

**2020-2021 University Senate  
Minutes for the 22 Jan 2021 Meeting**

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

- PRESENT (43)** Abraham Abebe, Jamie Addy, Justin Adeyemi, Kevin Blanch, Alex Blazer, Linda Bradley, Hauke Busch, Krystal Canady, Rodica Cazacu, Laura Childs, Benjamin Clark, 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, Lyndall Muschell, Christine Mutiti, Amy Pinney, Gennady Rudkevich, James Schiffman, Liz Speelman, Costas Spirou, Susan Steele, Mariana Stoyanova, Katie Stumpf, Rob Sumowski, Jessica Swain, John Swinton, Ashley Taylor, Jennifer Townes, Jessica Wallace, Jiaqin Yang, Diana Young
- REGRETS (3)** Susan Allen, Robert Blumenthal, Steve Dorman
- ABSENT (3)** Jolene Cole, Paulette Cross, Stacey Milner
- GUESTS (12)**

<b>Name</b>	<b>Role on University Senate or Position at the University</b>
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
Angie Childre	Interim Director of Student Health Services
Shea Council	Administrative Assistant of the 2020-2021 University Senate
Carolyn Denard	Associate Vice President for Inclusive Excellence and Chief Diversity Officer
Lee Fruitticher	Associate Vice President for Finance & Administration
JiSeun Sohn	Assistant Professor, Government & Sociology
Sara Stallings	Director of University Events and Protocol
Monica Starley	Special Assistant to the President
Carol Ward	Chief Business Officer Designee to the 2020-2021 RPIPC
Jen Yearwood	Special Assistant to the Vice President of Finance and Administration

**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 (01/22/2021)
  - b. University Senate Meeting Minutes (11/20/2020)

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.

**UNFINISHED BUSINESS**

1. **MOTION 2021.APC.003.P GUIDELINES FOR SUPERVISOR ACCESS TO FACULTY MEMBERS' COURSES ON THE UNIVERSITY'S ONLINE LEARNING MANAGEMENT SYSTEM** On behalf of the committee, John Swinton, APC Chair, presented the motion "To recommend Guidelines for supervisor access to faculty members' courses on the university's online learning management system, as described in the supporting document, as university policy."

- a. **SUPPORTING DOCUMENTS** Supporting documentation was available in the online motion database: <https://senate.gcsu.edu/motions/guidelines-supervisor-access-faculty-members-courses-university-s-online-learning-management>.
  - i. *Guidelines for supervisor access to faculty d2l*: A document providing rationale and details of the policy recommendation.
- b. **CONTEXTUAL INFORMATION**
  - i. John Swinton provided the following information: Since instructors’ supervisors have been added to instructors’ GeorgiaVIEW sites, we need a policy notifying instructors of supervisor access.
  - ii. The history of the Supervisor Access Motion is contained in the 16 Oct 2020 Minutes (APC Committee Report) and the 20 Nov 2020 Minutes (APC Committee Report).
- c. **DISCUSSION**
  - i. Comment: A supervisor should not have the ability to add or copy material from the instructor’s learning management system.
  - ii. Comment: Faculty member should be changed to instructor.
- d. **SENATE ACTION**
  - i. A **MOTION** to amend the Policy Statement in the supporting document by adding the sentence “Supervisors or their designate shall not have the authority to add, remove, or copy any material from an instructor’s Learning Management System area without the freely provided express written consent of the instructor” was made, seconded, and **APPROVED** by electronic vote with only Faculty University Senators eligible to vote (37 yay, 4 nay).
  - ii. Amended Motion 2021.APC.003P was **APPROVED** by electronic vote with only Faculty University Senators eligible to vote (36 yay, 4 abstain).

## **NEW BUSINESS**

1. **MOTION 2021.FAPC.001.P AMENDED EMERITUS/EMERITA POLICY** On behalf of the committee, Hank Edmondson, FAPC Chair, presented the motion “Motion to recommend that Georgia College amend the Emeritus/Emerita Policy to add a review process from tenured departmental colleagues.”
  - a. **SUPPORTING DOCUMENTS** Supporting documentation was available in the online motion database: <https://senate.gcsu.edu/motions/amended-emeritusemerita-policy-11142020>.
    - i. *Amended Emeritus/Emerita Policy Summary.docx*: A document summarizing the policy change recommendation.
    - ii. *Emeritus Policy 1-8-21 final.doc*: A document providing rationale and details of the policy change recommendation.
  - b. **CONTEXTUAL INFORMATION**
    - i. Hank Edmondson provided the following information: At the request of Provost Spirou, FAPC reviewed ways for faculty to be involved in granting emeritus status to retiring faculty. Rather than starting with the department chair, the motion proposes that the emeritus process start with three tenured faculty members from the department. If there are not enough tenured members from the home department, then tenured members from a related department may be added. The change would be implemented in Fall 2021. The amendment is in the best interest of candidates for emeritus status.
    - ii. The history of the Amended Emeritus/Emerita Policy is contained in the 18 Sep 2020 Minutes (ECUS Committee Report) and the 20 Nov 2020 Minutes (FAPC Committee Report).
  - c. **DISCUSSION** There was no discussion.

- d. **SENATE ACTION** Motion 2021.FAPC.001.P was **APPROVED** by electronic vote with only faculty University Senators eligible to Vote (35 yay, 4 abstain).
2. **MOTION 2021.ECUS.001.B PROPOSED REVISIONS TO UNIVERSITY SENATE BYLAWS (DIVERSITY COMMITTEE)** On behalf of the committee, David Johnson, Past Presiding Officer and ECUS member, presented the motion “To approve the proposed revisions to the University Senate Bylaws as outlined in the supporting documents.”
- a. **SUPPORTING DOCUMENTS** Supporting documentation was available in the online motion database: <https://senate.gcsu.edu/motions/proposed-revisions-university-senate-bylaws-diversity-committee-01082021>.
- i. *USBylaws\_2021-01-15.docx*: A Word document containing a copy of the proposed bylaws revisions.
  - ii. *USBylaws\_2020-01-15.pdf*: A pdf document containing a copy of the proposed bylaws revisions.
  - iii. *Summary of Revisions – Diversity Committee (21-1-15).docx*: A document summarizing the bylaws revision recommendation.
- b. **CONTEXTUAL INFORMATION**
- i. David Johnson provided the following information: In proposing this new standing committee, called Diversity, Equity and Inclusion Policy Committee, ECUS consulted with numerous stakeholders and worked closely with the Office of Inclusive Excellence. Under the proposed bylaws change, standing committees will have 13 members in order to maintain a majority faculty presence. Also, there will be an additional Presidential Appointee serving on the committee and University Senate. University Senate will still need 4-10 volunteers to serve on standing committees each year.
  - ii. The history of Bylaws Revisions (Diversity Committee) is contained in the 16 Oct 2020 Minutes (ECUS Committee Report) and 20 Nov 2020 Minutes (ECUS Committee).
- c. **DISCUSSION** For the first reading of the proposed bylaws revision, Senators asked questions and made comments about the motion.
- i. Question: Why does the proposal reduce the Corps of Instruction faculty serving on standing committees? Does this reduce representation of each college on each standing committee? Answer (Past Presiding Officer): Due to limited number of senators, some colleges are not currently represented. We have always attempted to address the representation issue with volunteers. Answer (Presiding Officer): We used to have five standing committees and the four colleges and the library were represented on those committees. The current proposal will return us to that earlier model.
  - ii. Question: What will happen to standing committees that have been addressing diversity issues? Answer (Past Presiding Officer): We don’t want to create a standing committee whose business is superfluous or overlaps too much. If there is a gray area, ECUS and SCC will continue to steer items to the most suited committee. Answer (Chief Diversity Officer): Agenda items often blend; however, the advantage of a Diversity Committee is expertise, experience, and knowledge of best practices that committee members bring to the committee. The committee will include the Chief Diversity Officer, the Director of Admissions, and the Director of Human Resources.
  - iii. Question: What is the purpose of creating a standing committee when we already have bodies that can address these issues? Answer (Chief Diversity Officer): Placing a diversity committee on University Senate centralizes the policy recommendation process, rather than having policies dispersed throughout the department, college, and office levels. Answer (Past Presiding Officer): Currently, our campus is not doing as good a job

as it can in speaking with one voice. We could, for instance, pass a resolution addressing hate speech on campus and recommend programming initiatives.

## **PRESIDENT'S REPORT — PRESIDENT STEVE DORMAN**

President Steve Dorman extended his *Regrets* and provided the following report.

1. **TRAFFIC CROSSINGS UPDATE** The DOT completed their safety improvements on Hancock Street over the holiday break. This project includes a new red-light safety feature, referred to as a Barnes Dance, 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, referred to as a Pedestrian Hybrid Beacon, was 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 is currently on hold due to a recent DOT request. This project will include an improvement at the crosswalk on Montgomery Street between Beeson and Peabody with a red-light signaling system.
2. **MANDATORY SECURITY TRAINING** Governor Kemp issued an executive order requiring all State of Georgia and University System of Georgia employees to complete Information Security Awareness Training twice a year. All employees must complete the training before March 5, 2021. Should you have any questions, please contact our information security officer, Mr. Hance Patrick by email at [hance.patrick@gcsu.edu](mailto:hance.patrick@gcsu.edu) or by phone by calling extension 6354.
3. **STATE OF THE UNIVERSITY** The annual State of the University Address will be held virtually on Friday, February 5. A link to view the 2 p.m. address will be provided prior to the event. Details regarding the annual Service Recognition Ceremony held immediately following the State of the University will be forthcoming.
4. **VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT** On Thursday, January 21, I announced that due to the tragic passing of Chairwoman Susan Allen's husband, we are taking a strategic pause in the search process for our next Vice President for University Advancement. We hope to reconvene in early February 2021. For those of you who participated in the on-campus interviews, thank you for time, feedback, and support. I truly appreciate everyone's support and understanding during this time.
5. **GENERAL COUNSEL SEARCH** We are currently engaged in a search for our next General Counsel. This search is being chaired by Interim Vice President for University Advancement, Lee Fruitticher. Members of the search committee include:
  - a. Jamie Grodecki, Assistant Athletic Director, Leadership/Senior Women Administrator/Head Softball Coach
  - b. Brittiny Johnson, Director of Public Affairs
  - c. Trejuan Johnson, Assistant Director of Alumni Awards, Collaborations, & Reunions
  - d. Chris McGraw, Associate Vice Chancellor for Legal Affairs, University System of Georgia
  - e. Holley Roberts, Interim Associate Provost of Academic Affairs and Director of The Graduate School
  - f. Shaundra Walker, University Library DirectorOn-campus interviews are set for February 15 – 19, 2021. Details about this search can be found at <https://www.gcsu.edu/general-counsel-search>.
6. **HOMECOMING** The Division of Student Life has convened a large group of students representing many clubs and organizations to help plan this year's Homecoming which will be held April 19-24, 2021. Specific events have yet to be determined. The week's festivities will conclude with a home baseball game, and the Homecoming Court will be announced at that time. University Communications is working with the Homecoming Committee on a theme and save-the-dates. The Alumni Office will

also promote and potentially plan some additional events. More details about this year's events will be released over the next few weeks.

7. **INTEGRATED SCIENCE COMPLEX** This project is currently 60% complete on construction. We anticipate completion sometime in June. Once the building is turned over to us (likely in July), we will begin installing equipment and furniture which will continue through August and September.
8. **STAFF SALARY STUDY** As noted in my November 2020 report, we received approval to implement the staff salary study increases in January of 2021. By now, all supervisors should have received salary letters from HR for their respective staff members. Letters were sent to those affected by the study as well as those who were not with details explained within the letter. Please remember, this was not an across-the-board increase but followed the recommendations of the study for increases. This will provide much needed increases to bring staff to the minimum levels set by the study. Should you or any one in your area have questions, please direct them to [classcomp@gcsu.edu](mailto:classcomp@gcsu.edu) or by calling extension 5596.
9. **POLICY REVISIONS AND APPROVALS** During the January 2021 Board of Regents meeting, revisions were made to the following BOR policies:
  - a. Campus Affairs
    - i. [Board Policy 6.3.5 Trademarks](#)
  - b. Personnel
    - i. [Board Policy 8.3.9.4 Temporary Suspension of Violation of State and Federal Laws](#)
  - c. The Flextime, Compensatory Time, and Overtime and the Telework Policy were approved by the Executive Cabinet on December 15. The policy can be found at:
    - i. [Legal Affairs New/Revised Policies](#)
10. **SAVE THE DATE**  
*State of the University Address*  
*Faculty and Staff Service Recognition Ceremony*  
Friday, February 5, 2021  
Virtual Ceremony

## **PROVOST'S REPORT — PROVOST COSTAS SPIROU**

1. **SPRING 2021** We started Spring semester 2021 (January 19<sup>th</sup>) much like the Fall with face-to-face instruction along with social distancing and other important mitigation efforts on campus. To accomplish social distancing, classroom settings were reconfigured once again, and section sizes were reduced with larger rooms continuing to be part of the schedule.
2. **FACULTY RESEARCH GRANTS** Call for Applications: The Faculty Research Grant program at Georgia College is intended to provide small grants to support faculty scholarship and creative endeavors. The expectation is that the Faculty Research Grant supported projects will lead to faculty publications or public performances and exhibitions of creative works and applications for external grant support. The call for research grant proposals for Spring 2021 Round II opens February 1, 2021 with a deadline of February 19, 2021 at 5:00 p.m.
3. **INCLUSIVE EXCELLENCE RESEARCH GRANTS** Call for Applications: The purpose of the Inclusive Excellence Research Grant is to provide funding for Georgia College faculty to conduct research on topics regarding inclusive excellence. The institution and faculty can address inclusive excellence in a variety of ways including: examining underserved populations, researching the effect of educational, economic, health, and environmental disparities, analyzing public policies and their impact on the social world, investigating historical events, evaluation of effective and inclusive teaching, discovering the roles specific learning outcomes includes or excludes our learners, identifying the impact the use of

technology has on certain populations, and recognizing the student's agency in successfully matriculating through the coursework. The deadline for applications is February 19, 2021.

4. **PERSONAL PROTECTIVE EQUIPMENT** Georgia College will continue to follow the guidance from the Georgia Department of Public Health (GDPH) and the Centers for Disease Control and Prevention (CDC), as well as the USG to ensure that we create a safe environment for everyone on campus. To this end, we are maintaining an ample stock of personal protective equipment (PPE), including washable cloth and disposable face masks, disinfectants, and sanitizing materials. We will continue to request that individual office areas are sanitized while Building Services will continue to routinely clean and sanitize the common areas. For additional PPE or assistance in cleaning or sanitizing workspaces, please submit work orders by calling 478-445-4279 or call Shea Groebner 478-445-2043. Face masks will continue to be required for anyone entering campus and where at least six feet of social distancing will be difficult to maintain.
5. **ALTERNATE WORK ARRANGEMENTS** Faculty who fall into high-risk categories for severe illness with COVID-19 may request alternate work arrangements. If you believe you fall into a high-risk category that would make you a vulnerable employee, please contact the Georgia College Human Resources Office. Human Resources will review the request and, upon approval, will work with the employee and their immediate supervisor in documenting and providing for an alternate work arrangement.
6. **TENT AND VENTILATION** The tent set-up in the Bell Hall parking lot is available for usage throughout Spring semester for classes or meeting space. For buildings with HVAC controls, the HVAC shop will continue programming the air conditioning and heating systems to bring in more outside air for improved ventilation. System filters have also been upgraded to minimize the chances of the HVAC system spreading the virus.
7. **COLLEGE OF EDUCATION** The Georgia College's John H. Lounsbury College of Education earned a Level 4 rating on the 2020 Teacher Preparation Program Effectiveness Measures (PPEMs) published by the Georgia Professional Standards Commission (GaPSC). The highest-ranking available, Level 4 is labeled "exemplary" and is above the desired level of performance for effectively preparing future teachers. This marks the second year of the statewide rankings and the second year in a row Georgia College has received the highest rank. The PPEMs evaluate educator preparation programs using measures collected during candidates' time in the program—such as certification assessments required by the state—and measures collected following completion once candidates are in the classroom, including classroom observations by supervisors and surveys of employers as well as newly employed teachers. The primary purpose of the PPEMs is to give educator preparation programs detailed information that they can use to improve.
8. **COLLEGE OF HEALTH SCIENCES** All 33 of our Family Nurse Practitioner (FNP) graduate students passed their certification exam on the first attempt. This is a great example of the quality programs that we have in the School of Nursing and the College of Health Sciences.
9. **UNIVERSITY RETENTION COMMITTEE** The University Retention Committee submitted its preliminary report with a number of recommendations including:
  - a. Revising the Freshman Seminar to help students feel more engaged to their programs as freshmen and sophomores.
  - b. Enrollment Management will start asking more in-depth questions when students leave (i.e., If student states GC doesn't offer the major they want, admissions will find out specifically which major).
  - c. Enrollment Management will start offering a student leave of absence for a semester that will allow a more streamlined return for students.
  - d. Several areas across campus are researching enhanced parent engagement.
  - e. The GC Nudge Unit, a student-led initiative overseen by the Economics & Finance and Psychology departments will assist the committee in developing strategies for improving retention through behavioral changes.

10. **GC JOURNEYS** GC Journeys won the USG Regents' Momentum Year Award for Excellence in Teaching and Curricular Innovation.
11. **CENTER FOR TEACHING AND LEARNING** The Center for Teaching and Learning will be offering the following workshops to support faculty. Please contact the CTL for additional information:
  - a. Creating Accessible Documents - Track: Course Structure - January 26.
  - b. The Science of Learning - Track: Learning and Getting it Right - January 27.
  - c. Transformative Learning Experiences & Essential Learning Outcomes - January 29.
  - d. Developing Relationships in a Digital Environment - February 2.
  - e. Creating an Inviting and Welcoming Space for Learning: UDL - February 9.
  - f. Video Recording Solutions for Recording Your Presentations or Tutorials - February 9.
  - g. Creating Accessible Media – February 10.
  - h. Who Is Generation Z and Why It Matters - February 16.
  - i. How to Capture What You Are Doing for Publication and Presentation - February 16.
  - j. Using Technology for Video Recording Presentations and/or How-to Videos - February 18.
  - k. Which Teaching Strategies Yield the Greatest Bang for Your Buck? - February 24.

The CTL saw an increase of tickets from 896 (2019) to 2,420 (2020). The 2019-2020 Annual Report is available in the Center homepage website.

12. **BORDER-FREE GC** Join the International Education Center in information sessions to learn about the many ways in which you can enhance the Georgia College experience by incorporating the resources of the world. The Border-Free initiative at Georgia College allows all students, faculty, and staff the opportunity to engage with the global community regardless of barriers, whether actual or perceived. The use of technology facilitates affordable – sometimes even cost-free - opportunities to connect with students, faculty, staff, community members, and experts throughout the world in both academic, professional, pre-professional, and social environments.
  - a. January 28 @ 10am register at: [https://gcsu.zoom.us/meeting/register/tJcudOirrTguGtK8izjxcuatUvg2h1GkdVo6](https://gcsu.zoom.us/j/9125482231)
  - b. February 9 @ 12pm register at: [https://gcsu.zoom.us/meeting/register/tJAufuqoqTkvGNQGzAMAwuvfGU9Q0G19HGvL](https://gcsu.zoom.us/j/9125482231)
  - c. February 26 @ 2pm register at: [https://gcsu.zoom.us/meeting/register/tJArc-mvqzMpHtVEfbB\\_r1mu8X9xYTJ\\_2OEy](https://gcsu.zoom.us/j/9125482231)
13. **PROFESSIONAL LEAVE** The following faculty members have been awarded a professional leave for the 2021-2022 academic year:
  - a. Ashley Evans Taylor, Psychological Science
  - b. Aurora Castillo-Scott, World Languages and Cultures
  - c. Brantley Nicholson, World Languages and Cultures
  - d. Cliff Towner, Music
  - e. Huaiyu Wang, Philosophy, Religion, and Liberal Arts
  - f. Joanna Schwartz, Management, Marketing, and Logistics
  - g. John Swinton, Economics and Finance
  - h. Kasey Karen, Biological and Environmental Sciences
  - i. Ken McGill, Chemistry, Physics, and Astronomy
  - j. Min Kim, Government and Sociology
  - k. Simplice Tchammna-Kouna, Mathematics
14. **HONORS COLLEGE** The Honors College recently announced that the Transformative Experience and Saladin Scholars grants are now available to Honors students. Please encourage Honors students to apply, especially for the Saladin Scholars grants. The application deadline for the Saladin Scholars grants is February 15. For more information, please see <https://www.gcsu.edu/honors/grants>.
15. **CORINTHIAN** Russell Library is pleased to announce the publication of volume 20 of the *Corinthian: The Journal of Student Research at Georgia College*, Georgia College's student research journal. The current and previous volumes are available online at <https://kb.gcsu.edu/thecorinthian/>. The publication

is currently seeking submissions for Volume 21. The deadline to submit a paper is February 28, 2021. Submissions will be accepted from both undergraduate and graduate students. For more information, visit the student journal website.

16. **AFFORDABLE LEARNING GEORGIA GRANTS** The deadline for the next round of Affordable Learning Georgia grants, which support the implementation of affordable alternatives to costly commercial textbooks, is March 1, 2021. Faculty who are interested in developing an open education resource for the grant program should contact Dr. Shaundra Walker, Georgia College's Faculty Champion for Affordable Learning Georgia. Please note that all grant applications must be coordinated with the Office of Grants and Sponsored Projects.
17. **COPLAC PRIOR AWARD** In memory of the contributions of David J. Prior (Chancellor of the University of Virginia at Wise, 2005-2012), the COPLAC Board of Directors announces the ninth annual award in his name. This \$500 award to a senior-level undergraduate student is in honor of Chancellor Prior's work advancing this consortium and promoting student success in the public liberal arts sector. Submission deadline is February 22, 2021 (contact CTL).
18. **COPLAC CHARLES DUNN AWARD** In memory of the contributions of Charles Dunn, the COPLAC Board of Directors announces the seventh annual award in his name. This \$500 award to faculty is in honor of President Dunn's work advancing this consortium and promoting student success in the public liberal arts sector. Submission deadline is February 22, 2021 (contact CTL).
19. **FACULTY SCHOLARSHIP SUPPORT PROGRAM** The following faculty were recognized as the recipients of the competitive Faculty Scholarship Support Program funded by the Provost for Summer 2021:
  - a. Julian Knox, Assistant Professor of English, Article/Book Project  
Title: *From Dramatic to Divine Time: Shakespeare, Aeschylus, and Coleridge's Zapolya*
  - b. Mariana Stoyanova, Assistant Professor of Spanish, Article Project  
Title: *Atar Cabos: Comprehension and Production of Spanish Idioms by Advanced and Near Native Speakers of Spanish with L1 English.*
  - c. Dana Gorzelany-Mostak, Associate Professor of Music, Book Project  
Title: *Sounding Race, Inventing Authority: Pop Music, Identity, and the U.S. Presidency*
  - d. Guy Biyogmam, Associate Professor of Mathematics, Article Project  
Title: *On Prime Ideals of Leibniz Algebras*
  - e. Catherine Fowler, Assistant Professor of Nursing, Article Project  
Title: *Nursing Students Perception of Disaster Preparedness Before and After Formal Disaster Training*
20. **ONEUSG CAREERS** Georgia College is transitioning to the new OneUSG Careers platform. This is 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.). There are many benefits for using OneUSG Careers:
  - a. Improves applicant and hiring manager experience.
  - b. Reduces manual, paper and dual entry of data.
  - c. Integrates with OneUSG Connect and third-party vendors such as Equifax and Accurate.
  - d. Standardizes and simplifies business processes, procedures, and forms.
  - e. Reduces compliance risk.
  - f. Compatible with most smart devices.OneUSG Careers – Manager Self Service went live on Wednesday, January 20, 2021 and the Recruitment module will go live on Thursday, January 28, 2021. Contact [GCSUCareers@gcsu.edu](mailto:GCSUCareers@gcsu.edu) if you have any questions.
21. **COLLEGE OF EDUCATION SOCIAL JUSTICE DIALOGUE SERIES** The College of Education Social Justice Dialogue Series is having virtual book discussions taking place throughout the spring 2021 semester. They will be discussing *The Warmth of Other Suns* by Isabel Wilkerson, *Between the World and Me* by Ta-Nehisi Coates, and *We Want To Do More Than Survive* by Bettina Love. Sign up by January 31st by contacting the Office of the Dean, College of Education.



22. **GC JOURNEYS** GC Journeys co-sponsored the Winter Adopt-a-Stream Service Project Over Winter Break. This project had 50 students from all different majors volunteering across 26 different counties and inputting their data into the statewide database.
23. **STUDENT RESEARCH CONFERENCE** The 24<sup>th</sup> Annual Georgia College Student Research Conference will be held virtually on March 26<sup>th</sup>. The submissions will be due on March 1<sup>st</sup>. Abstracts and student submissions can be uploaded here: <https://kb.gcsu.edu/src/2021/>
24. **GC JOURNEYS PROJECT MINI-GRANTS** Faculty can apply for mini-grants to help support Transformative Experiences that they are leading in the Spring semester. [https://gcsu.col.qualtrics.com/jfe/form/SV\\_6XLnqNjOL2Mv8hL](https://gcsu.col.qualtrics.com/jfe/form/SV_6XLnqNjOL2Mv8hL)
25. **WRITING CENTER** The Writing Center received very positive feedback from their virtual tutoring in the Fall. Furthermore, although total visits were down, tutor satisfaction among clients was up and tutors were at 90% capacity during their tutoring times. The Writing Center will continue synchronous and asynchronous virtual tutoring for the Spring, starting January 25<sup>th</sup>.
26. **HIPS IMPLEMENTATION SCHOLARS** Angela Criscoe (Arts and Sciences), Joy Godin (College of Business), Joanne Previts (Education) and Damian Francis (Health Sciences) were all selected to serve as University System of Georgia HIPs Implementation Scholars. This is a new USG initiative to help support and promote High-Impact Practices across the system.
27. **QUESTIONS** When Provost Spirou invited questions, a number were forthcoming.
  - a. **COVID VACCINATIONS**
    - i. Question: What is the status of Georgia College being a vaccination site? Answer (Angie Childre, Interim Director of Student Health Services): We submitted the application two weeks ago to the Department of Public Health, which receives hundreds of applications per day. We are waiting.
    - ii. Question: Are faculty and graduate student instructors considered educators for the state's Phase 1B? Answer (Director of Student Health Services): Yes, faculty will be part of Phase 1B. I'm not certain of graduate student instructor status, so I will inquire.
    - iii. Comment: As a faculty member over 65 teaching face-to-face, I am waiting to be contacted to receive the vaccine. Comment: Go to the Department of Public Health website, search for vaccine providers, and then call all of the providers to try to make an appointment. (Note: The COVID-19 Vaccine site is <https://dph.georgia.gov/covid-vaccine>.)
    - iv. Question: Does Georgia College have a process for faculty to receive the vaccine when the college is approved as a vaccine site? Answer (Director of Student Health Services): We have a tentative plan for our facilities to distribute the vaccine.
    - v. Question: Could we prepare a list of faculty? Answer (Director of Student Health Services): Human Resources has a list.
    - vi. Question: How many Georgia College employees and students are currently quarantining and/or isolating? Answer (Director of Student Health Services): 47.

## **COMMITTEE REPORTS**

1. **EXECUTIVE COMMITTEE OF UNIVERSITY SENATE (ECUS) — HAUKE BUSCH, CHAIR**
  - a. **2020-2021 GOVERNANCE CALENDAR** The 2020-2021 Governance Calendar has been updated to include a previously omitted department meeting in April. (16 April 21 3:30 PD/other has been replaced with Department)
  - b. **UNIVERSITY SENATE BUDGET** No spending is anticipated for the university budget at the present time.
  - c. **UNIVERSITY SENATE RECOGNITIONS** University Senate Recognitions (Certificates/Pins) Report has been generated and is being reviewed for accuracy.

- d. **UNIVERSITY SENATE REPRESENTATIVES ON UNIVERSITY COMMITTEES** A review of University-Wide Committees with Senate Representation is being planned to fill vacant positions once the election results of the new senators have been posted.
  - e. **INCLUSIVE EXCELLENCE POLICY COMMITTEE WORKGROUP** The work group on “Establish an Inclusive Excellence Policy Committee (IEPC or I-PAC)” lead by David Johnson, Alex Blazer and Catherine Fowler is planning to present a motion to the Senate. The new proposed committee is intended to be called the Diversity Equity and Inclusive Policy Committee (DEIPC).
  - f. **PARLIAMENTARIAN** The Senate is still looking for a Parliamentarian.
2. **SUBCOMMITTEE ON NOMINATIONS (SCON) — CATHERINE FOWLER, CHAIR**
- a. **ELECTION OVERSIGHT** Requests were made to college deans and the library director to submit their election results by February 1, 2021. There is no legal date extension per the bylaws.
  - b. **AT-LARGE FACULTY SENATOR ELECTION** A letter was sent to all faculty asking for nominations for the at-large senator position.
  - c. **SELECTED STUDENT SENATORS** An email request was sent to the Student Government Association to implement elections and notify the senate.
  - d. **SELECTED STAFF SENATORS** An email request was sent to Staff Council asking for election results.
  - e. **GOVERNANCE RETREAT** Planning for the retreat is ongoing.
3. **ACADEMIC POLICY COMMITTEE (APC) — JOHN SWINTON, CHAIR**
- a. **Discussion with President and Provost** President Steve Dorman and Provost Spirou joined the meeting as guests in order to discuss issues that led to the proposed resolution condemning the BOR and GC administration’s response to the Covid crisis. The meeting was respectful and informative. To avoid doing any injustice to the conversation, rather than attempt to summarize it, I will copy Jolene Cole’s Secretarial notes:
    - i. Dr. Dorman and Dr. Spirou joined the meeting to clear up any additional misconceptions and/or concerns about the return to campus due to COVID.
    - ii. Swinton: APC was asked to pursue the resolution condemning BOR action on reopening campuses. Individuals wanted the committee to address the anxiety on campus, especially the concerns from our jr. faculty. APC’s aim was to serve as a filter for those concerns.
    - iii. Question: Is the BOR involved with arranging vaccinations with the Georgia Department of Health for USG campus workers? Dorman: GC is working on gaining approval to be a vaccination distribution location. We have the capacity to administer vaccines and store them effectively. Angie Childre our Interim Director for Student Health Services is taking the lead on this. My understanding is that GC will be considered part of 1B for teachers and essential workers for vaccines.
    - iv. Question: As President of Georgia College, are you in communication with our Baldwin County Health Department and Navicent Health Baldwin Hospital regarding availability of resources needed to support a spike of cases occurring when students return? Dorman: We are hoping that the start of the semester being later will help mitigate cases on campus. We are offering testing this week and next for faculty and staff. We will then be offering testing for students on the 19<sup>th</sup> and 20<sup>th</sup>. We do have tests on hand and will communicate this to students. Angie Childre has been working with the public health department and has been attending all their meetings.
    - v. Question: Will GC college provide quarantine space for students? Why has GC failed to do this and instead elected to send students home? Dorman: We do have space on campus for those who need to quarantine. The system has encouraged sending students home when possible. We also have 5600 undergraduate students with only about 2000 living on

campus. We would only serve those who live on campus. If a student can not go home, (international etc.) we do have spaces for them.

- vi. Question: We are hearing a lot of what the Board wants vs what is best for Georgia College. Can we push things depending on our unique situation? What is the boundary, if we need to do something that the board may not recommend etc.? Dorman: We received guidance from the board, university presidents, staff and public health department members as we entered the semester last fall. The recommendations we followed came from that group. We did lack some guidance from the CDC at first. By Thanksgiving the CDC did suggest students stay on campus and not return home. Information changed as we progressed through the semester.
  1. Swinton: Moving forward will still be rocky. We are going to run into situations where it would be good to note what's our decision vs what is the board and let the campus know where those decisions are coming from.
- vii. Question: Why has GC failed to establish a mandatory testing program? Dorman: No recommendation from public health to do so. Probably due to the large number of tests that would result from mandatory testing. We will provide opportunities and encourage it, but we will not require it.
  1. Schiffman: Schools that have done the best (with COVID numbers) have been vigorous on testing. They require testing before students return to campus and on an ongoing basis. What actually is preventing us?
  2. Dorman: We don't have that many tests or capacity for that many tests. It would result in a great expense. We are not prepared for testing on that level.
  3. DeVore: Not for everyone, but a reasonable sample as established by peer universities<sup>[SEP]</sup>Consult and use a sampling system already successfully used by another university.
  4. Styer: <https://www.cdc.gov/coronavirus/2019-ncov/php/open-america/expanded-screening-testing.html>. Jurisdictions can use these examples to guide their considerations as they develop local recommendations to prioritize select groups (examples are listed below) for expanded screening testing taking into account feasibility and costs. Jurisdictions might also consider sampling subgroups for screening testing initially to evaluate the need for more expanded screening testing in a particular group. Students, faculty, and staff at institutions of higher education (including community colleges and technical schools).
  5. DeVore: So, we don't have money to have a testing program to use to assess our status in virus spreading on our campus.
  6. Styer: CDC says we can do testing. We have chosen not to.
  7. Swinton: It does seem to be a resource issue.
  8. Rudkevich: We want to be on campus. We just want to avoid an outbreak. Some are mandating student testing before they return back. Last semesters problem was students came back to campus with COVID. It would be good to get ahead of it. Remember those who are most likely to get sick are also the most likely not to test. We can avoid another outbreak.
- viii. Question: What about contact tracing? Or is it a privacy concern? If it is a privacy concern, maybe safety trumps that? We had someone in our dept test positive and we only found out because that individual told us. Any plans for contact tracing moving forward? Dorman: Contact tracing does happen. Angie C. has done it. However, contract

tracing is not our duty. It's the public health departments. Sometimes Angie and her staff will inquire who the individual has been around and contact them. However, it is the public health departments responsibility.

1. Spirou: The process is the same with employees. You can refer to the COVID decision tree. They will ask you who you've been in contact with and we will contact those we need to. We've been doing so and people have quarantined as needed.
  2. Swinton: Close colleagues did all of that and still members of the department were never contacted. Could we think about an app or using something low cost for tracing on campus? Or are we actively engaging with public health to see who they should follow-up with?
  3. Dorman: Yes, tracing is supposed to be happening. If someone's not following up, we need to check on that. An app is a great idea in theory. However, it depends on people following up and agreeing to it. Everyone would need a phone and agree to be followed. It's a great innovation of science but with privacy issues and getting people to elect to be in is difficult. We just aren't there yet.
  4. DeVore: We have dual validation software on our phones needed to access unify and email. Is that a privacy issue? We use our personal phones.
  5. Swinton: Well, this should be on our radar moving forward. It would be opt in. Many students do opt in for many of our services, it may not be as hard as we think to get students to participate. Are we still keeping track of whose tested positive?
  6. Dorman: Yes, it is listed the next morning after it is reported. Some numbers may be delayed, for example over a weekend. Yet for most part it's accurate day by day.
  7. Spirou: If you check the site, the information is there. The beginning of last semester was very difficult, but I need to point out how critical behavior is in this situation. Behavior certainty produced change. The numbers went down as the semester progressed, due to change in behavior. January will probably see another rise but will shift back down. Testing will be available. Behavior is most important. We are in a different position than six months ago.
- ix. Sanders: Thank you so much for coming to our meeting today. I think that reaching out to faculty with a feedback survey would be extremely helpful in identifying what worked well and what did not work well when we returned face to face so that adjustments, if needed, can be made for the spring semester. The most challenging issue I encountered was the period of time in which two-thirds of my classes were in quarantine and the continued lack of attendance throughout the semester when the number of cases decreased. Thank you again for your time and attention.
1. Sanders: Approximately 2/3 of students were in quarantine. I live streamed lectures until the numbers went back down. However, other students who hadn't tested positive or who weren't told to isolate took advantage of the live streaming and lecture notes and did not attend class either. I structured class, so it was important to be there but didn't want to punish those who were sick. I'd like any suggestions or advice on what and how we should handle this type of situation.
  2. Dorman: What is your recommendation for this?

3. Sanders: It would be helpful to know what we as faculty can do to avoid this scenario. What are we able to do?
4. Spirou: This seems to be a common concern. I got a lot of questions from parents about this as well. Parents complained that their child was not registered for online courses but was only attending online courses. I researched the situation and students although registered for f2f were taking advantage of the online content offered by instructors even though they were not ill. If a student doesn't have a COVID note or hasn't been asked to quarantine, then it is up to the faculty member to make that decision. You can expect students to be in the classroom.
5. Dorman: Dr. Spirou can you write this up for faculty?
6. Spirou: Yes
7. Speelman: There is a gap in that information. Those that took advantage vs those who are still sick even though it's been over 14 days. We were told to take students word or absence as proof they still had COVID issues.
8. Swinton: I also saw a drop off in attendance. I had a few students who were anxious and feared being in class. They didn't know if they can trust their fellow students to be safe. If you post online, then students preferred to not be in class if they didn't need to be. Shouldn't we be more flexible for those students? Anxiety is real, students can't concentrate if they are anxious. We've been told by the dean of students that this is a real issue and should be taken seriously. Should we send messages of flexibility vs rules about being in class?
9. Spirou: I agree, anxiety is everywhere. Flexibility is needed and is very important. Claire's observation is important. It's up to each faculty member to determine flexibility and in what situation it is needed. If flexibility is needed, please do so. If you think some take advantage you can also tell them that they must be in class.
10. Styer: The message from last semester was "we have to be f2f". Student evaluations will be used, and our classes would be checked on to make sure we were there f2f.
11. Spirou: This is inaccurate – we did communicate student evaluations may or may not be used. There are also different types of instruction (hybrid, f2f, etc.) I met with USG to discuss f2f with social distance. Will do same again in January. Dr. Denley wants f2f and believes students do better f2f. The f2f directive was confirmed as the expectation for campuses. We attempted to continue with things as much as possible to maintain normalcy in our procedures. We continued with summer research support for faculty, we continued with tenure and promotion, and professional leaves. In midst of it all, we continue our support and want to ensure faculty some normalcy in this crazy situation.
12. Styer: You are saying f2f but be flexible. How can we do that? Those two things are different. You are telling us to be flexible but we also need to keep the rigid structure that has been opposed upon us.
13. Spirou: I don't think f2f and flexible is opposed to one another. Faculty may have options to do both. I can see a f2f structure but using various approaches to allow for some flexibility.
14. Swinton: Most of us have been operating on if we had a COVID note. I'd like to see us be more generous for those that choose to do distance till crisis is over. Can we broaden what is a legitimate excuse? This also goes back to who can teach f2f

and who can't. The initial COVID exemption list wasn't exhaustive, it couldn't be. It didn't include those who didn't qualify for exemption but may have had a high-risk child or spouse at home. This required individuals to have to self-isolate at home away from family while working f2f. Can we have a case-by-case basis where exceptions could be made? Also, could we have no cut off dates for applications because health status and home situations change?

15. Dorman: What number was exempted?
  16. Spirou: Approximately 88 faculty. The number is about the same for the spring.
  17. Swinton: There are plenty that didn't qualify but wanted to. Did any that didn't qualify for an exemption ask to qualify even though they didn't meet the requirements?
  18. Spirou: Not to my knowledge.
  19. Swinton: Did anyone who qualified for an exemption not receive one? Were you given any notice who were denied?
  20. Spirou: Maybe 1 or 2 out of 89 or so.
- x. Swinton: One of the major concerns was the denial of those that had circumstances of family members who were high risk but the employee didn't qualify for an exemption. The process seemed very black and white and should be more flexible.
1. Dorman: I'd like to hear more and take it back. Everything went thru HR.
  2. Swinton: HR isn't known for flexibility. Individual cases may differ.
  3. Dorman: What are the issues. What should be on the list?
  4. Swinton: Shouldn't be on a list. (High risk family member scenario shared). Each case is so different. List's don't work in this situation.
  5. Styer: I'm living with 2 extremely high-risk individuals but I had to work.
  6. Knox: Same, my wife was high risk. I was lucky and qualified. Would have been nice to know I had other options if I didn't qualify.
  7. Dorman: Helpful, let me see if I can do anything with this.
- xi. Additional questions and comments were submitted via email and chat
1. Gorzelany-Mostak: Thank you Dr. Dorman for taking the time to meet with us. I share the health-related concerns of all here and do not want to minimize them, but I was wondering if you could speak to the financial health of the institution and how positions, programs, staff assignments, funding for various initiatives, etc. might be impacted in 2021 and in the long term.
  2. Rudkevich: I was told a number of students who went home for quarantine never returned to campus.
  3. DeVore: Are there endowments which can be used to help with COVID issues on our campus?
  4. DeVore: Students also have anxiety when they zoom at 9 go on campus at 11 then drive away to go home and zoom again at 1...the schedule is a real issue for students. Basically, they are bouncing back and forth between their room/apartment and the campus.
  5. Sanders: I had many students who expressed that anxiety in the "check-up" survey I gave my students after the first few weeks. Most of them expressed they felt safe in the classroom, but there was also a sizeable number who wanted to take the class online.

6. Sumowski: Drs. Dorman and Spirou, On behalf of COE, I would like to thank you for coming today and for your candor. My COE colleagues recognize that these are extraordinary circumstances and that we all are doing the best we can with the information and resources available. There are no perfect scenarios. Forgive me, but I must log off to attend another meeting. Good Day everyone!
7. DeVore: If we taught in Baldwin High, and had a spouse or parent in the home, or child, who is high risk, we would be permitted to teach online,
8. DeVore: Flexibility of being the only caregiver of a 90 year old parent is ABSENCE. GC required face to face.HR was not flexible and neither were Chair, Dean.
9. Rudkevich: On a very different note, the presidential inauguration is happening 2 days into the semester. Would it be possible to send out a reminder for everyone to uphold Georgia College's honor code shortly before Jan. 20?
10. Email from DeVore: A study by the Centers for Disease Control and Prevention, released today, compared the rates of COVID-19 exposure in counties with large universities with remote instruction and with in-person instruction.
  - a. "U.S. counties with large colleges or universities with remote instruction (n = 22) experienced a 17.9 percent decrease in incidence and university counties with in-person instruction (n = 79) experienced a 56 percent increase in incidence, comparing the 21-day periods before and after classes started. Counties without large colleges or universities (n = 3,009) experienced a 6 percent decrease in incidence during similar time frames," the study said.
  - b. The study said, "Additional implementation of effective mitigation activities at colleges and universities with in-person instruction could minimize on-campus COVID-19 transmission and reduce county-level incidence." 1.8.21, Scott Jaschik [Live Updates: Latest News on Coronavirus and Higher Education \(insidehighered.com\)](https://www.insidehighered.com/live-updates/latest-news-on-coronavirus-and-higher-education)

b. **QUESTIONS** When the APC Chair invited questions, one was forthcoming.

- i. Question: How can the student COVID protocol be made more visible? Answer: The protocol is on the student portal.

4. **FACULTY AFFAIRS POLICY COMMITTEE (FAPC) — HANK EDMONDSON, CHAIR**

- a. **FACULTY EMERITUS POLICY** The committee has completed the Emeritus policy revision and submitted a motion for today's meeting of University Senate.

5. **RESOURCES, PLANNING, AND INSTITUTIONAL POLICY COMMITTEE (RPIPC) — RODICA CAZACU, CHAIR**

- a. **INFORMATION TECHNOLOGY GOVERNANCE** Chief Information Officer for GC, Susan Kerr provided a detail overview of the campus ITC Governance policy which came into effect Fall 2020. Susan offered to make herself available to present this information to the Senate if requested
- b. **COVID-19 VACCINATIONS AND TESTING** Vice President of University Administration and Finance Susan Allen provided an update on the campus current plans for COVID-19 Vaccination. The campus is currently being considered for approval as a vaccination site for its campus community. If approved, the campus will provide vaccine through health services in accordance with the CDC tier system, with frontline workers and persons over the age of 65 to be offered vaccination in the first tier. At this point the GC or USG has not commented on mandatory vaccines for members of the USG community. The update included reminders that

the campus offered testing clinics for students and employees upon return to campus. The Vice President added that the campus has significantly improve its COVID-19 testing capacity.

- c. **REHIRING POLICY** Chief Human Resources Officer, Carol Ward informed us about some USG policy updates regarding the eligibility for rehire. Carol explains how employees are capable to be rehired under the revised policy.
  - d. **ONLINE TESTING SPACE** Our committee discussed the possibility of establishing a space on campus where faculty can have their class take a test through D2L or other online resources in a secure testing manner.
  - e. **PART-TIME PAY** We also discussed briefly about part-time pay, which is close to minimum wage. We would like to find out if this is standard across the campus and if adjustments could be made.
6. **STUDENT AFFAIRS POLICY COMMITTEE (SAPC) — JAMIE ADDY, CHAIR**
- a. **MEETING CANCELLED** As there was no business, SAPC did not meet for its previously scheduled 8 Jan 2020 2:00-3:15 p.m. meeting.
7. **STUDENT GOVERNMENT ASSOCIATION (SGA) — NATHAN GRAHAM, PRESIDENT**
- a. **MEETING** The SGA Senate will reconvene next week on the 29th of January.
  - b. **CIVIC ENGAGEMENT** I will be working with various groups around campus on some civic engagement opportunities. These will be in the fields of community service and civic debate through the GIVE Center and the Georgia College Political Society.
  - c. **GO AUNT FLO** We are exploring policy to complete the Go Aunt Flo program, an initiative to provide menstrual products. We hope to have this finished by the end of the semester.
  - d. **MENTAL HEALTH** We will be encouraging student to make use of the new mental health infrastructure at Georgia College.
  - e. **GLASS BLASTER** The last item is the Glass Blaster update. 75 gallons of sand have been created thus far on the campus without a centralized collection system. The collection bins will soon be distributed to different buildings should have arrived by the 18th. Some of the sand already created will be included in the concrete for the Integrated Science Center.

## **ANNOUNCEMENTS/INFORMATION ITEMS**

1. **UNIVERSITY CURRICULUM COMMITTEE (UCC) UPDATE — LYNDALE MUSCHELL, CHAIR**
- a. **UNIVERSITY CURRICULUM COMMITTEE**
    - i. No Report – Meeting on January 29, 2021
  - b. **GRADUATE COUNCIL**
    - i. **New Proposals**
      1. College of Education: M.Ed. Special Education, Change to Delivery Format, approved unanimously
      2. College of Education: Ed.S Special Education, Change to Delivery Format, approved unanimously
      3. College of Education: Dyslexia Endorsement & Graduate Certificate, approved unanimously
      4. College of Business: Create a graduate certificate, IT Auditing, approved unanimously
      5. College of Business: Create a graduate certificate, Web Developer, approved unanimously
      6. College of Business: Create a graduate certificate, IT Data Analytics, approved unanimously
  - c. **GENERAL EDUCATION COMMITTEE**
    - i. No Report – Meeting on January 22, 2021



## **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 4:48 p.m.

## **SUPPORTING DOCUMENTS**

1. There are no supporting documents.