

**COMMITTEE NAME:** EXECUTIVE COMMITTEE OF UNIVERSITY SENATE (ECUS) WITH STANDING COMMITTEE CHAIRS (SCC)

**MEETING DATE & TIME:** FRIDAY, JANUARY 10, 2020, 3:30-4:45 P.M.

**MEETING LOCATION:** PARKS HALL 301

**ATTENDANCE:**

<b>MEMBERS</b>		<b>“P” denotes Present, “A” denotes Absent, “R” denotes Regrets</b>
<b>P</b>	Alex Blazer (CoAS, ECUS Chair Emeritus and Secretary)	
<b>P</b>	Hauke Busch (CoAS, ECUS Vice-Chair)	
<b>R</b>	Steve Dorman (University President)	
<b>P</b>	Jeff Dowdy (Library, ECUS Member)	
<b>R</b>	Catherine Fowler (CoHS, ECUS Member)	
<b>P</b>	David Johnson (CoAS, ECUS Chair)	
<b>P</b>	Lyndall Muschell (CoE, ECUS Member)	
<b>P</b>	Costas Spirou (Provost)	
<b>P</b>	John Swinton (CoB, ECUS Member)	
<b>P</b>	Nicole DeClouette (APC Chair)	
<b>R</b>	Matt Forrest (FAPC Chair)	
<b>R</b>	Sabrina Hom (RPIPC Chair)	
<b>P</b>	Angela Criscoe (SAPC Chair)	
<b>GUESTS</b>		
	Rodica Cazacu, RPIPC Vice-Chair	

**Legend**

*Italicized text denotes information from a previous meeting.*

\*Denotes new discussion on old business.

**Highlighted text denotes follow-up.**

**Bold text denotes action or recommendation.**

**I. Call to Order:** The meeting was called to order at 3:30 pm by David Johnson (Chair).

**II. Approval of Agenda:** A **Motion** to approve the agenda was made and seconded. **The agenda was approved as circulated.**

**III. Approval of Minutes:** A draft of the 1 Nov 2019 minutes of the Executive Committee with Standing Committee Chairs had been circulated to the meeting attendees via email. A **Motion** to approve the minutes was made and seconded. **The minutes were approved.**

**IV. Reports**

**University President — President Dorman**

1. As President Dorman had extended *Regrets* and was unable to attend this meeting, there was no President’s Report.

## University Provost — Provost Spirou

### 1. General Education

- a. The USG *General Education Implementation Group* met on December 17th.
- b. President Dorman and Dr. David de Posada, Professor of Spanish and French, Department of World Languages and Cultures serve on the Committee, representing Georgia College.
- c. The committee has identified a set of learning domains that are integral parts of the general education experience and are seeking feedback on these domains - whether there is agreement that together they span the breadth general education; whether there is something fundamental that is currently not mentioned; and which are the most fundamental of these domains most appropriately delivered as learning experiences.
- d. Please provide feedback at [https://www.usg.edu/redesigned\\_general\\_education](https://www.usg.edu/redesigned_general_education)

### 2. Undergraduate Research Journal

- a. Georgia College will be launching a national journal of undergraduate research that will accept student submissions. It will be titled *Undergraduate Research*. A Call for an Editor went out in late December.
- b. The editor will be a Georgia College faculty member. This editor will work with MURACE, the Office of Transformative Learning Experiences, and a national editorial board to help shape and craft the direction of this new journal. Duties include: Soliciting, receiving, and processing new contributions to the journal through the peer review process; Working with MURACE and the Editorial board to establish the journal's publishing policies; Working to establish all aspects of the journal (cover design, composition, etc); Providing input on all aspects of submissions from initial vetting of manuscripts to article selections for each issue; Establish pool of reviewers as necessary, in terms of size, topic specialty; Acting as spokesperson for Undergraduate Research; Developing and maintaining beneficial links with other journals and associated organizations
- c. The Editor will not be responsible for layout of the journal nor will this person be expected to host events during the academic year (other than potentially a launch party).
- d. The editorial board includes Dr. Eddie Watson (AAC&U), Dr. Jill Kinzie (co-author of *Student Success in College*, Indiana University), Dr. Amy Buddie (Director of 2019 NCUR), and many other experts in the field of Undergraduate Research.
- e. For more information please contact Dr. Jordan Cofer.

### 3. Music Therapy and Music Department

- a. As a result of the deactivation of the Masters in Art Therapy program in Fall 2019, discussions began in the COHS about the possibility of the Music Therapy program and faculty joining the Department of Music in the College of Arts and Sciences.
- b. There is a long history of collaboration between the two units. Nearly fifty percent of the curriculum in music therapy (COHS) is supported by courses offered by the faculty in music (COAS). The faculty in the Music Department are also responsible for student auditions which are an admission requirement into the

music therapy program. Additionally, over the years, the music faculty have been working closely with the music therapy faculty to secure NASM (National Association of Schools of Music) accreditation. All Georgia College music programs are accredited by NASM.

- c. On July 1, 2020 the music therapy faculty and programs will join the music faculty and programs in the College of Arts and Sciences. This will contribute to strengthening existing synergies and furthering the academic excellence of the Georgia College programs in music.
4. **Honors College Dean Search**
  - a. A Search for a Dean of the College is currently underway.
  - b. The first meeting of the committee was on January 6.
  - c. Dr. Sheri Noviello is serving as the chair of the Search Committee. Members of the committee include Dr. Bob Sumowski, Dr. Christopher Clark, Anna Whiteside, Dr. Ashley Taylor, Dr. Dana Gorzelany-Mostak, Julian Lopez, Dr. Doris Moody, Dr. Aran MacKinnon,
5. **Associate Provost and Director of the Graduate School Search**
  - a. A Search for the Associate Provost is currently underway.
  - b. Search committee members include Kay Anderson, Dr. Desha Williams, Jehan Eljourbagy, Dr. Marcela Chiorescu, Parris Story, and Dr. Sheryl Winn. Dr. David Johnson is the University Senate representative on the search committee and Dr. Mark Pelton is serving as chair.
  - c. Applications were received through December 15<sup>th</sup>. The search committee is now reviewing the applications and will meet on January 9<sup>th</sup> to select semi-finalists for Skype interviews. On-campus interviews will be scheduled for the first two weeks in February in order to conclude the search by February 20<sup>th</sup>.
6. **College of Business Dean Search**
  - a. Following a six-month search that was supported by Witt Kieffer, the Office of the Provost announced on January 2 the next Dean of the College of Business.
  - b. Dr. Michael Stratton, University of North Carolina-Asheville will begin his tenure at Georgia College on July 1.
7. **Executive Director of the Andalusia Institute Search**
  - a. Dr. Irene Burgess will begin her work as Executive Director of the Andalusia Institute at the end of January.
  - b. Previously, Dr. Burgess served as Executive Director of the Pennsylvania Consortium for the Liberal Arts (PCLA). She has held numerous positions in academic affairs including Provost and Dean, Associate Dean and as a faculty member in English Literature.
  - c. Dr. Eric Tenbus served as Chair of the Search Committee. Members included Dr. Matthew Pangborn, Monica Delisa, and Matt Davis.
8. **Summer Research Grants**
  - a. The Office of Academic Affairs will be supporting the following faculty as part of the 2020 Georgia College Faculty Scholarship Support Program. The program will provide our colleagues with the opportunity to focus on disseminating their research, artistic work and/or teaching and learning scholarship in a peer-reviewed publication and/or juried context.
  - b. Award Recipients:

- i. Dr. Jennifer Goldsberry, Assistant Professor of Nursing, College of Health Sciences
- ii. Dr. Katie Simon, Assistant Professor of English, College of Arts and Sciences
- iii. Ms. Sandra Trujillo, Professor of Art, College of Arts and Sciences
- iv. Dr. Mary Magoulick, Professor of English, College of Arts and Sciences
- v. Dr. Huaiyu Wang, Professor of Philosophy, College of Arts and Sciences

**9. Curriculum Update from the USG**

**a. Certificates:**

- i. Addition of a Certificate in Documentary Studies (CERO) to be offered by the Department of Communications, College of Arts & Sciences.
- ii. Addition of a Certificate in Nonprofit Leadership (CERG) to be offered by the Department of Government and Sociology, College of Arts & Sciences.
- iii. Deactivation of the Certificate in Latin American Studies (CERO).
- iv. Deactivation of the Certificate in European Union Studies (CERO).

**b. Major/ Concentrations:**

- i. Addition of the Concentration in Global Studies to be offered in the B.A. in Liberal Studies offered by the Department of Philosophy, Religion, and Liberal Studies, College of Arts & Sciences.
- ii. Addition of the Concentration in Data Analytics in Information Systems to be offered in the BBA – Management Information Systems Major offered by the Department of Information Systems and Computer Science, College of Business.
- iii. Deactivation of the Concentration in Third World Studies currently offered in the B.A. in Liberal Studies - by the Department of Philosophy, Religion, and Liberal Studies, College of Arts & Sciences.

**c. Major Programs:**

- i. Deactivation of the Masters of Arts (MA) – Major: Art Therapy
- ii. Deactivation of the RN to Bachelor of Science in Nursing (BSNC)
- iii. Deactivation of the Bachelor of Arts (BA) –Major: Economics

**10. The 2020 GC Journeys/MURACE Undergraduate Research Mini-Grant award winners:**

- a. Department of Chemistry, Physics and Astronomy
- b. Department of Communication
- c. Department of Government & Sociology
- d. Department of Music
- e. School of Health & Human Performance x2
- f. Department of History & Geography
- g. Department of Biological and Environmental Sciences
- h. Department of English
- i. Department of Psychological Science

**11. Professional Leave**

- a. The purpose of professional leave is to refresh and reinvigorate tenured faculty members; to improve, through appropriate activity, the academic qualifications and teaching competence of the faculty; to encourage productive scholarly

research; and to stimulate contributions of high caliber in the future that will enhance the stature of both the individual and the University. Congratulations to the following:

- |                        |             |  |
|------------------------|-------------|--|
| i. Valerie Aranda      | Fall 2020   | Art                                    |
| ii. Sandra Trujillo    | Spring 2021 | Art                                    |
| iii. Gretchen Ionta    | Spring 2021 | Biological & Environmental Sciences    |
| iv. Andrei Barkovskii  | Spring 2021 | Biological & Environmental Sciences    |
| v. Scott Dillard       | Spring 2021 | Communication                          |
| vi. Jan Hoffmann       | Fall 2020   | Communication                          |
| vii. Stephanie McClure | Fall 2020   | Government & Sociology                 |
| viii. J.F. Yao         | Spring 2021 | Information Systems & Computer Science |
| ix. Tsu-Ming Chiang    | Spring 2021 | Psychological Science                  |
| x. Yeprem Mehranian    | Fall 2020   | Professional Learning & Innovation     |

## **12. Upcoming Dates**

- a. Inclusive Excellence Research Grant: Deadline extended to January 15, 2020
- b. Momentum Summit III (January 28-29, University of Georgia)
- c. State of the University Address (February 7, 2020)

## **13. ECUS-SCC Discussion**

### **a. Undergraduate Research Journal**

- i. Question: Is there a format? Can creative projects or a researched documentary be included? Answer: Yes.
- ii. Question: What is the impact on *The Corinthian*? Answer: There is no impact on *The Corinthian* because the journal may included contributions from GC students but it can receive submissions from students around the country.

## **Subcommittee on Nominations (SCoN) — Chair Hauke Busch**

1. **At Large Senator Election**: Nominations for the At Large Senator nominations will be open from 4-14 Feb. Please ask around the departments for nominations.
2. **Faculty Senator Election**: Election Results for the colleges are due 2 Feb.
3. **Revisions to the Slate of Nominees**
  - a. **Resources, Planning, and Institutional Policy Committee (RPIPC)**
    - i. The new staff council designee is: TBA
  - b. **Student Affairs Policy Committee (SAPC)**
    - i. The new staff council senator is: Kevin Blanch effective 3 Jan 2020
    - ii. The new staff council designee is: TBA

## **Executive Committee of University Senate (ECUS) — Chair David Johnson**

1. **Hate Speech Vandalism**: On December 2, after the incident of hate-speech vandalism in one of the university dorms, President Dorman called a meeting with the members of the President's Commission on Diversity (PCOD) and charged them to bring to him

recommendations on how Georgia College could better tackle hate-speech issues and look at unexplored avenues for positive transformation for our campus culture. Since then, PCOD had three meetings in which a list of short-term and long-term goals was created. It is my understanding a list of recommendations to meet those goals was submitted to President Dorman today.

2. **Disability Services**: ECUS has confirmed with David Anderson from Disability Services that he will give a presentation at our next university senate meeting. This presentation will include best practices on interaction and accommodation for students with needs related to disability, as well as how to make class documents accessible.
3. **Staff Council**: We were recently informed that Christopher Newsome has stepped down in his role as Chair of Faculty Council, and Chair-Elect Kevin Blanch will take his place. Mr. Blanch will work to get the number of elected staff senators and appointees up to compliance with our bylaws.
4. **Governance Calendar**: The 2020-2021 Governance Calendar Workgroup will submit a final draft of next year's calendar for vote at the next ECUS meeting. The only recent change since the last draft of the calendar is that New Faculty Orientation will be moved one day later, to Tuesday-thru-Friday (instead of Mon-thru-Thursday) on the first week of August.
5. **Senate Representation on University-Wide Committees**: ECUS discussed whether or not some of the University Wide Committees needed an **elected** senate representative, or if it would be enough for a faculty volunteer to serve. ECUS will follow up with individual university committee chairs to seek input.
6. **Academic Calendar**: Lastly, there was open discussion about the negative impacts on faculty [read: faculty complaints] of starting classes so early in January. John Swinton was very careful to complain about both sides of the issue.
7. **University Senate Budget**: The general university senate budget began the school year with \$5,000. We spent \$1,934.75 on the remaining balance for the governance retreat in August, and \$774.48 for our USG Faculty Council representatives to attend the October meeting. That leaves us with \$2,290.77, which is more than enough to cover our two remaining anticipated expenses: the USGFC April meeting trip and the deposit on next year's governance retreat.
8. **Foundation**: Our foundation account remains untouched.

#### **Academic Policy Committee (APC) — Chair Nicole DeClouette**

1. **Prohibitions and Penalties Guide Discussion**:
  - a. APC Chair reported that ECUS steered this item to FAPC.
  - b. APC members reported that they noticed the Prohibitions and Penalties Guide for the first time during the annual compliance training. The training included a statement that you had to agree to the policy but there was no link to access the policy.
2. **Copyright Policy and Fair Use Checklist Training**:
  - a. APC members are looking to write two recommendations. Bryan Marshall will draft the language for both proposals for APC to review at the February meeting:
    - i. Recommendation to add the Copyright Policy and Fair Use Checklist Training to:

1. D2L Splash Page (for both faculty and students)
  2. Annual Compliance Training (for faculty)
  - ii. Recommendation to add the Copyright Policy to Required Syllabus Statements (for students)
- 3. Open Discussion:**
- a. There was a lot of discussion about the semester start time:
  - b. Members were concerned about next spring's mid-week start time and splitting finals week over the weekend.
  - c. RPIPC may be interested in the housing concerns that this caused (not specified)
  - d. Question: If the Academic Calendar is under the purview of APC, why has APC not had more voice in planning the calendar?
  - e. Do meeting minutes exist? A paper trail? Need for increased transparency about this process.

**Faculty Affairs Policy Committee (FAPC) — Chair Matt Forrest**

- 1. Prohibitions and Penalties Progressive Discipline Guide:**
- a. HR representatives Carol Ward and Amber Collins were invited to speak about the Prohibitions and Penalties/Progressive Discipline Guide. Carol started this information is shared with new hires during orientation. She said there is probably more HR can do during the annual compliance training to help employees know that the policy in question is in effect.
  - b. Carol mentioned the existence of both USG and University policies pertaining to employees. She said that this document does not replace existing university policies. We adhere to both university and USG policies. She acknowledged that the Prohibitions and Penalty Guide contains some policies (such as uniforms) that do not apply to faculty.
  - c. Mr. Forrest asked who the policy was designed for. Ms. Ward said it was designed for both faculty and staff. She mentioned that issues such as academic freedom are separate from this document. She said that regarding rules applying to faculty, HR follows both system and departmental policies. Mr. Forrest suggested that this point be noted in the guide and corresponding documentation that faculty signs.
  - d. It was noted that carrying firearms by faculty was prohibited by BOR policies despite the campus carry law. Dr. Blumenthal noted that he believed this was not the case and referred all to the guidance document from the chancellor regarding the implementation of the campus carry law and noted that HR's document is not consistent with the chancellor's guidance.
  - e. Mr. Forrest asked if faculty will have a role in the next review of the document. Ms. Ward said she thinks so, though the policy is not scheduled to be revised at the present time. She said further discussions of the guide's content take place between HR and legal counsel as appropriate based on need. Ms. Ward noted it was last revised in 2017.

- f. In a discussion of which policies govern faculty management, she said that Section 800 of USG policies applies to all employees while 8.3 applies directly to faculty. Referring to an example of one policy in the guide and its vagueness, Dr. Blumenthal asked about the provision banning gambling, Ms. Ward noted that that policy applies to behavior of employees on-campus and not in their personal lives.
- g. Mr. Forrest noted that suspension was listed within the policy as ranging from 1-5 days, while he knew of cases of investigations into faculty that were longer than that in length.. Ms. Ward stated that the 1-5 days suspension policy represents punitive action and is unrelated to administrative leave. In response to Ms. Ward's question of future faculty representation on any review of the guide, the committee suggested multiple faculty members, with at least one faculty member coming from FAPC, be invited to participate.
- h. During the next revision of this policy, more than one faculty member should be involved as members of the revision committee, including at least one member of FAPC.
- i. The committees recommends to ECUS and the Faculty Senate that a conversation take place about whether an ombuds position might be beneficial to the University.
- j. HR pledged to revise the current document by adding a statement clarifying to whom the Prohibitions and Penalties guide applies.

**2. Ombud:**

- a. Mr. Forrest inquired about whether the presence of an ombudsperson has received any consideration by HR to supply a non-biased investigator. He asked whether there should be an ombudsperson here at GC.
- b. Dr. Clark noted that several years ago an ombudsperson was appointed to help investigate issues within the College of Business. Ms. Ward mentioned that years ago there was a discussion at the university level regarding whether an ombudsperson was necessary. She stated her belief that HR has no trouble with being impartial regarding personnel matters. Dr. Weese mentioned that GA Tech, West GA, and Kennesaw have established offices of ombuds.

**3. ECUS-SCC Discussion:**

**a. Prohibitions and Penalties Progressive Discipline Guide:**

- i. Comment: Faculty are subject to both USG policy and GC Prohibitions policy. It should be that USG policy supersedes GC policy, but it doesn't seem to be clear.
- ii. Question: Can we separate faculty and staff policies like USG does?  
Follow Up: Matt Forrest will ask Carol Ward about separation of policies, as well as ask Carol Ward to visit Senate.



**Resources, Planning and Institutional Policy Committee (RPIPC) — Vice-Chair Rodica Cazacu for Chair Sabrina Hom**

1. **Meeting Cancelled**: RPIPC did not meet for its previously scheduled 10 Jan 2020 2:00-3:15 p.m. meeting.

**Student Affairs Policy Committee (SAPC) — Chair Angela Criscoe**

1. **Student Complaint Portal**: We reviewed the student complain portal to see if any updates had been made.
  - a. No updates have been made.
  - b. Suggestions include: Move to a location that is easily identifiable and accessible to students (D2L), update user interface to make it more welcoming.
  - c. We will follow up with Dr. Brooks.
2. **Diversity Town Hall**: Discussion of planning and implementing a diversity town hall at Georgia College.
  - a. Discussed feasibility of implementing a diversity town hall this semester.
  - b. Identified two dates for the Diversity Town Hall – Monday, March 30 & Tuesday, March 31, 2020.
  - c. Next steps – Meet with Dr. Denard and check for location availability on the two suggested dates
  - d. A motion passed to request a formal recommendation to the Provost to sponsor a committee in developing the town hall.

**V. Unfinished Business**

**2020-2021 Governance Calendar — Workgroup Chair David Johnson**

1. **Updates**: The 2020-2021 Governance Calendar Workgroup will submit a final draft of next year’s calendar for vote at the next ECUS meeting. The only recent change since the last draft of the calendar is that New Faculty Orientation will be moved one day later, to Tuesday-thru-Friday (instead of Mon-thru-Thursday) on the first week of August.

**VI. New Business**

None

**Steering of Items to Committees**

1. ECUS-SCC steered no items to standing committees.

**University Senate Agenda and Minutes Review**

1. **Tentative Agenda 14 Jan 2020**
  - a. **Motions** There will be one motion on the agenda of this meeting of University Senate.

- i. SCoN: Revision to the Slate of Nominees
  - b. **Reports** Administrative reports and committee reports will also be agenda items.
  - c. **Supplemental Items of Business**
    - i. David Anderson, Director of Disability Services, report on ADA resources
2. **University Senate Minutes Review** A **Motion** that the *DRAFT* minutes of the 15 November 2019 meeting of the 2019-2020 University Senate be circulated for university senator review was made and seconded. **The motion to circulate the minutes was approved.**

## VII. Open Discussion

1. **Disability Services Report to University Senate:** Question: Will David Anderson, Director of Disability Services, present on accessibility as well? Answer: Yes, he will present on both disability and accessibility resources. **Follow Up: David Johnson will ask David Anderson and Jim Berger, Director of Center for Teaching and Learning, to provide University Senate with ADA compliance documents.**

## VII. Next Meeting

1. **Calendar**
  - a. University Senate Meeting – Friday, January 24, 3:30 p.m., A&S 2-72
  - b. ECUS Meeting – Friday, February 14, 2:00 p.m., Parks Hall 301
  - c. ECUS+SCC Meeting – Friday, February 14, 3:30 p.m., Park Hall 301
2. **Tentative Agenda:** Some of the deliberation today may have generated tentative agenda items for ECUS and ECUS-SCC meetings. **David Johnson will ensure that such items (if any) added are added to the agenda of a future meeting of ECUS or ECUS-SCC.**

**VIII. Adjournment:** As there was no further business to consider, a **Motion** to adjourn the meeting was made and seconded. **The motion to adjourn was approved and the meeting adjourned at 4:18 p.m.**

**Distribution:** First, these minutes will be sent to committee members for review; second, they will be posted to the minutes website.

**COMMITTEE NAME:** EXECUTIVE COMMITTEE OF THE UNIVERSITY SENATE (ECUS)  
WITH STANDING COMMITTEE CHAIRS (SCC)

**COMMITTEE OFFICERS:** DAVID JOHNSON (CHAIR), HAUKE BUSCH (VICE-CHAIR),  
ALEX BLAZER (SECRETARY)

**ACADEMIC YEAR:** 2019-2020

**AGGREGATE MEMBER ATTENDANCE AT COMMITTEE MEETINGS FOR THE  
ACADEMIC YEAR:**

**“P” denotes Present, “R” denotes Regrets, “A” denotes Absent**

Acronyms	EFS = Elected Faculty Senator CoAS = College of Arts and Sciences; CoB = College of Business; CoE = College of Education; CoHS = College of Health Sciences									
Meeting Dates	9/6	10/4	11/1	1/10	2/14	3/6	4/10	P	R	A
Alex Blazer <i>EFS, CoAS, ECUS Chair Emeritus, ECUS Secretary</i>	P	P	P	P				4	0	0
Hauke Busch <i>EFS, CoAS, ECUS Vice-Chair</i>	P	P	P	P				4	0	0
Steve Dorman <i>University President</i>	R	R	R	R				0	4	0
Jeff Dowdy <i>EFS, Library, ECUS Member</i>		P	P	P				3	0	0
Catherine Fowler <i>EFS, CoHS, ECUS Member</i>	P	P	R	R				2	2	0
David Johnson <i>EFS, CoAS, ECUS Chair</i>	P	P	P	P				4	0	0
Lyndall Muschell <i>EFS, CoE, ECUS Member</i>	P	P	P	P				4	0	0
Costas Spirou <i>Provost</i>	P	P	P	P				4	0	0
John Swinton <i>EFS, CoB, ECUS Member</i>	P	R	P	P				3	1	0
Nicole DeClouette <i>APC Chair</i>	R	R	P	P				2	2	0
Matt Forrest <i>FAPC Chair</i>	P	P	R	P				3	1	0
Sabrina Hom <i>RPIPC Chair</i>	P	P	P	R				3	1	0

Angela Criscoe (SAPC Chair)	P	P	P	P				4	0	0
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