

General Faculty Meeting

December 15, 2021 at 9:00 am

1. Call to order: Chadwick Gugg started the meeting about 9:05am. The start time was delayed slightly due to technical issues with the Teams meeting software and microphone/video.
2. Approval of the minutes: Teresa Teasley made a motion to accept the minutes from the May 7 General Faculty meeting. This was seconded by Sandra Daniel. There was no discussion. The motion passed.
3. Standing committee activity reports
 - a. Faculty Senate: Chadwick Gugg began with a review of the Faculty Senate activity. The Senate met regularly, plus some special meetings: Tristan Denly on post-tenure changes and discussion of a COVID-19 vaccination policy recommendation letter. Gugg recognized the members of the Senate by reading off their names. Summer pay policy was discussed at several meetings, resulting in a proposal for contracts and a new salary adjustment formula. An open letter urging the BOR and the USG to adopt a COVID-19 vaccination requirement was passed and sent to the BOR. Changes to promotion, tenure, and post-tenure review policies were also discussed at several meetings.
 - b. Academic Affairs: Genie Bryan reported that the committee approved numerous new courses and programs, resulting in much of the new business to be voted upon.
 - c. Business and Finance – Amber Stovall stated that the committee reviewed repair and renovation projects, as well as some upcoming building projects. Some of this building activity was funded by federal CARES money. Enrollment and budget cuts were a concern. The committee will review the end-of-year money situation in February.
 - d. Faculty Affairs: Jeff Waldrop said that the committee assisted with developing a COVID-19 letter that recommended a vaccination policy. A new summer pay policy was developed, with Tzvetelin Iordanov contributing a new pay formula. This proposal is going to the executive council. The summer pay proposal will lower the student enrollment threshold for full pay for faculty who are lower on the pay scale. There was a proposal from the Dean's Council for changes to reviews of part-time faculty. A recommendation was made to move the tenure and promotion deadlines ahead one week to increase the time allowed for departmental review processes. An ad hoc committee was created to make promotion, tenure, and post-tenure review policy changes based on new BOR directives. The committee discussed cost of living adjustments given increased inflation.
 - e. Faculty Development: Lauren DiPaula stated that the committee reviewed faculty development grant proposals. All of the proposals except one received funding. The committee advised the College of Business and Computing about faculty development grants.
 - f. Graduate Affairs: Michele Dykes reported that the committee reviewed graduate program proposals.

- g. Institutional Review Board: Anne Jacobs said that the committee received and reviewed 12 research proposals. Decisions were made on all of the proposals except for one that is still under review.
 - h. Instructional Technology: Mohammad Dehzooei stated that the committee reviewed the spending of federal money for technology purchases and the purchases made with Student Technology Fees. The committee also discussed the need for better electronic collaboration with systems such as dynamic forms.
 - i. Institutional effectiveness: Jamie MacLennan reported that the committee had two subcommittees. One subcommittee is working on assessment of general education in core areas B and C. A quality enhancement subcommittee is working on the new quality enhancement program that will be needed for an upcoming accreditation.
 - j. International Studies: Jennifer Ryer stated that the committee worked on promoting international studies on campus, Windows to the World events, and International Education week. Another issue was study abroad pay equity.
 - k. Student Affairs: Morgan Goulding (secretary) reported that the committee reviewed proposals for six new student organizations. They responded to a request from the College of Business and Computing about how to advise student organizations. There was a hearing panel organized for a possible student misconduct issue. A better document for describing student organization needs is being developed.
4. Ad hoc committee activity reports
- a. General Education Redesign: Bryan Davis stated that there was no report.
 - b. President Jimmy Carter Leadership Program Advisory Board: There was no report.
 - c. TILT Steering Committee: Judy Orton-Grissett recognized the TILT leadership members that are aiming to promote transparency in teaching documents. The group led over 30 faculty during the summer to improve faculty-student communications. Ongoing efforts include a brown bag luncheon series and new teaching circle.
 - d. Promotion, tenure, and post-tenure review: Mark Grimes began by recognizing the members of this new ad hoc committee. They will define student success and provide examples. These new criteria will be added to annual evaluation, promotion, tenure, and post-tenure processes. The aim is to have a proposal ready by mid-spring for the committees, and then the full faculty by end of spring, 2022. Additional work may be needed in fall, 2022 to address unresolved details.
5. New Business
- a. Academic Affairs committee
 - i. Arts & Sciences
 - 1. Chemistry BS: A motion to accept was made by Tzveletlin Iordanov and seconded by Anne Jacobs. The change was making Biochemistry a requirement. There was no discussion. The vote passed.
 - 2. Digital media technology certificate: A motion was made by Teresea Teasley to bundle the remaining Arts and Sciences proposals (English BA, Music BA, Music certificate). This was seconded by Debbie Palmer. The motion passed. There was a motion to approve the bundle made by Teresea Teasley. It was seconded by Anne Jacobs. There was no discussion. The vote passed.

- ii. College of Business and Computing (COBAC)
 - 1. CSCI minor: A motion to bundle the COBAC proposals (CSCI minor, IT minor, Marketing BBA) was made by Debbie Palmer. Sandra Daniel seconded the proposal. The vote passed. A motion to approve the bundle was made by Sandra Daniel and seconded by Teresa Teasley. There was no discussion. The vote passed.
- iii. Nursing
 - 1. RN to BSN: Sam Peavy made a motion to accept the proposal. Gaynor Cheokas seconded the motion. There was no discussion. The vote passed.
- b. Graduate Affairs
 - i. Executive MBA: Debbie Palmer made a motion to accept. This was seconded by Alex Yemelyanov. There was no discussion. The vote passed.
- c. Faculty Handbook changes
 - i. Part-time faculty evaluations: A motion to approve was made by Sam Peavy and seconded by Anne Jacobs. There was no discussion. The vote passed.
- 6. Other Items for Discussion
 - a. A proposal recommended moving the tenure/promotion application deadline ahead by one week came from the Faculty Affairs committee with endorsement by the Faculty Senate. This change will give departments at least two weeks for reviewing applications. Elizabeth Gurnack made a motion to accept. This motion was seconded by Sam Peavy. Several people expressed their support for the motion. The vote passed.
 - b. A proposal for regular archival of the Faculty Handbook in the Library was approved by the Faculty Affairs committee and endorsed by the Faculty Senate. The purpose is to establish a historical record of the Faculty Handbook. Ru Story-Huffman clarified that the documents would be archived in paper form, not online. Anne Jacobs asked if this archive effort could be retroactive, applying to previous years? There was discussion about how frequently the handbook should be archived and who makes changes to the document. The proposal was for archiving twice per year. The Academic Affairs Office makes the changes. Suzanne Smith stated that the Office of Academic Affairs has retained old copies, both hard copy and electronic, going back to 2010. Bryan Davis observed that changes are only made once per year, in August. Sam Peavy withdrew a motion to accept the original proposal. Anne Jacobs modified the proposal with a motion to archive the Faculty Handbook every August by sending a hard copy version to the library. This was seconded by Tzvetelin Iordanov. The vote passed.
- 7. Announcements
 - a. January meeting with the President and Vice President: Neal Weaver described the purpose of a campus-wide faculty meeting on January 14. An email will be sent out soon that highlights accomplishments and describes future challenges. The meeting format will be an in-person meeting. Weaver thanked the faculty for a great semester under difficult circumstances.
- 8. The meeting was adjourned at 10:09am.