year we are currently in. He noted that Georgia Southern has been hit with budget reductions in excess of 10 % this year. However, the House and Senate put back in about \$1.2 million for the operational budget for the College of Information Technology this year and the Governor signed off on it. The Yamacraw money was not restored. Georgia Southern is currently working on the fiscal year '10 budget, which will start July 1. That budget has moved out of the House into the Senate. Again, the University System faces a lot of reductions, including \$15.3 million to the budgets of USG campuses, a million dollar reduction in the formula request, \$2.1 million reduction directly to the University System office, and \$18.4 million worth of additional reductions, which represents about another one percent. He estimated that Georgia Southern is probably looking at an 11 to 12% reduction in the FY '10 budget. The House,

however, unlike the FY '09 budget when it was amended, has already restored the \$1.8 million for the College of Information Technology for FY '10 and he expected the Senate to follow that course. He added that he expects the Governor to sign off on that as well, which would be outstanding news for Georgia Southern because that would be \$1.8 million we don't have to look for.

### **ORP/TRS**

Dr. Grube reported that lawmakers have introduced legislation that's intended to permit University System of Georgia faculty members who participate in the Regents ORP plan to purchase service in the Teachers Retirement System of Georgia. The bill is sponsored by Representative Bob Smith and Senator Don Balfour; however, the bill has to be introduced in the first year and studied and reviewed over the summer, so no action will be taken on this until the legislative session next year.

### **Spring General Faculty Meeting**

Dr. Grube reminded senators of the Spring General Faculty Meeting and encouraged all senators to come because faculty authors would be recognized. He thanked colleagues in the University Library for putting the event together.

Michael Moore (COE) responded that he had gone to a meeting where the ORP/TRS item was discussed and had created a couple of PDF files of what the AAUP had provided and he would put those on the Senate Listserv. The files provided approximate figures on what a contribution might be like if this passed and give an analysis of what switching to TRS would cost. He added that he also had a PDF file the names of all the people that are on the retirement committee or are sponsoring the Senate Bill or the House Bill and ways of contacting them.

Marc Cyr (CLASS) Senate Moderator commented on the files Moore would be providing and noted that if a faculty member had ten years of service, he/she would have to give everything he/she had in ORP to the TRS, plus 85% of that amount in ready cash.

Patricia Humphrey (COST) cautioned that the example provided was extreme because the faculty member was a 60 year old who was going to retire immediately. For people who are just earning tenure and in the early part of their career, the cost might be much more reasonable.

Marc Cyr (Chair) Senate Moderator agreed that the amount would vary depending on how many years a faculty member would be buying in.

Michael Moore (COE) added that this move is occurring nationwide; West Virginia gave faculty that were in ORP an opportunity to go to TRS and they also made available low interest rate loans to help faculty. He noted that it was interesting how some states think of faculty and think of their value to the system.

## **5. Report from Marc Cyr (CLASS), Chair, Senate Executive Committee**

### **Agenda Requests**

Cyr reported that the SEC received four requests for agenda items and three of those were on the agenda as motions. The fourth, a request from Presidential Search Committee Chair Trey Denton to update the Senate, would be a regular part of the Senate meeting agenda until the completion of the search.

### **Requests for Information**

Cyr reported that the SEC had four requests for information outstanding.

**Free Speech Zone** asked about the location, authorization, and legality of free speech zones on campus and had been answered by University Attorney Lee Davis. The University routinely regulates where and when certain kinds of speech are permitted so that the mission of the University is not impeded. The usual free speech zone at GSU is by the Rotunda outside the Russell Union where folks who are not members of the University community and have not been invited by a campus organization to speak can express themselves without interfering with other university activities. GSU's free speech zone is solidly upheld by law and university policies regarding the zone can be found on the University webpage under Russell Union.

**Workload for Temporary Faculty** requested information on workload for temporary faculty and a reply will be posted soon. In short, an unmitigated 5-5 teaching load for temporary faculty is a University-wide policy. The current budget crisis is not the reason for that policy, but it is one reason the policy is likely to remain in place for the foreseeable future. As for studies on the impact of such a load on the quality of teaching, Provost Bleicken had the CET check out the documentation and they could find no conclusive results.

**Athletics Dept Commercial Website Link from University Homepage** asked about commercial links on GSU's Athletics Department website and included fourteen or so questions. Vice President Steve Burrell's reply has eleven parts and explains that it is the official Website for GSU Athletics, but it is not an official webpage for the department. Instead, it is a commercially operated marketing tool, which is allowed to elements of Auxiliary Services, like Athletics, but to no other university entities.

**How was the community representation on the Presidential Search Committee determined?** asked how the community representation on the Presidential Search Committee was determined. Vice Chancellor Susan Herbst's reply has been posted and says that while the community representatives currently do not live in the area, collectively they have strong ties to GSU as alumni and/or to the region via family connections and ownership of property. Other members of the committee are long term residents of Statesboro, and both campus and community participation will be encouraged via meetings and forums.

### **University System of Georgia Faculty Council**

CYR reported the outcome of the meeting of the University System of Georgia Faculty Council, which Mike Moore attended. The plan to merge two-year colleges and technical colleges is being slowed down, partly because Kentucky made a similar move with bad results. Most folks at the USGFC meeting opposed the move because it will eliminate tenure for two-year college faculty.



Sonya Huber (CLASS) asked for clarification on the RFI regarding temporary faculty and their teaching load that was originally submitted in November. The November Senate minutes quoted Dr. Bleicken as saying that “it is not the institution’s intention to assign a 15-hour course load to all temporary faculty members. That decision lies within the purview of the chair and the dean.” In light of the SEC’s report, Huber wanted to know: 1) if unmitigated means that there is no power of the chairs and the deans to assign other workloads besides teaching five classes, and 2) if in a time when flexibility and autonomy are important in dealing with a financial crisis, if the reasons for the decision and the meaning of the word “unmitigated” could be clarified.

Marc Cyr (CLASS) Chair, Senate Executive Committee responded that the Provost had offered some revisions to his draft reply and he is working on some clarifications, but on the issue of mitigation, Provost Bleicken has asked Deans to work with departments to eliminate special arrangements, such as having temporary faculty work in the Writing Center or act as lab supervisors for part of the contact hours.

Linda Bleicken (Provost) responded that it is within the purview of the deans and the department chairs to make these decisions. However, there is a budget issue right now, and so any of those special arrangements that might have been used prior to now are being looked at very keenly. The need for everyone, including tenured and tenure-track faculty, administrators, and everyone on this campus, to do more at this time is very obvious and that includes temporary faculty. She stressed that GSU hires temporary faculty almost exclusively with the expectation that they will teach.

Marc Cyr (CLASS) Chair, Senate Executive Committee recognized Clifton from the gallery.

Clifton Price (CLASS) asked Dr. Bleicken what the reasons beyond the current budget crisis were for going to the 5-5 load.

Linda Bleicken (Provost) responded that GSU doesn’t hire temporaries to do research or service. They are hired to teach.

Tim Giles (CLASS) wondered who would be staffing the Writing Center if temporary instructors will no longer be used.

Linda Bleicken (Provost) replied that this is a responsibility for deans and chairs to work out, and again reiterated that the primary duty of temporary faculty is to teach.

Richard Flynn (CLASS) stated that he is concerned about the growth in numbers of faculty whose duties are only to teach classes, since GSU’s mission says that we are supposed to have a group of teacher/scholars that do service and do research. He expressed concern that having a class of faculty whose only job is to teach conflicts with the mission and indeed with our public service face when we tell parents of students that they are going to be taught by professors.

Linda Bleicken (Provost) responded that hiring an individual to teach does not preclude the opportunity for that individual to engage in scholarship, but stressed once again that temporary faculty are hired to teach.

Richard Flynn (CLASS) expressed concerned that a large group of faculty won't have any time to keep up with their field and won't be able to be the best teacher/scholars that we have in the classroom. He was concerned that GSU would be expanding that group of faculty.

Cliffton Price (CLASS) said that he understood a temporary's primary duty has always been to teach. However, he asked why temporary faculty have not always been teaching five classes of composition every semester.

Linda Bleicken (Provost) reiterated that the primary duty of temporary faculty is to teach and that teaching load assignment has rested with the dean and department chair.

Mary Hadley (CLASS) asked if the current situation might change back to a 4-4 load with improving budget situations in the foreseeable future.

Linda Bleicken (Provost) said that one of the things they observed when looking at the budget and considering our ability to teach the students that we have was that there were disparities across colleges regarding teaching loads of temporary faculty members. In some colleges, temporaries already have 5-5 teaching loads. As a question of equity, it did not make sense to hire temporary faculty in one college and ask them to teach a 5-5 load and temporary faculty in another college and ask them to teach 3-3.

Marc Cyr (CLASS) Chair, Senate Executive Committee, asked that further discussion on the topic be held for a motion scheduled later on temporary faculty workloads.

- 6. Report from Trey Denton (COBA), Chair of Presidential Search and Screen Committee** thanked Faculty Senators for allowing him to meet and go over the action plan for the Presidential Search process and for making him a regular part of senate meetings until the search is concluded. He recognized another search committee member Dr. Fayth Parks (COE), who was present at the meeting.

Denton began by stating that GSU is an institution that's always receptive to noble inspiration and asked the Senate's help in finding the next president. He stressed that the process was relatively simple but serious as it involves academic integrity, strategic direction, and jobs and lives. It also involves a careful balancing act: On one hand, the committee has a responsibility to the campus community to run the search in as open as fashion as possible, to be transparent, and to involve as members of the campus family in the process. On the other hand, the committee has got to attract the best candidates who most often are sitting University Provosts and Presidents. The committee, therefore, has the responsibility to guarantee the confidentiality of their participation until later in the search process. He then provided handouts detailing the process, as well as the position description that was written on campus and forwarded to the Board of Regents for approval. He then reviewed the process.

The committee was charged February 23<sup>rd</sup> by the Board of Regents. They answer directly to Executive Vice Chancellor & Chief Academic Officer Dr. Susan Herbst. The committee will be using “a modified confidential search process,” which is one of three possible types:

- a. Completely open. This type of search is rare, except in a handful of states, as candidates are generally very reluctant to participate in a completely open search.
- b. Completely closed. This is the process that was used most recently by the University of Georgia, Georgia State, and Georgia Tech, in which the committee makes all the decisions without a campus visit and no opportunity for campus involvement.
- c. Modified confidential search. No names are released to campus until the candidates are announced.

Denton explained that the committee will be assisted by Parker Executive Search and passed around a copy of their brochure.

The committee’s first task was to draft a position announcement. The first page of the position announcement has a general overview, an introduction to Georgia Southern and an explanation of why we think this is a tremendous opportunity. The next page has seventeen expressed position qualifications. The last page has nomination and contact information. He pointed out that the search committee made a careful and deliberate attempt to put in multiple mentions of shared governance, student involvement in decision-making and our culture of kindness and civility.

They created the [Presidential Search](#) website to both attract candidates and inform candidates and campus personnel of the progress of the search. As they get farther into the process, the website will be updated on a weekly basis.

The committee is in the process of placing ads for the position, and they intend to cast a wide net. The ad will be placed in a variety of publications, with the intent of producing a candidate pool with very diverse characteristics.

In April, the committee will be hosting a series of meetings with various constituent groups to discuss the characteristics of the person that we seek and to encourage faculty, staff, community, and student involvement. They plan to meet many different groups, including faculty groups, the Faculty Senate, the Deans’ Council, Student Government Association, the President’s Staff Advisory Council, the Boosters, the Foundation, the Alumni Association, the President’s Cabinet, and various community groups. Each session will have multiple committee members in attendance, acting as facilitators. Denton pointed out that he is the only committee member allowed to speak with the press, but any other committee member may speak with anyone or any group as they see fit according to the stipulations of the modified confidential search. Faculty should feel free to meet with any committee member and share their

impressions.

The sixth step is to start soliciting nominations and encouraging the applications. This has already started, and will continue throughout the summer. He asked that all faculty members consider people they know and send in names of nominees. The search firm is also making contacts at this particular point in time. He stated that the search firm is not a screening organization (they will not exclude anyone). Every nominee from any source will receive a letter inviting that individual to apply for the position of president. The Search and Screen Committee is the only group that can exclude a candidate from consideration.

The seventh step will take place in late summer. The Search and Screen Committee will get together in person and do a careful review of all of the candidates.

As a result of that meeting they will select 8-10 candidates to interview in person at an offsite location, probably an Atlanta hotel near the airport.

After the offsite meetings, a list of finalists will be announced and on-campus interviews scheduled. Seven to eight candidates will probably be brought to campus over a three-week period. The committee will try to give as many groups on campus the opportunity to meet with each candidate in person and schedules will include an open forum that will be open to all. Everyone that meets a candidate will have the chance to formally evaluate that candidate.

The committee will collect the formal evaluations and include them in a report to the Board of Regents with a list of three to five acceptable, unranked candidates. These individuals will be interviewed by the Special Regents' Committee chaired by Regent Leebern, Chancellor Davis, and Executive Vice Chancellor Herbst.

Once a candidate has been selected, Executive Vice Chancellor Herbst will extend an offer to the candidate. This will take place in the mid-Fall, and the new President will assume office at some date in the future.

An update will be given at every Faculty Senate meeting until the process is completed. A special meeting for the Faculty Senate to meet with the committee has been scheduled for Tuesday afternoon, April 7<sup>th</sup> at 4:00 p.m.

Denton encouraged faculty to contact him, any committee member, or the search firm with nominations, suggestions for making the process stronger, or any nice.

Michael Moore (COE) asked what exactly the search firm would be doing.

Trey Denton (COBA) said the Executive Search Firm has contacts across the nation. They won't contact anybody recently placed, but they do stay in contact with all their placements as sort of a "brain trust" to generate nominations from people who have been in one position for some time and may be ready to move and to generate names of candidates that are highly regarded in academe. They use these contacts extensively, and they do as much fact checking as possible to make sure that information submitted

on applications is accurate. He added that the search committee did not get to select the search firm; they were told which search firm we would be using.

7. **Report from Chris Geyerman (CLASS), NCAA Faculty Athletic Representative:** Geyerman began by congratulating Holly Finneran, a Soccer player, who was awarded a Sony Scholarship for \$2,000 by the Southern Conference, and Golfer Logan Blondell, who was named Southern Conference Student Athlete of the Week. He reported that the situation with the Basketball team is still in process and he will report to the Senate when that investigative process is concluded.
8. **Report from Norman Schmidt (COST), SPC Representative:** Schmidt reported that the SPC has met with Dr. Bleicken and Dr. Teresa Thompson. Dr. Bleicken spoke on our continuing academic distinction, effects of the budget reduction, effects of our advancement to DRU status, how GSU is planning to deal with future anticipated growth of the University, the impact of on-line education, and the new Biology building. Bleicken had also noted that sponsored external funding to the university grew 12% from FY07 (\$5.9 M) to FY08 (\$6.7M) and the number of on-line classes offered increased 57%

Dr. Thompson spoke developing student leadership, the speaker series, the 98% success rate in SOAR, housing for freshman, a loss of \$200,000 in scholarships for students, a required GPA to pledge into a Fraternity or Sorority, and that students who go to the RAC are more successful. He added that Michael Braz will give SPC reports in the future.

Bruce Grube (President) interjected that the Biology building is a capital project and that such projects are funded from the sale of bonds, which is a separate issue from the budgets that are state appropriated. The state has adopted a strategy right now that capital spending is a good way to stimulate Georgia's economy.

9. **MOTION: "Lecturer and Senior Lecturer Policy"**: Patricia Humphrey (COST) read that the Faculty Welfare Committee recommendation for inserting language into the Faculty Handbook as Section 214.01 titled Lecturers.

The full motion can be found at [MOTION: "Lecturer and Senior Lecturer Policy.](#)

This being a committee recommendation, it did not require a second.

Marc Cyr (CLASS) Senate Moderator opened the floor for discussion.

Richard Flynn (CLASS) renewed his objection to creating a class of faculty defined in the Faculty Handbook as having no expectations for scholarship.

Pat Humphrey (COST) said she understood Flynn's point, but stressed that the impetus for doing this is lecturers have been on campus for a couple of years. In fact, the first lecturers hired will be in year three next year, and there is currently no specific language in the Faculty Handbook that addresses lecturers or their possible retention or promotion after year six. If they are to go through a year three review, we need to

have a policy now.

Richard Flynn (CLASS) said reiterated that he was still concerned and furthermore saw this category as a threat to tenure itself. He stressed that the senate should seriously consider putting this kind of language in the Faculty Handbook and creating a limitable category of faculty. He argued that the fact that we have lecturers is no reason to promote the fact by giving it our imprint in the Faculty Handbook.

Kent Murray (CLASS) said he had heard discussion about an appellate process to the different levels. He asked if Lecturers have access to the Faculty Grievance Committee?

Pat Humphrey (COST) stated that as long as lecturers are employed as faculty members, she would say yes. Marc Cyr agreed that anybody that comes under the BOR designation of faculty has access.

Mary Hadley (CLASS) wondered whether Lecturers will be able to run for Senate or any other University position.

Marc Cyr (CLASS) Senate Moderator stated that Jean-Paul Carton had raised the issue about clarifying eligibility for the Senate in the Bylaws. Senate eligibility has been clarified in the minutes, but hasn't actually been put in the Bylaws and added that lecturers would be adding a complicating factor to any language covering eligibility. Cyr then asked the Provost whether lecturers considered temporary faculty.

Linda Bleicken (Provost) said she thought the way that the policy had been written and the that lecturers are employed on a year-to-year basis may have some bearing on a decision about whether they could members of the Faculty Senate.

Marc Cyr (CLASS) Senate Moderator said he would have to check with Lee Davis.

Linda Bleicken (Provost) said that the intent when someone is hired as a lecturer is that, unless poor performance on that person's part is noted or unless there something happens within the department, like the financial exigency noted in the policy, lecturers would be rehired for the next year, but the University is only allowed to hire them on a year-to-year basis because they are not on a tenure-track line.

Pat Humphrey (COST) asked how current long-term non-tenure track individuals (who are eligible for Senate and have served as officers) are different from Lecturers.

Linda Bleicken (Provost) said that was an interesting point.

Marc Cyr (CLASS) Senate Moderator added that non-tenure track individuals were a grandfathered category.

Michael Moore (COE) said that rationale could also be used for tenure-track faculty who are also year-to-year until they get tenure, and validated Flynn's point in that we are creating a very different kind of caste, and added that the expectations for those who are tenure-track and do run for Faculty Senate are different.

Richard Flynn (CLASS) asked about the sixth year review, and what constitutes professional service and professional growth and development and how that differs from scholarship, at least, professional growth and development, how that will be documented, and why give a salary increase equivalent to that given to an associate professor to someone who hasn't had to meet the criteria for promotion to associate professor.

Pat Humphrey (COST) said the criteria for promotion and the provision for the sixth year review is from the Board of Regents. The criteria include excellence in teaching and exemplary value to the university. Exactly what that constitutes is left up to the colleges and departments. The committee decided that the raise sounded reasonable since lecturers are eligible for only one such raise in their career.

Pat Walker (CLASS) had questions about sixth-year review and questioned whether there was a presumption of tenure.

Pat Humphrey (COST) said the language comes from the Board of Regents, adding that it could be de facto tenure after year six, but the policies that we already have in place say that faculty are to be given a full year's notice after two years.

Pat Walker (CLASS) asked if this was a replacement for having tenure-track positions and tenure positions.

Pat Humphrey (COST) said she couldn't speak to the decision to employ people as lecturers, adding that lecturers are used extensively throughout the University System.

Linda Bleicken (Provost) said one of the reasons that hiring lecturers had to do with the number of temporary faculty that we have and the tenuous nature of a temporary appointment. Hiring lecturers would provide a little bit more security for an individual hired to be primarily a teacher and addresses the Board of Regents concern about employing long-term temps.

Pat Walker (CLASS) asked if there would be any course load requirements for senior lecturers and if those requirements would be different from temporary faculty or if they would match the course load requirements of tenured faculty.

Patricia Price (CLASS) also wanted to know what the teaching load would be in light of the requirement for professional development. She stated she was concerned about the welfare of students and the welfare of instruction.

Marc Cyr (CLASS) Senate Moderator pointed out two separate issues were being discussed: Lecturers are already employed. They are not, however, covered in the Handbook. We don't have language to deal with their BOR category. We don't have language to deal with them. Opposing the lecturer position is a separate issue. Voting not to cover people who are already faculty members at Georgia Southern because we don't like their job category is a separate issue.

Richard Flynn (CLASS) stated the senate does not need to approve language for a category that we don't approve of either. He argued that hiring a group with implied tenure could jeopardize everyone's tenure.

Jim McMillan (CHHS) had two comments: 1) Lecturers teach four, maybe five classes, and free tenure-track people from teaching so they have more time for scholarship. 2) Accrediting agencies may limit the number of non-tenure-track faculty.

Marc Cyr (CLASS) Senate Moderator said BOR Policy calls for no more than 10 percent lecturers, but it does not set a limit on temporary instructors.

Pat Walker (CLASS) requested that the Faculty Welfare Committee define the difference in the duties and expectations for senior lecturers as opposed to tenure-track faculty and define the course loads that this.

Pat Humphrey (COST) said Lecturers have the same 15-hour workload as any tenure track person. The main difference between a lecturer and a temporary instructor is that lecturers do have service and professional development expectations. She was not sure that duties could be quantified in a faculty handbook type situation, and added that the faculty handbook does not define the difference between assistant professor and associate professor, except in requirements for promotion.

Pat Walker (CLASS): said she thought these things need to be defined.

Marc Cyr (CLASS) Senate Moderator asked Pat Walker if she would like to see the motion go back to the committee for clarification.

Richard Flynn (CLASS) asked about making a motion.

Marc Cyr (CLASS) indicated that defeating the current motion would send it back to committee, who could modify it and later reintroduce the motion.

Jim McMillan (CHHS) called the question.

Marc Cyr (CLASS) Senate Moderator asked for a voice vote, then a show of hands. The motion was defeated, but the Faculty Welfare Committee is free to reintroduce it once they've taken care of some of the questions that were raised.

10. **MOTION: "SGA Green Fee Resolution"** Michael Moore (COE) moved that the Faculty Senate resolve to support the Georgia Southern University Student Government Senate to implement a Green Fee paid for by students that would be used for sustainable practices that include but are not limited to renewable energy resources, LEED certified buildings, more energy efficient appliances, bike racks, composting, recycling bins, at Georgia Southern University and the University System of Georgia. He then called on Student Government Association Senator Jessica Sparrow who spoke to the motion.

Jessica Sparrow (Student Government Association Senator for COST) stated that SGA has research to support that students want a green fee. SGA conducted a survey with



the Student Alliance for a Green Earth [S.A.G.E] for two years in the fall semester, asking students if they want to see the university go in a green direction and how much were they willing to spend. The average has been \$22. In 2007, 92 percent wanted a green fee, and in 2008, only 80 percent did but gas was \$4 a gallon at the time. She added that many institutions across the nation are working in this direction as are other USG institutions. She stressed that we can make a difference even though we are in economic crisis and added that GSU can be the leader in this coastal region of Georgia and for the State of Georgia.

Marc Cyr (CLASS) Senate Moderator pointed out that the Faculty Senate was being asked to express its support of the Student Government Association's efforts.

Michael Moore (COE) added that the motion was passed by the SGA, and had two readings before it was passed. Both times discussion went on for a considerable length of time, and the motion has been thoroughly vetted.

Bruce Grube (President) clarified that Student Government cannot implement a fee. The University can submit requests for fees to the Board of Regents, but the Board of Regents actually makes that decision.

Marc Cyr (CLASS) Senate Moderator asked for other discussion. There being none, the question was put to a vote. The motion was unanimously approved.

11. [MOTION: "Increased Teaching Load for Temporary Faculty"](#)

Sonya Huber (CLASS) moved for the Faculty Senate to request a formal declaration from the Administration stating that the increase in teaching load for temporary faculty is one forced solely by the current and temporary budget woes of the state and will be reduced when the present budget situation improves. The motion was seconded. Sonya Huber continued with the rationale, including Georgia Southern's commitment to students and to building real relationships with students and added that students choose GSU for this reason. She stressed that talking about dilemmas regarding staffing patterns raises very complex and painful issues, but that the use of the word "equity" is an interesting term when we look at resource distribution across colleges and departments."

Tina Whittle (CLASS) then spoke to the motion, beginning by correcting the first sentence of the rationale to reflect the most current statistics: there are currently 141 full-time temporary faculty, which is almost 25 percent of overall faculty. She then called attention a petition of support which had been signed by faculty across the University. She added that increased teaching loads for temporary faculty would be detrimental to the quality of the education that we promise our students in our mission statement: "learning experiences of the highest quality, informed by scholarly practice, research, and creative activity [activities]." She stressed that she cannot fulfill the promise when teaching five classes of writing intensive composition, an opinion shared by every professional body in her discipline. She stressed that separating what instructors do in the classroom from professional development is not only unrealistic, but it is slanderous to our profession as a whole. How can any of us tell students that

higher learning matters if official University policy states otherwise for 25 percent of its faculty. She added that our students, deserve better, and they deserve the teacher they paid for. These are tough economic times, and they're getting tougher. In such times, people have to make hard decisions. She stressed that the motion demonstrates that temporary faculty understand the circumstances but also asks for recognition that this class load increase is the educational equivalent of a tourniquet: It might save a life in the short term, but the long term consequences are dangerously unsound.

Marc Cyr (CLASS) Senate Moderator asked for further comments, and seeing none, called for a voice vote. The motion was unanimously approved.

Marc Cyr (CLASS) Senate Moderator asked senators to send language suggestions for the lecturer position to Jean-Paul so the Faculty Welfare Committee work on it and come back with a greater clarity.

12. Unfinished Business: None

13. New Business: None

**14. Announcements: Vice Presidents**

Ron Core (VPBF) reminded senators of the shared services initiative that is coming out of the System office and reiterated that it is an initiative for the entire University System. The System has hired ADP as a processor for our payroll, effective July 1<sup>st</sup> and employees need to be aware of important aspects of the system, including how they receive their pay. Under the new system, actual paychecks as paper documents will be mailed to individual's home addresses from some central processing point yet to be determined. Even though checks may be in the mail, the date on which it is received may not always be the last day of the month. For individuals with direct deposit, nothing should change. A third option or pay card may be available for people who choose not to receive a paper check or a direct deposit. Georgia Southern has a little over 70 percent of its employees on direct deposit, and direct deposit is the best option for individuals, so administration is making every effort to get individuals signed up for direct deposit. A bank fair and direct deposit sign up would take place in the Russell Union Ballroom from 11:00 to 2:00 on March 25.

Marc Cyr (CLASS) Senate Moderator asked about fees on pay cards, if there was going to be such a service fee on this card each time it was used?

Ron Core (VPBF) said he didn't know yet.

Bruce Grube (President) added that GSU was very much opposed to going with this shared services plan and did not think it was a good idea at all, adding that it removes a certain amount of flexibility that's desirable on a campus. Despite lots of discussion, the move is apparently irrevocable.

Ron Core (VPBF) added that there is a [link](#) on the homepage and information will be provided through that link as it becomes available.

Marc Cyr (CLASS) Senate Moderator asked Core to follow up on the issue of service charges on the cards because fees might be real impetus for people to move to direct deposit.

Ron Core (VPBF) stressed that direct deposit is the way to go. When someone uses a debit card, a hold is put on a certain amount of money in anticipation of how much you might spend. The can hold can be in effect for up to two days and tie up available funds.

Pat Humphrey (COST) added that the change would affect a lot of staff and student workers. She had heard that if someone is even slightly late from the hard and fast deadline for getting a time sheet in and/or approved that they will miss a paycheck until the next pay cycle. She asked if what she had heard was true.

Ron Core (VPBF) said that GSU will have very firm deadlines on when our pay file will need to be submitted to ADP. GSU will not be eliminating the payroll department because there will be a lot of processing that has to be done. ADP would be taking over for the processing of checks. But where we've had some flexibility when we're running our own payrolls, we will not have that flexibility any longer.

Linda Bleicken (Provost) reported that there be another opportunity for faculty to meet and to talk about cross-disciplinary collaborations. There will be a luncheon on April 16<sup>th</sup> in the Professional Development Center. There will be a small charge, probably somewhere between \$5 and \$7, and faculty will be required to sign up. The intent is to begin and continue the spirit of collaboration and particularly building of cross-disciplinary opportunities.

15. Announcements from the Floor-None
16. Adjournment

**GEORGIA SOUTHERN UNIVERSITY**  
**Faculty Senate Meeting Minutes**  
**April 29, 2009**  
**4:00 to 6:00 p.m.**  
**Russell Union Ballroom**

**2008-2009 Senate Executive Committee:** Dr. Marc Cyr (CLASS); Dr. Jim McMillan (CHHS); Dr. Richard Flynn (CLASS); Dr. Michael Reksulak (COBA); Dr. Michael Moore (COE) Senate Librarian; Dr. Patricia Humphrey (COST); Dr. Jim Stephens (JPHCOPH); (Robert Fernekes for Mr. Charles Skewis (LIB)); Dr. Ellen Hendrix (CLASS) Senate Secretary

**SPC Representative** Michael Braz (CLASS)

**NCAA Faculty Athletic Representative** Chris Geyerman (CLASS)

**Senate Parliamentarian:** Bob Cook (CIT)

**Voting Members in Attendance** Frank Atuahene, Jean-Paul Carton, Adam Jonathan Con, Jonathan Copeland, Tim Giles, Ardian Greca, Mary Hadley, Kymberly Harris, Greg Harwood, Sonya Huber, Bob Jackson, Youakim al-Kalaani, Kent Murray, Tom Noland, Patrick Novotny, Patricia Price, David Rostal, Fred Smith, Jr., Diana Sturges, Brenda Talley, Stuart Tedders, Jeff Tysinger (for Lisa Schulz), Patricia Walker, Patrick Wheaton

**Voting Members Absent** John Averett, Terry Diamanduros, Allison Jean Long, Barbara Mallory, Mark Mohr, Onyile Onyile, Donna Saye, T. Maria Smith, LeVon Wilson, Mark Yanochik, Xialong Jonathan Zhang.

**Administrative Members in Attendance** Linda Bleicken, Ron Core, Steven Burrell, Teresa Thompson, Billy Griffis. Sue Moore, Bret Danilwicz

**Visitors** Trey Denton, Candance Griffith, Lee Davis, Gary Gawel, Amy Heaston, Stephanie Kenney, Cindi Chance, Bede Mitchell, Gary Means, Dick Diebolt, Clifton Price.

\*\*Questions and clarification may be directed to the Office of the Faculty Senate ([fsoffice@georgiasouthern.edu](mailto:fsoffice@georgiasouthern.edu)) or persons identified with each agenda item prior to Senate.

Dr. Marc Cyr, Senate Moderator, called the meeting of the Faculty Senate to order at 4:00 p.m. He began by recognizing Ginger Malphrus, Senate Administrative Assistant, and presenting her with a gift acknowledging her hard work on behalf of the senate.

1. **Marc Cyr (Senate Moderator) moved that the Agenda for the April 29, 2009, meeting be approved.** It was approved with no opposition.
2. **Ellen Hendrix (Senate Secretary) moved that the Minutes of the March 24, 2009, be approved with one correction:** Greg Brock substituted for Michael Reksulak until 4:30, not after 4:30. The minutes were approved with no opposition.
3. **Michael Moore, (COE), Senate Librarian, moved to accept the Librarian's Report of April 22, 2009** after pointing out that election results were attached and that the approval of the Librarian's Report means only that these are the minutes of the various committees. The Librarian's report was accepted without discussion.

- a. **Patrick Wheaton (CLASS) presented the Report from the Undergraduate Committee** from March 25<sup>th</sup>, which included six course revisions, two program revisions, and two special topics announcements that were approved by the committee. He moved that the report be approved, and it was approved without discussion.
- b. **Robert Fernekes (LIB) presented the Report from Graduate Committee**, which included the minutes from the March 12<sup>th</sup> meeting. Under new business, the committee approved one course revision. There were no new programs or courses submitted. Under old business, the committee discussed organizational structure to conduct business and began studying dual lists of courses due to the increase in the number of submissions. He then moved to accept the Report, and it was accepted with no discussion.

4. **Provost Linda Bleicken presented the President's report on behalf of Dr. Grube**, who was at an NCAA meeting in Indianapolis:

***Budget***

Since the last senate meeting, the Georgia General Assembly has ended and the FY 2010 Budget has been forwarded to the Governor for his review. The Governor has until May 13<sup>th</sup> to sign the budget, but as it stands now, the \$1.8 million funding for the College of Information Technology has been restored. Dr. Bleicken thanked Russell Keen, the University's Governmental Relations representative, for his hard work on GSU's behalf. She also acknowledged the Congressional delegation who represents GSU, specifically Jack Hill and Bob Lane. Dr. Bleicken added that we still have a budget reduction of 12 percent for this coming year. However, GSU will have more students for the fall and tuition increases have been proposed.

Ron Core (VPBF) added that in addition to the 12 percent reduction, GSU has technically received an additional 5 percent cut that's been replaced with federal stimulus money, which is good news; however, those funds go away in two years. So over the next two years, the University will have to figure out how to cover an additional \$5 million reduction. GSU has been advised by the System office to set aside as much reserve as possible in anticipation of the revenue picture and additional cuts that may happen.

***Foy Building and Wetland Preserve***

Linda Bleicken (Provost and Vice President for Academic Affairs) reported on some good things that have happened on campus, including the ribbon cutting for the renovated Foy and the official opening of the Wetland Preserve at the Wildlife Center.

***Student and Faculty Research Events***

Dr. Bleicken acknowledged many events that have taken place on campus recently, including the Phi Kappa Phi Symposium, the graduate student research presentations, the College of Science and Technology undergraduate research presentations, and the Honors Research Symposium. She added that such events are indicative of exactly the kind of tone that we continue to see here at Georgia Southern – one that links faculty with students in a way that helps students to understand how research can truly help them to understand what they're learning in a much richer way. She thanked all of the faculty and the students who have been participating in those events.

***Commencement & Summer***

Commencement will take place on May 9<sup>th</sup>. At present, GSU has 9,737 students registered

to take courses this summer, and that number does not include the anticipated EIP students. GSU will easily have 10,000 students on campus at various point this summer, the largest class of summer students that GSU has had and roughly 1,000 students more than we had last year.

**5. Report from Marc Cyr (CLASS), Chair, Senate Executive Committee:**

***Request for Information***

There was one RFI outstanding, Mike Moore's query about how GSU assesses threats and makes decisions based on such assessment. Because the issue is not particularly time-sensitive, President Grube will respond to that RFI when time allows. Another query forwarded to President Grube and Provost Bleicken from the Faculty Welfare Committee via the SEC asks for clarification of categories of faculty on campus — what those categories are, what their workload is expected to be, and other elements of each category's work and employment. We have not yet received a reply, and this seems at least partly due to indications that the system office is itself working on re-defining or re-categorizing at least some faculty.

***Agenda Item Request***

The SEC had one request for an agenda item, a Motion to seat temporary faculty on the Senate. Partly because of the aforementioned lack of information on faculty classifications, which includes who is and who is not "temporary faculty," the SEC has passed the Motion request to the Faculty Welfare Committee for consideration once the needed information is gathered. The motion itself generated quite a bit of discussion in the SEC meeting, with arguments pro and con brought forward. Very likely, the issue will have to wait until Fall for Welfare's consideration.

Regarding the potential merger between the community colleges of the BOR System and the technical college system, Cyr called on Dean Bret Danilowicz :

Bret Danilowicz (Dean, COST) reported that he has been getting regular updates on what is seen as a forced merger between the two-year schools and the technical colleges of the state of Georgia. As chair the Arts and Science Deans for the Academic Advisory Committee this year, Danilowicz had heard reports from Rob Watts, Director of Campus Based Initiatives, and Robert Vaughn chief operating officer for the USG. First, the land that the two-year schools is based on is owned by the Board of Regents. It is not something that can be legislated away or given away by the Governor, so it's impossible for the Governor or the legislature to force the two-year schools to leave USG and join the TCSG system. Second, the Board of Regents is a politically nominated group, and so their decisions are by vote. However, the Board of Regents at this time is strongly opposed to the merger. They did raise a couple of issues which are worth mentioning: There should be uniform transferability between TCSG schools and our two-year colleges. So if courses should transfer to the two-year schools, they should transfer to the University System. However, the Arts and Sciences Deans believe that the TCSG schools are all very different from each other. They also don't believe that a uniform stamp of transferability would be very effective for two-year schools or four-year universities. However, what they did bring up was that the University System, both two-year schools and four-year schools, already accept credit from the TCSG schools. So the Deans have decided to go back to their universities and find out what actually transfers in so they are in a better position to have an informed discussion. Another issue involved a report that talks about students ready to move on, which refers to students who are in the 11<sup>th</sup> grade and ready to move on to technical schools. The statement was not about early admissions to the University System,

even though the report looks like it implies that 11<sup>th</sup> graders are going to come right into our four-year University System schools. He added that Robert and Rob were adamant that they should be discussing what different options are. Nevertheless, the consensus of the Arts and Science Deans is that a merger should still not occur and there shouldn't be uniform transferability from the TCSG system into the two-year schools.

Sonya Huber (CLASS) asked if there had been a response to the motion that was passed at the last meeting requesting a statement from the administration regarding the reduction of teaching load post-budget crisis?

Marc Cyr (CLASS) Chair, Senate Executive Committee responded that the Senate has not yet received a response.

Sonya Huber (CLASS) added that the University *Statutes* state that motion requests usually receive a specific response from the administration within 30 days.

Marc Cyr (CLASS) Chair, Senate Executive Committee agreed, but added that occasionally that does not occur. Sometimes responses come faster; sometimes, slower.

6. **Chris Geyerman (CLASS), NCAA Faculty Athletic Representative, reported that** GSU has a new basketball coach. He added that the internal investigation of allegations of academic fraud in the basketball program, and the corresponding NCAA investigation, is not finalized at this time. Once interviews are complete, the report will be done, and Geyerman will make a full report when it's completed.

Pat Humphrey (COST) asked if the investigation could cost GSU scholarships or result in sanctions against our team.

Chris Geyerman (CLASS): NCAA Faculty Athletic Representative replied that he would only be guessing at this time. He added that when the allegation of academic fraud occurred, GSU started investigating right away, contacted the Southern Conference, and contacted the National Collegiate Athletic Association to let them know everything and invited them all to take part in the interviews. The NCAA will issue the institution "A Notice of Allegations," and then the institution will have a specified number of days to respond to that notice. At that point, GSU will know what has been alleged and will have an opportunity to impose penalties on itself. Those penalties will be reviewed by the NCAA, and they can accept our action or impose further action.

7. **Michael Braz (CLASS), SPC Representative, reported** that the SPC had finished its overview of the Level II Strategic Plan and continued briefings with the University's vice presidents. At its last meeting, the SPC concluded these presentations with Steve Burrell and Billy Griffis, who respectively briefed the committee on accomplishments and issues pertaining to Information Technology and University Advancement.
8. **Trey Denton, Professor of Marketing, and Chair of the Search and Screen Committee, reported** that the Presidential search is proceeding according to the timeline shared at the last Faculty Senate meeting. The ads are now appearing, and the search committee is now beginning to receive both nominations and application packets. So far, they have received approximately 20 nominations and have 8 packets in hand. Four individuals are potentially interested and the other eight have not replied at this time. The committee has been busy going around meeting with as many groups as possible to answer questions, explain the timeline, gather information helping us operationalize what we

mean by our preferred qualifications, and encouraging everybody to submit nominations. He added that the committee would like for every Faculty Senator to nominate at least one individual, stressing that the process belongs to everybody.

**9. ELECTION: Senate Secretary for 2009-2010**

Caren Town was elected as Senate Secretary with no opposition.

**10. ELECTION: Senate Librarian for 2009-2010**

Patricia Humphrey was elected Senate Librarian with no opposition.

**11. Unfinished Business**

None

**12. New Business**

None

**13. Announcements: Vice Presidents**

Ron Core (VPBF) reminded senators about the conversion of the payroll system to ADP, a system-wide initiative. Because it is system-wide, the institution will have less flexibility and deadlines will have to be strictly adhered to. For all people who approve time, GSU will provide training over the next three weeks, and Dr. Core encouraged those people to take part in the training.

**14. Announcements from the Floor**

None

**15. Adjournment**



**GEORGIA SOUTHERN UNIVERSITY**  
**Faculty Senate Meeting Minutes**  
**June 23, 2009**  
**4:00 to 6:00 p.m.**  
**Nessmith-Lane Multipurpose Room**

**2008-2009 Senate Executive Committee:** Dr. Jim McMillan (CHHS); Dr. Richard Flynn (CLASS); Dr. Michael Reksulak (COBA); Dr. Michael Moore (COE) Senate Librarian; Dr. Patricia Humphrey (COST); Dr. Jim Stephens (JPHCOPH); (Robert Fernekes for Mr. Charles Skewis (LIB); Dr. Ellen Hendrix (CLASS) Senate Secretary.

**NCAA Faculty Athletic Representative** Chris Geyerman (CLASS)

**Senate Parliamentarian:** Bob Cook (CIT)

**Voting Members in Attendance** Terry Diamanduros, Tim Giles, Ardian Greca, Mary Hadley, Dena Hale (for Mark Yanochik), Kimberly Harris, Greg Harwood, Sonya Huber, Bob Jackson, Doralina Martinez-Conde (for Jean-Paul Carton), Kent Murray, Patrick Novotny, Patricia Price, David Rostal, Fred Smith, Jr., Patrick Wheaton

**Voting Members Absent** Frank Atuahene, John Averett, Adam Jonathan Con, Jonathan Copeland, Less Furr, Youakim Al-Kalaani, Allison Jean Long, Barbara Mallory, Mark Mohr, Tom Noland, Onyile Onyile, Donna Saye, Lisa Schulz, T. Maria Smith, Diana Sturges, Brenda Talley, Stuart Tedders, Patricia Walker, LeVon Wilson, Jonathan Zhang

**Administrative Members in Attendance** Bruce Grube, Linda Bleicken, Steve Burrell, Billy Griffis, Marilyn Bruce, Cindi Chance, Charlie Hardy, John Pascarella, Gary Means, Bede Mitchell, Michael Smith, Fred Whitt

**Visitors** Candace Griffith, Laura Valeri, Clifton Price, Tina Whittle, Dick Diebolt, Stephanie Kenney

\*\*Questions and clarification may be directed to the Office of the Faculty Senate ([fsoffice@georgiasouthern.edu](mailto:fsoffice@georgiasouthern.edu)) or persons identified with each agenda item prior to Senate.

- 1. Michael Moore (COE) 2009-2010 Senate Moderator** moved that the agenda for the June 23, 2009, meeting be approved.

Richard Flynn (CLASS) amended the agenda in order to recognize Dr. Linda Bleicken, Provost, who was attending her last senate meeting.

Michael Moore (COE) 2009-2010 Senate Moderator added that Pat Humphrey would be presenting the Librarian's Report. Both amendments to the agenda were approved. The senate then presented Linda Bleicken with a token of appreciation for her work with the senate over the years.

Linda Bleicken (Provost) thanked everyone and said that working with senate had been a pleasure. She added that her years at GSU had been like working with a family, and in that family, GSU had celebrated the good things and gotten through the bad things; sometimes there had been squabbles, but the family had always made up and done better afterwards. She concluded by saying that the institution had nowhere to go but

forward and that its brightest days were still ahead.

Michael Moore (COE) 2009-2010 Senate Moderator commended Dr. Bleicken for her openness; he added that he appreciated Dr. Bleicken's hosting breakfast for the Senate Executive Committee before each senate meeting, and even though the SEC and Dr. Bleicken had not always agreed, she had always made the SEC feel as though it could say what it wanted to say.

2. **Ellen Hendrix (CLASS), Senate Secretary** moved that the minutes of the April 29, 2009, Senate, Faculty Senate meeting be approved.

The minutes were approved unanimously.

3. **Patricia Humphrey (COST) 2009-2010 Senate Librarian** moved that the senate accept the Librarian's Report for the June 23, 2009, meeting.

Michael Moore (COE) opened the floor for discussion and commented that in translating and posting the minutes, six lines had been left out at the top of one page; the mistake had been found and corrected, and the minutes had been reposted. The Librarian's Report was accepted without further discussion.

- a. **Report from Undergraduate Committee: Patrick Wheaton (CLASS)** reported that the Undergraduate Committee was presenting two sets of minutes, one from the April 21<sup>st</sup> and another from May 27<sup>th</sup>. He moved that both set of minutes be accepted. The April 21<sup>st</sup> meeting was chaired by Michael Moore in Dr. Wheaton's absence, and there had been 2 course revisions, 2 new courses, 2 special topic announcements, and 3 revised programs. In the May 27<sup>th</sup> meeting, the committee had 37 course revisions, 5 new courses, 10 deleted courses, 15 program revisions, 5 special topic announcements, and one Area A core revision—COBA will no longer accept Math 1101 because Math 1111 is a pre-requisite for another Math class for all pre-Business majors. On the 2009-2010 Undergraduate Committee calendar, meetings will start at 3:30 instead of 3:15. The committee will also align their meetings with the Graduate Committee's by holding the first meeting in August and the last meeting in April. Therefore, anyone proposing revisions needs to submit them to Caroline James by August 4<sup>th</sup> in order to have them on the August 25<sup>th</sup> meeting's agenda. Finally, the deadline for all revisions for the 2010-2011 catalog must be submitted to Caroline James by December 15<sup>th</sup> so they can be on the Undergraduate Committee's agenda for the January meeting.
- b. **Report from Graduate Committee: Robert Fernekes (LIB)** announced that the Librarian's Report included the Graduate Committee minutes from the April 9<sup>th</sup> meeting. Under new business, the committee approved program revisions, new courses, and course deletions. Under subcommittee reports and updates, the *Vision for Graduate Education* was distributed for review and comment. Under old business, the committee had discussed its organization and structure to conduct business and to review the curriculum. In addition, the committee decided that additional qualifications and dual-listed courses would be taken up at the August meeting.

Pat Humphrey (COST) pointed out that the new course form for STAT 7135 was missing from the Librarian's Report but was available in the minutes posted on

the Graduate Committee website.

#### **4. President's Report: Bruce Grube, President:**

##### ***Legislative Visits***

Dr. Grube announced that GSU had just its annual legislative visits, and they went very well. He added that Jack Hill and Representative Bob Lane had been instrumental in restoring \$1.8 million to the University's budget, namely the College of Information Technology's budget. He asked senators to please thank them when they see them. He then noted that GSU Administrators would be leaving on Friday for Washington, DC for legislative visits there.

##### ***Furloughs***

Dr. Grube announced that he had met with Deans and Chairs regarding the furlough language that was produced and everybody would be receiving a communication with that language soon. He added that at the May Board of Regents meeting, policy was passed to include language in the faculty contracts that would permit furloughs. He added that GSU was not doing furloughs and that the authority to do furloughs rests with President of the campus, and, as President, he had absolutely no intent on furloughing personnel. He stressed that the letters were system-wide language and assured senators that GSU had not embarked on this path. Dr. Grube added that it would take a directive from the Chancellor or the Governor to make GSU take furloughs, that GSU could handle its affairs here.

##### ***Budget***

Dr. Grube stated that the budget continued to be interesting. At the end of May, with literally one month left in the fiscal 09 year, GSU's pockets had been picked for almost another \$1 million. He added that administration had recently been entertained by a letter from the University System saying that in July, they would delete 3 percent of the cash that would normally come to the campus, part of the state appropriation for the month of July, and they expected the same thing to be happening in August. Because GSU budgets conservatively, GSU will not have to take back dollars. However, he added, in fiscal 10 he expected to see another 3 to 4 percent reduction before the legislature goes into session. So budget issues would continue. Grube added that he would let everybody know as he had more detail on the budget, but he added that GSU has gone ahead and budgeted so that it has a reserve to deal with further reductions. He reiterated that despite the furlough language in faculty contracts, the authority still rests with him and there was no intent on this campus to lay off or furlough people.

#### **5. Report from Michael Moore (COE), Acting Chair, Senate Executive Committee offered his report.**

##### **1. *Orientation***

Michael Moore began by explaining that Marc Cyr was in Canada where his mother is ill but he planned to return to campus in July. In the mean time, Moore would be filling in. The first item to report was that the Senate Orientation Handbook had some new material about how to file motions, rfi's, and the like. The instructions had been created by Marc Cyr, and the SEC was awaiting the President's approval. The SEC was also planning the Faculty Senate Orientation for newly elected members.

##### **2. *Clarification of Categories of Faculty on Campus***

Moore then reported on a query from the April meeting asking for clarification of categories of faculty on campus, what those categories are, what their workload is expected to be and other elements of each category's work and employment. He added that the SEC had not yet received a reply because the System office is working on re-defining or re-categorizing some faculty categories. However, the Board of Regents had made one note-worthy revision to one classification of faculty -- full-time lecturers: under Article 803.08. *EMPLOYMENT OF FULL-TIME LECTURERS*, the first change was that "To carry out special instructional functions such as basic skills instruction institutions, including Georgia Gwinnett College, may appoint instructional staff members to the position of lecturer." The other item that was changed was that the reapportionment process had to follow procedures outlined by the institution. Previously, "Not more than 10 percent of an institution's FTE corps of primarily undergraduate instruction may be lecturers"; now 20 percent is allowed. The other part worth noting is 803.08.02, which basically says that institutions are discouraged from hiring senior lecturers and encouraged to hire lecturers, and after six years, lecturers will be eligible for promotion to senior lecturer. These changes were approved in the May Board of Regents meeting. The Faculty Welfare Committee would probably be reporting on other classifications in September.

**3. *Faculty Senate Seats for Temporary Faculty***

Moore reported that the SEC had one request for an agenda item in April, a motion to seat temporary faculty on the Senate. Partly because of the aforementioned lack of information on faculty classifications, which included who is and who is not temporary faculty, the SEC passed the motion request to the Faculty Welfare Committee for consideration.

**4. *Perceived Threats to Academic Freedom***

Moore reported that the SEC had not received a response to an RFI on how Georgia Southern assesses perceived threats to academic freedom and makes decisions based on such assessment.

**5. *Increased Teaching Load for Temporary Faculty***

Moore reported that a motion passed in March regarding a statement from administration to reduce workloads once the current budget crisis has received a response from the President. Moore read as follows:

Motion: "We move for the Faculty Senate to request a formal declaration from the Administration stating the increase in teaching load for temporary faculty is one forced solely by the current and temporary budget woes of the state and will be reduced when the present budget situation improves."

President Grube's response: "Following review of the motion presented to the Faculty Senate at the March 24, 2009, Faculty Senate meeting, as provided in your memo of March 25, 2009, I have not approved the motion below presented to the Senate by Dr. Sonya Huber-Humes."

"It is the practice of Georgia Southern University to employ temporary faculty to manage teaching responsibilities that cannot be either tenured or tenure track faculty. The primary role of temporary faculty, therefore, is devoted to teaching, rather than either research or service. Therefore, the expectation that temporary

faculty will commit the entirety of their 15-hour workload in the instruction of students is appropriate. It is not the intention of the University to reduce this expectation at some later date.” The response has been posted on the Senate website.

**6. *Blueprint [for Graduate Education]***

Moore read from the Graduate Committee’s report: “Mr. Harwell distributed a handout of the current draft (version 7.4) of the Vision for Graduate Education. He stated that the document reflects both the faculty and administrative perspective. He explained that the subcommittee consists of himself, Dr. Flynn, Dr. Lisa Schulz, Dr. Mary Hadley, and Dr. Jill Lockwood. Mr. Harwell stated that Provost Bleicken has reviewed the draft. He also said that Dean’s Council had not seen the latest revisions of the document. Dr. William Amponsah asked if the draft can be shared with other faculty in the departments. Mr. Harwell said yes and that they would welcome any feedback from the faculty. Dr. Mack stated that he would like the faculty to look at the document as a whole and not focus on just a particular section. The Graduate Committee shared some suggestions and requested more time to review the document. Mr. Harwell will continue to receive comments from the committee and faculty; and Dr. Mack will take the Vision for Graduate Education to Dean’s Council. Mr. Harwell hopes to have all the edits complete by the first Graduate Committee Meeting in August 2009 so that the document can be voted on. Once everything is finalized, the Vision for Graduate Education will then go to Faculty Senate for their approval.” Moore added that the report gives both a timeline and a process.

***Requests for Information***

Moore reported that he had received two rfi’s. The first was from David Seaman titled, “Sustainability”: “There has been some publicity for this endeavor [meaning sustainability], but it is impossible to find the name of the contact person or the coordinates for the office. Can someone direct me please?” A number of people were willing to direct David, and Dr. Ron Core responded, “Michael, in response to the Faculty Senate RFI, the University’s environmental sustainability manager is Monique Dipple and she is housed in the Department of Environmental Safety.” Dr. Core then provided Dipple’s contact information. His response has been posted.

The second rfi was from John Howard Brown, titled “Change in dates for summer pay”: “Why did the University administration not provide more timely information about the change in pay dates for summer teaching from the end of term to the end of the month?” The rfi had not yet received a response.

Richard Flynn (CLASS) commented that clarification on the current version of the [Vision for Graduate Education](#) is available on the College of Graduate Studies web page.

Michael Moore (COE), Acting Chair, Senate Executive Committee, then acknowledged Cliff Price from the gallery.

Cliffon Price (CLASS) clarified that he and Tina Whittle had made the motion for a declaration on faculty teaching loads at the March Faculty Senate meeting. He added that Senator Huber had presented the motion on their behalf. He added that the motion asks for administration to make a statement that the increase in teaching load to a 15-credit load for all temporary faculty was based

solely on the budget because that was how it was first presented earlier in the year. Dr. Grube's answer, Price argued, does not say anything about the budget, so Price asked if there are reasons beyond the budget for increasing teaching load. Price added that in 2003-2004 academic year, GSU had faced a similar budget crisis. At the beginning of that academic year, according to Price, then Provost Vaughn Vandegrift made an announcement to his Deans and Department Chairs that the teaching load for temporary faculty was going to be increased across the board for all temporary faculty to a 15-credit hour load. In March of that year, Price and Whittle brought a similar motion before the Senate, and it was approved. At the end of the year, Dr. Grube and Provost Vandegrift issued a statement saying that the change was not tied solely to the budget, but they were also not going to change anybody's teaching schedule at that time. Price added that he now found himself in the same position five years later. He questioned why he hasn't been teaching 15 credit hours per semester all along if the teaching load is not tied solely to the budget. Price concluded by referring to Article V, Section 5 of the University Statutes which states, "If a recommendation from the Faculty Senate to the President is not accepted, the President shall report in writing to the Faculty Senate the reasons for rejecting the recommendation and upon two-thirds vote of the Faculty Senate, the matter shall be referred to the faculty for consideration and recommendation." Price argued that teaching load is an important enough matter to follow up on because the motion had received unanimous support from the Senate, and the motion made five year ago had also received unanimous support from the Senate. He asked the Senate Moderator and Bob Cook, the Parliamentarian, the correct process for calling for such a two-thirds vote.

Sonya Huber (CLASS) expressed concern about Cliff and Tina's motion and the move to increase the teaching load to five courses a semester for temporary instructors. She added that the move was initially described as a budgetary issue and added that the Writing and Linguistics Department had been trying to figure out where money could be saved, especially enough money to justify the degree of chaos that was being introduced into the academic units as a result of the budget crisis, and especially in departments that rely heavily on temporary instructors. She added that she had also heard that the justification stems from BOR policy, but added that no BOR policy is being referenced. However, her research revealed that BOR policy states, "It is recognized that the following are proper functions of the academic authorities, rather than at the Board, to prescribe the teaching load to be carried by each member of the faculty." Since issues about teaching are not something that is under the Board's purview, Huber argued, the question of invoking BOR policy is confusing. After citing other points (equity, job classifications, contracts) adding to the confusion, Huber concluded that President Grube's response raised more questions than it answered.

Michael Moore (COE), Acting Chair, Senate Executive Committee advised Price and Huber that additional information could be gathered through rfi's and discussions with their faculty representatives on the Senate Executive Committee.

6. **Chris Geyerman (CLASS), NCAA Faculty Athletic Representative**, began by announcing that the women's swimming team had been recognized with Academic All-American Team Honors for the spring of 2008. Also, Sam Baker, Athletic Director, had

won an award sponsored by Under Armour, which recognized that GSU's athletic program has had 27 Conference Championships, made 22 NCAA appearances, and, most recently, had five sports programs score a perfect 1,000 in the latest APR since Baker has been in his position. Geyerman added that last spring, Georgia Southern athletes – 173 of them – had a 3.0 or higher and 37 had a 4.0.

Geyerman continued by updating the Senate on the allegations of academic fraud in the men's basketball program that have been under investigation since January. The institution had received the notice of allegations from the NCAA and was in the process of developing responses to the NCAA. Once those responses are developed, GSU will have to go through and agree/disagree/confirm/not confirm each allegation based on the evidence the University has collected. Geyerman added that he will continue to keep the Senate informed. In the mean time, he reiterated that the University has been working closely with the NCAA from the beginning

Michael Moore (COE), Senate Moderator asked what role the University Faculty Athletic Committee had had during the investigation since it is an oversight committee.

Chris Geyerman responded that he has been updating the UAC, but he understood that the committee has expressed frustration with the process and the progress. However, Geyerman asserted, the correspondence they get from the NCAA is classified as confidential. He stated that the plan is to call a special meeting with the UAC as soon as possible and lay out the details as they have occurred and then collect feedback on the process from the committee. Should a similar incident happen again, they will use the UAC input as oversight to change or improve the process at that time.

Michael Reksulak (COBA) expressed confusion about the process and the oversight function.

Chris Geyerman responded that oversight function is to look at the process, not the particulars. He acknowledged that the two cannot really be separated in terms of practice, but oversight will occur when the process is evaluated by the UAC.

7. **Michael Moore (COE), Senate Moderator** reported that Michael Braz (CLASS), SPC Representative, was out of town and would not be reporting.
8. **Trey Denton, Presidential Search Committee Chair**, was away, so Michael Moore (COE), Senate Moderator read the following report on his behalf: "The committee met yesterday, by way of conference call facilitated by Parker Executive Search. All is proceeding as described in our timetable. As today the committee has received 37 nominations. More are desired. The date by which we suggest a candidate's materials be submitted is July 20<sup>th</sup>, so there is still ample time to make a nomination. All Faculty Senators are encouraged to do so using the Presidential Search web site on the GSU homepage. In addition to the solicitation of nominations, the committee is busy preparing a draft itinerary for the campus visits scheduled for the first weeks of the Fall Semester. Nominations, suggestions, and questions may be directed to Trey Denton by way of phone, email, or through the search website."
9. **Unfinished Business**  
None
10. **New Business**

None

**11. Announcements: Vice Presidents**

Linda Bleicken (Provost and Vice President for Academic Affairs) introduced and welcomed Dr. Mike Smith, the new Dean of the College of Liberal Arts and Social Sciences, who came to Georgia Southern from the University of South Carolina where he had been the Chair of the Criminal Justice Department.

**12. Announcements from the Floor:**

James Stephens (JPHCOPH) announced that the Board of Regents had approved that the Masters of Health Services Administration name be changed to the Masters of Health Care Administration. The change included curriculum changes and a change of credit hours from 39 to 45 hours.

Bruce Grube (President) announced that Marc Cyr would be recognized for his service as Senate Moderator at the first meeting in the Fall.

**13. Adjournment**

The next Senate meeting will be September 23, 2009, Russell Union Ballroom.



**GEORGIA SOUTHERN UNIVERSITY**  
**Faculty Senate Meeting Minutes**  
**September 23, 2009**  
**4:00 to 6:00 p.m.**  
**University Union Ballroom**

Questions and clarification may be directed to the Office of the Faculty Senate ([fsoffice@georgiasouthern.edu](mailto:fsoffice@georgiasouthern.edu)) or persons identified with each agenda item prior to the Senate meeting.

**2009-2010 Senate Executive Committee:** *Michael Moore (COE) Chair, Senate Executive Committee; Moderator, Faculty Senate; Jim McMillan (CHHS; Ardian Greca (CIT); Richard Flynn (CLASS); Vacant (COBA); Patricia Humphrey (COST), Senate Librarian; Jim Stephens (JPHCOPH); Fred Smith (LIB); Marilyn Bruce, Senate Liaison from the President's Office; Caren Town (CLASS) Senate Secretary*

**NCAA Faculty Athletic Representative:** *Chris Geyerman (CLASS)*

**Senate Parliamentarian:** *Bob Cook (CIT)*

**Voting Members in Attendance:** *Frank Atuahene; Barry Balleck; Marie Botkin; Michael Braz; Thomas Buckley; Adam Jonathan Con; Jean-Paul Carton; Jonathan Copeland; Windy Dees; Bob Fernekes; Richard Flynn; Michele Haberland; Dena Hale; Greg Harwood; Sonya Renee Huber; Patricia Humphrey; Bob Jackson; Youakim Kalaani; Rebecca Kennerly; Clara Krug; Jim McMillan; Barbara Mallory; Mary Marwitz; Teri Ann Melton; Lowell Mooney; Kent Murray; Debra Sinclair for Thomas Noland; Patricia Price; Dolores Rangel for Theresa Welford; Stephen J. Rossi; Donna Saye; Lisa Schulz; Fred Smith; Dontarie Stallings; Stuart Tedders; Caren Town; Laura Valeri; Mark Welford; Bill Yang; Samantha Young*

**Voting Members Absent:** *Ardian Greca; Ming Fang He; Jun Liu; Alison Long; Bruce McLean; David Rostal; Jim Stephens; Brenda Talley; Jim Whitworth; LeVon Wilson; Wen-Ran Zhang; Jonathan Zhang*

**Administrative Members in Attendance:** *Bruce Grube, President; Gary Means; Provost and Vice President for Academic Affairs; Ron Core, Vice President for Business and Finance; Steve Burrell, Vice President for Information Technology; Teresa Thompson, Vice President for Student Affairs and Enrollment Management; Marilyn Bruce, Executive Associate to the President; Michael Smith, Dean, CLASS; Stephanie Kenney, Interim Dean, COE; Amy Heaston, COGS; Bret Danilowicz, Dean, COST; Charlie Hardy, Dean, JPHCOPH; Bede Mitchell, Dean, Library.*

**Visitors:** *Ronald MacKinnon (alternate)*

1. **Michael Moore (COE), 2009-2010 Senate Moderator**, moved that the Agenda for the September 23, 2009 meeting be approved. The agenda was approved unanimously.
2. **Caren Town (CLASS), Senate Secretary**, moved that the June 23, 2009 minutes be approved. The minutes were approved unanimously.
3. **Pat Humphrey (COST), Senate Librarian**, moved that the senate accept the Librarian's Report of September 23, 2009.

Clara Krug (CLASS) asked Fred Smith (LIB), Faculty Development Committee Chair, about “dead period problems” in funding. Smith responded that this was when the university was trying to close the books for the fiscal year, which makes summer travel funding “not an easy question to solve.”

**a. Report from Undergraduate Committee: Bob Jackson, Chair, moved the August 25<sup>th</sup> minutes be accepted.**

**b. Report from Graduate Committee: Bob Fernekes (LIB), Chair**

Course and program revisions from the COE approved.

Course revisions and deletions from COST approved.

The committee discussed taking a closer look at dual-listed courses. This issue will be taken up again at the September meeting.

Degree Admission Based Upon Exceptional Qualifications Statement, to be placed in the catalog, was approved. Dr. Clara Krug (CLASS) asked for the rationale for the statement, as well as who would be giving the approval for such admissions. Dr. Jim MCMillan (CHHS) responded that in business and public health, for example, people have had qualifications other than scores, and that decisions will be made with proper oversight. Dr. Gary Means responded that Dr. Amy Heaston is managing the graduate college and that she will be signing off on these admissions.

A history of Vision for Graduate Education statement was presented. The goal is to present the statement for approval at the October Graduate Committee meeting. Dr. Krug (CLASS) asked when the visions statement will reach the senate. Dr. Bob Fernekes (LIB) said the draft of the statement will be ready “any minute,” and Dr. Pat Humphrey said it will be a part of the Graduate Committee minutes, which will be included in the Librarian’s Report, possibly for the November meeting, or “more likely” in February.

**The Librarian’s Report was approved unanimously.**

**4. President’s Report: President Bruce Grube**

Funding for the planning phase of the Biology Building is now underway. This is a \$32.5 project. “We will have to work extra hard” in the next legislative session to secure funding. “It is our number-one priority.”

Enrollment is over 19,000 for fall semester. Freshmen and transfer student enrollment is up 15%, and retention is up 7% from last year. Retention is at 81-82%. The six-year graduation rate for students beginning in 2002 is 45%. “We expect to see increases in graduation rate, graduate students, and online enrollment.”

**5. Moderator’s Report from Michael Moore (COE), Chair, Senate Executive Committee.**

***Recognition of Dr. Marc Cyr***

Dr. Moore recognized Dr. Marc Cyr for his service as Senate Moderator for the 2007-2009 academic years. Michael Moore noted Dr. Cyr’s “caustic, wry” comments and “mind-bending metaphors” during his tenure as moderator. Dr. Cyr was also thanked by Dr. Grube and

enthusiastically applauded by the audience.

### ***Report on the H1N1 Virus***

Dr. Paul Ferguson (Administrative Director of Health Services) reported on the H1N1 Virus on campus as of 9/22. There have been 1,700 patient visits to the Health Center since the beginning of the semester and 1,000 cases of the flu. The current flu is the H1N1 virus, which affects the college-aged students most. Dr. Ferguson said he expects a 33% “attack rate” of the flu this season, which means approximately 6,000 more students will contract the flu. Two students have been hospitalized for complications associated with the flu (pneumonia). Dr. Ferguson said that students need to get vaccinated (the vaccine is 2-4 weeks away from distribution) and not go to class or work until they are fever free for 24 hours.

Clara Krug (CLASS) asked if students need to stay out seven days or if they’re being told two days after the fever. Dr. Ferguson responded that “they can return to class when they’ve had 24 hours without a fever of 100 or more, without needing Tylenol or Motrin to make that fever go away.” The day they return to class will vary, depending on when the fever subsides and possible secondary infections. [S]tudents coming “into contact with high-risk individuals, like the School of Nursing [students] going into the hospital for clinicals or [into] nursing homes, or a person in the School of Education going into day care, preschool, [and school] environments,” need “to be fever free as well as symptom free for 24 hours before they go back into those environments.” He also noted that these [numbers] are only for students seen at the GSU Health Center, not in clinics or private practices.

Barry Balleck (CLASS) asked how hand sanitizers were being distributed across campus. Dr. Ferguson suggested that anyone wanting sanitizers should contact Francois Song with the Department of Environmental Safety. Dr. Ferguson also noted that hand sanitizers are being made available to students in a variety of locations. Michele Haberland (CLASS) thanked Dr. Ferguson for the health alert portal on WINGS. Further questions should be sent to Dr. Ferguson at [pferguson@georgiasouthern.edu](mailto:pferguson@georgiasouthern.edu),

***No Motions for this meeting.***

### ***Requests for Information:***

[ADP monthly approval form](#) from Jean-Paul Carton on 8/25.

Response: “The Human Resources and Payroll Departments are prepared to answer all questions concerning ADP. They have prepared answers to Frequently Asked Questions on their website at <http://jobs.georgiasouthern.edu/ADP/FAQ.htm>. Because of the large call volume on a wide variety of questions and issues, the ITS help desk is logging and managing all ADP calls. You can contact the IT help desk at x85429.”

[Funding for Condoleezza Rice’s appearance at GSU](#) from Patricia Price on 8/25.

Response from Dr. Teresa Thompson: “Discussion with students and student groups including SGA president, leadership courses, INSPIRE, student leadership consultants, Leadership and Civic Engagement Director's Student Advisory Board. Lecture Series is funded by Student Activity Dollars.

[Mandatory Furlough Formula](#) from Ellen Hendrix on 8/31.

Provost Gary Means responded “1) The number of days (6) and the method of calculation were explicitly prescribed by the BOR. This was not developed by GSU, but we have been directed to implement it. 2) The calculation is [mathematical] simple math. A faculty member with an academic year contract works 195 days, so one furlough day represents 1/195. A twelve-month employee works 260 days, so one furlough day represents 1/260.”

[Faculty Club](#) from David Seaman on 9/2.

Dr. Grube responded: “The possibility was briefly discussed some years ago, but there was never a plan. The University Honors Program is located in the former Alumni House.”

[Faculty Club plan](#) follow-up RFI from David Seaman on 9/3, but no request for information accompanied it, so it was not submitted.

[Calculations for furlough deductions](#) from Michael Pemberton on 9/3.

Dr. Means responded to the request for information: “I thought the question raised by Dr. Pemberton had been answered in the previous response to the furlough RFI, but in the interests of clarification, here is additional information. The days prior to Thanksgiving are actually among the total days of pay as defined by the BOR. This year these days are being used for the system mandated furlough days. We have used these days so that we would not have to disrupt any normally scheduled class days, per BOR guidelines.”

[Student impact of budget cuts](#) from Kathleen Comerford on 9/3 was not in a form that actually requested information, so the Senate Executive Committee declined to send that out.

[Problem with ORP Deductions and Contributions](#) Richard Flynn on 9/14.

Vicki Hodges responded: “Due to our conversion to ADP during the month of August, there have been delays in sending the funds to the ORP Companies, some of the 403b companies and the 457 companies. We have to load electronic files to most of these companies. These electronic files were still in the testing phase with the vendors when the August payroll was finished. ADP and Shared Services Center are working to resolve the problem. We have paid all of the 403b funds except for TIAA CREF. We have not sent the 457 funds to TIAA CREF. The American Century Funds and the TIAA CREF ORP funds should be sent later today. However, it may take a few days for the companies to post these funds.”

Dr Moore asked three questions: 1) Will the lost interest be restored to the employees affected by these delays? 2) Will this problem be fixed in time for the September payroll? And 3) Why weren't employees affected by this mistake informed that there was a problem?

Dr. Ron Core responded: “1) No. The university has been informed by BOR that the funds were deposited within the federal guidelines. 2) We have been told by ADP that it will be fixed in time for the September payroll. 3) There was no prior notification because the university did not know about the problem until we tried to submit the funds. At that point we were told on a daily basis that it would be corrected.”

Dr. Moore responded: “This is the second RFI featuring ADP, and we’ve all heard a great deal about ADP, which comes from the Chancellor, and his business background, and foisted on us in an effort to outsource a number of administrative type functions. ADP is the latest in a long line of costly time-consuming initiatives. . . [F]or those of us with institutional memory, you may

recall that BANNER was three years from when it should even been BETA tested, and we were supposed to use it, with disastrous results, right away. I've talked to people about ADP and cannot see how it will save us anything, but it will cost us money and work hours. Unfortunately, no one seems to be able to tell the emperor that he is not wearing any clothes, unless he reads these minutes, and from my bully-pulpit here, I would like to say that the guy is naked."

Dr. Bruce Grube (President): "[W]e have directly told the Chancellor, and it was a very interesting conversation. Ron Core [ . . . ] two weeks before the August payroll had inquired on two separate occasions of the ADP people as to whether it was set up to do the remittances on retirement as well as 403 and 457 B plans, and he was told, 'no problem.' So, the Friday before Labor Day, when it became apparent that this stuff wasn't getting recorded, I actually got directly in contact with the Chancellor because our Comptroller had gotten a note back from the fellow who is the ADP consultant, which was relatively insulting. It said 'the Feds give us 15-day working days to get this in and we're working on it.' [N]ormally I try to control myself a little bit when I'm talking with Chancellors, but I got so annoyed with the attitude there that I wrote him a couple of paragraphs, but the gist of it was, 'Who does this ADP consultant work for? You or the Feds?' And, interestingly, Erroll Davis wrote back, and he said 'you're right.' He said, 'I can deal with issues, bad attitude is another matter.' So I suspect in time we are going to see some changes in the folks who are handling ADP. The problem is [that] we're knee deep in the big muddly at the moment, and people are working hard to get things done so that the September payroll doesn't experience the same sort of thing. Michael is very right on the issue of the amount of expense and cost that accrues to the campus on these sorts of systems that are put into place. I cannot begin to tell you how hard Kim Thompson Brown and her staff, Wendy Jacobson, and any number of people have worked since last Spring to get all this stuff in place, and folks these are people who've been up here on weekends, they've been working late at night, and to have this sort of thing happen, [is] just absolutely demoralizing, you know, to everybody. And when you lay that on top of starting out the year with mandatory furloughs, it just compounds things."

"[W]e are being characterized by some at the Board office as not being team players. Because between me and Ron Core, the point has been made very very strongly again and again and again that there's just a lot wrong with this. The thing that bothers me the most about systems that are employed by the University System is that when these things are laid out on the table and they're costed out for everybody, never have I ever seen the cost to the campus taken into account and reported as part of the overall cost of the project. [ . . . ] Steve Burrell, who is our Vice President for Information Technology Services and the CIO, has also put the gloves on once or twice with folks, and produced a dashboard report for this campus on ADP, which I transmitted directly to the Chancellor because I realize that people around him are not necessarily giving him the information he needs to hear, as opposed to the information they think he might want to hear. So it's a complex twisted little piece, and right now the sole goal is to do everything we possibly can here, understanding we have very little control, to get the thing to work as best we can the next time around."

Michael Moore (COE) Chair, Senate Executive Committee: "Thank you, Dr. Grube, for further clarifying and, of course, there are two institutions that do not have to have ADP, and you can probably guess which two those were."

[Compensation for campus visit by Dr. Rice](#) from Robert Costomiris on 9/16.

Dr. Teresa Thompson responded: "last year (FY09) we received \$3,260,931 in student activity fee revenue. The Rice fee of \$203,000 was 6% of the collected fees. These dollars are scattered

throughout over 200+ student organizations, scholarships, lectures, and various programming in support of our over 19,000 students.” Further questions should be directed to her.

[Furloughs](#) from Laura Valeri on 9/22.

Response from Dr. Pat Humphrey, with input from Dr. Means: “Yes - the furlough amounts to a pay cut (one-time only, though). The difference between that and a ‘pay cut’ is a cut in base salary (which is not being done). For sake of easy numbers, suppose a person makes \$50,000 per year. With the furlough, their salary this year will effectively be  $50,000 * 189/195 = \$48,461.54$ . Next year, that person will still have the \$50,000 salary. Now, suppose they cut the salary by 3.1%. This means base pay is reduced to \$48,450 for this year. This ALSO becomes your base for future raises. If all went well next year, they, wonder of wonders, give you a 3.1% raise. Your new salary after that raise is \$49,951.95 - you're still out about \$48. It takes a bigger percent raise--in this case, a 3.2% raise--to get back to where you started from, so if cuts are steeper, the additional raise becomes that much more.”

Mary Marwitz (CLASS) asked if ADP funds for TIAA CREF have been submitted, and if so, when.

Dr. Ron Core (VPBF) said yes and Dr. Bruce Grube (President) said that his TIAA CREF 457 plan, which was the last one to go, was credited to his account on the 18<sup>th</sup> and the 403 may have been around the 14<sup>th</sup>, and the retirement may have been slightly earlier.

Mark Welford (COST) asked if we going to be refunded for the loss of the interest.

Dr. Grube (President) responded that TIAA CREF is within the 15-day IRS guidelines for institutions to remit funds, and they aren't going to make up the interest.

Richard Flynn (CLASS): wondered if some of the motive for ADP to keep our money might be so they can earn the interest on it.

Michele Haberland (CLASS) asked a two-part question about furloughs: 1) “Will there be an effort to more evenly distribute that pay cut, as opposed to having it all come in one month, is there any way that we could think about doing that?” 2) Is there a way “that we can achieve more equity between the nine-month faculty and the twelve-month employees with regards to the now ‘temporary pay cut?’”

Bruce Grube (President): “[First, T]his is something that was absolutely prescribed for us. It's nothing that we can determine in the way that you've just described it. Secondly, take three assumptions. We are in the worst recession since the Great Depression. We've been ordered to take furlough days. And the third assumption is how do you take those days so that they generate the most savings to the University as a whole, so that we don't get deeper in the hole and lose jobs. And when you put all those three together, it's almost a non-brainer that [we've] got to take those [days] at a time when you can absolutely just shut the campus down and turn off the utilities.” Dr. Grube also noted that Teresa Thompson has worked with her employees to help them understand that they should save money each pay period to compensate for the furloughs, and that Human Resources has also tried to help people deal with their changes in finances.

Mark Welford (COST) asked what was “going to happen to the people who are not furloughed? Do they have to come into school even though we are going to shut the University down?”

Gary Means (Provost): People who are not furloughed have two options. “Most people will be doing professional development in the Library and HR has already started working on plan to develop a number of courses based on the interests of the individuals. A few people, who would be approved administratively, will be doing special project work in the Library. So basically we will be scheduling everyone that is working inside the campus in the Library. The individuals who are the outside staff [ . . . ] will be engaged in their own training and work on the exterior.”

Michele Haberland (CLASS) asked about the pay cut disparity between the nine-month faculty and the twelve-month faculty, and whether there will be a plan “to make it more equitable as they have done at Georgia State University. “

Gary Means (Provost): It is “a System imposed requirement, so, unless the System changes it, what we will have to do is to follow System requirements and regulations.”

Michele Haberland (CLASS): “Other universities in the System have been able to do that. Georgia State University has higher-paid administrators taking additional days, which is permitted by the BOR’s furlough plan. So that isn’t going to happen? We’re going to allow the faculty to take a 33% greater rate of pay cut, temporary pay cut [ . . . ], than twelve-month administrators.”

Bruce Grube (President): “[F]undamentally, we are in this furlough issue because of Georgia State, who last June decided to eliminate jobs and to lay people off. As far as I can tell from conversations I have had at the Board level, that happened without consultation with the Chancellor, and as a result of that action, the Governor and key legislators noticed what was going on and the issue then became, ‘Chancellor, shouldn’t all the institutions do this?’ Also keep in mind that while this is happening, Georgia State is adding a Division I football team. And so, frankly, I think there’s a great deal of grandstanding going on at that end. I, as well as you, read the President’s note that he would voluntarily take twelve days worth of furlough and would invite others to voluntarily join him. I have no evidence to understand that ever happened. And when you consider the last time I looked at the Georgia State President’s pay, which, by the way, in addition to what you can find on the State Auditors web site, is 100 percent matched by the Foundation at Georgia State, and the highest paid President in the entire University System of Georgia is at Georgia State. So to me it was kind of an empty gesture.”

“Now if you’re asking that question directly of me, here’s my answer to you. My wife, Kathryn, has been a 100 percent uncompensated volunteer for this University for ten-and-a-half years, and I took about a \$25,000 pay cut at the beginning of the year. It never struck me that that would be something that I would necessarily advertise or blow a trumpet about. But the point I really want to make here is [that] nobody likes furloughs. Nobody likes what’s going on with ADP, and you lump that on top of the furlough business, and we’re starting out the academic year on exactly the wrong foot. But I’m not going to, as I said in Convocation, engage in finding somewhere to pin that or talking about particular categories of people on the campus because, think about it for a second, each one of you has been elected to the Senate. You are leaders. There’s not a person in this room who doesn’t make more money than about half of the employees on this campus. Should I therefore insist or permit you to volunteer additional furlough days? I think not. And I’m not going to turn to some of my administrative colleagues and demand that of them. If somebody wants to voluntarily chip in some more furlough days, that’s fine. I figure I’ve got about twenty-six out there now, and another three coming in the spring. So sorry for kind of the preachy thing here, but, believe me, this affects everybody.”

Michael Moore (COE) Chair, Senate Executive Committee, called attention to the disclaimer at the bottom of the RFI form: “This site is for use exclusively by Georgia Southern University faculty, staff, and administrators. Submissions are reviewed by the SEC for relevance to the mission and business of the Faculty Senate. This site is a tool not for debate but solely for information exchange. Redundant and contentious submissions will not be accepted.” Dr. Moore also mentioned that Ginger Malphrus, from the President’s Office, “has worked very, very hard on redoing our forms and making them more accessible to everyone. We did come across a glitch where folks started responding to RFI’s as if they were listserv discussions. We thank them for pointing out that glitch; we won’t make that mistake again.”

**6. Report from Chris Geyerman (CLASS), NCAA Faculty Athletic Representative:** Dr. Geyerman handed out the 2008-2009 GPA Comparison Report and the 2007-2008 Academic Progress Rate Institutional Report. GPA Comparison Report: “[A]s far as men’s sports go, both men and women do slightly better than the general student population in terms of GPA. The men’s football and basketball is a little bit lower than the general population. That’s been the trend every time, but they are coming up a little bit, and hopefully with Coach Young, I [have to] believe we’ll see some changes.” 2007-2008 Academic Progress Report: “[E]ach student-athlete can earn a total of 4 points for a given year. One point each semester for, what do they call it, retention and eligibility. So if any given student-athlete remains academically eligible and is retained, both in the fall and the spring semester, they earn four points. This is a rolling average so some drop off and others come in. The NCAA puts that into a statistical formula [and] they look for a 925, [which] they think that will translate into a graduation rate of about 50 percent.”

**7. Report from Michael Braz (CLASS), SPC Representative:** After finishing the work with the Phase II of the Strategic Plan, the SPC is on hiatus. Jean Bartels will continue serving the committee as chair, and the committee will not be meeting again until October 28<sup>th</sup>.

**8. Report from Trey Denton, Presidential Search Committee Chair**

Report given by Michael Moore (COE) Senate Moderator:

“The search for our next President is proceeding as planned. Today the fourth of our six candidates arrives on campus. The Presidential Search and Screen Committee would like to thank the Faculty Senate for its support in this important process, and for moderating the faculty Q & A Sessions. We would like to thank the Faculty Senate for the excellence turnout at the Q & A Sessions. We apologize for having scheduled them so early, but [we] wanted to insure the greatest number of faculty could attend either late in the afternoon on the second day of each visit or early the next morning on the third day of each visit. Please continue to support the process by attending these sessions, and completing the candidate evaluation forms available on the Presidential Search website. All evaluations must be submitted by Friday, October 2<sup>nd</sup>. The Presidential Search and Screen committee has been asked to submit at least three unranked finalists to the special committee of the Board of Regents by Monday, October 5<sup>th</sup>. So we must proceed with great efficiency after the last candidate departs on October 2<sup>nd</sup>. So you can see the turnaround is very quick. Please direct questions or suggestions to any member of the Presidential Search and Screen Committee or to the PSSC Chair, Dr. Trey Denton.”

Dr. Moore (COE) Senate Moderator added: “I do want to thank all of you who have been able to attend the Q & A Sessions. They have been well attended on the second morning of the candidates visit at 8:00 in the morning, and I appreciate that.”

**9. Unfinished Business – No unfinished business.**

**10. New Business – No new business.**



**11. Announcements: Vice Presidents – No announcements.**

**12. Announcements from the Floor – No announcements.**

**13. Adjournment**

**The next Senate meeting is October 21, 2009, 4-6 p.m., in the Russell Union Ballroom.**

**GEORGIA SOUTHERN UNIVERSITY**  
**Faculty Senate Meeting Minutes**  
**October 21, 2009**  
**4:00 to 6:00 p.m.**  
**University Union Ballroom**

\*\*Questions and clarifications may be directed to the Office of the Faculty Senate  
([fsoffice@georgiasouthern.edu](mailto:fsoffice@georgiasouthern.edu)) or persons identified with each agenda item prior to Senate.\*\*

**2009-2010 Senate Executive Committee:** *Michael Moore (COE) Chair, Senate Executive Committee; Moderator, Faculty Senate; Jim McMillan (CHHS); Ardian Greca (CIT); Richard Flynn (CLASS); Lowell Mooney (COBA); Patricia Humphrey (COST), Senate Librarian; Jim Stephens (JPHCOPH); Fred Smith (LIB); Marilyn Bruce, Senate Liaison from the President's Office; Caren Town (CLASS) Senate Secretary*

**NCAA Faculty Athletic Representative:** *Chris Geyerman (CLASS)*

**Senate Parliamentarian:** *Bob Cook (CIT)*

**Voting Members in Attendance:** *Barry Balleck, Michael Braz, Thomas Buckley, Adam Jonathan Con, Jonathan Copeland, Windy Dees, Robert Fernekes, Richard Flynn, Adrian Greca, Michelle Haberland, Greg Harwood, Ming Fang He, Patricia Humphrey, Bob Jackson, Rebecca Kennerly, Clara Krug, Barbara Mallory, Jim McMillan, Teri Ann Melton, Lowell Mooney, Michael Moore, Kent Dean Murray, (Debra Sinclair for Thomas Noland), Patricia Price, (Dolores Rangel for Theresa Welford), Stephen J. Rossi, (Alison Rushing for Brenda Talley), (Jeff Tysinger for Lisa Schulz), Debra Sinclair, Fred Smith, Jr., Jim Stephens, Stuart Tedders, Caren Town, Laura Valeri, Patricia Walker, Mark Welford, LeVon Wilson, Samantha Young*

**Voting Members Absent:** *Frank Atuahene, Marie Botkin, Jean-Paul Carton, Dena Hale, Sonya Renee Huber, Youakim Al-Kalaani, Jun Liu, Allison Long, Mary Marwitz, Bruce McLean, David Rostal, Donna Saye, Don Stallings, Jim Whitworth, Bill Yang, Wen-Ran Zhang, Xialong Jonathan Zhang*

**Administrative Members in Attendance:** *Bruce Grube, Marilyn Bruce, Steve Burrell, Ron Core, Billy Griffis, Teresa Thompson, Ron Shiffler, Michael Smith, Stephanie Kenney, Amy Heaston, Bede Mitchell*

**Visitors:** *Josh Martin, Justin Little, Timothy Cairney, Candace Griffith*

**1. Approval of the Agenda for the October 21, 2009 Meeting.**

Michael Moore (COE), Senate Moderator, welcomed senators and guests to the second meeting and asked for approval of the agenda. The agenda was approved unanimously.

**2. Approval of the Minutes for the September 23, 2009 Minutes.**

Caren Town (CLASS), Senate Secretary, asked for approval of the [September 23, 2009 Minutes](#). The minutes were approved unanimously.

**3. Librarian's Report.**

Pat Humphrey (COST), Senate Librarian, asked for approval of Librarian's Report of [October 21, 2009](#).

Clara Krug (CLASS) asked what "separate travel from projects" meant in the Faculty Service Committee's report. Stuart Tedders (JPHCOPH) said that the committee decided to allocate \$500 for travel-based projects.

Michelle Haberland (CLASS) asked about the changes in summer stipends and travel reimbursements. She asked about the reasoning for the changes and if summer reimbursements couldn't be made to the last paycheck of the spring rather than the first paycheck in the fall. Fred Smith (Library), Chair of the Faculty Development Committee, said, "This has to do with payments coming during the summer at the end of the fiscal year, and accounting, and we were encouraged to do it that way by the Provost, who I think is just trying to accommodate the financial people. I brought up the idea, too, of paying before the end of the spring, but I just don't think that it would be allowable to pay for an action before it actually took place." Ron Core (Business & Finance) agreed that people can't be reimbursed for actions before they happen. The travel, or whatever is reimbursed, "has to fall between certain parameters so we can get it done before we have to close the books."

The Librarian's Report was passed unanimously.

- a. **Report from Undergraduate Committee: Bob Jackson (COBA)** said that the September meeting was cancelled for lack of business
- b. **Report from Graduate Committee: Bob Fernekes (LIB):** "The Librarian's Report includes the Graduate Committee minutes from the September 10<sup>th</sup> meeting. After approving the agenda, the meeting began with a SharePoint presentation and [a follow-up] demonstration [was] scheduled and completed at the October meeting. Under new business, the committee tabled the MS in Computer Science program proposal, which was subsequently approved in the October meeting. Under old business, the Graduate Committee approved a policy statement for dual-listed new courses, and revised Item 5 on the Curriculum New Course Form to provide further detail how student learning will be assessed. Under the subcommittee reports and updates, *A Vision for Graduate Education* will be on the agenda for the November Graduate Committee meeting for a vote."

Clara Krug (CLASS) asked when the rest of the faculty would have a training session in SharePoint. Michael Moore (COE), Senate Moderator, said that the Faculty Senate will have a demonstration of SharePoint at the November meeting.

#### 4. **President's Report: President Bruce Grube:**

The official ribbon cutting for Centennial Place was held last week. "If you've not had a chance to look in at that residential complex, please do. It is quite something." The ribbon cutting was followed by the Fall General Faculty Meeting.

Official enrollment for Fall 2009 is 19,086 students, up more than 1200 students from the previous fall. About a third of them came as newly-entering students. "One of the

pleasant surprises was the sophomore class is larger this year than it was the previous year and, of course, the meaning of that is simply that retention rates are up again, and we are projecting retention to be at 82%, so both the Fall enrollment and retention rates are at an all-time high for Georgia Southern.” The graduate student population is up “over 300 new students this fall. Finally, the average credit load carried by our students is up very slightly; it’s up 2 hundredths of a point, which may not sound like much, but when you spread it across 19,000 plus students that’s quite a few additional credit hours out there.” Attendance at receptions to recruit new students is up significantly this year.

**5. Report from Michael Moore (COE), Chair, Senate Executive Committee:**

**Motion Requests**

Michael Moore (COE), Senate Moderator, reported on the October 7<sup>th</sup> Motion Request by Clifton Price titled “[Eligibility of Full-time Lecturer and Temporary Faculty to Run for Senate Seats and Other Elected Positions](#).” The motion was: “I move for the Faculty Senate to recognize the eligibility of full-time lecturer and temporary faculty to run for elected faculty positions at Georgia Southern University.” The Senate Executive Committee, meeting on October 15<sup>th</sup>, voted unanimously to send the motion to the Faculty Welfare Committee for its recommendation. Moore sent the following email message to the chair, Sonya Huber:

“At the SEC meeting at 10/15 we voted to send the motion request from Clifton Price to the Faculty Welfare Committee for a recommendation.

I am attaching a document that has any and all references to temporary faculty in Senate business and a pdf of a memo from Dr. Grube from September 2007 clarifying the distinction between non-tenure track faculty and full-time temporary faculty. Muddying the waters is your own recent discussion as reported in our minutes on lecturers and senior lecturers and how this classification may play into the issue. I’ve copied this email to the President, Provost, and Marc Cyr who wrestled with this issue as our previous moderator and may serve you as a resource person.

As if we needed more complications, The BOR created a new website launched on September 21, 2009.” <http://www.usg.edu/policymanual/>.

Moore added, “It looks like a reformatting of the old manual; however, in a profession where sentence parsing is a fine art, you may want to take a look at these new parsings and see if they have any bearing on faculty classifications. We’ll await recommendation from the Faculty Welfare Committee, and after that then we’ll announce the recommendation to the Senate.”

**RFIs**

Moore reported on RFIs:

RFI on September 23<sup>rd</sup> from Jim Braselton on [Eligibility for Unemployment](#). Response from Paul Michaud.

RFI on September 24<sup>th</sup> from Kathleen Comerford on [Timetable for RFI](#)

[responses](#). Moore responded as Senate Moderator and added information in the [Faculty Senate Policies and Procedures](#) about requesting information.

RFI on September 25<sup>th</sup> from David Seaman on the [Faculty Club](#). The Senate Executive Committee responded.

RFI on October 7<sup>th</sup> from Leticia McGrath about [Campus Alerts](#). Response from Georj Lewis.

RFI on October 14<sup>th</sup> from Thomas Noland about [Open Records Requests](#). Moore submitted the RFI to Lee Davis, University Attorney, for a response. The response will be posted.

There will be a brief orientation on SharePoint at the next meeting.

The election for Moderator will be held next month at the next Faculty Senate meeting, and a message containing a description of the role of the moderator and seeking someone interested in being moderator in 2010-2011.

Moore said, “Finally, last meeting I was critical of ADP and spoke unkindly of the unworkable system we are trying to get to work. And although I haven’t been to visit my friendly ADP site in the last three weeks, I received this email before coming to today’s Faculty Senate meeting. ‘For security reasons, your ADP account has been locked. Please contact your administrator for assistance.’ They are out there and they are listening.”

Samantha Young (President, SGA) asked who could run for Senate Moderator, and Moore responded that the candidate must be on the Senate next year.

Pat Humphrey (COST) pointed out that the purpose of having a moderator election in November is so that the new moderator, if the elected and current moderator so choose, can have time to shadow the current moderator and learn the job.

**6. Report from Chris Geyerman (CLASS), NCAA Faculty Athletic Representative:**

Geyerman provided an update for the Senate with regard to the allegation of academic fraud in the basketball program. A contingent from Georgia Southern, led by Dr. [Bruce] Grube, and including Dr. [Ron] Core, Vice President [Lee] Davis, Athletic Director [Sam] Baker; Scott Pierce, Director of Audit and Advisory Services, who also chaired the investigative committee; Keith Roughton, Director of Compliance; and [Geyerman] appeared before the Committee on NCAA Infractions to present the institution’s responses to the basketball situation. “The committee is going to consider our responses and let us know what their decision is in six to eight weeks, which might be twelve weeks, but that’s what they said. When I hear what it’s going to be I’ll report it to the Senate.”

**7. Report from Michael Braz (CLASS), SPC Representative:** “No meetings. Hence, no report. I think our hiatus will be over as of next week.”

**8. Report from Trey Denton, Presidential Search Committee Chair:**

No report.

**Continuation of the Discussion on the Faculty Development Committee's Budget:**

Fred Smith (LIB) said the changes have to do with “some administrative difficulty for summer pay for ten-month faculty.” Amy Heaston (Provost's Office) said they are related to “the fiscal year and when we close out fiscal year and that some of the proposals that have been accepted, when they go through reimbursement.” Fred Smith (LIB) said “the main difference is that we will be able to fund those two summer stipends and summer travel, assuming that the Fall budget doesn't get wiped out, so we're going to have to have a disclaimer that says ‘if we have no budget, you won't be paid,’ but we don't expect *not* to have a budget. But the other thing is that . . . some years ago, there were checks issued during the middle of the summer and something about the accounting system makes it difficult to do that . . . . [T]he only way that we could work this out was to agree to put the extra money into the first check of the new academic year.” Michelle Haberland (CLASS) asked for clarification that the risk of not being funded is very small. Clara Krug (CLASS): “[I]f the money remains in the University accounts during the summer, does it not accrue interest to benefit the University?” Ron Core responded that “it's a complicated issue for how interest is earned by the University. Specific accounts do not earn interest.”

**9. Unfinished Business -- None.**

**10. New Business -- None.**

**11. Announcements: Vice Presidents**

Steve Burrell (Vice President for IT) reported on the campus calendar system and expressed appreciation for the large amount of work that has been done by various people. He also noted “the number, variety, and depth of activities that go on at the University on a daily basis” and encouraged people to work with Christian Flathman and his staff, particularly Marla Bruner, to get events into the campus calendar.

Clara Krug (CLASS) asked who she should contact if there is difficulty getting a response when trying to post items to the calendar. Burrell asked that people bring any problems to his attention.

**12. Announcements from the Floor – No Announcements.**

**13. Adjournment.**

**The next Senate meeting is November 16, 2009, 4-6 p.m., in the Russell Union Ballroom.**

**Faculty Senate Meeting Minutes**  
**November 16, 2009**  
**4:00 to 6:00 p.m.**  
**University Union Ballroom**

**2009-2010 Senate Executive Committee:** *Michael Moore (COE) Chair, Senate Executive Committee and Moderator, Faculty Senate; Jim McMillan (CHHS); Ardian Greca (CIT); Richard Flynn (CLASS); Lowell Mooney (COBA); Patricia Humphrey (COST), Senate Librarian; Jim Stephens (JPHCOPH); Fred Smith (LIB); Marilyn Bruce, Senate Liaison from the President's Office; Caren Town (CLASS) Senate Secretary.*

**NCAA Faculty Athletic Representative:** *Chris Geyerman (CLASS)*

**Senate Parliamentarian:** *Bob Cook (CIT)*

**Voting Members in Attendance:** Frank Autahene, Barry Balleck, Thomas Buckley, Jean-Paul Carton, Adam Jonathan Con, Robert Fernekes, Richard Flynn, Ardian Greca, Michelle Haberland, (Britton McKay for Dena Hale), Greg Harwood, Ming Fang He, Sonya Huber, Patricia Humphrey, Bob Jackson, Youakim Al-Kalaani, Rebecca Kennerly, Clara Krug, Barbara Mallory, James McMillan, Teri Ann Melton, Lowell Mooney, Michael Moore, Kent Murray, (Fred Mynard for Bruce McLean), (Debra Sinclair for Tom Noland), (Delores Rangel for Theresa Welford), Steven Rossi, Fred Smith, Jr., Don Stallings, Brenda Talley, Stuart Tedders, Laura Valeri, (Edward Rushton for Patricia Walker), Mark Welford, Jim Whitworth, LeVon Wilson, Bill Yang, Rob Yarbrough.

**Voting Members Absent:** Marie Botkin, Michael Braz, Jonathan Copeland, Windy Dees, Jun Liu, Allison Long, Mary Marwitz, Patricia Price, David Rostal, Donna Saye, Lisa Schulz, Caren Town, Wen-Ran Zhang, Jonathan Zhang.

**Administrative Members in Attendance:** Bruce Grube, Gary Means, Steve Burrell, Billy Griffis, Theresa Thompson, Marilyn Bruce, Michael Smith, Stephanie Kenney, Amy Heaston, Bret Danilowicz, Bede Mitchell.

**Visitors:** Candace Griffith, Pam Deal, Ron Stalnaker, Cliff Price.

**1. Approval of the Agenda for the November 16, 2009, Meeting:**

Michael Moore (COE) Senate Moderator, welcomed everyone and asked for approval of the agenda. The agenda was approved unanimously.

**2. Approval of the [October 21, 2009, Minutes](#):**

Jim McMillan (CHHS) for Caren Town (CLASS) asked for approval of the minutes. Minutes were approved unanimously.

### **3. Librarian's Report of November 16, 2009:**

Pat Humphrey (COST), Senate Librarian, moved the acceptance the Librarian's Report for November 16<sup>th</sup>, noting that in approving the report, the senate is only accepting the actions of the committees reported therein as true and factual and not necessarily approving any of them. Report accepted.

a. Report from Undergraduate Committee: Bob Jackson (COBA): Numerous course revisions, three new courses, one program revision, ten course deletions, two course revisions tabled. Report accepted.

b. Report from Graduate Committee: Bob Fernekes (LIB): The Librarian's Report includes the Graduate Committee Minutes from the October 8<sup>th</sup> meeting. After approving the agenda the meeting began with a SharePoint demonstration. Under new business, the committee approved course deletions and program revisions from the College of Education and revised admission requirements for the Doctor of Nursing Practice Program. In addition, the committee tabled the course revision submitted by the College of Liberal Arts and Social Sciences, which was subsequently approved in the November meeting. Also, the committee un-tabled and approved the MS in Computer Science Program proposal. Under subcommittee reports and updates, version 8.3 of the Vision for Graduate Education was distributed and briefly explained, and taken up for thorough discussion in the November meeting. A revised Vision Statement will be forthcoming from the committee. The intent is for the Vision Statement to come before the Faculty Senate February meeting.

Clara Krug (CLASS) asked questions about budget issues, approval of courses, and startup date for the MS in Computer Science. Bob Fernekes (LIB) suggested that a representative from CIT (who was not present at the meeting) could answer these questions at a later date.

Ming Fang He (COE) asked about the procedures for developing the Vision for Graduate Education. Richard Flynn (CLASS), who is on the ad hoc committee that is still revising the Vision, replied that the document is now called Principles for Graduate Education and will be shorter than the previous version. The proposal, he said, "went through various levels of vetting." Faculty, administrators and graduate program directors were consulted. Ming Fang He (COE) responded that "every Graduate Faculty member working at Georgia Southern . . . should have a say about this Vision." She also raised questions about budgeting and integrity in online courses and engagement in the various programs. Richard Flynn (CLASS) responded that the revised Vision is going to be presented to the Faculty Senate at the February meeting for full discussion and that budgeting and integrity in online courses will be considered by the ad hoc committee. He also will suggest that the ad hoc committee "poll the faculty more broadly as we're drawing up that document."



Michael Moore (COE), Senate Moderator, commented that the document has been discussed at almost every Senate meeting since last Spring, and the document has been available for all faculty for quite some time. Richard Flynn (CLASS) agreed that the document been available in many different versions, and the committee is preparing “what you would call Version 8.4,” but the committee is waiting to formulate a statement about the importance of supporting Graduate Faculty that was suggested by Charlie Hardy. Ming Fang He (COE) said that “this version is much better than previous versions I [have] seen” and reiterated that the committee should consider involving more faculty when the vision is finalized. Richard Flynn (CLASS) said that each version was posted on the College of Graduate Studies website and that there is a College of Education Representative on the committee (Lisa Schulz), who is on the ad hoc committee. He also said that the committee welcomes comments from faculty and that the process has been “reasonably transparent.”

The Graduate Committee report was accepted.

#### **4. President’s Report: President Bruce Grube:**

##### ***Hala Modellmog***

Hala Modellmog, CLASS’ Alumna of the Year, has been elected Distinguished Alumna of the Year by the American Association for State Colleges and Universities. The award will take place on the 24<sup>th</sup> of November, and once it does then there’ll be publicity and information out. He urged any faculty who happened to have Hala in class, or who knew her, to send her a congratulatory note. Ms. Moddlemog is, he said, “a very altruistic person. She willingly volunteered to be the chair of our capital campaign a few years back. . . and she is currently the CEO of the Susan G. Komen For the Cure®, which is the primary organization that deals with breast cancer, so she’s doing some fantastic things out there.”

##### ***Budget***

The State of Georgia is now withholding another 3 percent, for an 8 percent budget reduction for the year. Grube reports that Georgia Southern has “already planned for that.” A discussion of additional fees for students for the spring semester will be taken up at the Board meeting in November. There “should be no additional effect felt in the departments.”

#### **5. Report from Michael Moore (COE), Chair, Senate Executive Committee:**

Moore noted that this was Dr. Grube’s final Senate meeting. At Dr. Grube’s first Senate meeting on October 4, 1999, he opened the meeting with remarks about the role of the Senate and helping the University reach the next level, and he spoke about the need for an active and vigorous Senate. And then he passed the gavel to then Moderator Robert Warkentin. Moore then quoted from Dr. Grube’s first President’s report:

“Now, I must say that one of the eye opening things for me was when I found out that I was Chair of the Faculty Senate. I have never been on a campus where the President has been Chair of the Senate. But what I was to discover was actually there’s a statutory section that declares that I serve as Chair.... I think as everybody in this room knows, you can go to other universities and campuses within this System and find different models. So, frankly, I think it would be very easy for me to call the meeting to order, thereby presiding, and simply pass the gavel... As I started thinking through the piece on academic distinction, one thing became very clear to me, and that was in order for Georgia Southern to go [to the next level], we need a Senate that is very vigorous and a Senate in which all kinds of substantive debate is going on. We need a Senate that to my mind really is much more in the hands of the faculty than it has been to this point. I really do believe that a vigorous advisory group made up of faculty senators on the campus is absolutely critical to the whole notion that we can move forward to the next level of excellence. So, what I am proposing is this: I propose that the Faculty Senate put together a small task force to report back to all of us on how the Senate might be restructured to operate in a much more independent way while, at the same time, honoring the statutory requirement that has been thrust upon me to serve as Chair....”

Moore commented that “indeed, that was done.”

Dr. Grube said further:

“As you consider what this Senate might look like, you might also consider whether or not we have certain committee structures on the campus that currently run outside of the Senate that we might, for the purposes of discussion, want to consider as committees that might run inside the Senate, or some hybrid thereof.... I would ultimately imagine a Faculty Senate with its own office [Moore commented that that hasn’t happened], with its own clerical support, with the ability to form agendas. You are the major advisory group to the President on this campus. Congratulations.”

Moore said, “In his first report, Dr. Grube recommended that the Senate meeting more frequently, he discussed the importance of the strategic planning and initiated that group, and he also discussed a need for enrollment management and planning – and all of these have been very important to use over the last several years. Some quotes from faculty during that meeting. ‘So how can we improve if we have more students, yet fewer teachers to build a better relationship?’ And, ‘Many faculty are confused about the administration’s message to increase numbers at upper end and graduate level, when these very courses are often canceled to meet freshman needs.’ ‘How does this current practice help the University develop academic distinction?’ So the more things change the more they stay the same. However, on behalf of the Senate Executive Committee, and the Faculty Senate, we would like to offer a small token of our appreciation for your role in shaping the Senate into the body it is today. We wish you well in all your new challenges.”

Moore presented Dr. Grube with a framed “wordle” picture incorporating words involved in the Senate.

## **Motion Requests**

Two motion requests:

[Lecturer and Senior Lecturer Policy](#)

[Ombuds Position for temporary and Non-Tenure Track Faculty](#)

These will be discussed later in the minutes.

## **RFIs**

RFI from Thomas G. Noland on 10/14 on [Open Records Requests](#)

Response from Lee Davis on the new SharePoint Faculty Senate Website.

<https://sharepoint.georgiasouthern.edu/OP/default.aspx>

RFI from Patricia Walker on 10/28 on [Information on legislation concerning ORP](#)

Paul Michaud gave an update on where that is in terms of the legislature and what is likely to occur there.

RFI from Kathleen Comerford on 10/29 on [Faculty Searches](#)

Provost Gary Means responded.

RFI from Kathleen Comerford on 10/30 [Faculty Searches, part II](#)

Means responded in detail.

RFI from Patrick Novotny on 11/11 on [2010 U.S. Census](#)

No response yet.

RFI Russ Toal on 11/11 on [Veteran’s Day](#)

Response from Ron Core.

**6. SharePoint Presentation:** Facilitated by Ronald Stalnaker and Pam Deal.

**7. Election of 2010-2011 Senate Moderator:**

Clara Krug was elected 2010-2011 Senate Moderator.

**8. Report from Chris Geyerman (CLASS), NCAA Faculty Athletic Representative:** No report.

**9. Report from Michael Braz (CLASS), SPC Representative:** Adam Con (CLASS) for Michael Braz. The Strategic Planning Committee met Wednesday, November 11<sup>th</sup>. After approving the August 26<sup>th</sup> minutes, they discussed the upcoming spring semester visits and reports by the Vice Presidents. They also examined the list of questions to be provided each Vice President and streamlined some of the language.

They meeting concluded with a discussion of the SPC focus points for the incoming President. The SPC is particularly interested in Dr. Keel's philosophy regarding strategic planning and his vision of the SPC's purpose and direction, consonant with that philosophy.

**10. Motion Request submitted by Sonya Huber on behalf of Faculty Welfare Committee “Lecturer and Senior Lecturer Policy”:**

Sonya Huber (CLASS) moved that the policy be included in the faculty handbook.

Pat Humphrey (COST) made a friendly amendment to modify the statement, beginning where it cites the BOR Policy Manual 8.3.4.3: “Lecturers and Senior Lecturers who have served full-time for the entire previous academic year have the presumption of re-appointment for the subsequent academic year unless notified in writing to the contrary preferably on the same schedule as tenure-track individuals, or at the latest as follows.” This revision indicates a preference to use the tenure-track timeframe or at least use the BOR timeframe notifications. The friendly amendment was seconded. The amendment passed.

Clara Krug (CLASS) asked about 214.01.04—the appeal of promotion or retention decisions. “If they have access to the Grievance Procedures this is setting up a different procedure for them than for the rest of the faculty at Georgia Southern University.”

Dr. Grube asked the Committee which resource persons were consulted on this motion before it came to the floor. Sonya Huber (CLASS) said the committee started with the previous version of the document from the Senate. The committee consulted with Marc Cyr, Michael Moore and Pat Humphrey. The committee tried to get information to follow-up on the classifications from the BOR and looked at the BOR policies extensively. The committee also submitted a query to Georgia Southern's Legal Affairs office and has not yet received a response.

Bruce Grube (President) suggested that Amy Heaston, the Provost, Lee Davis, the University's attorney, and perhaps one or two other people be included in the discussion.

Clara Krug (CLASS) asked if the intention was to include lecturers in Faculty Grievance Procedures.

Sonya Huber (CLASS) said that the committee decided that since lecturers are included in the corps of instruction, they have the rights and resources available to those members of the corps of instruction. Lecturers thus have access to Grievance Procedures, which are defined in the Georgia Southern University *Faculty Handbook* Section 220.02. Considerable discussion followed on Faculty Grievance Procedures.

Barry Balleck (CLASS) moved to table the motion, until the Senate could get further clarification on several points of discussion. Motion to table was seconded and passed.

## **11: Motion Request submitted by Sonya Huber on behalf of Faculty Welfare Committee:**

### [“Ombuds Position for temporary and Non-Tenure Track Faculty.”](#)

Sonya Huber (CLASS): The second motion has a typo in the title; it should read “Ombudsman Position for Temporary and Non-Tenure Track Faculty.” Huber moved that:

“The Faculty Senate create an Ombudsman position to be filled by a tenured faculty member to act as an advocate for the concerns raised by temporary and non-tenure-track faculty. The Ombudsman will be appointed by the SEC for a two-year term. The Ombudsman will report to the SEC and give a brief report at Senate Meetings. The Ombudsman and SEC may determine to conduct further business before the Senate.”

Clara Krug (CLASS): “I would like to speak in favor of this motion, as former chair of the Faculty Grievance Committee for a number of years. It is true that temporary and non-tenure track faculty are not able to come to the Faculty Grievance Committee. There was a case, when a previous Provost was Provost, where a temporary faculty member had not had a renewal of his/her contract, and he/she came to the Grievance Committee and we found out at that time that because that contract had not been renewed, he/she had no status at the University and therefore could not participate in the Grievance Procedures. That person did not know about it. If there had been an ombudsperson we might have been able to let the person know a little bit differently if the people had known in advance we might have been able to figure something out.”

Pat Humphrey (COST) asked what the requirements for being appointed to this position would be. “Do they have to be a Senator? Could they be anyone? You’re talking about appointing someone for a two-year term.”

Sonya Huber (CLASS) said the committee wanted a tenured-faculty member, either a Senator or a non-Senator. This person would be appointed by the SEC, and the SEC would be charged with evaluating qualifications.

Richard Flynn (CLASS) wondered whether or not this motion is consistent with the *Bylaws of the Faculty Senate*.

Bob Cook (CIT) Parliamentarian: “The Faculty Senate has the ability to appoint an ad hoc committee at any time; this would basically a committee of one, but I don’t think the intention of that was that it would be an in-perpetuity kind of committee. It appoints individuals with responsibilities like the Librarian, for example, so I agree with Richard that if the Senate is going to be appointing someone then it would either be added as a responsibility position and then decided whether [the person be from] the Senate

Executive Committee or the Senate labeled as with the other people. That makes the motion out of order because you can't pass something that wouldn't have any effect."

Cook continued, "There's an Article III on Officers, and I think if you're going to have an Ombudsman for a substantial number of people that it would be sort of a cachet to have it be an officer. And that being the case, it would go either before or after Section 6 and 7, which are the duties of the Senate Secretary and the duties of the Senate Librarian. And then it has an (a) and a (b) and appointment and basically all the work that you've already done would just be turned into one of those sections. And then we would have a reading of it and then vote on it at the next meeting after the reading."

Michael Moore (COE), Senate Moderator, noted that it requires a two-thirds vote of the Senate.

Pat Humphrey (COST) said that "this position looks like it could possibly a very heavy time-sink and I think you should consider that in terms of drafting some appropriate potential remuneration, because otherwise how is the SEC ever going to get somebody to agree to take it?"

Sonya Huber (CLASS) said the committee thought it might be possible to arrange for a course release, and she agreed that it might be better as a one-year position.

Fred Smith (LIB): "In the SEC's discussion Caren Town suggested that perhaps another tack to take would be to see if these positions could have a seat on the Welfare Committee itself."

Michelle Haberland (CLASS) added that "The American Association of University Professors has been working very hard on this particular issue over the last seven months or so, and if we were to give or allocate a position or make some sort of officer position for temporary faculty I think we would be much more in line with where the AAUP is going and what they have already done. That's something we should consider here at Georgia Southern University."

Bob Cook (CIT) Parliamentarian: Another option would be to have this person have a seat on the Faculty Senate, but Sonya Huber (CLASS) said that the committee "thought that opened the can of worms of then having Senators representing specific classes of faculty which might make things really complicated."

Michael Moore (COE) Senate Moderator congratulated Clara Krug as the next Senate Moderator and thanked all three of the candidates. "This is the first time we've had an election in some time and I think that speaks for a healthy senate."

## 12. Discussion Item: [Academic Calendar](#)

Pat Humphrey (COST): “The Board of Regents has changed the earliest start date/latest end date, so there actually is some leeway in terms of scheduling semesters. There’s a potential to get rid of the old Monday/Wednesday afternoon hour-and-fifteen minute classes and make Monday/Wednesday/Friday 50 minute classes. There’s also a potential for a Maymester idea, a three-week mini semester, which, as Mike Deal indicated to us, was primarily intended for things like short-term study. [The committee asked her to bring] “this to the SEC and the Senate itself to get some input before the Calendar Committee reconvenes . . . this Thursday. . . . I don’t know what our agenda is for Thursday’s meeting. I believe it’s probably just further discussion based on what kind of input and feedback we’ve gotten. I do know that the *George-Anne*, in an article last week, said that a final decision wouldn’t be made until sometime in the spring semester.”

Bruce Grube (President) noted that whatever is decided must go through the Enrollment Management Council. Enrollment management “is a very intricate process and it seems like we zero in on some things without realizing that you have tails off into lots of other parts of the University and into how we manage credit hours and class schedules.”

Michelle Haberland (CLASS) said that faculty in the college she represents are in favor of keeping as many hour-and-fifteen sessions or classes as possible.

Mark Welford (COST) said it was important to keep Monday/Wednesday classes, as many students miss class on Fridays in Monday/Wednesday/Friday classes.

Kent Murray (CLASS) said quite a few of his colleagues also support the Monday/Wednesday hour-and-fifteen minute classes, and he indicated that the university also needs Fridays to have meetings, without having some scheduled meeting times that conflict with classes.

Clara Krug (CLASS) asked whether the faculty would “be forced to adopt the Monday/Wednesday/Friday afternoon classes because of the surge in enrollment and the lack of classrooms available to meet student needs if we don’t use the Monday/Wednesday/Friday afternoons?”

Gary Means (Provost) said: “In our process at looking at options we’re really trying to look at a number of venues and what the impact would be. Certainly as we look out, and again, this calendar is for next year’s calendar. We are two years out and beyond, and so the notion of classroom space may well be an issue for us, so that was one of the reasons we were trying to look at some other options of freeing up some classroom space, and moving into some of the time on Friday afternoon to at least pick up some other classes. Also the issue of evening classes [is included in] that too, but it is part of what I think we’re going to have to be

looking at.” He added that the committee is “probably a couple of months away from anything coming up.”

**13. No Unfinished Business.**

**14. No New Business.**

**15. No Announcements: Vice Presidents.**

**16. Announcements from the Floor:**

Cliffton Price (CLASS) announced that the Georgia Southern University Chapter of AAUP was reactivated a couple of months ago. They’ve already had two meetings. The next scheduled meeting is Friday, December 4<sup>th</sup>, at 4:00 in Room 227 of the Carroll Building. For more information, contact Cliffton Price at [clifftonprice@georgiasouthern.edu](mailto:clifftonprice@georgiasouthern.edu).

**17. Adjournment**

**\*\*The next Senate meeting is February 15, 2010 in the Russell Union Ballroom.**