

GSW Spring Faculty Meeting
05/07/2021

1. The meeting began on Blackboard Teams at 10 AM, with the call to order by Senate President Sam Peavy. Dr. Peavy also expressed his appreciation to faculty for their work this year.
2. On motion from Dr. Kim Hasbach and seconded by Dr. Dongwen Qi, the minutes from the Fall 2020 faculty meeting were approved.
3. Dr. Weaver provided remarks about ongoing experiences from this academic year and upcoming issues. He thanked faculty for their efforts to maintain instruction during the pandemic. He also noted that GSW plans to return to normal conditions in Fall '21, including in person office hours, standard class capacities, active programs for students on campus, etc.

Dr. Weaver also spoke to budgetary issues. Moving forward, GSW's budget will be constrained by recent cuts. While some funds have been returned by the USG, the returned funding is lower than the initial cuts. Dr. Weaver emphasized that good enrollment is critical right now. The pandemic has limited recruitment and promotion so we are expecting smaller enrollment numbers. This will be an issue to work on. GSW will receive some federal funds to help with some pandemic recovery issues. These funds can only be used in immediate, specific projects such as housing, furniture, or technology needs.

Dr. Weaver noted that moving forward, there will be ongoing efforts to expand the GSW campus experience. In addition to ongoing core curriculum changes, momentum efforts, expanding mental health services, a post-pandemic task force has been tasked with promoting expanded experiential learning at GSW. Dr. Judy Grissett has been appointed to work full-time as the Director of Experiential Learning. One specific goal is to promote the Personal Development transcript as a companion to the academic transcript. This document will help motivate and recognize student leadership and activities as part of their larger educational experience at GSW. Dr. Weaver also noted the need to re-invest in campus career service programs.

Dr. Jamie McLennan asked Dr. Weaver about the potential for COLA's or promotion raises. Dr. Weaver explained that the budget allows for promotion and tenure raises and overload pay but is otherwise limited. Dr. Nellie Iordonova asked whether faculty would have input in decisions about using federal relief funds. Dr. Weaver suggested that the administration would be working in consultation with deans and departments. Dr. Bryan asked about GSW policy on Covid-19 vaccinations for Fall '21. Dr. Weaver explained that the USG system has the power to make these decisions, not individual campuses. Dr. Tu asked a follow question about requiring masks. Dr. Weaver stated the current GSW policy that masks are required in campus buildings where there is no ability to socially distance. Dr. Chizmadia asked Dr. Weaver about classroom space during final exams. Dr. Suzanne Smith noted that deans are responsible for room needs.

4. Dr. Suzanne Smith next offered her appreciation to faculty for their hard work during the Fall '20-Spring '21 term. She noted the proposed ASN and communications degrees are progressing in the approval process.

5. Reports from Standing Committees

- a. Academic Affairs: Dr. Kutzler noted that the committee met regularly to respond to proposed program and class updates.
- b. Business and Finance: Dr. Nellie Iordonova reported the committee met virtually to discuss ongoing budget challenges and needs.
- c. Faculty Affairs: Dr. Waldrop reported the committee met regularly to discuss summer pay issues, faculty development forms, tenure and promotion revisions, and program closures.
- d. Faculty Development: Dr. Palmer stated that the committee met regularly via zoom, e-mail over the academic year, and was able to approve funds for all faculty development grant and faculty instructional grant proposals. The committee also worked to better define the forms to apply for FDG/FIGs.
- e. Graduate Affairs: Dr. Gugg noted that the committee met electronically to discuss leadership certificates and other issues relating to Graduate Affairs.
- f. IRB: Dr. Meador reported that the committee met electronically and reviewed 24 projects.
- g. Institutional Effectiveness: Dr. Mulleins-Foreman noted that this committee held several meetings electronically to work on GSW responses to SACS reports.
- h. Instructional Technology: Dr. Kostov reported that the committee met several times to address access to technology and thanked Dr. Gary Fisk for his support on the committee.
- i. International Studies: Dr. Grissett noted that the committee met once with additional sub-committee discussions regarding domestic study planning, virtual global exchanges, W2W event scheduling, and recommendations for faculty pay during study away programs.
- j. Student Affairs: Dr. John LeJeune reported the committee met electronically three times to discuss new student organizations and updates to Covid-19 guidelines.
- k. The Summer Pay Task Force: Dr. Teresa Teasley reported this group met five times and ultimately recommended recognizing contact hours instead of credit hours and eliminating the maximum pay cap. Dr. Nellie Iordonova asked if there were any changes to summer pay schedules for Summer 2021. Dr. Smith reported there will be no changes. Dr. Nellie Iordonova also suggested placing information about summer pay in the Faculty Handbook for better transparency on these issues.

6. New Business

- a. Items from the Academic Affairs Committee

- i. American Studies Certificate: The motion passed.
- ii. Changes to BBA—Management Curriculum Sheet: The motion passed.
- iii. Changes to the English BA (literature track): The motion passed.
- iv. Policy on Substantive Change: Dr. Tzetvelin Iordonov suggested that SACS requires institutions to develop and enforce policies but GSW has not complied with enforcement. He argued that proposed clarifications would not require faculty input. Dr. Bryan Davis, Dr. Gary Fisk, and Dr. Evan Kutzler responded to clarify that proposed updates to the Faculty Handbook regarding policies on substantive change were being clarified but that faculty governance remained important.

Dr. Kutzler offered an amendment to the proposed changes:

"Any academic or administrative unit at GSW that plans to implement a change to an academic program that will be a substantive change as defined above must have the change reviewed and approved by GSW's SACS-COC Liaison before submission to either the Committee on Academic Affairs or the Committee on Graduate Affairs **and then, if approved, the faculty senate and the general faculty.**"

Dr. Waldron motioned to accept this amendment with Dr. Brian Smith seconding. The motion to amend the proposal passed.

Dr. Iordonov asked another question about the removal of programs relating to policies on substantive change. Dr. Jacobs noted that policies regarding the removal of programs are included in the documents under discussion.

The motion to approve the amended Policy on Substantive Change passed by the required 2/3 vote.

v. Policies and Procedures of the Committee on Academic Affairs: Dr. Julie Megginson requested clarification of changes proposed. Dr. Evan Kutzler provided the proposal:

1. An electronic copy of requests to add a course or program, to revise a course or program, or to deactivate a course or program must be sent to the CAA Chair at least 10 days prior to a scheduled meeting; request forms may be found at <https://gsw.edu/Academics/Academic-Affairs/Academic-Affairs-Committee> <https://gsw.edu/Academics/Academic-Affairs/Academic-Affairs-Committee> One hard copy of any proposal, containing all necessary signatures, should also be sent to the CAA chair; this is the official copy of the proposal. Only the head of an academic or administrative unit may submit proposals; individual faculty may not submit course or program proposals except through their unit head. Proposals for the addition of new programs must be submitted to the Deans' Council prior to submission to the CAA. **Proposals that constitute a substantive change under GSW's Substantive Change Policy must be submitted to and approved by GSW's SACSCOC Accreditation Liaison prior to submission to the CAA.**

The motion to approve changes to the Policies and Procedures of the Committee on Academic Affairs passed by the required 2/3 vote.

b. Items from the Faculty Affairs Handbook

i. Faculty Handbook—Promotion and Tenure. Dr. Waldrop noted that proposals for substantive changes in April 2021 were not approved from the Faculty Affairs Committee. Instead, small revisions were approved as simply grammatical revisions to the Faculty Handbook.

On the required 2/3 vote, the specific revisions were approved.

c. Items from the Faculty Development Committee.

i. Faculty Handbook-Faculty Development Grants and Faculty Instructional Grants

ii. Changes in Application Form for Faculty Development Grants.

Dr. Brian Smith noted that no vote on specific clarifications in FDG and FIG applications was necessary, as these are changes to comply with existing policy.

d. Items for Graduate Affairs

i. Post-BSN-to-MSN Leadership Certificate. The motion passed.

ii. Approval of Graduate Faculty. Motion to bundle and approve all applications passed.

7. Other Items for Discussion

Dr. Gary Fisk reported Dr. Chadwick Gugg's election to serve as Faculty Senate President in Fall '21-Spring '22. Dr. Sam Peavy also noted Dr. Gary Fisk was elected to serve as the new Recording Secretary for this term.

8. Announcements.

Dr. Laurel Robinson encouraged faculty to visit senior Art student exhibits before the term ended. Dr. Michael Moir noted that Sumter Players is staging a free, open-air production of Antigone. Dr. Teresa Teasley also reported that the School of Nursing will do a pinning ceremony for nursing students on May 14th.

9. Dr. Sam Peavy adjourned the meeting with thanks to faculty for their hard work across the term. Many faculty expressed appreciation to Dr. Peavy for his leadership during this pandemic year.