

Georgia Southern University
Intracampus Memo
Office of the President

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See Dr. Cone's
memo attached.
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as you wish.

Back to Rob
Pirro

TO: Dr. Rob Pirro, Chair, Senate Executive Committee

FROM: Jaimie Hebert, Ph.D., President

DATE: February 12, 2018

SUBJECT: February 7, 2018, Faculty Senate Recommendation: Motion to follow existing university policies and procedures during the development of new, consolidated faculty governance documents

Following review of the recommendation adopted by the Faculty Senate at the February 7, 2018, Faculty Senate meeting, as provided in your memo of February 8, 2018, I do not approve the motion below presented to the Senate.

It is not clear, first of all, which institution's existing policies are to be followed. Secondly, any delay in drafting the policies for the consolidated institution impedes the ability of colleges and departments to finalize their policies which disadvantages faculty in the longer term.

Motion:

We move that President Hebert direct all administrative officers and faculty (as they are defined in section 3.2.1 of the BOR policy manual) to continue to follow pre-consolidation written policies outlined in Department/Unit Handbooks, College Bylaws, and Faculty Handbooks for Georgia Southern University and Armstrong State University unless and until new written policies have been approved through strict adherence to all written policies that existed before December 12, 2017 on all campuses. Any committee, policy, procedure, requirement, or other act of shared governance (as defined in section 109.01 of the GSU faculty handbook) for the new consolidated Georgia Southern University must be crafted by strictly adhering to the policies existing at Georgia Southern University and Armstrong State University prior to December 12, 2017.

Administrative officers responsible for the formation of all college and university level committees formed since Dec 12, 2017 must document in writing the processes by which pre-consolidation policies have been followed (Faculty Handbook and College Bylaws) before they can proceed with any additional meetings, work, etc. This documentation should provide a clear and concise list of all committees that have been formed, each annotated with a brief narrative describing the required rules, policies, and/or processes that were followed. If an administrative officer or the Senate Executive Committee finds that existing policies were not followed, those committees should be dissolved and administrative officers should then re-constitute them by following said policies.

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If the case arises wherein an administrative officer or faculty member identifies a conflict between a pre-consolidation written policy on one campus relative to another (e.g. an Armstrong policy specifies a policy or procedure that is substantively different from a Georgia Southern policy that could impact equitable shared

governance), the administrative officer or faculty member responsible shall immediately 1) first seek to rectify the conflict utilizing relevant processes of shared governance outlined in the faculty handbook and/ or college bylaws and 2) if it cannot be resolved, seek guidance from the Provost who then will seek input from the Senate Faculty Welfare Committee, before making any new policy.

Co-Signers: Jonathan Hilpert, Rob Yarbrough, Mark Welford, Ted Brimeyer, Michelle Haberland, Michael Moore

Rationale:

We believe the passage of this motion will help ensure that shared governance continues to be a hallmark of the new university, both during and after the transition period.

c: Diana Cone
Candace Griffith
Meca Williams-Johnson