

**2020-2021 University Senate
Minutes for the 16 Oct 2020 Meeting**

University Senate Officers: Presiding Officer Hauke Busch, Presiding Officer Elect Catherine Fowler, Secretary Alex Blazer

PRESENT (44) Abraham Abebe, Susan Allen, Kevin Blanch, Alex Blazer, Robert Blumenthal, Linda Bradley, Hauke Busch, Krystal Canady, Rodica Cazacu, Benjamin Clark, Paulette Cross, Steve Dorman, Hank Edmondson, Brad Fowler, Catherine Fowler, Gail Godwin, Nathan Graham, Maxwell Harley, Sabrina Hom, John Jackson, David Johnson, Julian Knox, Leng Ling, Catrena Lisse, Karl Manrodt, Bryan Marshall, Stacey Milner, Lyndall Muschell, Christine Mutiti, Amy Pinney, Gennady Rudkevich, James Schiffman, Liz Speelman, Costas Spirou, Susan Steele, Mariana Stoyanova, Katie Stumpf, Jessica Swain, John Swinton, Ashley Taylor, Jennifer Townes, Jessica Wallace, Jiaqin Yang, Diana Young

REGRETS (3) Jamie Addy, Laura Childs, Rob Sumowski

ABSENT (2) Justin Adeyemi, Jolene Cole

GUESTS (10)

Name	Role on University Senate or Position at the University
A. Kay Anderson	Assistant Vice President for Enrollment Management and University Registrar
Cindy Bowen	Director of Operations, Information Technology
Shawn Brooks	Vice President for Student Life
Craig Callender	Associate Professor of English
Shea Council	Administrative Assistant of the 2020-2021 University Senate
Lee Fruitticher	Associate Vice-President for Finance & Administration
Mary Magoulick	Professor of English
Laura Newbern	Associate Professor of English
Omar Odeh	Associate Vice President for Strategic Communications
Stefanie Sevcik	Lecturer of English
Katie Simon	Associate Professor of English
Cara Smith	Director of Institutional Effectiveness
Ji Seun Sohn	Parliamentarian of the 2020-2021 University Senate
Monica Starley	Special Assistant to the President

CALL TO ORDER: Hauke Busch, Presiding Officer of the 2020-2021 University Senate, called the meeting to order at 3:30 p.m.

CONSENT AGENDA: A consent agenda was available as an item of business listed on the meeting agenda and read as follows.

1. AGENDA/MINUTES

- a. University Senate Meeting Agenda (10/16/2020)
- b. University Senate Meeting Minutes (9/18/2020)

A **MOTION** to adopt the consent agenda was approved by electronic vote with no proposed extractions, no further discussion, no dissenting voice, and only voting members of the university senate eligible to vote.

PRESIDENT'S REPORT — PRESIDENT STEVE DORMAN

- 1. FOUR YEAR GRADUATION RATE** In my last State of the University Address, I challenged all of us to further improve our 4-year graduation rate. I am delighted to report that we have seen some momentum in this area, and we are now over the 50% mark! We rank third among all public institutions in Georgia. Our current rate stands at 51.2%, increased from where we stood just last year at 48%. This is outstanding news, and it would not have been possible without the support and dedication of everyone.

GC Journeys and our commitment to student success and ensuring that our students have an outstanding experience here at Georgia College are definitely paying off.

2. OPEN ENROLLMENT

- a. USG Open Enrollment will be open to benefit-eligible employees October 21 – November 6, 2020. There are very few changes for 2021. Please visit the [USG Benefits website](#) for a glimpse at those updates; more info is coming soon!
- b. The Benefits Fair will take place VIRTUALLY the week of October 19-23, 2020! [Click here](#) to see the schedule of events and how to register. ****Registration is required**** Once you register, you will receive an email with steps for how to log in and access the information. There will be live presentations from vendors at 10:00 AM and 12:00 PM each day, and you can add reminders to your calendar to hear from any vendor and/or benefit you're interested in. All live presentations will be recorded; so, if these times do not fit with your work schedule, no problem! You can watch them on your own time. Vendors will also be available daily from 10:00 AM-2:00 PM via chat within the Virtual Benefits Fair even if they are not scheduled to give a live presentation. The Virtual Benefits Fair will be open 24/7 from October 19 through October 23, 2020.

- 3. VOLUNTARY SEPARATION PLAN** The Voluntary Separation Program was developed to address the anticipated reductions in state appropriations. The Program maximizes personnel savings by offering retirement-eligible employees financial support to facilitate career transition such as retirement. The Program was entirely voluntary; and 45 employees accepted the Voluntary Separation Plan, generating approximately \$1.1M in future savings (the targeted savings goal was \$1M). Savings are being garnered through organizational restructures within units, rehiring at entry level salaries, and in some cases, elimination of positions. Additional savings are expected as this program evolves, allowing for systemic organizational realignment and streamlining of operations.

4. NON-INSTRUCTIONAL POSITIONS UPDATE

- a. Given the financial uncertainty stemming from the current pandemic, GC approached the FY 2021 original budget development through a very conservative safety-net lens. In FY 2021 Budget Planning, the Executive Cabinet decided to temporarily freeze all non-instructional positions, with very limited exceptions.
- b. Approximately 50% of the temporary freeze was needed to balance the FY 2021 budget. We will be able to supplant this temporary budget reduction through our Voluntary Separation Plan (VSP) for FY 2022. As mentioned, we have completed our VSP application process, and it has met our desired financial outcome goal. The remaining 50% of the temporarily frozen positions were established to create a safety-net to support potential institutional shortfalls and/or any additional state reductions. Our fall revenue projections are covered, leading to moving forward with filling our most critical positions which have been subject to our self-imposed freeze at this time. Therefore, some positions have been released for hire; and the Executive Cabinet will discuss the status of the remaining frozen positions once the budget status for spring semester becomes a little clearer.

- 5. UNIVERSITY BUDGET FORUM** The FY 2021 **University Budget Open Forum** will be held virtually on Wednesday, November 4, 2020, from 8:30 a.m. – 12:30 p.m. As a part of our commitment to shared governance and transparent decision making, all campus community members are encouraged to participate. I will provide a budget overview beginning at 8:30 followed by the dean of the College of Arts and Sciences, dean of the College of Business, dean of the College of Education and dean of the College of Health Sciences. Following the deans, the vice presidents will present. This forum is open to the university community and provides an opportunity for understanding the funding needs across the university.

6. **STAFF SALARY STUDY** We have submitted the staff salary study to the system office for final review and implementation support. Once approved for implementation, the pay philosophy and paygrade structure will be posted on the Human Resources website. We are hoping to implement the salary study changes in January 2021.
7. **DECEMBER COMMENCEMENT**
 - a. After considerable deliberation, we have decided that we will host a virtual commencement ceremony this December. This decision was carefully and thoughtfully made after reviewing the potential health risks, the available facilities, the current status of the global pandemic and recommendations for large gatherings. We do this to ensure the health and safety of our students and their families, particularly at a time leading into the winter holiday season.
 - b. We will hold a virtual ceremony for all December graduates on **Saturday, December 12**. This program will follow the same format of our traditional ceremony. Students' names will be read while their name and degree information along with a picture of their choosing are displayed on screen. Students will also have the option to upload a short video to be played in place of their walk across the stage. All graduates will be invited to return and participate in an in-person ceremony as soon as circumstances allow us to return to large gatherings. Our graduates always have the option to join us for a later ceremony, and we will ensure that this opportunity is offered to each member of the Georgia College Class of 2020.
 - c. We encourage campus departments to find ways to highlight students' accomplishments and provide them with the recognition they have earned. This may occur through smaller gatherings; additional virtual celebrations; or special, physically-distanced activities.
8. **SPRING 2021 ACADEMIC CALENDAR**
 - a. The health and safety of Georgia College students, faculty, and staff is of the utmost concern for the university. Out of an abundance of caution and due to continued concerns associated with the COVID-19 global pandemic, Georgia College has amended the spring semester academic calendar. Spring classes will begin Tuesday, January 19, instead of the originally scheduled date of Wednesday, January 6. A Reading Day is scheduled for Monday, March 8. With the extension of the winter break, Spring Break, originally set for March 15-19, has been removed from the calendar. The last day of classes will be May 4. Final exams will be held online between May 5-7. The full revised [academic calendar for in-person instruction is available here](#) and the [final exam schedule here](#).
 - b. This decision aligns with national trends in higher education as several institutions across the nation have made similar adjustments. These changes are also similar to the adjustments that were made in the prior Fall semester. The goal of these changes is to ensure that face-to-face learning continues while limiting the potential spread of COVID-19 by reducing travel to and from campus. This new calendar has been reviewed and approved by the University System of Georgia and is supported and endorsed by the Georgia College academic administration.
9. **TRAFFIC CROSSINGS UPDATE**
 - a. The West Campus entrance improvements are nearing completion by the Department of Transportation (DOT); the R-Cut is a reduced conflict U-turn like an elongated round-about that will help increase the safety of vehicles entering West Campus Drive. GC will continue to message via FrontPage as well as other venue opportunities for campus.
 - b. Once the West Campus entrance is completed, DOT will begin work on safety improvements on Hancock Street, currently scheduled during the upcoming holiday break. This project will include a new red-light safety feature at the Hancock and Clarke Street intersection which allows for a four-way stop of traffic to permit pedestrians on all corners to cross at the same time. Another safety system will be placed at the crosswalk on Hancock Street near Ennis Hall to

work in tandem with the intersection stop. We have been given permission by the GADOT to move forward with addressing safety measures on the state route at Montgomery Street. This project will include an improvement at the crosswalk on Montgomery Street between Beeson and Peabody with a red-light signaling system. GC will fund and have oversight of this project, and the contractor is scheduled to start and finish the project during the holiday break.

10. UNIVERSITY TRAVEL REQUEST FORM Georgia College continues to restrict travel for all Faculty and Staff. However, in very limited situations where travel is essential, a form is now available in GC Signatures that will require supervisor approval, vice president approval, and presidential approval. The University Travel Request Form can be found in UNIFY on the GC Signatures page OR the Forms page under the Accounting section. This form is mandatory for any essential travel requests. Should you have any questions about this form or process, please contact the Office of the Vice President for Finance and Administration at 478-445-5148 or by emailing vicepresident.financeadministration@gcsu.edu.

11. FLU SHOTS

- a. Student Health Services began administering flu shots on October 1 to students. Last Friday, interim director, Angie Childre, reported they administered 90 vaccinations at their first drop-in clinic on Main Campus and have given over 60 at Student Health Services on West Campus.
- b. Human Resources contracted with CVS to offer flu shots to all Georgia College faculty & staff members. CVS was on campus September 25, October 2, and October 15. If there is a need for additional offerings, HR will work with CVS to schedule another on-campus opportunity.

12. ETHICS AWARENESS WEEK Ethics Awareness Week is scheduled for November 9 – 13, 2020. The purpose of the week is to remind everyone in the university system of our shared ethical values and expectations so that these are incorporated into our day-to-day decisions. Ms. Stacy Mulvaney, Director of Internal Audit and Advisory Services, is coordinating various virtual activities for the week. More details about the week’s events will be announced in November.

13. RESOLUTION OF THE BOR During the October 2020 Board of Regents meeting earlier this week, a resolution was adopted stating, *“BE IT RESOLVED, that the Board of Regents of the University System of Georgia believes in-person instruction maximizes the well-being and mental health of each student; and IT IS RESOLVED, that each campus is to maximize safe in-person instruction; ensure hybrid instruction includes a vast majority of in-person interactive instruction where appropriate and safe; promote transparency in the modality of instruction prior to registration; and collect data on the effectiveness of student engagement and face-to-face interaction with their instructors.”* The full resolution can be found [here](#).

14. POLICY REVISIONS AND APPROVALS

- a. During the September 2020 Board of Regents meeting, revisions were made to the following BOR policies:
 - i. Institutional Governance
[Board Policy 2.8 Institutional Mission](#)
 - ii. Student Affairs
[Board Policy 4.6.5 Standards for Institutional Student Conduct Investigation and Disciplinary Proceedings](#)
 - iii. Campus Affairs
[Board Policy 6.7 Sexual Misconduct Policy](#)
- b. The Naming Policy was approved by the Executive Cabinet on October 6. The policy can be found at: [Naming Policy](#)

15. SAVE THE DATES

- a. *Fallfest*
Saturday, October 17, 2020
Virtual Ceremony
- b. *Open Enrollment*
October 21 – November 6, 2020
Virtual Appointments
- c. *University Budget Forum*
Wednesday, November 4, 2020
Virtual Meeting
- d. *Alumni Weekend*
November 2 – 8, 2020
Virtual Events
- e. *Ethics Awareness Week*
November 9 – 13, 2020
Virtual Events
- f. *December Commencement*
Saturday, December 12, 2020
Virtual Ceremony

16. **CHANCELLOR STEVE WRIGLEY** President Dorman shared an audio recording of Chancellor Steve Wrigley’s report to the Board of Regents: “Our campuses are now more than two months into the academic year, pursuing our missions of teaching, research, and service while prioritizing health and safety. We have thus far managed quite well with the virus in our midst, but we must remain vigilant for the rest of fall semester and as we prepare for spring. We have heard from a lot of parents and students expressing gratitude to this board for the commitment to offer on campus instruction. We have discussed the critically important role USG institutions play in raising education achievement levels and the serious academic risk associated with constant online only education, especially for those students who need the most support toward finishing their degrees. We prepared extensively for this semester, and institutions are now learning from the fall experience. Those lessons will be applied to spring, so that we can provide an even better experience for students. We have also heard from parents and students who told us too many courses are being delivered [*inaudible*] but instead online only. We understand that space and other circumstances vary from campus to campus and can impact delivery methods and even course schedules. Inevitably, some classes must be online only due to these constraints, but we have made it clear to our campus leaders that during spring, we need to deliver as much instruction on campus as possible, and that there should be an increase in in-person classes and a hybrid course must mean that there must be sufficient in-person meetings. Everyone worked hard to prepare for fall in a short timeframe facing issues we had never faced before, and I am proud of what we achieved and am grateful to our campuses for making it possible, but we need to do better spring semester. Institutions are thinking creatively now about how best to handle these challenges. This should include using the entire day to schedule classes and possibly even using Saturdays, if necessary. Fall schedules were built and filled when we started [*inaudible*]. We are expecting our provosts, deans, and department heads to step up and ensure students and families that every campus is doing all it can to offer a meaningful on campus experience by clearly communicating with faculty and working to address any issues now. This also includes activities and programs outside of the classroom, so our student affairs professionals also need to step up and meet the needs of our students. I understand it is not an easy task, but it is an important task, so we meet the expectations of students and their families. At the same time, to reduce the risk of transmission, everyone on campus must continue to wear masks,

practice good hygiene, and always maintain at least six feet of distance from one another and not gather in groups. These behaviors work, and we must remain committed to them.

17. **QUESTIONS** When President Dorman invited questions, one was forthcoming.

- a. **CHANCELLOR STEVE WRIGLEY** Question: Did the USG provide a number of how many in-person classes we need to increase? Answer (President Dorman): No. Provost Spirou and Registrar Anderson did a good job of providing mostly in-person classes in the fall by planning ahead of time. We've done well and we commend you on that. The fall plan will continue going forward into spring. We remain committed to providing face-to-face instruction. Parents and students are expecting that, and we have been fairly responsive to their expectations. Answer (Provost Spirou): Vice-Chancellor Denley is aware of our numbers and is impressed. Accommodating high risk faculty colleagues drove the fall schedule. There is no specific number that we have to achieve; rather it's just the opposite: we're doing a great job in the USG's view.

PROVOST'S REPORT — PROVOST COSTAS SPIROU

1. **VIRTUAL PRESIDENT'S SCHOLARSHIP COMPETITION** On Friday, November 20, Georgia College will host the *Virtual President's Scholarship Competition* where prospective freshmen for Fall 2021 compete for merit-based scholarships. We are looking for faculty to serve as interview judges for this event. Faculty can contact Courtney Manson (Courtney.manson@gcsu.edu) to indicate their availability and willingness to serve as a judge by October 30.
2. **Senior Associate Vice President for Enrollment Management Search** Candidate visits are scheduled for the following dates:
 - a. Candidate 3: October 21st
 - b. Candidate 4: October 22nd
 - c. Candidate 5: October 23rd
3. **D2L BRIGHTSPACE/GEORGIA VIEW** On September 25th we received a communication from the USG that ITS discovered an issue with D2L Brightspace. The issue affected the "date-stamp" record when some students submit their work. GC faculty were made immediately aware. On September 30th we received a USG communication indicating that D2L applied a permanent solution to correct this problem on an ongoing basis. Faculty can once again rely on D2L date-related functionality.
4. **SPRING 2021 ACADEMIC CALENDAR** Following extensive feedback, the reconstituted Spring 2021 academic calendar received approval from the USG. Like Fall 2020, our goal is to maximize the health and safety of our community. Thank you to the many GC stakeholders for their feedback during the process.
5. **EMERITUS/A FACULTY AND STAFF MEMBERS** With the help of the Georgia College Retiree Association, we now have updated information on Emeritus/a Faculty and Staff Members. The Office of the Provost distributed the information to deans so that the names of these individuals will be added to each departments' website after the listing of current faculty and staff members. This is in line with the current policy which states "Inclusion in faculty/staff lists on the college/department/unit website for living emeritus/emerita faculty and administrators."
6. **PRE-TENURE REVIEW** The Office of the Provost distributed communications to faculty eligible for pre-tenure review. The process concludes on March 1, 2021.
7. **STEM COURSES** The Office of the Provost is in the process of updating the HB 801 STEM course list.
8. **STATE AUTHORIZATION RECIPROCITY AGREEMENTS** Georgia College has been approved for participation in the State Authorization Reciprocity Agreements (SARA). SARA provides a voluntary, regional approach to state oversight of postsecondary distance education. When states join SARA, they agree to follow uniform processes for approving their eligible institutions' participation. They also agree

to deal with other states' SARA institutions in a common way when those institutions carry out activities in SARA states other than their own.

9. **CURRICULUM** The Office of the Provost communicated the following curriculum changes to the USG:
 - a. Transition for the M.Ed in Early Childhood Education from partial online delivery to full online delivery starting Summer of 2021.
 - b. The creation of the Black Studies Minor to replace the deactivated African Studies and Black Diaspora Studies Minors.
10. **FACULTY RESEARCH AWARDS** Recipients of the Faculty Research Awards, FY21 Program – Round I (\$21,246) include:
 - a. Ms. Jessamyn Swan
Department of Special Collections
University Library
\$4,936.00 for the project titled, *The Seventh Circle Chronicles: Documenting Milledgeville's Lesbian Community*.
 - b. Dr. Alfred Mead
Department of Biological and Environmental Sciences
College of Arts and Sciences
\$1,325.00 for the project titled, *Using stable isotopic signatures in late Pleistocene alligator teeth to interpret prevailing environmental conditions in Georgia 20,000 years ago*
 - c. Dr. Laura Whitlock
Department of Chemistry, Physics and Astronomy
College of Arts and Sciences
\$5,000.00 for the project titled, *Beyond the Dome*.
 - d. Dr. Katie Stumpf
Department of Biological and Environmental Sciences
College of Arts and Sciences
\$4,985.00 for the project titled, *Detection and description of nest predation on Black-cheeked Ant Tanager nests on the Osa Peninsula, Costa Rica*.
 - e. Dr. Hasitha Mahabaduge
Department of Chemistry, Physics and Astronomy
College of Arts and Sciences
\$5,000.00 for the project titled, *Investigation Magnetic Properties of Semiconductor Thin Films*.
11. **STUDY ABROAD PLANNING**
 - a. The International Education Center – through its many resources - is closely monitoring the worldwide COVID-19 situation, particularly in the locations where our programs go. The unit is committed to the safety and security of our faculty and students traveling abroad. At this time, all Georgia College summer study abroad programs are scheduled to go forward but – of course – the situation is very fluid, complex with regard to immigration and quarantine matters, and can change – as was seen last March – with great rapidity.
 - b. To protect the health and safety of both faculty and students – as well as to preserve student, family, and institutional funds – internal “fail safe” deadlines have been established, and any faculty member who feels uncomfortable with leading a program may opt-out from leading and offering their program. With regard to the latter, cancelling a Study Abroad program is different from cancelling a business or vacation trip, because students may be depending upon the credits slated to be earned. So as to preserve students’ academic progress, therefore – and following the success of such an initiative last spring and summer – IEC is working closely with Study Abroad program faculty to assist them in offering online alternatives where it is possible. In many cases, these are plans already quite advanced. The IEC will continue to monitor the situation and will distribute as needed any information and advice from not only the US State Department, the

Center for Disease Control, and the University System of Georgia, but also from Georgia College's many in-country partners and contacts.

12. **2021 HERS LEADERSHIP PROGRAMS** The *2021 HERS Leadership Programs* are seeking nominations for qualified applicants. Like last year, the Office of the Provost will support one Georgia College faculty member to one of the leadership programs below. Colleges can send and fund additional participants if they chose to, like previous years. Please send nominations (name and department) to Ms. Rhonda Griffin no later than November 6, 2020. The applications will be reviewed by a HERS Ad Hoc Selection committee comprised of previous GC HERS participants, and chaired by Dr. Chavonda Mills. The Office of the Provost will notify the Georgia College nominee by November 20, 2020. If selected to attend the leadership program the applicant will need to apply by February 4, 2021. 2021 HERS Programs (<https://www.hersnetwork.org/programs/hers-institute/>)
- Denver, CO, June 1-10, 2021
 - Philadelphia, PA July 13-22, 2021

13. ONEUSG CAREERS

- Georgia College will soon transition to the enhanced OneUSG Careers platform. The change is a part of the ongoing systemwide initiative to provide greater efficiency through a more integrated and seamless platform. OneUSG Careers is a platform that electronically onboards new employees, handles recruitment, and employee transactions (such as manager changes, employee separations, etc.).
- Some of the benefits for using OneUSG Careers include:
 - Improves applicant and hiring manager experience.
 - Reduces manual, paper and dual entry of data.
 - Integrates with OneUSG Connect and third-party vendors such as Equifax and Accurate.
 - Standardizes and simplifies business processes, procedures and forms.
 - Reduces compliance risk.
 - Compatible with most smart devices.
- Provided below is a high-level overview of the timing and scope of this project:

Careers Module	Population Impacted	Current System/Processes Impacted	Go-Live Date
Onboarding	Newly hired employees	Non-integrated online orientation module	10/30/2020
Manager Self Service (MSS)	Managers	Replaces most of the PAF's (Personnel Action Forms)	1/20/2021
Recruitment	Applicants, hiring managers and search committees	Replaces GC Jobs/People Admin	1/28/2021

- If you have any questions about the upcoming transition to OneUSG Careers, please contact, Pam Boatright, Operations Project Manager, at pam.boatright@gcsu.edu or 478-445-5275.

14. **ANDALUSIA INSTITUTE** Upcoming activities by the Andalusia Institute include:

- November 5: 7:00 pm, Angela O'Donnell will do a reading and discussion of her book of poetry, *Andalusian Hours: Poems from the Porch of Flannery O'Connor*.
- November 19: "A Circle in the Fire" at 10 in Eatonton, at 4:30 and 7:00 online, Dr. Bruce Gentry
- December 3: 7:00-8:00 PM, Conversation with Elizabeth Coffman and Fr. Mark Bosco about the process of developing their documentary, "Flannery." See <https://www.flanneryfilm.com/> to get access to venues offering a virtual viewing of this great documentary.
- December 15: 7:00-8:30 PM, Celebrate the release of *Reconsidering Flannery O'Connor*, edited by Georgia College's own Jordan Cofer and Alison Arant.

15. REPORT FROM THE USG PROVOST MEETING – OCTOBER 7-8TH

- a. The USG Post Tenure Review Workgroup was recently established. The committee will review, recommend, and update (last review in 1996) the existing policies. Membership includes USG staff, Regents, Faculty. This USG initiative focuses on accountability and responsibility so that faculty members going through the process remain productive. The Workgroup met twice so far (every other Friday) and will be seeking information from each university. The data may include:
 - i. How many faculty members go up for post tenure review?
 - ii. What is the success rate?
 - iii. How many faculty members shift to a developmental plan?
 - iv. What does that plan look like?

Similar to the recent General Education Redesign initiative, a USG survey (request for feedback) will be distributed to all USG institutions.

- b. Due to the COVID-19 pandemic, the USG cancelled the Governor's Teaching Fellows (GTF) intensive Maymester session planned for 2020 at UGA's Institute of Higher Education. Participants were given the option of deferring until May 2021. As result of the deferral of the May 2020 program, the USG will not be accepting applications for the May 2021 session.
- c. Dr. Tristan Denley, Executive Vice Chancellor for Academic Affairs and Chief Academic Officer of the University System of Georgia scheduled one-on-one meetings with each Provost from the 26 USG institutions to discuss the Spring 2021 schedule. The USG has received extensive concerns expressed by students, parents, and legislators regarding the challenges and drawbacks of online instruction. USG institutions have been asked to further minimize online instruction due to low student satisfaction and impact on retention and graduation. The USG reaffirms the importance of in-person engagement since learning online instruction presents significant issues.
- d. The USG is in the process of creating a new program approval process. An adjusted review of programs schedule is currently under consideration (may take place in the 4th year, instead of 3rd year, and in the 7th year). Members of the BOR in Academic Affairs-Track I expressed interested in reviewing programs that meet State of Georgia labor needs. The liberal arts and sciences will continue to play an integral role in new program development because of the essential skills that are imbedded in the curriculum. New degrees will now require the submission of relevant data which may include (1) starting salaries, (2) five-year salaries, and (3) ten-year salaries. Low producing degree programs will be evaluated very closely. Meetings by sector will take place soon with Dr. Denley, the Provost, Dean, and possibly the Department Chair to begin a conversation about low producing programs at each institution. The State Universities sector will be first and we will be hearing more from the USG soon. The USG would like to discuss all of the low enrollment programs, even if they are serving the General Education Core.
- e. The Chancellor Learning Scholars is currently in cohort 3 (just started). USG is working closely with CTLs to coordinate support services to campuses. Four Georgia College faculty members are part of the program.
- f. Promoting High Impact Practices is part of the USG Strategic Plan (experiential learning). We will be asked to identify campus champions as part of this new initiative.
- g. FinTech Academy is moving forward and the USG will schedule meetings with each provost to discuss ways of advancing the FinTech Academy, given the extensive opportunities and the demand for employment opportunities.
- h. The USG is in ongoing budget conversations with OPB.
- i. The low enrollment program minimums will be revisited soon. The current numbers include 10 per year average for 3 years at the undergraduate level; 5 per year average at the master's level; and 3 per year average at the doctoral level. The BOR finds that these thresholds are quite low and may need to adjusted in the near future.

- j. The USG will strengthen the integrated academic review process including the realignment of accreditation with the 7-year review. Should we coordinate degree offerings across sectors (i.e., do we need to approve 26 Data Science degrees was referenced)? The USG will be creating a rubric to review and assess each program proposal. These rubrics will be evaluated and assessed for duplication within the sectors. Proposals must also align with the recently released USG Strategic Plan. The USG will assist with labor data (i.e., demand, salaries, etc). Submissions will take place via Sharepoint and Excel making the material easier to analyze. Projections of future student enrollment will also be examined. During the review process of low enrolled programs, we should be thinking (1) can the program be re-imagined? If not, (2) should the program be deactivated?
 - k. There is a decline in students testing positive for COVID 19. Using masks, social distancing, PPE distribution and efforts by university campaigns has made a big difference. Large off campus gatherings proved to be a significant challenge.
 - l. Concerns about student services given the COVID 19. How do we adjust our services, across all universities, to meet needs and engage the students? Are there opportunities to co-locate services (i.e., Advising and Financial Aid-Kennesaw State)? West Georgia created a one stop shop to encourage collaboration (called it Momentum Center).
16. **SCHOOL OF NURSING** The School of Nursing completed a very successful CCNE site visit from (October 6-8). All standards were met with no compliance concerns. This is a testament to the hard work that the nursing faculty put into meeting every key element of the standards. The site evaluation team's report will be submitted and the final decision will be made by the Accreditation Review Committee in the spring. Accreditation will be retroactive to the date of the visit. Congratulations to the College of Health Sciences, the leadership team in the School of Nursing, and to the exceptional faculty for their hard work and commitment.
17. **BORDER-FREE GEORGIA COLLEGE**
- a. The innovative Border-Free initiative being developed by Georgia College's International Education Center allows all students, faculty and staff to have an international opportunity through the leveraging of technology.
 - b. The term "border" here is understood not only as a boundary separating geographical entities, but also – and perhaps most importantly – as a barrier to be surpassed and, ideally, eliminated. It makes possible – without travel – connections with/between students, faculty, staff, community members, and experts throughout the world in both academic, professional, pre-professional, and social or cultural environments. GC's International Education Center is currently exploring border-free opportunities with partner universities and providers on five continents. While procedures and mechanisms are still being developed, preliminary information can be found at <https://www.gcsu.edu/international/border-free>.
18. **HONORS COLLEGE** The Honors 50th anniversary commemorations/Honors College opening celebrations, will be held virtually on Thursday, November 5 at 6:30 p.m. Logon details will be shared via Frontpage and the Daily Digest as we get a bit closer to the event.
19. **OFFICE OF TRANSFORMATIVE LEARNING EXPERIENCES** The Office of Transformative Learning Experiences is launching Adopt-a-Stream Sustainability Project. This group service learning project would offer an experiential learning opportunity for students to get involved in their local community through the Georgia Adopt-a-Stream program. Students will receive training. As a cohort, students will receive training (on campus, at Lake Laurel, and online), read articles about issues and current events about water quality and environmental practices, and write reflections about their work. Collaborators will not only include Georgia College faculty, but guest lecturers as well who will lead discussions about the importance of environmental conservation and educational outreach. The students would receive field training to assess their local watersheds and gain the skills to collect meaningful data about their home watersheds and report it to the statewide Adopt-a-Stream network. Their data will then be used for statewide water quality monitoring and assessment. This interdisciplinary citizen science

project meets GC's public liberal arts mission by giving students, regardless of major, the skills to thrive as productive and scientifically literate citizens of a globally engaged democracy. Furthermore, students will not be charged tuition to participate in this experience, but will get the opportunity to earn their GC Journeys Community based Engaged Learning certification, to help monitor, protect, and improve the water in their community, and earn an Adopt-a-Stream certification. Drs. VandeVoort and Cofer worked together to develop the program for the Winter-break. The goal is to keep students engaged and in helping their local communities.

20. **SUMMER RESEARCH SCHOLARS VIRTUAL FACULTY PANEL** The Office of the Provost presents *Summer Research Scholars Virtual Faculty Panel* November 2nd, 12:00-1:00pm moderated by Dr. Jordan Cofer.
- a. Dr. Jennifer Goldsberry, Assistant Professor of Nursing – “Innovative Teaching Strategies: Using an escape room activity in nursing education: A qualitative research study.” Dr. Goldsberry’s project centered around writing and submitting her article, “Innovative teaching strategies: Using an escape room activity in nursing education: A qualitative research study,” as the sole author for *Nursing Education Today*, a scholarly, peer-reviewed journal. Additionally, she completed a study regarding student mentorship and the utilization of mid-fidelity simulation, as second author, which was accepted for publication by *Nursing Education Perspectives*. Finally, she served as second author for a study submitted to *Computers, Informatics, and Nursing*.
 - b. Dr. Mary Magoulick, Professor of English – “The Goddess Myth in Contemporary Literature and Popular Culture: A Feminist Critique.” Dr. Magoulick’s Summer Research project was to finish the revisions on her book manuscript, *The Goddess Myth in Contemporary Literature and Popular Culture: A Feminist Critique*, which is contracted with University Press of Mississippi. Additionally, she made revisions on another book manuscript which she plans on submitting to the University of Wisconsin Press in the Fall of 2020.
 - c. Dr. Katie Simon, Associate Professor of English – *Signs of Life: Autobiography and Agency in Nineteenth-Century America*. Dr. Simon’s project, *Signs of Life: Autobiography and Agency in Nineteenth-Century America* was centered on studying autobiography among six 19th century American authors. Dr. Simon submitted a book proposal to the University of Wisconsin Press as well as made significant progress toward finishing the manuscript. Additionally, she submitted an article co-authored with her former student, who is now enrolled at the AU/UGA Medical School.
 - d. Dr. Huaiyu Wang, Associate Professor of Philosophy – “The Religion of the Gentleman & a Confucian Vision for Global Ethics.” Dr. Wang’s Summer research project, “The Religion of the Gentleman & a Confucian Vision for Global Ethics,” centers around his research on Ku Hungming, a Chinese scholar-official in the late Qing Dynasty. Dr. Wang was able to write and submit this article to *Philosophy East and West*, which is the flagship journal in the field of Chinese and Comparative Philosophy. Additionally, Dr. Wang worked with an undergraduate student on another article, which they hope to submit at the end of Fall 2020.
21. **OPEN ACCESS WEEK 2020** The Ina Dillard Russell Library is pleased to celebrate Open Access Week 2020 (October 19-25, 2020). Open Access has the potential to maximize research investments, increase the exposure and use of published research, facilitate the ability to conduct research across available literature, and enhance the overall advancement of scholarship. Join library faculty at two workshops next week: “Preserving Your Scholarship” will be held Tuesday, October 20th at noon, and “Building a Low to No Cost Reading List” will be held at noon on Thursday, October 22nd. To register for these events, please visit <https://libguides.gcsu.edu/authorservices>.
22. **QUESTIONS** When Provost Spirou invited questions, two were asked.
- a. **STUDENT MENTAL HEALTH** Comment: Last week a student locked themselves in a classroom and refused to come out. Everything is okay, but we need to be aware of the extra stress of not having scheduled breaks throughout the semester. Talk with your departments about what departments can do to help student mental health.

- b. **UPCOMING ELECTION** Question: Do we have a plan in place for potential negative events following the election, for instance if there is an angry group with guns on campus, or a considerable number of students, faculty, and staff dismayed and protesting? Answer (President Dorman): There are no specific plans for the election, but there are plans in place that will mitigate against the events you mentioned. It is time for us to be vigilant in reporting concerns, including CARE teams for struggling students. Because of who we are as a campus, we have ongoing processes that will help individuals talk about these issues both before and after the election as well as to provide forums for people express their concerns in appropriate ways, such as Time Talk. Answer (Provost Spirou): Not only do we have Times Talk, but we expect that faculty will address the election in appropriate courses. Public Safety is on heightened awareness.

COMMITTEE REPORTS

1. **EXECUTIVE COMMITTEE OF UNIVERSITY SENATE (ECUS) — HAUKE BUSCH, CHAIR**
 - a. **2021-2022 GOVERNANCE CALENDAR** The draft has been sent back for review to see if some revisions concerning the University Curriculum Committee meeting times can be made.
 - b. **SPRING 2021 ACADEMIC CALENDAR** No decision has been made for the governance calendar for spring semester. The academic calendar is still being finalized with the USG.
 - c. **STANDING COMMITTEE OPERATING PROCEDURES** All operating procedures have been submitted.
 - d. **BUDGET** No spending is anticipated for the university budget at the present time.
 - e. **INCLUSIVE EXCELLENCE POLICY COMMITTEE** Dr. Carolyn Denard, Associate Vice President/Chief Diversity Officer, proposed an Inclusive Excellence Policy Committee (IEPC or I-PAC). ECUS made the decision to form a work group, led by David Johnson, Alex Blazer, and Catherine Fowler, to establish the best path forward. Recommendations were made to ask Craig Turner if he would be willing to help.
2. **SUBCOMMITTEE ON NOMINATIONS (SCON) — CATHERINE FOWLER, CHAIR**
 - a. **ELECTION OVERSIGHT**
 - i. Election oversight materials have been approved and sent to the college deans and the library director. We are awaiting responses regarding their election procedures.
3. **ACADEMIC POLICY COMMITTEE (APC) — JOHN SWINTON, CHAIR**
 - a. **SYLLABUS STATEMENT CONCERNING COPYRIGHT** The motion was passed by committee and entered into the Senate motion database.
 - b. **RESOLUTION CONCERNING FACE-TO-FACE TEACHING** The motion was passed by committee and entered into the Senate motion database.
 - c. **UPDATE OF GRADUATE COURSE GRADE FORGIVENESS** A policy already exists: the retaken grade replaces previous grade, and the GPA is updated.
 - d. **CONSIDERATION OF POLICY CONCERNING GEORGIAVIEW ACCESS** Department Chairs are being given access to faculty members' GeorgiaView classes. A subcommittee was formed to develop a policy recommendation.
4. **FACULTY AFFAIRS POLICY COMMITTEE (FAPC) — HANK EDMONDSON, CHAIR**
 - a. **ITEMS FOR CONSIDERATION** There were several items for consideration, but there is nothing to report.
5. **RESOURCES, PLANNING, AND INSTITUTIONAL POLICY COMMITTEE (RPIPC) — RODICA CAZACU, CHAIR**
 - a. **CAMPUS MAIL PICKUP AND DELIVERY**
 - i. The committee was asked to discuss about the Campus Mail Services routine during GC Covid-19 operational procedures. There were two important issues that were brought to our attention by faculty and staff from the College of Health Sciences:

1. The mean of communication for interrupting this service – posting the announcement on Front Page was not sufficient – most of the employees were not aware until very late and found about that from different non-official sources.
 2. The mail service not being fully back in August, when the campus re-opened. Why the Mail Service did not have a plan for normal, or at least close to normal operation, as everybody else had?
 - ii. Lee Fruitticher, Associate VP for Finance & Administration, who was filling in for Susan Allen, informed us that the two members of the Mail Services staff are currently quarantined and that there are plans to return to the normal schedule in 1-2 weeks.
 - b. **CAMPUS COMMUNICATION**
 - i. The committee discussed the need to change the means of communication during critical times, like the pandemic. We all agreed that the communication of critical items, as the Mail Services drastic change of operation should be done through another channels, not just Front Page, and that we should look for a more formal structure of communication. The committee agreed that such information should be sent through the chair of a department, or at least the dean of a college.
 - ii. Damian Francis brought his idea of bringing the campus and the administration together by using forums and town hall-like meetings, where the employees could get direct answers to their questions and discuss vital items.
 - c. **CAMPUS SAFETY** Damian Francis asked us to share how do we feel to be in campus recently, and how does the campus safety measures work for us. Everybody had positive feedback, and we agreed that almost everybody is trying to follow the rules and stay safe.
6. **STUDENT AFFAIRS POLICY COMMITTEE (SAPC) — JAMIE ADDY, CHAIR**
- a. **NO MEETING** As there was no business, SAPC did not meet for its previously scheduled 2 October 2020 2:00-3:15 p.m. meeting.
7. **STUDENT GOVERNMENT ASSOCIATION (SGA) — NATHAN GRAHAM, PRESIDENT**
- a. **SAFE VOTING** We have worked with University Housing to distribute absentee ballots for residents. We have also been working with the BobcatsVote RSO to distribute information regarding where to vote, checking registration, and voting deadlines. The SGA Senate has also passed a resolution to ask the University to promote the section 4.1.3 of the USG Student Affairs handbook stating that “Students are encouraged to vote in all federal, state, and local elections. A student whose class schedule would otherwise prevent him or her from voting will be permitted an excused absence for the interval reasonably required for voting.”
 - b. **SUSTAINABILITY** I want to first thank Dr. Fowler for her donation of business attire to the Campus Closet. We encourage anyone that has anything to donate or needs something from the closet to please utilize it. I also want to encourage any glass bottles/containers you have lying around to be donated to the Office of Sustainability to be used in the Glass Blaster.

ANNOUNCEMENTS/INFORMATION ITEMS

1. **UNIVERSITY CURRICULUM COMMITTEE (UCC) UPDATE — LYNDALL MUSCHELL, CHAIR**
 - a. **UNIVERSITY CURRICULUM COMMITTEE**
 - i. **Information Items**
 1. **College of Arts & Sciences**
 - a. **Modification of an Existing Course**
 - i. GC2Y Human Migrations in the Americas – Change in course title to “The Southern Border;” updated course description
 - b. **GRADUATE COUNCIL**

i. College of Education (April 10, 2020)

1. Action Items

- a. M.Ed. in Special Education** – Add EDEX 6124, Positive Behavioral Interventions and Supports in the Classroom and EDEX 6125, Implementation of Positive Behavioral Interventions and Supports at the Tier III Level to the program of study of the M.Ed. in Special Education. In place of these courses, we request to delete EDEX 6190, Applied Behavior Analysis and EDEX 6193, Advanced Classroom Management from the program of study. **Approved**
- b. M.Ed in Library Media and Instructional Technology** - Remove EDFs 6224, 6225, and 6226 from the course requirements for the M.Ed. in Instructional Technology and the M.Ed. in Library Media. **Approved**
- c. M.Ed. Early Childhood** – The Early Childhood Program requests to provide the M.Ed. in Early Childhood Education advanced degree program in a 100% on-line format in addition to the current partially online delivery. **Approved**

2. Information Items

- a. New Course**
 - i. ENGL 5900**
- b. Modification of an Existing Course**
 - i. ENGL 6112**

ii. College of Health Sciences (April 27, 2020)

1. Post-MSN Nurse Educator (Track Changes)

- a.** Replacement of NRSg 6115 (3cr) with NRSg 5500 (2cr). The addition of one credit hour (from difference in replacement credit) to NRSg 6121 course which will now have additional clinical hours. **Approved**
- b.** New name for NRSg 6121 to be called Simulation and Technology in Nursing Education. NRSg 6121 would be a variable credit hour option for students needing additional clinical hours. **Approved**

iii. College of Arts & Sciences

1. MAT Music Education

- a.** Add MUED 5820 Music for the Exceptional Child (3cr) as a program requirement. **Approved**
- 2.** Replace requirements for MUED 6300 Technology in Music Education (3cr) and EDIT 5202 Technology for Teachers (3cr) with a requirement for one or the other of these courses. **Approved**

iv. College of Business (April 10, 2020)

1. Informational Items

a. New Courses

- i.** MMIS 6230 – Ecommerce
- ii.** MMIS 6240 – Agile Project Management
- iii.** MMIS 6250 – Leadership in IT
- iv.** MMIS 6260 – Strategic MIS

b. Modification of Existing Program

- i.** Master of Accountancy (MAcc) - Renumber ACCT 6130 – Taxation of Business Entities to ACCT 5125; Remove ACCT 6310 and ACCT 6360 as course options for the MAcc.

c. GENERAL EDUCATION COMMITTEE

i. Action Items

- 1.** ENGL 2150 (revised proposal) New course in Area C2: - **Approved**

2. GC1Y Information in Times of Crisis (revised proposal) – **Approved**
3. GC1Y Religion & Technology - **Approved**
4. GC1Y Exploring Friendship – **Approved**
5. GC1Y Critical Information Literacy - **Approved**

NEW BUSINESS

1. **MOTION 2021.APC.002.P STUDENT USE OF COPYRIGHTED MATERIALS: SYLLABUS STATEMENT** On behalf of the committee, John Swinton, APC Chair, presented the motion “Student Use of Copyrighted Materials Syllabus Statement: As a student your ability to post or link to copyrighted material is governed by United States copyright law. The law allows for students to post or link to copyrighted materials within the course environment when the materials are pertinent to course work. Students are expected to adhere to the stipulations of the Georgia College Honor Code, which addresses plagiarism. Violations are subject to disciplinary action. Policy recognizes that exclusive rights of copyright holders are balanced by limitations on those rights under federal copyright law, including the right to make a fair use of copyrighted materials. The absence of a copyright notice or symbol on a work does not denote a lack of copyright. Failure to comply with this policy, including federal copyright laws, may result in restriction or loss of university network access and/or disciplinary action through the Office of Student Life. For questions involving copyright issues, please consult the GC Office of Legal Affairs. Refer to the USG Policy on the Use of Copyrighted Works at <https://www.usg.edu/copyright>.”
 - a. **CONTEXTUAL INFORMATION** The history of the Copyright Motion is contained in the 18 Oct 2019 Minutes (USG Fair Use Policy and Copyright Announcement/Information item by Jennifer Townes, Scholarly Communication Librarian), 15 Nov 2019 Minutes (Committee Report by APC), and 24 Apr 2020 Minutes (New Business Motion 1920.APC.003.P Add Copyright Policy to Required Syllabus Statements).
 - b. **DISCUSSION** The **MOTION** was approved by electronic vote with the discussion listed below, two dissenting voices (26 yay, 2 nay), and only elected faculty senators eligible to vote.
 - i. Comment: As a point of order, we did not change the order of the agenda.
 - ii. Comment: The rationale for the required syllabus statement stems from a concern that, because there is more student use of GeorgiaVIEW, students need to know what is the acceptable use of the learning module.
 - iii. Comment: The Honor Code does not discuss copyright, and this syllabus statement will be placed on every syllabus regardless of whether GeorgiaVIEW is being used in the course.
2. **MOTION 2021.APC.001.R RESOLUTION CONDEMNING UNSAFE RETURN TO FACE-TO-FACE INSTRUCTION** On behalf of the committee, John Swinton, APC Chair, presented the motion “Resolution Condemning Unsafe Return to Face-to-Face Instruction Whereas without a safe environment for students, faculty, and staff, no institution can be expected to carry out its academic mission to the fullness of its potential, and Whereas faculty members, in collaboration with their department chairs, have a vested interest in delivering instruction in a modality they deem best, based on their experience, to achieve course outcomes, the University Senate of Georgia College and State University affirms the following: *Resolved*, that the Georgia College University Senate:
 1. Condemns the unsafe return to face-to-face teaching forced on faculty and students by the administration of the University and the Board of Regents (BOR) of the University System of Georgia (USG);
 2. Asserts that students whose situations do not fit within the limited number of medical conditions outlined by the BOR and the Georgia College administration excusing them from attending classes in person should not be forced to take classes face-to-face when that format causes them excessive fear for their physical or mental health;
 3. Asserts that faculty whose situations do not fit within the limited number of medical conditions

outlined by the BOR and the Georgia College administration excusing them from conducting classes in person should not be forced to teach classes face-to-face when that format causes them excessive fear for their physical or mental health, or endangers the health of those who reside with them and are at high risk.

Resolved, that the Georgia College University Senate:

1. Finds the actions of the BOR, the USG, and Georgia College administration regarding Fall 2020 have undermined the values of Reason, Respect, and Responsibility in the academic policies they have enforced;

2. Calls on the BOR, the USG, and Georgia College administration to immediately revise policies and allow faculty to deliver instruction in a manner they regard as the most pedagogically sound consistent with the bedrock principle of providing a safe educational environment for students;

3. Calls on the BOR, the USG and Georgia College administration to immediately revise policies and allow students to opt for online instruction if they regard face-to-face classes as unsafe, without any other preconditions.”

a. **DISCUSSION** During the course of the discussion, described below, a **MOTION** to refer the motion to committee was made but not seconded. A **MOTION** to extend debate by 10 minutes was made, seconded, and approved. A **MOTION** to call the question was made and seconded. Due to technological difficulties, the vote had to be conducted by electronic poll after the end of the meeting. The motion to call the question, which requires a two-thirds vote for adoption, was a tie (16 yay, 16 nay, 2 abstain).

i. Comment: The BOR resolution regarding in-person teaching only mentions parent and student expectations (see Item 13 of the President’s Report, above). Health concerns are not mentioned in either the BOR resolution or the chancellor’s report (see Item 16 of the President’s Report, above).

ii. Question: What was the committee vote for this resolution? Answer: It was unanimous.

iii. Question: What is the number of medical conditions that the USG allows for consideration of instructor teaching accommodations? Answer (Chair Swinton): Since it is a list, the number is limited. Answer (Fellow Senator): 23.

iv. Comment: The USG wants us to teach face-to-face at all costs.

v. Comment: Faculty are only excused from teaching in person for their own medical conditions, not their family members that they live with and care for. There are limitations placed on permitting accommodations based on medical excuses.

vi. Comment (Chair Swinton): Voting for this resolution is not an action. It’s expressing an opinion that hasn’t been stated in anything we’ve heard today or during the pandemic.

vii. Question: Does the number of students outside the classroom change the designation of the class from in-person to hybrid or online? Answer (Provost Spirou): There is no policy. There is a temporary absence from class. Faculty did a phenomenal job moving students through the difficult quarantining and isolating process.

viii. Question: Does this resolution condemn both the USG and GC administrations? Answer (Chair Swinton): Yes.

ix. Question: Could GC administration have done anything but what the USG told them to do? Answer (Provost Spirou): These are directive from the system. For example, requiring 120 credit hours to graduate is a system directive, as is the core curriculum. Dr. Denley did not ask us to think about face-to-face instruction; he gave a directive to all 26 institutions’ provosts. Answer (President Dorman): My job is to align this university with the directions of the chancellor and the Board of Regents; we have done that. We were directed to create the best environment of face-to-face instruction with social distancing, and faculty have done that. I commend Provost Spirou and Registrar Anderson for their thought and planning to be compliant with the given directions. Human Resources did all that they

could do to process accommodations. The order to re-verify came because conditions change.

- x. Question: How many faculty and staff have been hospitalized? Answer (President Dorman): To my knowledge, none.
- xi. Question: Can FAPC discuss this motion? Answer (Chair Swinton): This resolution has been posted and circulated for almost two weeks.
- xii. Question: How many positive student tests are there currently? Answer: About one per day.
- xiii. Comment: I'm teaching all of my classes online because students are quarantining again.
- xiv. Comment: I can't imagine how difficult it is for faculty to teach in person with students coming and going with quarantine and isolation.
- xv. Comment: AAUP asserts that faculty should have primary responsibility for methods of instruction, and the CDC considerations for institutions of higher education notes that in-person teaching is the highest risk.
- xvi. Comment: There are only five courses on the fall schedule listed as hybrid. Answer (Provost Spirou): Faculty are responsive to student needs. Although this may not be reflected on the schedule, instructors have worked with students.

ADJOURN

1. **ATTENDANCE AND THE SIGN-IN SHEET** Alex Blazer marked the attendance of those who joined the online video conference.
2. **MOTION TO ADJOURN** A motion to adjourn was made, seconded, and approved. The meeting was adjourned at 4:59 p.m.

SUPPORTING DOCUMENTS

3. There are no supporting documents.