

**2021-2022 University Senate
Minutes for the 17 Sep 2021 Meeting**

University Senate Officers: Presiding Officer Catherine Fowler, Presiding Officer Elect Jennifer Flory, Secretary Alex Blazer

PRESENT (45) Justin Adeyemi, Ashley Banks, Kevin Blanch, Alex Blazer, Robert Blumenthal, Linda Bradley, Hauke Busch, Rodica Cazacu, Laura Childs, Benjamin Clark, Nicholas Creel, Paulette Cross, Flor Culpa-Bondal, John Donaldson, Jennifer Flory, Jessie Folk, Catherine Fowler, Damian Francis, Lee Fruitticher, Greg Glotzbecker, Gail Godwin, Sabrina Hom, John Jackson, Julian Knox, Alesa Liles, Leng Ling, Catrena Lisse, Karl Manrodt, Nadirah Mayweather, Lyndall Muschell, Amy Pinney, Molly Robbins, James Robertson, Gennady Rudkevich, Lamonica Sanford, James Schiffman, Costas Spirou, Mariana Stoyanova, Katie Stumpf, Rob Sumowski, Ashley Taylor, Jennifer Townes, Sandra Trujillo, James Trae Welborn, Diana Young

REGRETS (3) Steve Dorman, Brad Fowler, Liz Speelman

ABSENT (2) Hank Edmondson, Frank Richardson

GUESTS (15)

Name	Role on University Senate or Position at the University
Jim Berger	Director, Center for Teaching and Learning
Shawn Brooks	Vice President for Student Life
Jordan Cofer	Associate Provost of Transformative Learning Experiences
Amber Collins	Chief Business Officer Designee of the 2021-2022 RPIPC
Shea Council	Administrative Assistant of the 2021-2022 University Senate
Carolyn Denard	Chief Diversity Officer and Member of the 2021-2022 DEIPC
Dana Gorzelany-Mostak	Chief Academic Officer Designee of the 2021-2022 APC
Stefanie Jett	Parliamentarian of the 2021-2022 University Senate
Susan Kerr	Chief Information Officer and Member of the 2021-2022 RPIPC
Mary Magoulick	Professor of English
Tracy Norris	Special Assistant to the Provost
Holley Roberts	Interim Associate Provost of Academic Affairs and Director of The Graduate School
Christina Smith	Volunteer of the 2021-2022 FAPC
Michael Stratton	Dean, College of Business
Carol Ward	Chief Human Resources Officer and Member of the 2021-2022 DEIPC

CALL TO ORDER: Catherine Fowler, Presiding Officer of the 2021-2022 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. Motion

- a. Motion 2122.CON.001.O Revised Slate of Nominees 2021-2222
 - i. *Lee Fruitticher replaces Susan Allen as Presidential Appointee on RPIPC*
 - ii. *Ruth Eilers as Staff Council Appointee to SAPC*
 - iii. *Susan Bergeron as Staff Council Appointee to DEIPC*
 - iv. *Lauren Miller as SGA Appointee to DEIPC*
 - v. *John Donaldson and Ashley Banks as Selected Staff Senators serving on RPIPC*
 - vi. *Amber Collins as Chief Business Officer Designee to RPIPC*

2. AGENDA/MINUTES

- a. University Senate Meeting Agenda (09/17/2021)
- b. University Senate Meeting Minutes (04/23/2021)
- c. University Senate Organizational Meeting Minutes (04/23/2021)

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.

NEW BUSINESS

1. **MOTION 2122.ECUS.001.R A CALL FOR INCREASED LOCAL CONTROL OF CAMPUS HEALTH AND SAFETY MEASURES, INCLUDING MEASURES NECESSARY TO ADDRESS COVID-19** On behalf of the committee, Jennifer Flory, ECUS Vice Chair, presented the motion “WHEREAS the prevalence of COVID-19 in our community is at a level to cause deep concern; and WHEREAS the Georgia College University Senate notes that operational constraints imposed by the University System of Georgia and Board of Regents prevent our institution from implementing an appropriate response to maintain the health and safety of our campus; therefore BE IT RESOLVED, the Georgia College University Senate requests that the Chancellor, University System of Georgia, and Board of Regents immediately release public health control of our campus to local administrators and shared governance so that the institution may adopt appropriate and necessary mitigation measures, including but not limited to rules related to masking, asymptomatic and symptomatic testing, and temporary course mode changes, to mitigate the spread of COVID-19 on our campus.”
 - a. **SUPPORTING DOCUMENTS** Supporting documentation was available in the online motion database: <https://senate.gcsu.edu/motions/call-increased-local-control-campus-health-and-safety-measures-including-measures-necessary>
 - i. *Referenced Material:* In order to better align Georgia College to its core values of reason, respect, and responsibility; and to create a safer learning environment; and to avoid discrimination against those who are immunocompromised or highly vulnerable to COVID infection: University Senate recommends that Georgia College change its mitigation measures by adopting the current Center for Disease Control (CDC) guidelines, and as appropriate, industry best practices, with regards to masking, asymptomatic and symptomatic testing, and temporary course mode changes. <https://www.cdc.gov/coronavirus/2019-ncov/community/colleges-universities/index.html>
 - b. **CONTEXTUAL INFORMATION** Numerous colleges in the USG (such as GeorgiaTech and UGA), the USG Faculty Council, UCWGA, and the AAUP all support universities being allowed to institute public health protocols, such as masking, to mitigate the spread of COVID-19.
 - c. **DISCUSSION** When Jennifer Flory called for questions and comments, many were forthcoming.
 - i. Comment (Voice): The resolution is wonderful; however, it asks too much, for example, immediate control and unspecified mitigation measures. We understand the political battles involved in vaccine mandates. I prefer a simpler request like a mask mandate.
 - ii. Comment (Text): There is no mention of vaccination in this motion.
 - iii. Comment (Voice): This resolution mirrors requests from other USG institutions.
 - iv. Comment (Voice): In addition to the public health measures being too broad, the temporary course mode change is also too broad and needs to be more specific.
 - v. Comment (Voice): I don’t think we should negotiate against ourselves. We shouldn’t ask for less. We’re asking for autonomy. And if we’re asking for autonomy, we’re asking for the power to include local stakeholders.
 - vi. Comment (Voice): We are in a battle with the BOR for the soul of education—and this institution. This is not a negotiation. They are not going to give us anything. We lay down a marker. Conditions here are different from conditions in schools in Atlanta, Savannah, and Statesboro.

- vii. Comment (Voice): I am heartbroken. I don't know how the BOR sleep at night. We need to put our voices forward.
 - viii. Comment (Voice): 75% of College of Education faculty are opposed to the resolution. The resolution may make us feel better about ourselves, but it may hurt us long term by alienating the BOR, by creating an adversarial relationship with the BOR. Consider the possibility of backlash carefully. In ten business days, we will have a new president. Consider if we might be willing to listen to our new president. We need to be reasonable and prudent. Due to the change in leadership, we should be courteous and respectful to our new president. We should give our new president the opportunity to share her thoughts at our next meeting.
 - ix. Comment (Text): This is to clear up some confusion on the polling taken in the College of Education. In the CoE meeting last Friday a discussion was held and a poll taken. There was a vote of 75% no for the resolution and 25% for yes.
 - x. Comment (Text): How is this vote impacted if for some reason the president's starting is delayed?
 - xi. Comment (Susan Kerr, Chair of the Presidential Transition Committee): Dr. Cox is definitely planning on taking her responsibility as the new President effective Oct 1. Dr. Cox will be available to be at Senate on October 15.
 - xii. *Editorial Note: The current and proposed policy language affecting faculty evaluation and tenure from the September BOR agenda, starting on page 33 of the pdf, are attached to these minutes as a supporting document.*
- d. **SENATE ACTION**
- i. A **MOTION** to the postpone the motion for consideration until the next meeting was made, seconded, and **APPROVED** by electronic vote with University Senators eligible to vote (25 yay, 13 nay).

PRESIDENT'S REPORT — PRESIDENT STEVE DORMAN

President Dorman extended his regrets and shared the following report.

1. **POLICY REVISIONS AND APPROVALS** During the September 2021 Board of Regents meeting, revisions were made to the following BOR policies: Student Affairs [Board Policy 4.6.5 Standards for Institutional Student Conduct Investigation and Disciplinary Proceedings](#)
2. **PRESIDENTIAL TRANSITION TEAM** In June, a Presidential Transition Team was created to assist in onboarding of the new President. The team was charged with determining events and engagements that are appropriate for the President to attend in their first 100 days; guide the President in meeting important individuals across campus; schedule listening tours for the President to meet and discuss important details in each department; triaging priorities/needs for campus; schedule introductions for campus and external leadership; and determine conferences and forums for the President to attend. The Transition Team members include:
 - a. Susan Kerr, Chair of Committee
 - b. Caroline Attaway
 - c. Frank Baugh
 - d. Lauren Easom
 - e. Gretchen Krumdieck
 - f. Hasitha Mahabaduge
 - g. Omar Odeh
 - h. Mary Beth Pennington
 - i. Holley Roberts

- j. Joel Robinson
- k. Sara Stallings
- l. Monica Starley

President Cathy Cox will arrive on campus October 1. Please know that the transition team and the President's office will assist to guide her activities scheduled for the first 100 days. This will include introductions to campus and a listening tour. If you would like more information about the work of the transition team, contact please contact Susan Kerr, chair of the team.

3. **UNIVERSITY BUDGET FORUM** The FY 2022 **University Budget Open Forum** will be held virtually on Wednesday, October 27, 2021, from 9:00 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. The deans from each of the colleges will present their funding priorities for the coming budget year. 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.
4. **FRESHMAN CLASS & GRADUATION RATE UPDATE**
 - a. As of September 7th, preliminary first year class enrollment is 1,511. If this continues and is confirmed, it would be the largest first year class ever in the history of the institution (1,481 in 2018).
 - b. I am also very pleased that our four-year graduation rate was 50.24% and the six-year rate was 62.05%. This is the second year in a row that the four-year graduation rate remained above 50%.
 - c. These are great signs that Georgia College is in high demand and that students are moving through the university in an efficient and effective way, given the good graduation rate! Thanks to Mr. Joel Robinson and the Enrollment Management and Admissions team for their work in securing our outstanding first year class. Thanks to our Advising Team and all who are working to assist students chart their path through the university efficiently.
5. **IT GOVERNANCE COMMITTEE** As we continue to try to ensure safety and security of our information and technology, it has become important to appoint a Data Compliance Committee to add to IT Governance for the campus. The Data Compliance Committee will be a group of strategically appointed members to ensure that GC meets compliance standards for the Business Procedures Manual, Data Privacy, and subsequent data-related requirements. The group will be responsible for collaboratively creating procedures and standards and will submit policy recommendations to meet compliance requirements. The committee will also help ensure that all areas of the campus are meeting these proposed policies, procedures, and standards. The Data Compliance Committee will act as a sub-committee of the Data Governance Advisory Committee (DGAC), which is part of the IT Governance structure. Recommendations will be made to the DGAC, which will then be brought to the attention of the Information Technology Council (ITC). Regular reports will be made from the ITC to the President's Executive Cabinet. All recommended policies will funnel through this governance process and be submitted to the Executive Cabinet for approval.
6. **OPEN ENROLLMENT** USG Open Enrollment will be open to benefit-eligible employees October 25 – November 5, 2021. Enrollment in benefits for the 2022 plan year will take place via OneUSG. The Benefits Fair will take place VIRTUALLY the week of October 25-29, 2021. [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 9:30 AM and 1:30 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, 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 25 through October 29, 2021.

7. **ETHICS AWARENESS WEEK** Ethics Awareness Week is scheduled for November 8 – 12, 2021. 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 October.

8. **COVID TESTING & FLU SHOTS**

- a. Thank you to all students, faculty and staff who have helped make Georgia College a truly special place to study, learn, teach, and serve despite the many challenges the COVID-19 pandemic has brought. We know this has been a very difficult and challenging time for all throughout the pandemic. To those who have already chosen to be vaccinated, we extend our sincerest **THANK YOU**. That decision undoubtedly will protect you and your loved ones and assist us to protect the entire campus community.
- b. The School of Nursing began administering flu shots and providing COVID testing on September 9 for all faculty, staff, and students. COVID testing is free for everyone while flu shots are \$20 for faculty and staff. Below you will find their clinic schedule.

September 9	1-4 PM	Parks Memorial sidewalk	COVID test/ flu shots
September 13	1-3 PM	Parks Memorial sidewalk	COVID test/ flu shots
September 14	1-3 PM	Parks Memorial sidewalk	COVID test/ flu shots
September 15	10:30 AM – 2:30 PM	HSB Skills Lab	Flu shot
September 16	9 AM – Noon 1-4 PM	Parks Memorial sidewalk	COVID test/ flu shots
September 20	1-3 PM	Parks Memorial sidewalk	COVID test/ flu shots
September 21	1-3 PM	Parks Memorial sidewalk	COVID test/ flu shots
September 22	10:30 AM – 2:30 PM	HSB Skills Lab	Flu shot
September 23	9 AM – Noon 1-4 PM	Parks Memorial sidewalk	COVID test/ flu shots
September 28	8 AM – Noon	Parks Memorial sidewalk	COVID test/ flu shots
September 30	9 AM – Noon 1-4 PM	Parks Memorial sidewalk	COVID test/ flu shots
October 19	8 AM – Noon	Parks Memorial sidewalk	COVID test/ flu shots
November 30	9 AM – Noon	Parks Memorial sidewalk	COVID test/ flu shots

9. **COMMUNITY SUMMIT ON MENTAL HEALTH** The USG will be sponsoring a summit on Mental Health on The Georgia Center on the campus of the University of Georgia. The Summit is scheduled to take place November 15 & 16 in Athens. Representatives from academic affairs, student life, campus police, disability services, health center, counseling center, student government, AAMI, veteran affairs, diversity & inclusion are recommended for this event. Each institution may bring up to 10 attendees and this will be coordinated by our Dean of Students. Registration details will be made available soon.

10. **SAVE THE DATES**

Andalusia Groundbreaking

Wednesday, September 29, 2021

Andalusia

Integrated Science Complex Ribbon Cutting

Wednesday, September 29, 2021

Integrated Science Complex

Fallfest

Saturday, October 16, 2021

Front Campus

Open Enrollment

October 25 – November 5, 2021

Virtual Appointments

University Budget Forum

Wednesday, October 27, 2021

In-Person & Virtual Meeting

Fall Festival

Wednesday, October 27, 2021

Front Campus

Alumni Weekend

November 1 – 6, 2021

In-Person & Virtual Events

Ethics Awareness Week

November 8 – 12, 2021

Details to follow

Family Weekend

November 12 – 14, 2021

Details to follow

December Commencement

Saturday, December 11, 2021

Centennial Center

PROVOST'S REPORT — PROVOST COSTAS SPIROU

1. **ACADEMIC AFFAIRS COMMITTEE OF THE BOARD OF REGENTS** Academic Affairs Committee of the Board of Regents' meeting (September 9, 2021) included a presentation by Executive Vice Chancellor and Chief Academic Officer Dr. Tristin Denley on the proposed revisions to Board Policy 8.3. The proposed revisions will be presented to the Board of Regents at the October 2021 Board meeting for final consideration and approval. The new language includes changes to (1) faculty performance evaluation focusing on student success, (2) new post-tenure review guidelines, and (3) USG colleges and universities granting tenure. I will provide an update on this topic following the October 2021 BOR meeting (See Item #12 from the August 9, 2021 Report to University Senate).
2. **HIGH IMPACT PRACTICES (HIPS) IMPLEMENTATION TEAMS** Georgia College nominated the following faculty to be part of the second year of High Impact Practices (HIPS) Implementation Teams at scale for USG:
 - a. Damian Francis, College of Health Sciences
 - b. Joy Godin, College of Business
 - c. Angela Criscoe, College of Arts and Sciences
 - d. Olha Osobov, College of EducationFaculty chosen as Implementation Leaders will serve for the coming academic year (fall/spring) in a critical role, assisting their institution faculty and the System at large to support HIPS implementation at scale.

3. **PATHWAYS TO GEORGIA COLLEGE** On August 23, 2021 Georgia College signed the *Pathways to Georgia College* agreement with the College of Coastal Georgia. The agreement is aimed at supporting students who did not gain admission to GC as first year applicants by providing them with an opportunity to join a USG institution and then transfer to GC. All students must meet the university admissions requirements. In 2020 Georgia College signed similar agreements with Georgia Highlands College and Gordon State College.
4. **2022 FACULTY RESEARCH GRANTS ROUND I** The call for research grant proposals for Fall 2022 Round I opened September 1, 2021 with a deadline of September 17, 2021 at 5:00 p.m. Once the applicant has their materials ready to submit, please log into GeorgiaVIEW, click on the Self-Registration menu option, find the 2022 (Round I) Faculty Research Grant Applications course. Be sure to complete the self-registration for the course. Submission instructions and forms to upload your materials are in the course announcements.
 - a. Grant amount: Up to \$5,000.00
 - b. Application Open: September 1, 2021 to September 17, 2021 @ 5:00 p.m. EST
 - c. Winners Announced: October 5th, 2021
 - d. Award Lasts Until: May 1, 2022 [All funds must be expended by May 1, 2022]
5. **2022 INCLUSIVE EXCELLENCE FACULTY RESEARCH GRANT** Application Period Opened September 1. The purpose of this grant program is to provide funding for Georgia College faculty to conduct research on topics regarding inclusive excellence in the discipline and beyond. 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 submission deadline is September 17, 2021. For assistance, contact the Center for Teaching and Learning at ctl@gcsu.edu, or call (478) 445-2520.
 - a. Grant amount: Up to \$4,000.00
 - b. Application Open: September 1, 2021 to September 17, 2021 @ 5:00 p.m. EST
 - c. Winners Announced: October 5th, 2021
 - d. Award Lasts Until: May 1, 2022 [All funds must be expended by May 1, 2021]
6. **QUALITY MATTERS (QM)** GC is now offering Quality Matters (QM) training in conjunction with the Digital Bootcamp course. Upon completing the QM training and the Digital Bootcamp, you will receive two completion certificates, one from Quality Matters and the other from the Center for Teaching and Learning, which verifies your readiness to develop a quality online course. Quality Matters is the global organization leading quality assurance in online and innovative digital teaching and learning environments. It provides a scalable quality assurance system for online and blended learning used within and across organizations. QM designed the professional development to help educators deliver the promise of quality online learning opportunities to every level of learning. For more information or to register, please contact Dr. Simeco Vinson at the Center for Teaching and Learning at ctl@gcsu.edu, or call (478)445-2520.
7. **PROVOST SUMMER RESEARCH FELLOWS** The *Provost Summer Research Fellows* (formerly Faculty Scholarship Support Program) provides additional support for faculty to disseminate their research, artistic work and/or teaching and learning scholarship in a peer-reviewed publication and/or juried context. The purpose is to award one of the most valuable resources of all – time. This time would be used to write your scholarship or prepare your performance or exhibition. The goal is to increase the scholarly productivity of Georgia College faculty by making additional resources (i.e., time) available. By increasing our dissemination of scholarship through peer-reviewed/juried outlets, we will enhance our national reputation; and the higher education learning community will have an opportunity

to learn about all the great research, creative work, teaching and learning that is occurring at Georgia College.

8. **ANDALUSIA** was recently designated a National Historic Landmark (NHL). It is Georgia College's second museum to receive this prestigious status. Georgia's Old Governor's Mansion was the first campus landmark to receive this recognition in 1973.
9. **VISITING SCHOLARS PROGRAM** The Provost Office is preparing to launch a new visiting scholars program. The *Provost's Visiting Scholars Program*, funded by the Office of the Provost, is intended to enrich the learning experiences of faculty and students within the context of an academic department/school. The initiative will allow academic departments/schools to invite domestic scholars for a week-long visit (Sunday to Friday). The Provost's Visiting Scholars Program will be a competitive, application-based program and will provide faculty and students an opportunity to engage with experts within its residency format. Academic departments are encouraged to submit an application for the Spring 2022 academic term. Applications are due October 15th, 2021.
10. **THE GEORGIA COLLEGE AQUATIC SCIENCES CENTER** is a new initiative at the university. A quick review of Georgia College faculty's research and teaching interests shows that over 20 faculty and staff are involved in research or teaching courses that cover water-related topics. The Aquatic Sciences Center will leverage existing strengths, collaborations, and equipment in the Department of Biological and Environmental Sciences to provide a platform and structure for collaborative research, grant writing, student training, and community engagement. Pooling resources and equipment under the umbrella of the center will enhance our competitiveness for external funding opportunities, elevate the visibility of the work that we already do, and provide administrative support that will enable faculty to spend more time training and mentoring students in water-related research. The Center will reside in the Department of Biological and Environmental Sciences.
11. **COVID-19 TESTING** GC offered a COVID-19 rapid testing clinic for employees and students on Tuesday, Aug. 31 in Magnolia Ballroom from 9 a.m. to 12 p.m. and 1 p.m. to 4 p.m. Plans are underway for additional testing clinics. Thank you to the College of Health Sciences for developing testing/flu shot clinics for Fall 2021.

Date	Time	Location	Service offered	Faculty
Sep. 20 TBD				Public health/nursing
Sep. 21	1-3 PM	Parks Mem sidewalk	Covid test/flu shot	Fowler
Sep. 22	1030 A-230 PM	HSB- skills lab	Flu shot	Handwerker/Chambliss
Sep. 23	9 A-12 PM 1-4 PM	Parks Mem sidewalk	Covid test/flu shot	3560 faculty/Paramore
Sep/ 28	8 A-12 PM	Parks Mem sidewalk	Covid test/flu shot	Canady/Clark
Sep. 30	9 A-12 PM 1-4 PM	Parks Mem sidewalk	Covid test/flu shot	3560 faculty
Oct. 19	8 A-12 PM	Parks Mem sidewalk	Covid test/ flu shot	Canady/Clark
Nov. 30	9 A-12 PM	Parks Mem sidewalk	Covid test/flu shot	Canady/Clark

12. **TREK** For the Fall 2021 FYS pilot, Georgia College is offering 30 sections of TREK. Students are required to attend the Academic Expo and faculty are leading the effort. At the end of the semester we will assess the student experience and identify ways to support first year students.
13. **STATE AUTHORIZATION RECIPROCITY AGREEMENT** Georgia College was just approved for another year of participation in SARA. SARA (State Authorization Reciprocity Agreement) is an agreement among member states that establishes comparable national standards for interstate offering of postsecondary distance education courses and programs.
14. **COLLEGES OF DISTINCTION** Georgia College has received the Colleges of Distinction designation. Please see website [link](#).
15. **2020 TREE CAMPUS HIGHER EDUCATION INSTITUTION** The Arbor Day Foundation recognized Georgia College as a 2020 Tree Campus Higher Education institution. met the five core standards for effective campus forest management, including establishment of a tree advisory committee, evidence of a campus tree care plan, dedicated annual expenditures for its campus tree program, an Arbor Day observance, and the sponsorship of student service learning projects.
16. **ACADEMIC AFFAIRS UNIT GOALS** The September issue of the [Provost Notes](#) includes goals from units in the Office of Academic Affairs and the University Senate.
17. **ASSOCIATE PROVOST AND DIRECTOR OF THE GRADUATE SCHOOL SEARCH** The Office of the Provost launched the search for the next Associate Provost and Director of The Graduate School. The search committee is broadly representative of the university including faculty and staff and is chaired by Dr. Mark Pelton. The Committee Charge took place on September 10, 2021. We hope to announce new Associate Provost & Director of The Graduate School in late November/early December 2021.
18. **AMERICAN ASSOCIATION OF STATE COLLEGES AND UNIVERSITIES TRANSFORMATION ACCELERATOR** The Office of the Provost submitted an application for the next cohort of *AASCU's Transformation Accelerator* designed to help institutions accelerate student success. Participation is fully funded by the Bill and Melinda Gates Foundation
19. **ASSOCIATION TO ADVANCE COLLEGIATE SCHOOLS OF BUSINESS** The College of Business had a successful AACSB virtual visit Sept 12-15; a recommendation for reaffirmation will be considered by the AACSB's accreditation board later this winter. AACSB only accredits the best business schools in the world with only 5% earning this quality indicator. The visit team was impressed by the CoB's focus on societal impact in scholarship and service, their emphasis on teaching innovation, and the high degree of community-engaged learning and outreach. The Computer Science program will host a virtual visit by Accreditation Board for Engineering and Technology, Inc. (ABET) in October for a reaccreditation review.
20. **COLLEGE OF BUSINESS FACULTY QUALIFICATIONS** Based on ongoing conversations and reflection, along with the feedback from the AACSB visit team, the CoB are reviewing their faculty qualifications policy this semester. If edits are approved, the P&T policy and criteria will also be subject to change.
21. **FACULTY AND ASSOCIATE DEAN SEARCHES** All of our colleges are involved in conducting numerous faculty searches for the 2021-2022 academic year. The College of Business and the College of Arts and Sciences are also conducting searches for Associate Dean positions.
22. **HONORS COLLEGE** The Honors College is working closely with faculty, department chairs, and college deans to advance the Honors curriculum. The college will be offering fourteen courses during Spring 2022. Students in the Honors College will also have access to anatomical models in the study room (Humber-White 308).
23. **OPEN EDUCATION RESOURCE INSTITUTE** As a part of Georgia College's participation in the AAC&U Open Education Resource Institute, David Harris, Editor in Chief at OpenStax, will lead a virtual webinar on October 19th at 2:00 p.m. The webinar will be instructive for faculty who are interested in learning more about supporting student success through the provision of affordable textbook alternatives. For more information, contact Shaundra Walker, Library Director, and OER Institute Team Lead for Georgia College.

24. **AFFORDABLE LEARNING GEORGIA GRANTS ROUND 20** Affordable Learning Georgia is issuing a Request for Proposals for Affordable Materials Grants with applications due by Monday, November 1st, 2021. There is a \$30,000 maximum award per grant. Interested faculty members should coordinate their applications with the Office of Grants and Sponsored Projects. For more information and assistance, contact any member of Georgia College's ALG Champion Team: Faculty Champion, Shaundra Walker, Library Champion, Jennifer Townes, or Design Champion, Jaclyn Queen.
25. **CONSTITUTION WEEK 2021** started today and will conclude Thursday September 23rd. The Constitution Week Committee developed a robust program with excellent opportunities for participation. For more information please see [link](#). Thank you to the Committee for their exceptional work.
26. **FALL 2022 FRESHMAN ADMISSION** The Fall 2022 freshmen application is now open. Early Action admissions deadline is October 15 with the anticipation that the first round of freshmen decisions will post in mid-November. Fallfest will be hosted in person on Saturday, October 16. The Office of Admissions enrolled more than 1,500 new first-time students and approximately 230 new transfer students for fall 2021. These numbers represent significant increases over fall of 2020.
27. **MIDTERM GRADES** are due Wednesday, October 6, at 9:00 AM. Midterm grades are required for all core classes, but we encourage you to submit them for other courses as well.
28. **ACADEMIC EXPO**, sponsored by the Academic Advising Center, will be Wednesday, September 29. Departments are encouraged to participate to help new and undeclared students learn more about their major programs. The event has been moved to the Centennial Center and will be using most of the second floor, including side courts, to ensure space for social distancing.
29. **HIGHER EDUCATION EMERGENCY RELIEF FUND** GC Financial Aid has \$5.4 million in Higher Education Emergency Relief Fund (HEERF) to administer to students by May 2022.
30. **FALL 2021 GRADUATE RESEARCH GRANTS** Applications are currently being accepted for the fall 2021 Graduate Research Grants program. The funding supports the registration costs associated with the presentation of graduate students' original scholarship at professional academic conferences. The application deadline is October 15, 2021. The Graduate School will work in collaboration with Leadership Programs to provide in-person and virtual leadership development opportunities to graduate students. The Graduate School looks to establish the first Graduate Student Organization at Georgia College.
31. **INTERNATIONAL STUDENTS** Despite COVID and other immigration headwinds, GC welcomed 37 new international students to the campus this Fall for a total of 50 students representing 29 different nations (i.e., Kazakhstan, Kenya, Palestine, Pakistan, Russia, South Africa, Ukraine, Vietnam). Non-COVID years: ~ 60/year and 25 nations.
32. **STUDY ABROAD** We are seeing very strong interest from students and also - interestingly enough – parents. 14 GC faculty-led programs are in place for the year, plus numerous exchange and collaborative opportunities. Already have nearly 60 applications.
33. **BORDER-FREE GEORGIA COLLEGE** International Education Center's innovative Border-Free GC was featured in a June report on "examples of impactful Internationalisation at Home programmes" published by Universities UK (UUK), the principal association of higher education in the UK. Georgia College was one of only fifteen universities world-wide to be showcased in the report. That report, in turn, was promoted by the Academic Cooperation Association (ACA), a world-wide association of national-level organizations based at the EU in Brussels. ACA borrowed wording from our UUK feature, noting that programs like Border-Free GC "break down barriers to physical international mobility" and make campuses more inclusive and sustainable.
34. **THE MONTESSORI ACADEMY** enrollment is up by 22% from this time last year. Additional Infant/Toddler classroom has been opened within the program. Montessori Academy is also providing graduate students with in person field experiences.
35. **THE UNIVERSITY LEARNING CENTER** has hired and trained a peer-support academic staff of over 115 student employees to provide academic support with our Drop-In Tutoring, Math Lab, Supplemental Instruction program, Study Skill and Excel Bootcamp workshop facilitators, and After-Hours services.

The University Learning Center is piloting our Excel Bootcamp workshops with about 12 courses in the STEM fields; within the first 2 rounds of sessions, over 220 students have successfully completed the Excel Bootcamp with a performance of 80% or above and have received their Certificate of Completion. Approximately 50 courses representing over 70 sections have SI support partnered with their sections.

36. **USG YEAR 3 STEM IV GRANT** GC received the USG Year 3 STEM IV grant monies (\$75,000) and the Learning Center is utilizing these funds to extend support by way of the PASS+ program, in-person tutoring until 9pm M-R in the Learning Center, host in-person tutoring on West Campus and online from 6pm-9pm M-R, and facilitate Excel Bootcamps and Study Skills workshops.
37. **THE GEORGIA COLLEGE COLLEGIATE MIDDLE LEVEL ASSOCIATION CHAPTER** will be holding a summit on October 8th from 9:00 a.m. to 3:00 p.m. The theme is “Creating a Culture of Connectedness” and Georgia Supreme Court Justice Verda Colvin is the keynote speaker.
38. **THE NATIONAL CONFERENCE ON UNDERGRADUATE RESEARCH** will be held virtually. Please encourage students to participate. For additional information, see [link](#).
39. **DANIEL WALLACE**, UNC-Chapel Hill, author of the novel *Big Fish* (and other novels) will be speaking on campus, hosted by the Andalusia Institute, on Tuesday, September 21st at 7pm.
40. **GC JOURNEYS** will host the (virtual) GC Journeys Symposium for faculty on October 29th. More details to come.
41. **COUNCIL FOR THE ACCREDITATION OF EDUCATOR PREPARATION (CAEP)** accreditation visit is scheduled for October 3-5 in the College of Education and plans are unfolding for the grand opening of the MakerSpace grand opening is forthcoming.
42. **WOMEN’S LEADERSHIP FACULTY FELLOWS PROGRAM** Call for Applications for the *Women’s Leadership Faculty Fellows Program* (WLFFP) sponsored by the Office of the Provost. Applications are due Friday, October 8. More information on WLFFP can be found [here](#).
43. **THANK YOU** to all of our faculty and staff for your hard work and deep commitment to our students and to Georgia College! I know that this work is challenging. I would also like to thank all of those who have already taken the vaccine. We know that this is the best line of defense we can take against COVID for our colleagues and your loved ones.
44. **DISCUSSION** When Provost Spirou called for questions, many were forthcoming.
 - a. **ACADEMIC AFFAIRS COMMITTEE OF THE BOARD OF REGENTS**
 - i. Comment (Voice): Please advocate for the faculty to the BOR.
 - ii. Question (Voice): Can you say more about the BOR proposals to allow termination of tenured faculty outside of existing guidelines and to usurp tenure-granting powers from some campuses?
 - iii. Answer (Provost): I need to review the document, but according to the current USG policy, termination of faculty in the post-tenure review process is already in place. The positive outcome of post-tenure review is another five-year cycle; the negative outcome is a three-year plan. My understanding of the proposed language is that it accelerates the review and possible termination.
 - iv. Comment (Text): While the Board of Regents has delegated authority for tenure decisions to institution presidents, if an institution is adjudged to be insufficiently rigorous in its enactment of faculty review processes the Board of Regents may move the authority to award tenure to the Board level until institutional processes have been remediated. The BOR is not qualified to assess tenure packets. Nor would I trust them to fairly assess faculty in politically charged areas like Critical Race Theory, Climate change, etc.
 - v. Question (Voice): Could you comment on what “insufficiently rigorous” means in the proposed language of 8.3.7.1. Faculty: “if an institution is adjudged to be insufficiently rigorous in its enactment of faculty review processes the Board of Regents may move the

authority to award tenure to the Board level until institutional processes have been remediated”?

- vi. Answer (Provost): If the institution is “insufficiently rigorous,” then the system becomes involved. Not all 26 institutions are the same.
- vii. Comment (Voice): I read these two policies as setting up tenure quotas and allowing the system to get rid of faculty for unspecified policies.
- viii. Comment (Provost): We are within a centralized system of public higher education. Not all states have this kind of system. Numerous directives are derived from the central system. Higher education exists in various in forms and representation. Due to the structure of the system, we cannot pick and choose the directives we follow. On the other hand, we can look at system guidance and then make adjustments. For instance, consider our investment in recruitment, in faculty searches. Our goal at GC is to be successful with T&P. We conduct regional and national searches. We invest in CTL, team teaching, and peer observation. We put in a lot of effort and invest numerous resources to bring and retain faculty. Not all institutions apply system policy in the same manner. I believe we should showcase our faculty and our successes. For instance, I emphasize HIP because that is the right thing to say to highlight Georgia College. My goal is to protect, preserve, and advance the university. I will let you know if we enter choppy waters. And, yes, things are politically charged now.
- ix. Comment (Provost): Vice Chancellor for Academic Affairs and Chief Academic Officer Tristan Denley reports that he has received feedback from across the USG and will meet with USG Faculty Council next week. He is further revising 8.3.9, and new language will be provided next week.

45. **Senate Action**

- a. A **Motion** to extend the meeting 15 minutes was made and seconded. **The motion to extend the meeting was approved.**

COMMITTEE REPORTS

1. **ACADEMIC POLICY COMMITTEE (APC) — NICHOLAS CREEL, CHAIR**

- a. **ACADEMIC FREEDOM** We discussed how FAPC has explicit jurisdiction over this and that we should contact them to see what, if anything they are doing on this front. Nicholas volunteered to speak to FAPC to provide a legal analysis of the issue and to provide recommendations given the state of the law.
- b. **SELF-PLAGIARISM** We noted that the Bobcat Code, Rule 10 specifically, already covers this activity. We will inquire why this is insufficient and perhaps recommend renaming, or even just add the words “self-plagiarism” to the code.
- c. **INCREASING SRIS COMPLETION RATES** We discussed the flaws of the current SRI system and identified questions to ask of the Provost on the matter such as when the current contract with the company that handles SRIs ends. Recommendations we discussed included:
 1. Give SRIS in person, in class
 2. Work on messaging to students about the importance of SRIS
 3. Lack of consistency in SRIS should be addresses, perhaps we should give them for each class
 4. Could we write SRIS at the department level?

This issue was steered to FAPC.

d. **CAMPUS COVID POLICIES**

- i. Faculty thoughts were shared widely on this, expressing a high level of dissatisfaction with the status quo.

- ii. Given the increased teaching load on many faculty that is a result of COVID infecting our colleagues, we sought clarity on the compensation faculty can expect for this extra work
 - iii. We expressed desire for regular testing on campus for faculty/staff.
 - iv. We expressed a desire to formulate a program to disseminate information on COVID for students.
2. **DIVERSITY, EQUITY, AND INCLUSION POLICY COMMITTEE (DEIPC) — LINDA BRADLEY, CHAIR**
- a. **DIVERSITY ACTION PLAN** DEIPC is currently reviewing and providing feedback on Georgia College’s “Advancing Diversity and Inclusion: Diversity Action Plan for Georgia College, 2022-2025.” We are preparing to discuss this plan further and expect to prepare a statement of support to submit to ECUS in October and subsequently University Senate. The ultimate goal is to unite actions and activities across the campus as we seek to move “one step closer to realizing Georgia College's vision of being a campus community where 'faculty, staff, and students intentionally embrace inclusion to advance excellence through diversity.’”
3. **EXECUTIVE COMMITTEE OF UNIVERSITY SENATE (ECUS) — CATHERINE FOWLER, CHAIR**
- a. **PROVOST** I held monthly meetings with Provost Spirou in which we discussed COVID and the faculty climate.
 - b. **ACADEMIC LEADERSHIP TEAM** I attended Academic Leadership Team meeting on September 16.
 - c. **PRESIDING OFFICER ELECT TRAINING** is on-going.
 - d. **UNIVERSITY SENATE GOALS** Senate goals were submitted to the Office of Academic Affairs:
 - i. Continue to advise the university administration, review, and recommend policy, and provide representatives to various university-wide committees, task forces, and search committees.
 - ii. Continue to review and assess the scope, size, and structure of university Senate standing committees.
 - iii. Improve communication and connections to the greater campus community through transparency, building trust, and encouraging participation.
 - iv. Find opportunities to help promote campus safety and internet security.
 - v. Support any effort to mitigate the COVID pandemic.
 - vi. Advocate for faculty, staff, and students
 - vii. Unify the collective senate voice
 - e. **COVID TESTING CLINICS** I am setting up and coordinating covid testing and flu shot clinics as part of the MRC activation and CoHS initiative (Dr. Fowler and Dr. Kaninjing). Clinics are being coordinated with Drs. MacMillan, Brooks, Czech, and Childre.
 - f. **2022-2023 GOVERNANCE CALENDAR** is a work-in-progress.
 - g. **ACADEMIC AFFAIRS COMMITTEE OF THE BOARD OF REGENTS** ECUS will discuss the proposed policy changes regarding faculty evaluation of student success, post-tenure review, and system involvement of institutions granting tenure.
4. **SUBCOMMITTEE ON NOMINATIONS (SCON) — JENNIFER FLORY, CHAIR**
- a. **REVISED 2021-2022 SLATE OF NOMINEES** Slate for University Senate 2021-22 is complete and will be emailed to ECUS and SCC. Changes since April are listed below.
 - i. DEIPC
 - 1. Susan Bergeron, Staff Council Appointee
 - 2. Lauren Miller, SGA Appointee
 - ii. RPIPC
 - 1. Selected Staff Senators: Ashley Banks, John Donaldson, and John Jackson
 - 2. Appointees/designees
 - a. Lee Fruitticher, Presidential Appointee, to replace Susan Allen

- b. Amber Collins, Chief Business Officer Designee
- c. Susan Kerr, Chief Information Officer Designee
- d. Gail Humphries, SGA Appointee

iii. **SAPC**

- 1. Selected Student Senators: James Patrick Robertson and Molly Robbins
- 2. Selected Staff Senator: Kevin Blanch
- 3. Appointees/designees
 - a. Jack Howle, SGA Appointee
 - b. Tom Miles, Chief Student Affairs Officer Designee
 - c. Ruth Eilers, Staff Council Appointee

- b. **ELECTION OVERSIGHT** The Corps of Instruction list was received 9/15 from Academic Affairs and sent to ECUS/SCC on 9/3. Communication will go out to the Deans by 9/25. The apportionment for this year will be determined and announced by October 1.
- c. **COVID QUESTIONS** Dr. Spirou and Dr. Brooks answered questions about COVID at ECUS/SCC on 9/17. Questions and Responses are included in the supporting document.

5. **FACULTY AFFAIRS POLICY COMMITTEE (FAPC) — SABRINA HOM, CHAIR**

- a. **COVID DECISION PATH** The committee met with Carol Ward from HR to discuss the COVID decision path, which is based on DPH guidance. The decision path says that vaccinated direct contacts do not *need* to isolate. Since faculty members are not permitted to change modality unless they are *ordered* to isolate, this means that vaccinated direct contacts are in practice not *allowed* to isolate. We discussed this difficulty, and the frequency of breakthrough infections, with Ms. Ward and she has promised to take this under consideration.
- b. **COVID TESTING ACCESS** There is concern that local sources are running out of tests and the county only offers testing two mornings per week. Ms. Ward reassured us that the campus will provide more testing for faculty/staff in the future, on specific dates. We emphasized that daily, walk-in access is needed, since cancelling classes while waiting on a future test date is disruptive.
- c. **COVID STATEMENT** The committee discussed suggested language for a statement, either from the committee or as a motion to the Senate, expressing concern over the lack of public health precautions on campus. A number of proposals were made, and the chair was instructed to seek input from ECUS on the most viable language for a motion.

6. **RESOURCES, PLANNING, AND INSTITUTIONAL POLICY COMMITTEE (RPIPC) — DAMIAN FRANCIS, CHAIR**

- a. **Student Disability Resource Center** The committee decided to invite Shea Grobener and David Anderson to our next meeting to discuss improving accessibility to buildings on campus. The focus would be on making restroom entrance and use disability friendly.
- b. **COVID Mitigation Messaging** The committee agreed to have Dr Francis draft a recommendation for their consideration for submission to ECUS and senate on the consistent and university wide messaging for encouraging students to get vaccinated, wear masks and sanitize hands and personal space. We thank Dr. Spirou, Dr. Brooks, for the additional signage.
- c. **25Live** To include as an agenda item for discussion at our next meeting the current issues related to 25 live and workflow for staff in departments affected by recent retirement. The committee shared that institutional memory may be affected which results in issues such as being experienced with 25 live.

7. **STUDENT AFFAIRS POLICY COMMITTEE (SAPC) — GAIL GODWIN, CHAIR**

- a. **2021-2022 Operating Procedures** The committee adopted operating procedures.
- b. **SGA** President James Robertson relayed SGA goals, including SGA services and initiatives to increase diversity in the student body.

- c. **COVID and Mental Health** The committee is concerned about student mental health during the COVID pandemic, particular student social activities.
- 8. **STUDENT GOVERNMENT ASSOCIATION (SGA) — JAMES ROBERTSON, PRESIDENT**
 - a. **OUTREACH** SGA will be working on informing students of campus resources throughout the year.
 - b. **DIVERSITY AND INCLUSION** SGA will be working on diversity and inclusion efforts throughout the year.
 - c. **MEETINGS** SGA recently held both its first full Senate meeting of the year and its first full cabinet meeting of the year.

ANNOUNCEMENTS/INFORMATION ITEMS

- 1. **UNIVERSITY CURRICULUM COMMITTEE (UCC) UPDATE — LYNDALL MUSCHELL, CHAIR**
 - a. **UNIVERSITY CURRICULUM COMMITTEE**
 - i. **Action Items**
 - 1. Terminate – B.A. in Spanish – Approved
 - 2. Terminate – B.A. in French – Approved
 - ii. **Information Items**
 - 1. **College of Arts & Sciences**
 - a. **New Course Proposals**
 - i. POLS 3340 – Nonprofit Management I
 - ii. POLS 3341 – Nonprofit Management II
 - b. **Delete Existing Courses**
 - i. MUED 3909, 3919, 3929, 3939 Elementary, Choral, Instrumental, and Middle School Techniques courses
 - ii. MUED 4909 & 4910- Student Teaching and Student Teaching Seminar
 - iii. MUED 3910, 3920, 3930, 3940 Elementary, Choral, Instrumental, and Middle School Practicum Courses
 - iv. MUED 3820 Music for the Exceptional Child
 - b. **GRADUATE COUNCIL**
 - i. **Action Items**
 - 1. Terminate MED in Kinesiology – Approved
 - 2. Terminate M.A. in History – Approved
 - c. **GENERAL EDUCATION COMMITTEE**
 - i. **Information Items**
 - 1. GC1Y 1000: Fantastic Beasts – Change in section description

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 5:01 p.m.

SUPPORTING DOCUMENTS

- 1. There are two supporting documents.
 - a. *Supporting_Supporting_BORAgenda2021_09-17.pdf*
 - b. *Supporting_ExecutiveCabinetCOVIDQuestionResponses2021-09-17.docx*