

2021-2022 UNIVERSITY SENATE
MINUTES FOR THE 22 APR 2022 MEETING
University Senate Officers: Presiding Officer Catherine Fowler,
Presiding Officer Elect Jennifer Flory, Secretary Alex Blazer

ATTENDANCE

Members	P denotes Present	A denotes Absent	R denotes Regrets
Justin Adeyemi-A	Flor Culpa-Bondal-A	Julian Knox-P	Liz Speelman-P
Ashley Banks-A	John Donaldson-P	Alesa Liles-R	Costas Spirou-P
Kevin Blanch-R	Jamie Downing-P	Leng Ling-A	Mariana Stoyanova-P
Alex Blazer-P	Hank Edmondson-A	Catrena Lisse-P	Katie Stumpf-A
Robert Blumenthal-P	Jennifer Flory-P	Karl Manrodt-P	Rob Sumowski-P
Linda Bradley-P	Brad Fowler-P	Nadirah Mayweather-R	John Swinton-P
Hauke Busch-P	Catherine Fowler-P	Lyndall Muschell-P	Ashley Taylor-A
Rodica Cazacu-R	Damien Francis-A	Amy Pinney-P	Jennifer Towns-A
Laura Childs-P	Lee Fruitticher-P	Frank Richardson-A	Sandra Trujillo-A
Benjamin Clark-R	Greg Glotzbecker-P	Molly Robbins-A	James Welborn-P
Cathy Cox-R	Gail Godwin-R	James Robertson-P	Diana Young-R
Nicholas Creel-P	Sabrina Hom-P	Gennady Rudkevich-A	
Paulette Cross-P	John Jackson-P	Lamonica Sanford-R	
Guests	Role on University Senate or Position at the University		
A. Kay Anderson	Assistant Vice President for Enrollment Management and University Registrar		
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		
Josefina Endere	Senior Budget Director, Budget Office		
Susan Kerr	Chief Information Officer and Member of the 2021-2022 RPIPC		
Holley Roberts	Associate Provost for Academic Affairs and Director of The Graduate School		
Carol Ward	Chief Human Resources Officer and Member of the 2021-2022 DEIPC		

CALL TO ORDER Jennifer Flory, Presiding Officer Elect of the 2021-2022 University Senate, called the meeting to order at 2:23 p.m. Provost Spirou gave his report as the group awaited the quorum necessary to conduct business.

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 (04/22/2022)
 - b. University Senate Meeting Minutes (03/25/2022)

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

UNFINISHED BUSINESS There was no unfinished business.

NEW BUSINESS

1. **MOTION 2122.FAPC.005.P MOTION TO REVISE INSTITUTIONAL FACULTY EVALUATION POLICIES AND PROCEDURES** On behalf of the committee, Sabrina Hom, FAPC Chair, presented the motion “Given the necessity of bringing Georgia College policy into compliance with the Board of Regents’ (BOR) guidelines, the Faculty Affairs Policy Committee moves that University Senate vote to recommend for adoption and implementation of the proposed institutional faculty evaluation policies and procedures. **New Policies:** Faculty Review System, Annual Evaluation, Pre-Tenure Review, Tenure, Promotion Post-Tenure Review, Five-Year Review of Academic Administrators, Appeal of Department Chair's Faculty Evaluation, Process for. **Existing Policies to be replaced:** Faculty Review System, Philosophy and General Procedures; Teaching Effectiveness, Assessing Pre-Tenure Review, Tenure Procedures, Promotion Policies, Post-Tenure Review, Five Year Review of Academic Administrators, Appeal of Department Chair's Faculty Evaluation, Process for”
 - a. **SUPPORTING DOCUMENTS** Supporting documentation was available via both the room projector and the online motion database: <https://senate.gcsu.edu/motions/motion-revise-institutional-faculty-evaluation-policies-and-procedures-04112022>
 - i. [*Appeal of Department Chair’s Faculty Evaluation, Process for*](#)
 - ii. [*Faculty Evaluation Policies and Procedures*](#)
 - iii. [*Supporting_FAPC_Proposed_Revisions_to_Evaluation_Policy_2022-04-22.pdf*](#)
 - iv. [*Supporting_Provost_Task_Force_Report_with_USG_Revisions_2022-03-15.docx*](#)
 - b. **CONTEXTUAL INFORMATION** The committee reviewed the Provost Task Force policy revisions based on the October 2021 BOR revisions to tenure; and the committee brought the Provost Task Force policy revisions to University Senate as a policy recommendation. The committee reasoned that it is not uncommon for GC to revise policies according to external forces; US writes policy with the confines of existing policies.
 - i. The USG policies are controversial. The committee questioned whether we were going to pass our own document or taking chances on the USG imposing their own document.
 - ii. FAPC passed the revisions unanimously; the revisions reflect our institutional practices and values.
 - iii. The Provost Task Force integrated BOR changes into GC existing policies of teaching, research, and service.
 1. Teaching: GC will double count student success and teaching.
 2. Post-Tenure Review: Tenure processes should be faculty led and transparent, and they should feature robust appeals and rebuttals. The PTR revisions includes academic due process: The PTR committee has two meetings chosen by the faculty member; and the PTR committee makes recommendations to appropriate goals for a PIP. The faculty member can appeal an unsuccessful PTR to their dean and the provost. This policy is not in the BOR updates; Provost

Spirou advocated for it. Faculty members have more than a year to work on PIP. The rationale for all recommendations must be spelled out in writing and the faculty member has the right to rebut. The Provost Task Force inserted protections wherever possible.

- c. **DISCUSSION** When Sabrina Hom called for questions and comments, many were forthcoming.
- i. Question: You mentioned that FAPC voted unanimously for the policy revision. Do you feel confident that this is the best we can do? Answer (Chair): Yes.
 - ii. Comment (FAPC Member): The USG was incredibly prescriptive and allowed next to no wiggle room. Our goal was to preserve as much of our policy as possible. We preserved the manner in which the PTR committee is chosen. Where the BOR was particularly uncompromising was PTR appeals. In the BOR document, a negative PTR leads to immediate PIP process. What was absent in the BOR policy was for the candidate to appeal a negative PTR. We put the appeal in and the USG agreed to allow it to stay, though they adjusted the timeline. We owe Provost Spirou a debt of gratitude for his advocacy.
 - iii. Comment: In 2016, this body passed a resolution to adopt AAUP Redbook as the guide to policy development. Last month, the AAUP censured the USG based on a report that found the system removed due process protections from the post-tenure review policy. This policy contradicts AAUP guidelines and US resolution to follow those guidelines. I call for tabling the motion. [Secretary's note: There was no second for the motion.]
 - iv. Question: Can only elected faculty senators vote on this policy? Answer (Presiding Officer Elect): Yes.
 - v. Comment: I share the hesitation; however, the practical part of me says we have to take what we can get. We have already sent a message to the BOR/USG and were rebuffed. We live in a state where these academic freedoms are dying on the vine. I don't see a better path than what the committee has done. I don't think a symbolic gesture will do any good. I suggest we put this policy forward.
 - vi. Question: Can we switch it from a policy recommendation to a resolution?
 - vii. Comment: I see all sides of this. If we were going to go down the tabling road, I would be concerned about blowback. I do not want to have to explain our actions to the BOR and the Chancellor. We are voting on the Provost's Task Force work, not the BOR policy revision.
 - viii. Question: If we don't approve what the committee has put forth, it's going to happen anyway, correct? Answer (Chair): Yes.
 - ix. Comment: If we don't vote yes, we will look bad.
 - x. Comment (SGA President): From the student perspective, it's going to happen anyway.
 - xi. Comment: The policy changes are not built to affect academic freedom.
- d. **SENATE ACTION**
- i. Motion 2122.FAPC.005.P was **APPROVED** by voice vote with no additional discussion and with one dissenting voice and only elected faculty senators eligible to vote.

PRESIDENT'S REPORT — PRESIDENT CATHY COX

1. **FACULTY PROMOTION & TENURE** Twenty-two GCSU faculty members recently received promotions with eleven earning tenure. Congratulations to each of you for your service and dedication to our students and to Georgia College!
 - a. **COLLEGE OF ARTS AND SCIENCES**
 - Aaron Castroverde - tenure and promotion to associate professor
 - Jamie Downing - tenure and promotion to associate professor
 - Kerry Neville - tenure and promotion to associate professor
 - Ronald Okoth - tenure and promotion to associate professor
 - Wathsala Medawala - tenure and promotion to associate professor
 - Youngmi Kim - tenure and promotion to associate professor
 - Amy Sumpter - promotion to full professor
 - Jennifer Flaherty -promotion to full professor
 - Pete Selgin - promotion to full professor
 - Susmita Sadhu - promotion to full professor
 - Benjamin Clark - promotion to Senior Lecturer
 - Ernesto Gomez - promotion to Senior Lecturer
 - Eryn Viscarra - promotion to Senior Lecturer
 - Nasser Navidar - promotion to Senior Lecturer
 - b. **COLLEGE OF BUSINESS**
 - Jehan El-Jourbagy - tenure and promotion to associate professor
 - Mary Rickard - tenure and promotion to associate professor
 - c. **COLLEGE OF HEALTH SCIENCES**
 - Jennifer Goldsberry - tenure and promotion to associate professor
 - Kevin Hunt - promotion to full professor
 - Mandy Jarriel - promotion to full professor
 - d. **INA DILLARD RUSSELL LIBRARY**
 - Allison Reuter - tenure and promotion to associate professor
 - Jennifer Townes - tenure and promotion to associate professor
 - Jolene Cole - promotion to full professor
2. **UPDATED COST-OF-LIVING ADJUSTMENT FOR HUMAN RESOURCES** On Friday, April 14, all supervisors received the updated information below from Human Resources. I hope you have reached out to HR should you need to make a change.
 - a. Good afternoon campus community.
 - b. As previously communicated on March 29, 2022, the University System of Georgia is included in the State of Georgia's recently approved FY 2022 amended budget, which provides a \$5,000 pay increase for all eligible faculty and staff in FY 2022. For additional details and eligibility information visit [Cost of Living Adjustment \(COLA\) 2022 | intranet.gcsu.edu](#).
 - c. If you meet the eligibility requirements for COLA, you will receive a letter from your supervisor during the week of April 18th. This letter will contain details, compiled by Human Resources, regarding your supplement and new annual/hourly rate.
 - d. **NEW INFORMATION**
 - i. **Eligible employees will receive the one-time payment as a separate check.** Individuals paid through direct deposit will receive this separate payment directly in their bank account.
 - ii. In alignment with the State of Georgia's approach, the supplemental payment will be taxed at supplemental rates established by Federal and State taxing agencies. These rates include 22% Federal withholding, 6.2%

OASDI withholding (social security), 1.45% Medicare withholding, and State withholding. Rates will vary by state.

- e. **POSSIBLE ACTION REQUIRED**
 - i. ***Direct Deposit – If you have more than one Direct Deposit Account and you are Eligible for COLA***
 - ii. If you have multiple direct deposit accounts set up, the separate one-time supplemental pay will be dispersed in the same manner as your normal paycheck. For example, if you have two direct deposits set up (checking and savings) and you allocate \$500 going to the savings account and the remainder going to the checking account, your separate supplemental paycheck will follow the same distribution. If relevant, you may also have the same distribution for applicable garnishments, 529 savings plans, and additional tax withholding.
 - iii. **Make any necessary updates to your direct deposit splits before 5:00 PM on the dates noted:**
 - 1. For employees paid bi-weekly: April 15, 2022
 - 2. For employees paid monthly: April 21, 2022
 - iv. If you make an update, it will impact **both** your normal check and your supplemental check. Email payroll@gcsu.edu or call (478) 445-4087 or (478) 445-6096 with any questions regarding direct deposit.
 - f. If you have any questions about COLA, please contact the Office of Human Resources at HR@gcsu.edu or call extension 5596. If you have any questions about direct deposit, please contact Payroll at payroll@gcsu.edu or call extension 4087 or 6096.
- 3. **VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT UPDATE** As you all know, we are currently engaged in a search for our next Vice President for University Advancement. Candidates will be on campus over the next two weeks. Information pertaining to candidates will be posted on Front Page. Details about this search can be found at <https://www.gcsu.edu/advancement-search> .
- 4. **POLICY REVISIONS AND APPROVALS** During the April 2022 Board of Regents meeting, revisions were made to the following BOR policy:
 - a. Personnel
[Board Policy 8.2.6 Holidays](#)
Revised Policy
 - i. Each USG institution shall establish official paid holidays each calendar year for employees at the institution. The number of paid holidays shall equal the number of paid holidays allowed for State of Georgia employees under state law. These holidays shall be awarded in addition to earned vacation time and shall be observed in accordance with the rules and regulations set forth by the Board of Regents, the USG, and the institution. A terminating employee shall not be paid for any official holidays occurring after the last working day of employment.
 - ii. The June 19, 2022 (Juneteenth) holiday will be observed on Monday, June 20, 2022. Information to campus is forthcoming from the Office of the Vice President for Finance & Administration.
- 5. **TUITION AND FEES**
 - a. The Board of Regents acted on April 12, 2022, to approve no tuition fee increases for Fiscal Year 2023. Only Middle Georgia State University was granted a tuition

increase, for FY 23 and the following two years, to raise its tuition to the level of the state university sector.

- b. The Georgia General Assembly approved Governor Kemp’s budget proposal during the most recently adjourned session to fund the “special institutional fee” that all USG institutions had been charging since the major budget cuts occurred more than a decade ago in the Great Recession. The Board of Regents thus voted to eliminate the fee at all institutions starting in the coming academic year. Our fee of **\$275** per semester will thus be eliminated, saving GCSU students and their families each **\$550** per year in fees. It will be a net-neutral transaction for the university, as the additional legislative allocation will make up this money (a total of **\$4,320,039**) which had been charged to students.
6. **NEW CHANCELLOR**
 - a. Former Governor and U.S. Secretary of Agriculture Sonny Perdue took over as the Chancellor of the University System of Georgia on April 1 and attended his first Board of Regents meeting on April 12-13 at the campus of Albany State University. In his first Chancellor’s report, he emphasized the importance of the USG to the future of the state. He recounted the fact that Georgia had the 13th lowest tuition rate among all 50 states and said that affordability would continue to be the emphasis of the USG.
 - b. He told Regents and institution presidents at the meeting that he would be looking for a “fresh perspective” and expecting them to “ask if there’s a better way” to do things. He emphasized the concepts of “affordability, efficiency, degree attainment – and looking for the next level of excellence.” “Let’s be the best,” he stressed.
 - c. Chancellor Perdue also said he would be visiting all the USG campuses in the near future, and we have been in touch with his office to schedule a date for his visit to GCSU.
 7. **MAY COMMENCEMENT CEREMONIES**
 - a. Our May Graduate Commencement ceremony will be held on Friday, May 6, at 7:00 p.m. Our two Undergraduate Ceremonies will take place on Saturday, May 7, at 9:00 and 2:00. All ceremonies will take place in the Centennial Center.
 - b. We have invited two alumni to serve as our guest speakers for our ceremonies. Dr. Lionel Johnson, a three-time GCSU degree holder and Superintendent of the Peach County Schools, will speak to our Graduate School ceremony on Friday evening. Mr. Chris Clark, CEO of the Georgia Chamber, a Trustee of the GCSU Foundation, and a 1997 graduate of our MPA program, will speak to both undergraduate ceremonies on Saturday.
 - c. Details about the weekend can be found on the Registrar’s website at <https://www.gcsu.edu/registrar/graduation-and-commencement>.
 8. **END OF SEMESTER AND ON TO SUMMER**
 - a. I hope that all of you will have enjoyable summer months ahead that provide you with time for rest, relaxation, and family time, as well as more concentrated time for your scholarship and thoughtful reflection on your teaching priorities. For staff, administrators, and those of you who may have year-around contracts, I recognize that the summer merely shifts you into a different mode of work, and I hope that your summers, too, will be productive and enjoyable.
 - b. As we prepare to move into a new strategic planning phase in the fall, I hope you’ll give thought, as you have time with less distractions, to what you envision for GCSU’s future.

- i. What do excellence, preeminence, and distinction mean to you when you think about your particular program or office, or the university in general?
- ii. How can we better prepare our students for the complex working world that awaits them?
- iii. What would make a student choose GCSU over any other option they have for earning their undergraduate or graduate degree?
- iv. And as we consider enhancing our fundraising efforts to support the work you are doing and the special programs we offer our students, please think about alumni you are still in touch with, or alumni you are aware have reached successes in their careers since graduation. If each of you could help us identify 2-3 GCSU graduates this fall that we could better engage with our campus, it would help us tremendously.

Make notes – and bring your ideas back to the table in August.

- c. As all of us in the University System look toward working with the new USG leadership in the Chancellor’s office and on the Board of Regents, I want Georgia College to be sure it is doing two things particularly well:
 - i. Being a good steward of the state dollars we earn and spend; and
 - ii. Being an innovative leader in preparing students for the demands and complexities of today’s workplace through a world-class liberal arts education.
- d. To do this, I’ll be working with administrators on a deep dive into our budget to assure that we’re using our financial resources in the most productive ways we can. I’ve also asked Provost Spirou to help assemble a task force to study academic innovation and excellence. You’ll be hearing more about both of these efforts in the months to come.
- e. As I close out my first seven months on the campus of GCSU, I want to again thank you for making me welcome in so many wonderful ways. It has been rewarding to see the many ways you enjoy interacting with one another, to participate in our celebrations of each other’s successes, and to see in real time the many, many ways that we support our students and challenge them to reach higher goals.
- f. I attended a recent College of Health Sciences Leadership Seminar session led by Dr. Daniel Czech and was delighted to find a focus on “joy in the workplace.” I am so proud that we pursue and value that joy here at Georgia College, and I look forward to finding more and more ways we can share and spread it in the coming year.
- g. My best wishes to you all for the end of the semester and the summer ahead.

9. **SAVE THE DATES**

- a. *Spring Graduate Commencement*
 Friday, May 6, 2022, Processional starts – 6:45 p.m.
 Centennial Center
 Speaker: Dr. Lionel Brown, Superintendent, Peach County Schools
 GCSU Alumnus:
 Bachelor of Science – History (1994)
 Master of Education – Social Science Education (1998)
 Specialist in Education - Educational Leadership (2008)
- b. *Spring Undergraduate Commencement (2 ceremonies)*
 Saturday, May 7, 2022, Processionals start – 8:45 a.m. and 1:45 p.m.
 Centennial Center
 Speaker: Mr. Chris Clark, CEO, Georgia Chamber of Commerce

- GCSU Alumnus:
 Master of Public Administration (1997)
- c. *Chancellor Perdue's Campus Visit*
 (Details under development)
 Thursday, July 14, 2022
 - d. *First day of Fall 2022 Classes*
 Monday, August 15, 2022
Investiture Ceremony for President Cox
 (Details under development)
 Friday, August 19, 2022

PROVOST'S REPORT — PROVOST COSTAS SPIROU

1. ASSOCIATIONS, CONFERENCES, COUNCILS, AND INSTITUTES

- a. **GEORGIA COLLEGIATE HONORS COUNCIL** At the Georgia Collegiate Honors Council's annual conference in March, History major and Honors student Caroline Cole won 1st place in the Humanities category for "Reconstruction and Its Three Amendments: A Façade of Rights for Freedmen in the South," a project that she completed under the direction of Dr. Ashleigh Ikemoto.
- b. **HIGH-IMPACT PRACTICES INSTITUTE** 17 faculty members have registered for the 3rd Annual Summer High-Impact Practices Institute. This year's institute will feature national experts on high-impact practices and the ability to work with experts on designing a high-impact practice in class.
- c. **HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES** A GC faculty and staff group recently attended the Hispanic Association of Colleges and Universities (HACU) 27th Annual Capitol Forum. Georgia College is now a member of HACU. The group met with staff from the offices of Senators Warnock and Ossoff.
- d. **MULTICULTURAL STUDENT LEADERSHIP CONFERENCE** Georgia College's inaugural Multicultural Student Leadership Conference will be held the weekend of May 20th-22nd. Invited high schools will nominate two junior students—one male and one female, who demonstrate leadership potential to spend the weekend on GC's campus. Students will hear from a keynote speaker, gain invaluable professional knowledge, and will work together in groups on a weekend-long project to be presented on Sunday, May 22nd.

2. FELLOWSHIPS AND GRANTS

- a. **INNOVATIVE GRANTS** The university approved the Student Technology Fee Advisory Committee recommendations and awarded five Innovative Grants (Spring 2022) totaling \$29,382
 - i. S. Amini, Art Department (\$10,038)
 Implementing FabLab system in the Art and Design department that transforms the student experience and broadens the boundaries of the discipline
 - ii. J. Bracewell, English Department/OTLE (\$ 2,430)
 Supporting Writing through Online Tools
 - iii. K. Manoylov, Biological & Environmental Sciences (\$ 5,700)
 Purchase of an Operation Panel/Knobset for IT-100LA SEM
 - iv. A. Sengupta, Biological and Environmental Sciences (\$9,210)
 Investigating regulatory ribonucleic acid (RNA) molecular structures in live human cell lines

v. K. White, Biological and Environmental Sciences (\$2,004)

Lighting Upgrade for Hi-Tech Imaging System

- b. **MURACE SUMMER RESEARCH FUNDING** Four students were selected to receive MURACE Summer Research Funding for their research. The students and their mentors are:

Student	Mentor
Alexandra Furney	Dr. Arnab Sengupta
Colin Adams	Dr. Brent Evans
Mathew Meyer	Dr. Brooke Conaway
Zoe Cain	Dr. Richard Adams

- c. **SUMMER RESEARCH FELLOWS VIRTUAL BROWN BAG EVENT** will be on Monday, April 25th from 12:00-1:00. The 2021 Provost Summer Research Fellows include:

- i. Dr. Mariana Stoyanova, Assistant Professor of Spanish
How Students of Spanish Learn Idioms
- ii. Dr. Julian Knox, Assistant Professor and MA Coordinator of English
From Dramatic to Divine Time: Shakespeare, Aeschylus, and Coleridge's Zapolya
- iii. Dr. Dana Gorzelany-Mostak, Associate Professor of Music
Sounding Race, Inventing Authority: Pop Music, Identity, and the U.S. Presidency

3. **UNIVERSITY COMMITTEES AND TASK FORCES**

- a. **ACADEMIC INNOVATION TASK FORCE** President Cox announced at the last University Senate meeting that we must think differently about the future of higher education and how Georgia College may need to adjust to support students. An Academic Innovation Task Force will be assembled and charged to explore areas that would strengthen the university.
- b. **BOR POLICY 8.3 PROVOST TASK FORCE UPDATE** The Office of the Provost submitted the PTR document on March 16th and on April 8, 2022 we received feedback from the USG. The feedback was shared with the PTR Task Force and presented to FAPC.
- c. **STRATEGIC PLANNING STEERING COMMITTEE**
 - i. **Aspirational Institutions List** The university is working on the development of an aspirant institutions list which will assist in the development of the new Strategic Plan. The Aspirational Peers Committee of the Strategic Planning Steering Committee is seeking input to identify aspirational institutions to model aspects for GC's new strategic goals. These institutions may exhibit unique strengths or differentiators that, if adapted successfully, could help shape the trajectory of success that Georgia College currently enjoys. Please respond to the [following link](#) to submit additional suggestions by April 23.
 - ii. **Annual Report** The Strategic Planning Steering Committee has completed the reporting of the Georgia College Strategic Plan 2016-2021: Our Path to Preeminence in its final FY2021 Annual Report. The report highlights the accomplishments, concerns, and recommendations for the remaining action items. Additionally, this report provides recommendations for the upcoming strategic planning cycle. The report is evidence of the significant progress that has been made as the result of the 2016-2021 Strategic Plan: Our Path to Preeminence. The Strategic

Planning Steering Committee is currently planning the next strategic planning process and looks forward to engaging the university community in its creation and implementation. The reports (attached) can be found on the Georgia College Strategic Planning website, <https://www.gcsu.edu/strategic-planning>

4. **ACCREDITATION**

a. **SACSCOC** The Office of Institutional Research and Effectiveness is tasked with working through a ‘practice run’ of faculty qualifications/credentials ([see explanation here](#) if you would like more information) for our upcoming 2024 Reaffirmation with SACSCOC. While we are currently in very good standing with this Standard, a critical task is at hand. Faculty members must update their Education tab (i.e. degree information) in Faculty Success (formerly Digital Measures). This tab is under General Information. Faculty must complete this requirement by **May 1**.

b. **QEP**

i. **QEP Proposal** The QEP selection process continues.

1. The three finalists for the QEP topic selection are:

- a. Adulting 101: Bobcats RISE (Ready and Informed for Success and Excellence)
- b. Bobcats FIRST (Focusing on Inner Resilience & Skills to Thrive)
- c. Empowering Bobcats: Digital Research and Information Literacy at Georgia College (Locate - Create - Evaluate - Communicate)

2. Thank you to everyone who participated by submitting proposals, attending events, and voting to help us narrow down GC's next QEP topic. The QEP Advisory Committee will make a final recommendation to the President's Executive Cabinet on April 26, 2022.

3. Once the topic is identified, next steps include convening a QEP Design and Implementation Team who will work throughout fall 2022 and spring 2023 to fully develop the QEP's goals and outcomes, design curriculum and programming, identify resources and best practices, and write the QEP assessment plan. The QEP proposal will be finalized during summer 2023 and will be submitted to SACSCOC in December 2023.

ii. **QEP ADVISORY COMMITTEE** The university recently formed a QEP Advisory Committee. The group will:

1. Represent an academic or administrative domain and will act as a conduit to all faculty and staff. Student representatives will function in the same capacity with the student body, working through the Student Government Association (SGA).
2. Provide strategic advice and support to the QEP Development and Implementation Teams.
3. Promote positive public relations for the QEP.
4. Work to integrate GC's QEP with GC's Strategic Plan.
5. Make recommendations to the university president regarding key decisions and future directions of the QEP.
6. Uphold and preserve GC's mission and values through the development and implementation of GC's QEP.

7. Membership of the QEP Advisory Committee*
 Costas Spirou, Provost and VPAA
 Holley Roberts, Strategic Planning
 Jan Hoffman, QEP Design Co-Chair, COAS
 Dana Gorzelany-Mostak, QEP Design Co-Chair, COAS
 Cara Smith, Institutional Effectiveness and Assessment
 Chris Ferland, Institutional Research
 Lauren Farmer, QEP Administrative Support
 Catherine Fowler, Senate Presiding Officer
 Tanya Goette, COB
 Sarah Myers, COHS
 Rob Sumowski, COE
 Erin Weston, FYAS
 Emily Jarvis, Student Life
 John Jackson & Ashley Banks, Staff Council
 Kaitley Congdon & Grace Singletary, SGA representative (x1, not PO)
 TBA, Community representative (x1: may transition once topic is chosen)

5. CENTERS AND INSTITUTES

- a. FIRST ANNUAL REPORTS AND FIVE-YEAR REVIEWS The first annual report or five-year review for existing Centers and Institutes will be submitted to the university on August 1, 2023. Reports for existing Centers and Institutes will adhere to the following schedule:

Center/Institute	Year Established	Five-Year Report Due
Andalusia Institute	2020	8/1/2025
Sandra Dunagan Deal Center for Early Language and Literacy	2017	8/1/2023
Center for Economic Education	1982	8/1/2023
Center for Design and E-Commerce	c. 2000	8/1/2023
Center for Health and Social Issues	2008	8/1/2023
Rural Studies Institute	2020	8/1/2025
Science Education Center	2001	8/1/2023
The Center for Georgia Studies	1998	8/1/2023

- b. THE CENTER FOR HEALTH AND SOCIAL ISSUES
- i. The CHSI in the College of Health Sciences is conducting a research study on the impact of an in-person educational program for children 6-11 years old which will include cardiovascular and nutritional health as well as infection control principles. The program is called *Temple Care*.
 - ii. The CHSI will also be implementing a project for the Georgia Department of Public Health entitled Capacity Building and Implementation of a Monitoring and Evaluation Framework for the Georgia DPH Chronic Disease Prevention Program. This project will impact the entire state of Georgia.
- c. CENTER FOR INNOVATION PROPOSAL Dr. Nicholas Creel, Assistant Professor of Business Law and Ethics, is leading our effort to propose a Center for Innovation here at Georgia College. The College of Business will soon submit the proposal to

the Provost as part of the newly revised process for the establishment of Centers and Institutes.

- d. **THE CENTER FOR TEACHING AND LEARNING** is planning to offer six workshops this summer. As soon as those programs are identified, the Center for Teaching and Learning will share that information with the university community.
 - e. **THE LEARNING CENTER**
 - i. **SUPPLEMENTAL INSTRUCTOR SUPPORTED** and tutor supported courses/sections are currently being tagged in Banner: Supported courses/sections' Attributes column will say 'Learning Cntr Tutoring Avail' and/or 'Learning Cntr SI Supported.'
 - ii. **DON'T STRESS FEST** The Learning Center is hosting its first ever Don't Stress Fest next week on April 26-28, from 10a to 2p. In addition to getting info about practice tests and the Learning Center services, students can pick up tools to help them study for final exams and enter to win one of the finals prep baskets. On Thursday, April 28th, Don't Stress activities and resources will be outside by the fountain.
 - iii. **ASSOCIATION OF COLLEGES FOR TUTORING & LEARNING ASSISTANCE** A total of 6 student staff, 2 full-time employees, and the AH Coordinator are all presenting sessions at the national ACTLA conference online this week, Thursday and Friday (April 21st and 22nd). These sessions include topics surrounding the LC's student leadership model, the transition to online SI sessions, and growth mindset at GCSU.
 - iv. **USG STEM SUMMIT** Conference session and poster proposals for the USG STEM Summit will be submitted this week for the annual event. The virtual STEM IV Summit will be held on Monday and Tuesday, May 23rd and 24th. The Learning Center is still recruiting for a few openings for fall: tutoring, Math Lab ULAs, PASS, and SI positions.
 - f. **THE CENTER FOR TEACHING AND LEARNING, THE WRITING CENTER, AND THE LIBRARY** On Monday, April 25th @ noon, the Center for Teaching and Learning, in partnership with the Writing Center and the Library, is offering assistance for addressing plagiarism, academic dishonesty and mitigating the aftermath. Jennifer Townes, Joy Bracewell, and Jim Berger will present a webinar on copyrighted material; what constitutes plagiarism; why plagiarism occurs; steps that can be taken to prevent, detect, and address plagiarism in the classroom; and available resources to provide instructors and students. Participants will engage in a process to develop a plan for preventing and addressing plagiarism in their respective courses. Handouts and additional resources will be provided. To register, follow the [registration link](#). Link will be provided the day of the workshop.
6. **THE GRADUATE SCHOOL**
- a. **GRADUATE ASSISTANTSHIPS** The Office of the Provost is working with The Graduate School to determine how to redirect existing resources (reduce the number of graduate assistantships) to increase key graduate assistant stipends.
 - b. **THE FIFTH ANNUAL GRADUATE RESEARCH POSTER SHOWCASE** consisted of a visual digital display of creativity and research findings displayed through the Ina Dillard Russell Library, Knowledge Box. Twenty-five graduate students participated representing graduate programs in athletic training, biology, education – curriculum and instruction, music education, music therapy, and nursing.
 - c. **GRADUATE RESEARCH TRAVEL GRANTS** The Graduate School awarded five Graduate Research Travel Grants of \$400 each to graduate students in programs

in biology, English, and music therapy. The travel grants support the costs (conference fees, travel, and accommodations) associated with the presentation of graduate students own original scholarship at professional conferences. Students presented at in-person and virtual conferences in Atlanta and Valdosta, GA, Lexington, KY, and Rodeo, NM.

- d. **Outstanding Graduate Assistant Awards** The Graduate School awarded five Outstanding Graduate Assistant Awards for the 2021-2022 AY. The recipients received an award package consisting of a \$200 cash award from the Georgia College Foundation, a framed certificate, and official letter. The five graduate assistants are majors in the MMIS, DNP, MSCJ, MED – C&I, and MAcc programs and work locations are the J. Whitney Bunting College of Business, the Lounsbury College of Education, Office of the Dean, the College of Health Sciences, Graduate Nursing Clinicals, The Women’s Center, and the Learning Center.

7. **COLLEGE OF BUSINESS**

- a. **2022-2027 STRATEGIC PLAN** At the April 29, 2022 CoB-wide faculty meeting, proposals for the **2022-2027 Strategic Plan** (<https://tinyurl.com/2p7429pt>) and policy changes for faculty qualifications, among others, will be discussed and voted upon.
- b. **ACADEMIES** Dean Stratton will participate in the 2022-2023 Becoming a Provost Academy cosponsored by the American Association of State Colleges and Universities (AASCU) and the American Academic Leadership Institute (AALI). Dean Noviello will participate in the Academic Leadership Academy sponsored by Penn State.
- c. **VISITING SCHOLAR** The CoB recently hosted Visiting Scholar Dr. Douglas Walker, an economist at the College of Charleston with a specialty in gambling. He is a past Distinguished Research Award Winner and was a visiting professor at Harvard Medical School, among many other honors. The ECON-FIN faculty have articulated a clear plan for the visit and in particular how Dr. Walker will support student learning and development both with respect to special topics in gambling and graduate school preparation.
- d. **SAP NEXTGEN LAB** The COB held a grand opening celebration of the new SAP NextGen Lab (Atkinson 412C) on March 30. The SAP Next-Gen Lab connects students, researchers, and startups with SAP customers and partners to develop new technology innovations that are linked to Design Thinking, Analytics and Women in Technology. By setting up the SAP Next-Gen Lab, the Georgia College & State University opens the possibilities for industry collaboration with SAP's ecosystem of more than 404,000 customers across 32 industries in 180 countries.

8. **ADMINISTRATOR AND FACULTY SEARCHES**

- a. The search for the COE Associate Dean closes on May 4th.
- b. The candidates for the Professional Learning and Innovation Chair and Teacher Education Chair completed their on-campus interviews on April 19th and a selection will be made within the next couple of weeks.
- c. The search for the Call Me MiSTER/African American Male Initiative/Lecturer is now closed and the Committee is beginning to review applicants.
- d. The College of Education is completing Limited Term searches for replacements in Early Childhood Education, Middle Grades Education, Secondary Education, and Instructional Technology are winding down and the search for an Assistant Professor of Reading, Literacy and Language is now completed.

- e. The Search Committee for the Executive Director of the School of Continuing and Professional Studies will be inviting three candidates to visit campus in the next couple of weeks.
 - f. The School of Continuing and Professional is finalizing the search for the Director of Continuing Education position.
9. **TENURE & PROMOTION**
- a. **ET&P D2L INTERFACE** The Office of the Provost worked closely with the Center for Teaching and Learning to complete an improvement to the eT&P D2L interface.
 - b. **WORKSHOP** The Office of the Provost will be offering a workshop on tenure & promotion. Monday, April 25, 2022, 3:30pm. Topics include: The Purpose of Tenure and Promotion; Insights and Reflections; Overview of the eTenure & Promotion process at Georgia College.
 - c. **POST-TENURE REVIEW** The Office of the Provost distributed letters to faculty who are scheduled to complete their PTR.
 - d. **THE COLLEGE OF HEALTH SCIENCES** faculty are in the process of completing an update to the existing Tenure & Promotion Guidelines. The Provost is currently reviewing the document.
10. **COMMENCEMENT**
- a. Graduate Commencement: Friday, May 6th, faculty check-in at 6:15 PM
 - b. Undergraduate Commencement for Colleges of A&S and Education: Saturday, May 7th, faculty check in at 8:15 AM.
 - c. Undergraduate Commencement for Colleges of Business and Health Sciences: Saturday, May 7th, faculty check in at 1:15 PM
11. **FINAL GRADES** for all Spring 2022 courses are due on Wednesday, May 11th, by 9:00 AM.
12. **SUMMER ORIENTATION** Preparations are underway for summer orientations. First-year students will have the opportunity to attend one of our six orientations—held on June 10th, 17th, 24th, and July 15th, 22nd, and 29th.
13. **NEW FACULTY ORIENTATION** The Office of the Provost is preparing for New Faculty Orientation. The Center for Teaching and Learning will be sending out a request to deans and department chairs to provide the names and e-mails addresses of incoming faculty members.

COMMITTEE REPORTS

1. **ACADEMIC POLICY COMMITTEE (APC)** — **NICHOLAS CREEL, CHAIR**
Officers: Chair Nicholas Creel, Vice-Chair Benjamin Clark, Secretary Dana Gorzelany-Mostak
- a. **STUDENT BILL OF RIGHTS AND RESPONSIBILITIES** The committee wrapped up our discussion of the Student Bill of Rights and Responsibilities. After reading through the document, we found no further action was needed. The committee might consider reaching out to SGA next year to see if they can get actual student engagement on this issue.
2. **DIVERSITY, EQUITY, AND INCLUSION POLICY COMMITTEE (DEIPC)** — **LINDA BRADLEY, CHAIR**
Officers: Chair Linda Bradley, Vice-Chair Nadirah Mayweather, Secretary Sandra Trujillo
- a. **No Meeting** As there was no business, the committee did not assemble for its scheduled 8 Apr 2022 meeting.

- b. **Listening Session** Rather, we had a Zoom listening session. Two items for discussion were shared. These items will be shared in the Annual Report for the 2022-2023 DEIPC to consider in the fall.
 - i. **New Faculty Support** Perhaps a partnership with FAPC and/or discussion in Departments/Colleges related to the new Post-Tenure Review policies as well as Annual Faculty Evaluation.
 - ii. **Accessibility between Buildings** What possibilities are there for faculty, staff, and students?
3. **EXECUTIVE COMMITTEE OF UNIVERSITY SENATE (ECUS) — CATHERINE FOWLER, CHAIR**
Officers: Chair Catherine Fowler, Vice-Chair Jennifer Flory, Secretary Alex Blazer
- a. **PRESIDING OFFICER TRANSITION** Dr. Catherine Fowler is working with Dr. Jennifer Flory on the Presiding officer transition.
4. **SUBCOMMITTEE ON NOMINATIONS (SCON) — JENNIFER FLORY, CHAIR**
Officers: Jennifer Flory Chair, Secretary Alex Blazer
- a. **2022-2023 SLATE OF NOMINEES**
 - i. **OFFICERS**: Regarding the incoming University Senate, the Subcommittee on Nominations has received one nomination for Secretary (Alex Blazer) and two elected faculty senator nominees for Presiding Officer Elect: Nicholas Creel and Rob Sumowski. SCoN would like the 2021-2022 University Senate to express their preference for Presiding Officer Elect for 2022-2023. All attending members of University Senate shall vote by secret ballot using Qualtrics. The nominee receiving the most votes shall be the Presiding Officer Elect nominee.
 - ii. **ELECTED FACULTY SENATORS**: Jessamyn Swan is replacing Jennifer Townes (Library), Jinkyung Park is replacing Laura Childs (CoHS), Mikkel Christensen is replacing Jamie Downing (CoAS). We are awaiting word from College of Business on a replacement for Karl Manrodt.
 - iii. **SELECTED STUDENT SENATORS**: We still await word from selected student senators and SGA appointees from the Student Government Association.
 - iv. **MOTION**: The slate of nominees for officers, standing committees, university senate representation on university-wide committees, and bylaws compliance is contained in Motion Number: [2122.CON.003.O](#). At our 3:30 p.m. organizational meeting today, the incoming University Senate shall elect these officers and committee members. After the nominations of the Subcommittee on Nominations have been placed on the ballot, additional nominations may be made from the floor.
 - b. **2022-2023 PARLIAMENTARIAN** is Owen Lovell.
 - c. **2022 GOVERNANCE RETREAT** is scheduled for Monday, August 8, 9:00 a.m.-12:30 p.m. at First United Methodist Church, Milledgeville.
5. **FACULTY AFFAIRS POLICY COMMITTEE (FAPC) — SABRINA HOM, CHAIR**
Officers: Chair Sabrina Hom, Vice-Chair Katie Stumpf, Secretary Justin Adeyemi
- a. **BOR POLICY 8.3 PROVOST TASK FORCE UPDATE** Dr. Roberts visited to explain the last-minute revisions in response to the BOR's review of the task force document. Senate already voted on our motion.
 - b. **FACULTY SALARY STUDY** Dr. Fruitticher visited to discuss the faculty salary study. He is not inclined to repeat the salary study in-house as the committee had

intended, and he explained his reasoning. Some committee members made the case for continuing to do this in-house. Dr. Fruitticher kindly agreed to meet with Dr. Swinton to discuss further.

- c. **ASSESSMENT OF TEACHING EFFECTIVENESS** We discussed information gathered from around the university about the evaluation of teaching beyond SRIS, and will pass that on for the use of next year's committee.
6. **RESOURCES, PLANNING, AND INSTITUTIONAL POLICY COMMITTEE (RPIPC)** — **DAMIAN FRANCIS, CHAIR**
Officers: Chair Damian Francis, Vice-Chair Brad Fowler, Secretary Rodica Cazacu
 - a. **NO MEETING** As there was no business, the committee did not assemble for its scheduled 8 Apr 2022 meeting.
7. **STUDENT AFFAIRS POLICY COMMITTEE (SAPC)** — **GAIL GODWIN, CHAIR**
Officers: Chair Gail Godwin, Vice-Chair Gregory J. Glotzbecker, Secretary James Patrick Robertson
 - a. **PREFERRED NAMES AND PRONOUNS** Students can change their university email address to their preferred names. Students can email the Registrar's Office to change their names. Pronouns cannot be changed.
8. **STUDENT GOVERNMENT ASSOCIATION (SGA)** — **JAMES ROBERTSON, PRESIDENT**
Officers: President James Patrick Robertson, Vice President Grace Singletary, Secretary Kaitley Congdon, Treasurer Gibson Jack Howle
 - a. **PREFERRED NAMES AND INCLUSIVENESS** SGA is working on an initiative for trans students to be able to change their names without legal documentation. SGA is working with the Director of LGBTQ Affairs and the Police Chief on issues of inclusion regarding gender and sexuality.
 - b. **EXECUTIVE BRANCH TRANSITION** This year's executive officers are helping the transition of next year's executive officers.

ANNOUNCEMENTS/INFORMATION ITEMS

1. **UNIVERSITY CURRICULUM COMMITTEE (UCC) UPDATE** — **LYNDALL MUSCHELL, CHAIR**
 - a. **UNIVERSITY CURRICULUM COMMITTEE**
 - i. **Action Items**
 1. Data Science – Modify Existing Major – approved
 2. Computer Science – Modify Existing Major – approved
 3. Computer Science Undergraduate Certificate and Embedded Endorsement – approved
 4. Teacher Preparation Concentration – History – Communication with College or Education and History was suggested to revise the proposal and resubmit for review in the fall.
 5. Forensic Chemistry Certificate – approved
 - ii. **Information Items**
 1. **College of Arts & Sciences**
 - a. **Modification of Existing**
 - i. ARTS 4820 Existing Late 20th Century Art - Change course title to Contemporary Art, 1950s – Present
 - ii. SPAN 4960 Internship and/or Cooperative – Change course title to Internship, Practicum, and/or Research; change pre-requisites from SPAN 3010,

- SPAN 3020, and Chairperson's approval to chairperson's and instructor-of-record's approval, SPAN 3010 and SPAN 3020; change course description to individually designed learning experience involving off-campus or on-campus applied learning and/or mentored undergraduate research. This course is repeatable for credit; change credit hours from 1-6 to 1-15
- iii. FREN 4960 Internship and/or Cooperative – Change course title to Internship, Practicum, and/or Research; change pre-requisites from FREN 3010, FREN 3020, and chairperson's approval to chairperson's and instructor-of-record's approval, FREN 3010 and FREN 3020; change course description to individually designed learning experience involving off-campus or on-campus applied learning and/or mentored undergraduate research. This course is repeatable for credit.
- iv. ANTH 4950 Food and Culture – Change course number and assign CRN.
- v. BIOL 4730/5730 Comparative Animal Behavior – Change Pre-Requisite – Add BIOL 3700.
- vi. BIOL/ENSC/GEOG 4740/5740 Environmental Conservation - Change Pre-Requisite – Add BIOL 2800.

2. Library

a. New Course Proposals

- i. INFO 3232 - The Body Electric:’ Experiential Information Studies via Memoir and Community Engagement

b. GRADUATE COUNCIL

i. Action Items

1. College of Education

- a. Online Teaching Endorsement & Graduate Certificate - unanimous approval
- b. Education and Equity Graduate Certificate - unanimous approval

2. College of Arts & Sciences

- a. MS in Biology: Modification to Admissions Requirements - unanimous approval
- b. Election Administration Certificate - unanimous approval

3. College of Business

- a. WebMBA: Modification to Admissions Requirements - unanimous approval
- b. MMIS : Modification to Admissions Requirements - unanimous approval
- c. WebMBA, MMIS, MACC, MLSCM: Modification to Admission Requirements - unanimous approval

ii. Information Items

1. College of Education

a. **New Course Proposals**

- i. EDIT 5001: Introduction to Online Learning
- ii. EDIT 5002: Designing Online Learning
- iii. EDIT 5003: Facilitating Online Learning
- iv. EDFD 5001: School Improvement and Equity
- v. EDFD 5002: Schooling and Historical Inequity
- vi. EDFD 5003: Teaching Marginalized Students, Practicum

2. **College of Health Sciences**

a. Modification of an Existing Course

- i. NRS 5810: Advanced Psychopharmacology – add pre-requisite of NRS 5800

c. **GENERAL EDUCATION COMMITTEE**

i. **Action Items**

1. GC1Y: Spanish in the US - The proposal was approved.
2. GC1Y: Don Quixote in Popular Culture - The proposal was approved.
3. GC1Y: Coming of Age in an Era of Disenchantment - The proposal was approved.

AWARDING OF PINS AND RECOGNITION CERTIFICATES Jennifer Flory gave University Senate pins to Jamie Downing and Lee Fruitticher. Jennifer Flory distributed Recognition Certificates.

OPEN DISCUSSION Jennifer Flory invited open discussion from the floor. There was none.

ADJOURN

1. **ATTENDANCE AND THE SIGN-IN SHEET** Jennifer Flory requested that each individual present at the meeting sign the university senator attendance sheet or guest sign-in sheet on their way out if they hadn't already signed in.
2. **NEXT UNIVERSITY SENATE MEETING** is scheduled for Friday, 22 Apr 2022 at 3:30 p.m. in Arts & Sciences 272.
3. **MOTION TO ADJOURN** As there was no further business, a motion to adjourn was made, seconded, and approved. The meeting was adjourned at 3:14 p.m.

SUPPORTING DOCUMENTS

1. *Supporting_FAPC_Proposed_Revisions_to_Evaluation_Policy_2022-04-22.pdf*: FAPC's presentation to supplement Motion 2122.FAPC.005.P Motion to revise institutional faculty evaluation policies and procedures.
2. *Supporting_Provost_Task_Force_Report_with_USG_Revisions_2022-03-15.docx*: Provost Task Force report to supplement Motion 2122.FAPC.005.P Motion to revise institutional faculty evaluation policies and procedures