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January 22, 2018 Armstrong Campus, Georgia Southern University Faculty Senate Minutes

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Armstrong Campus, Georgia Southern University
Faculty Senate Meeting
Minutes for January 22, 2018
Student Union, Ballroom A, 3:00 p.m.

- I. Pre-Senate Working Session (3:00–3:30 p.m.)
- II. Call to Order by Senate President David Bringman at 3:32pm (Appendix A)
- III. Senate Action
 - A. Approval of Minutes from [November 27, 2017](#) Faculty Senate Meeting (cannot approve due to less than quorum)
 - B. Brief Remarks from Dr. Chris Curtis, Interim Provost and Vice-President of Academic Affairs: I appreciate you being here. I know leading curriculum review last semester was a big effort. I'm going to ask for your leadership again this semester. We are now ready to get back to a sense of normalcy and there is still work to be done. Last semester we drafted a plan, but we are still working on the processes. Our mission remains the same. We have a lot in front of us. Tenure and promotion, implementation of One USG, and more. If we work cooperatively, we can make it easier as we go along. Our goal in coming back in the fall, is that there will be a sense of normalcy and certainty moving forward. We will continue to lose good people. We will continue to grapple with issues like curriculum and tenure and promotion. We need to do so in a positive manner. Negativity is very contagious and we need to guard against it. Particularly we need to be positive to our community – our community of students and the community outside the university. There are people in the community that think we are closed. Marketing will do its part, but at the end of the day, Armstrong has always been a community-driven entity. It's the people we know and interact with. They need to know that we are still committed to high quality academic instruction. I ask you and ask you to take back that message to the faculty.

Comment from senator: We want to remain positive, but we are having problems doing that because of daily changes, a website with broken links, a difficult time getting answers because people have left their positions. In order to demonstrate things are working smoothly, how do we deal with these changes, how do we find new policies, how do we get answers?

Response; It's not an easy ask. We are working on internal communication. I have put together a campus leadership team made of reps from different units. That word should be coming out through the divisional and dept pipeline. We'll also look at scheduling some drop in open houses for everyone to come in. I'm glad to come in and speak to your department if needed. We will try to coordinate some forums to get information out. Some of this information will change, but that's how we've been operating. That said, don't sit silent. If things aren't working, ask a question. Very few people on any of our campuses has experience with building a multi-campus university.

Comment from senator: Several programs are coming up for accreditation review this spring. We have broken links of information that we provided in our self-studies. Our site visitors were sent these links and they will discover the links are now broken. This tells the site visitors that students cannot access this information. If I find links to policies and procedures and other information, what should I do?
Response: Send that information to me. We are in a weird position with our website. Big Bang, February 19th is when they will integrate the technology systems. We have a work group meeting Wednesday. It's a big issue for admissions, for students. For students applying now, they still have to go through the Armstrong admissions portal. If you have links that are vital to your department/program's function, let me know and I will get it to the appropriate people.

Senate President Bringman announces: Dr. Hebert is here for a few brief remarks before getting on the road:

University President Dr. Hebert: I apologize for being late. I was on a conference call talking about IT issues. I want to reiterate how critical faculty governance is. What you take care of for us is our most important mission, if not our only mission. Of all these troubles we are going through – IT, logistical challenges – the one thing that has stayed consistently important is to continue being a quality institution for our students. Thank you for that. I'm happy to answer questions. I wish I had every answer right now.

Question from Senator: Can you tell us about the faculty salary survey?

Response: There is no doubt there are inequities, among faculty, staff, and administrators. We had to make a decision at a point about how to do the transition. The decision that was made was to keep people at their current salaries right now through the transition. Was that fair? Folks have more duties, with the same salary. If we start doing one off fixes, though, we will create problems. I want to conduct a comprehensive salary survey of our faculty and staff using an external consultant. We'll then prioritize and lay out a plan – will likely be a multi-year plan.

Question: When will this start?

Response; Rebecca Carroll in HR and I will meet next week and talk about HR initiatives, including the salary study.

Question: With regard to the Dominos event, there was apparently conflict between Statesboro and Savannah students on social media over this, with Statesboro students calling our students "whiny" because of expressing concern about the lack of an immediate blast. What is being done to promote cohesion among our students.

Response: That is the first I've heard of it, but I can say that Statesboro students should not have called Savannah students whiny. We should have sent an alert and they can call me "whiny" if they like.

C. Old Business

1. Consolidation Updates

i. Tenure and Promotion:

Senate President Bringman: policies will be developed beginning at the dept and college level. We can't hurt folks who are in the pipeline. On tenure and promotion, we passed bills for pay raises in this senate, but we are unsure what the new plan is for salary bumps for promotion. Can you advise about this, Dr. Curtis, or find out and report back?

Dr. Curtis: We are compiling the USG recommendations. I don't know off-hand, but will look into it.

ii. Salary Study:

Senate President Bringman: We got an update on this from Dr. Hebert. I'm sure PBF will continue to stay on this.

Comment from Dr. Curtis: It's important to message to the rest of campus, particularly those affected by this inequity – department heads, program directors. We argued that students should be able to access administrators on both campuses. The correlary was that faculty would not have to teach on both campuses. However, this increases the burden on dept heads and deans, who are now managing students and faculty on both campuses. None of those individuals are getting a pay raise. This is likely a group that we are at risk of losing. They can go on the market, or go back to faculty status. I think this plan for students is a good thing, Are we going to lose people in this process? Probably. If we bring in new hires, though, they will know what to expect.

iii. Parking and other Fees:

Question from Senator: Do we have in writing what we will be paying?

Response; No

Question: Can we ask that our staff and part-timers can pay a pro-rated parking fee?

Response from Dr. Curtis: I can take it to business and finance, but we are the only place where we don't pay for parking. At other universities in USG, faculty and staff – including part-timers pay.

Comment from Senate President Bringman: our students have \$100 on their WEPA card for this semester for printing. Some of them probably don't know this. That is to create equity between our students and Statesboro students.

Question: In the past, our students have paid extra for online courses. Is that still the case?

Response from Dr. Curtis: Online course differentials are going away system wide. That's not consolidation related. The emphasis from the Chancellor is college affordability. That said, we are looking at this, in terms of where this money has been going in the past and ways we've used this money effectively.

Question: Will online and face-to-face be the same cost per credit hour?

Response by Dr. Brooks: Yes. Also, when we set the cost for online courses, we set the same rate for in-state and out-of-state. That was also probably problematic.

Question: I heard students will now be paying 20 dollars per test because they will now have to pay for proctoring. At Statesboro, they have graduate students to proctor, and our testing services will no longer be providing free exam proctoring.

Comment: We now have graduate assistants in the math department. They may have been only deployed on the Statesboro campus, but now they may need to provide that service on both campuses. That is something that will need to be discussed in departments. Also, our model was student friendly, but testing services always operated on a shoe-string budget.

Comment from Dr. Brooks: that money came from the online differential for proctoring for online courses.

iv. New Faculty Senate:

Senate President Bringman: We passed a partial vote. We still need to have a faculty-wide vote. Statesboro campus senate will be voting on this in February.

a. Recommendations for Allotment of Senate Seats:

Senate President Bringman: please review this policy in your departments and bring suggestions for determining allotment. I

don't know if Statesboro will stick with the plan we drafted because they thought it was too much in our favor. We also need to identify senators to move onto the new senate.

Comment: There has been discussion about committee representation from the campuses needing to be equal, for example on search committees. I think it's ironic then that in the senate, the allotment that has been proposed would be so unequal, so I would encourage us to revisit the procedure for allotting seats and come back with some alternatives. There was a document sent out last semester with how this proposal would look in terms of senate seats from each college, from each campus. If that could be sent out again for discussion, that would be great.

Response from Senate President Bringman: I can send that out again.

b. Full Faculty Vote on Bylaws: Discussed above

c. Spring Semester Objectives and Plan for Armstrong Faculty Senate: Discussed above

v. Other Consolidation Updates:

Senate President Bringman: Your new Georgia Southern emails are working. If you are putting in IT requests from the website, those responses are going to your new email.

Comment: There is a sign up over at IT that they have moved. They are only at the student Hub.

Response from Dr. Curtis: Each building has their own on-site IT person.

2. Administrative Position Updates: Does anyone have an update on the Provost search?

Response from Amy Heaston: There is an offer out. We hope to bring that person in to start in late Spring.

3. Old Business from the Floor: None

D. New Business

1. Campus Representation on University Committees:

Senate President Bringman: the equal representation mandate is gone.

There are still some areas that want equal representation. Faculty have to be

the watchdogs. If a search needs equal representation, you need to be the squeaky wheel.

Dr. Curtis: We know that we were feeling it. The burden fell disproportionately on our campus. We want our interests represented, but we don't necessarily need an equal count.

2. Savannah – Statesboro Travel:

Senate President Bringman: If you are doing travel related to the consolidation, please speak to your dept heads. There is a special project line that needs to be added in terms of reimbursement requests.

3. Armstrong Campus Facilities:

Senate President Bringman to Dr. Curtis: Who is our contact for facilities?

Response from Dr. Curtis: Tim Stillwell is working with Katie. He is the contact for this campus.

4. Committee Membership and Reports

i. University Curriculum Committee: No report

ii. Governance Committee: No report

iii. Academic Standards: No report

iv. Education Technology: No report

v. Faculty Welfare: No report

vi. Planning, Budget, and Facilities: Dr. MacGowan: We met in December to go over our current duties and to discuss membership. That will be difficult, because a lot of our members are administrators, ex-officio members and a lot of the people in those positions have changed. I did reach out to two possible members in Statesboro and I only heard back from one. We will be putting up a formal bill to our senate for parking pro-rated cost for our part-timers and staff. We discussed custodial upkeep since Katie took her new position. It has been going downhill.

Comment from Dr. Bringman: speaking of committee membership, all of our senate committees will have equal membership across campuses.

vii. Student Success: No report

5. New Business from the Floor

Question: When we get back from Spring Break, we will be advising for fall. Having worked on the curriculum part, I know course numbers have changed. Is there a way we can look at a cross-listed document that shows old course numbers and new course numbers?

Response from Dr. Winterhalter: We've been talking in academic affairs council to create a cross-walk and that will need to be publicized and put up on a website perhaps. We also need to get the word out about the new core.

Response from Dr. Curtis: We are setting up training sessions for disseminating this information as well.

Question: Academic standards handled some appeals last semester. Will academic appeals be the same in the future?

Response from Dr. Curtis: We'll have to look into this and see what the OWG that handled this recommended.

Question: If students take an e-Core class, those have transferred in to GSU, will they transfer in the same way for us?

Response from Dr. Curtis: as long as the student successfully completed the e-Course class, it should be honored. The guidance is to do no harm to the students in the consolidation transition.

Question: Will course substitutions still have to be signed by Deans, perhaps on the other campus?

Response: We are hoping to do that electronically.

Question: Can you provide an update on the T&P timeline for those in the pipeline for this year review?

Response: I have those binders for review and hope to complete review and pass those on to Dr. Hebert in the next couple of weeks or so.

Question: Foundation accounts - What happens to those for specific programs?

Response: Program accounts should stay with the program at large. Those directed to Armstrong campus will stay here.

Question: First Year Experience. Statesboro seeks volunteers to assist with that program, while we have paid students for that. How will we handle this moving forward?

Response from Dr. Curtis; I will have to look into this.

E. Senate Information and Announcements

1. Send Committee Meeting Dates and Minutes to faculty.senate@armstrong.edu
2. Send Changes in Committee Membership, Chairs and Senate Liaisons to governance.senate@armstrong.edu and faculty.senate@armstrong.edu
3. Announcements (from the floor): None

IV. Adjournment at 4:45pm

V. Minutes completed by:

Wendy Wolfe

Faculty Senate Secretary, 2017-2018

Appendix

A. Attendance Sheet

Appendix A

Faculty Senators and Alternates for Spring, 2018 (Senate Meeting 1/22/18)

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