

GSW Faculty Senate Minutes
03/26/2021

1. The GSW faculty senate met on Friday, March 26, 2021 at 10:00 AM via Blackboard Collaborate. Dr. Sam Peavy, Senate President, called the meeting to order. On a motion made by Dr. Benjamin Meador and seconded by Dr. Kim Hasbach, the Faculty Senate approved the minutes from the January 26, meeting.

2. Dr. Peavy invited members to update the Senate on news regarding faculty promotions and pay raises from the 2019-2020 and 2020-2021 academic terms. Mr. John Wilson noted that he received an e-mail from the GSW administration providing the pay raise usually associated with promotion. Drs. Suzanne Connor and Debby Palmer also reported retroactive pay raises related to promotions during these academic terms.

Dr. Suzanne Smith explained that GSW sought to provide such support to all campus faculty who gained promotion and tenure but had not received raises due to economic concerns in the early days of the Covid-19 crisis. Dr. Neal Weaver also noted that GSW was working to ensure that all faculty who assumed teaching overloads were fully compensated for this effort.

Dr. Gary Fisk and other members of the Faculty Senate expressed appreciation for this effort to acknowledge faculty labor.

3. Dr. Neal Weaver updated the Faculty Senate on vaccination access. GSW administrators have obtained 600 doses of vaccine to be used for students, faculty, staff, and other employees on the GSW campus. This effort to vaccinate GSW community members began during Spring Break (March 15-19) and is continuing.

GSW will be working in conversation with the USG system to develop policies for vaccination in Fall 2021 but Dr. Weaver expressed optimism that we have limited dangers of infection and will continue to work constructively to ensure healthy conditions on campus.

4. The Faculty Senate moved on to various items from Academic Affairs. On motion of Dr. Debbie Palmer and seconded by Mr. John Wilson, the Senate approved a proposal for an American Studies certificate. On motion of Dr. Debbie Palmer and John Wilson, the Senate approved changes to the English BA (literature track) curriculum sheet. On motion of Dr. Carol Bishop and Dr. Suzanne Connor, the Senate approved changes to the Management BS degree curriculum sheet.

5. The Faculty Senate voted, on motion of Dr. Kim Hasbach and seconded by Dr. Queen Brown, a proposal to create an Associates of Nursing degree track at GSW. Dr. Gary Fisk raised a question regarding the number of units required for this certificate. Dr. Kim Hasbach provided full explanation of this certificate. It was also recognized that the Faculty Senate did not have a copy of this curriculum sheet and this will be necessary to review for the full faculty meeting at the end of Spring '21.

6. The Senate discussed a letter sent to Dr. Neal Weaver from Faculty Affairs regarding two recent program closures (Theater and Geology). Dr. Joe Comeau noted that Dr. Weaver's letter

did not fully address concerns of Faculty Affairs. In addition to not including an explanation of the process for both programs, the letter did not address the issue of the closure as not following the process outlined in the GSW Faculty Handbook.

Dr. Gary Fisk commented that program closures may be necessary but ideally, the process should be collaborative. These recent closures do not seem to have fully included faculty within that process. Dr. Comeau agreed, noting that there was a perception of this process as circumventing expectations of shared governance at GSW.

7. Dr. Sam Peavy opened the floor to other issues for discussion. Dr. Debbie Palmer spoke to encourage faculty to participate in the Governor's Teaching Fellows program through the USG. She also noted a concern about communication across departments regarding student class attendance. Dr. Palmer explained that a student routinely arrived late to one of her classes because a lab course required that student to stay longer than the stated class time. Dr. Sam Peavy suggested contacting the instructor and the department chair.

Dr. Suzanne Smith noted a concern about gaining approval for the development of new degree programs in Communications and Nursing in time to send the official paperwork to the Board of Regents for approval in this academic term. She proposed a focused General Faculty Meeting to vote on these two programs. On motion by Dr. Carol Bishop and Mr. John Wilson, the Senate voted to approve this meeting scheduled at 11:30 am on April 9th, 2021.

Dr. Gary Fisk shared an experience from a faculty search committee in Psychology. Dr. Fisk noted that many job ads are shared on social media and not simply within the traditional professional networks of various disciplines. There may be concerns about the overlap between a faculty member's individual social media expressions and GSW's representation. The consensus in the Senate was that formal campus job advertisements could be shared as appropriate.

8. Dr. Sam Peavy thanked all participants in the Faculty Senate meeting and called the meeting to a close at approximately 11:00. The next Faculty Senate meeting is scheduled for 23 April 2021 at 10 a.m.

Attendance: Sam Peavy (President), Susan Bragg (recording secretary), Carol Bishop, Queen Brown, Joe Comeau, Suzanne Connor, Gary Fisk, Kim Hasbach, Benjamin Meador, Debbie Palmer, Rebecca Short, Charles Wells, and John Wilson.

Dr. Neal Weaver attended as GSW administrative representative. Dr. Suzanne Smith attended as ex-officio member.