

General Faculty Meeting – May 11, 2022 DRAFT

1. Call to order: A quorum was met a few minutes after the meeting started.
2. Approval of the minutes from the Fall, 2021 General Faculty Meeting

Mark Laughlin made a motion to accept the minutes. This was seconded by Brian Smith. There were no changes or corrections offered. The motion passed.

3. Reports

a. President – Neal Weaver

The President began by thanking departments that worked on reaccreditation efforts, the ad hoc committee on new promotion policies, and the post-pandemic task force for developing a new strategic plan. A university in China will not be sending students to GSW this fall due to the COVID situation. This year's budget had good news, including a \$5k cost of living salary increase. The budget will increase by about \$900k, but this money merely replaces revenue lost due to the elimination of a special student fee. We are still not back to the level of the 2019 budget. Our enrollment has been flat, but holding steady is preferable to some sister institutions that had large enrollment declines. The entire system enrollment is likely to go down next year. There is a possible budget cut coming in 2024, but it is not anticipated to be difficult due to stable enrollment. Weaver credits "incredible work" done by faculty and staff in serving students for putting us in a good institutional budget position.

Question: Has there been an in-person meeting with the new Chancellor, Sonny Perdue? Weaver has not met one-on-one with the new chancellor, but he has attended meetings with the Chancellor. Perdue's goals and objectives are not known because he is currently in a listening stage. There is interest in developing a better performance-based metric for funding decisions. There will likely be a discussion of the fairness of student fees. The system has a strong emphasis on work force needs in our state, especially for new programs.

Question: What is the administration's response to the summer pay policy proposal? The summer pay proposal will be studied this summer, with a decision made by August.

Question: Who is GSW's competition? What is our niche? Kennesaw State and Georgia State are often destinations for students who have been accepted at GSW, but these are not our competition because we are a very different institution. Our main competition is ABAC, Albany State, Columbus State, and Middle Georgia, all of which are within a reasonable driving distance for people living in southwest Georgia. What separates us from these schools is "the way we treat people." What the President hears is that the treatment on campus means more to students than anything else. The President said "I've never seen or felt a culture like this one." GSW staff and faculty get things done in spite of obstacles like budget problems and pandemics.

Question: Are we still addressing the salary study inequities that were studied several years ago? Weaver says we haven't been able to fully address salary issues due to budget limitations.

b. Vice President / Provost – Suzanne Smith

Suzanne Smith thanked everyone for hard work done over the last year. She also thanked the ad hoc committee that worked on promotion policies. A significant project for next year is departmental and college work on developing measurable goals for the strategic plan and SACS reaccreditation.

Issue: There was some discontent about the scheduling of exams and the May term start day. Smith is open to new ideas on scheduling exams.

Question: Will the recent cost of living increase be factored into this summer's pay? This increase will be used for this summer's pay calculations.

Question: Programs have been eliminated, such as Geology. Is this going to continue? More programs are not being eliminated. Filling open faculty lines depends on student demand and similar institutional needs.

Question: Are study abroad programs restarting? Study abroad offerings are expected to increase. Judy Orton-Grissett is interested in promoting study abroad in the fall. Faculty who are interested should contact her.

Question: Can you comment on rumors about faculty coming under increased scrutiny over the summer, especially the productivity of faculty and departments? These topics were discussed at a system meeting, but no definite announcements have been made.

3. Standing committee activity reports

- a. Faculty Senate – Chadwick Gugg: The Faculty Senate worked on numerous new programs, especially the new promotion policies.
- b. Academic Affairs – Michael Moir: Academic Affairs approved numerous new program changes, most of which will need approval later in the meeting. Several members also worked on the new promotion policies.
- c. Business and Finance – Amber Stovall: The committee considers capital, enrollments, and auxiliary services. The budget is flat at the moment.
- d. Faculty Affairs – Jeff Waldrop and Brian Smith: A major accomplishment was working on the new promotion policies.
- e. Faculty Development – Lauren DiPaula: The committee funded 32 small grants and a Faculty Instruction Grant. The committee also decided upon the faculty excellence award recipients.
- f. Graduate Affairs – Michele Dykes: The committee reviewed graduate faculty applications.
- g. Institutional effectiveness: Quality Enhancement Program (QEP) subcommittee worked on developing the next QEP. An assessment subcommittee worked on areas B and C of the core and three year assessment programs.
- h. Institutional Review Board – Mike Crosby: The IRB reviewed seven applications.
- i. Instructional Technology – Mohammad Dehzoeei: The committee oversaw tech fee spending, discussed issues like cybersecurity, and approved student technology fee spending for next year.
- j. International Studies – Judy Orton-Grissett: The committee developed a new charge by broadening the scope to high impact practices (HIPS). They played a role in approving Windows to the World events.
- k. Student Affairs – Jonathan Carter: The committee reviewed five student constitutions. They developed recommended student syllabus language about Title IX and mental health.

4. Ad hoc committee activity reports
 - a. General Education Redesign – Bryan Davis: This committee was formed when redesign of the core seemed likely, which was about two years ago. This purpose is currently uncertain due to the departure of Tristan Denley from the USG.
 - b. President Jimmy Carter Leadership Program – Suzanne Smith: This was the third year of the program. Next year will be the final year for the first cohort, culminating in a building project. The program enrolls about 20 students per year.
 - c. TiLT Steering Committee – Judy Orton-Grissett: This group promoted transparency pedagogy through a faculty learning series, brown bag lunch events, and other activities. A second group is starting this summer.
 - d. Promotion, tenure, and post-tenure review – Mark Grimes: This was a hard working group, with over 10 meetings. The group worked on revising and changing promotion, tenure, and post-tenure policies based on new guidelines from the BOR/USG. The task continues in the fall when feedback is received from the BOR/USG.
5. USG Faculty Council report – Elizabeth Gurnack: The committee met with the new chancellor, Sonny Perdue. He did not discuss a strategic plan. He is not worried about the controversial divisive speech issue. Concern was expressed to him about the decrease in faculty input during presidential searches. Gurnack is particularly concerned about increased emphasis on professional programs coming at the expense of programs in Arts & Sciences. Perdue feels there is a need for better marking of the value of four year degree programs. This is difficult because of new competition from certificate programs offered by non-educational institutions like Google as well as online education. The council will also work on summer pay contract guidelines.
6. New Business
 - a. Brian Smith made a motion to bundle the Arts & Sciences program change proposals. This was seconded by Nellie Iordanov. An observation is that Communication programs should not be spelled with an “s” on the end. The discussion was an objection to the dropping of Organic Chemistry II from the biology major requirements. Stephanie Harvey, Chair of Biology, responded that most biology majors are pre-professional students who will still need Organic Chemistry II. The loss of students in Organic Chemistry II should be minimal. The motion passed, with a few votes against the proposal.
 - b. Accounting BBA and minor: Brian Smith made a motion to accept. This was seconded by Nellie Iordanov. There was no discussion. The motion passed.
 - c. A motion to accept the Exercise Science changes was made by Michael Moir and then seconded. There was no discussion. The motion passed.
 - d. Bryan Davis made a motion to accept changes to the academic standing policy. This was seconded by Mark Grimes. Davis described the change as stopping the practice of suspending students who fall below a 2.0 GPA. These people will now be under university supported enrollment. They will receive a survey about their needs and success counseling in the hope of providing more assistance to struggling students. The motion passed.
 - e. Brian Smith made a motion to approve graduate faculty status for five faculty members. There was a second. There was no discussion. The motion passed.
 - f. Faculty Handbook changes: Mark Grimes explained that multiple motions were needed.
 - i. The text in purple print marked changes in the Faculty Handbook that would support the new promotion policies. Jonathan Carter made a motion to accept

these changes, followed by a second from Mark Laughlin. There was no discussion. The motion passed.

- ii. The parts marked in red highlighted changes that would go to the BOR/USG for feedback. The motion was to endorse these changes. Jonathan Carter made a motion. This was seconded by Mark Laughlin. There was no discussion. The motion passed.
- iii. There was a small change to the statutes to add student success activities and faculty development as part of the faculty areas of assessment. A motion to accept was made by Jonathan Carter and seconded by Nellie Iordanova. There was no discussion. This motion passed with over two-thirds of the faculty voting in favor.
- iv. The final motion in this group was to make no further changes in the proposed promotion policies until August. This motion was made by Michael Moir and received a second. There was no discussion. This motion passed.

7. Other Items

- a. International Studies Committee proposed a name change and a new charge that reflected a broader mission: International studies plus high impact teaching practices. Nellie Iordanova made a motion to accept, and this was seconded by Michael Moir. It was explained that this proposal had been approved by the Faculty Senate. Judy Orton-Grissett explained that the HIPS part would include a committee for awarding HIPS grants and designation of courses with HIPS as an official HIPS courses. This designation will help to raise the HIPS profile. The motion passed with over two-thirds approval.
- b. The next item was a proposal for the President of the Faculty Senate to have a course release and/or standing committee release. Chadwick Gugg described the workload of the President and noted that this idea was supported by the study conducted by the Carl Vinson Institute. Suzanne Smith clarified that a course release would depend on department or Dean approval. It might not be possible in some departments. Several people spoke in support of the proposal, although one person thought it was "too generous." A motion was made by Michael Moir and seconded by Nellie Iordanova. The motion was a recommendation that the Senate president should be given a course release and/or standing committee release, whenever possible, contingent upon approval by the President's Chair or Dean. The motion passed.

8. Announcements

- a. Bryan Davis said that Herff Jones, the company that supplies graduation robes, has not been able to deliver hoods to masters students. He asked for assistance from faculty who could loan hoods to the current graduates for the ceremony.
- b. Several people attending in-person said that they would prefer an in-person meeting format for the general faculty meeting.
- c. Judy Orton-Grissett announced a new platform for coordinating students with internship sites.
- d. Mark Grimes announced that the GIFT program of in-class peer feedback from faculty members will continue next year.
- e. Ellen Cotter encouraged people to attend the upcoming Sumter Players Inc. production of *God of Carnage*. Entry is free for GSW faculty, staff, and students.
- f. Some retiring faculty members were recognized.

9. The meeting was adjourned at 12:01pm.