



FACULTY SENATE Est. 1991

Ed Walker
President

Laura Wright
V.P. / President Elect

Diane Holliman
Secretary

Michael Noll
Parliamentarian

Tracy Woodard-
Meyers
Past President

Faculty Senate Minutes May 15, 2014 University Center Cypress Room

1. Call to Order by Ed Walker @ 3:32 p.m. - followed by a 10 minute session with President McKinney.
Question & Answer Session with Dr. McKinney:
Dr. McKinney thanked everyone for another successful academic year.
Commencement was Saturday – about 70% chose to walk – Record number in terms of graduates and degrees presented.
BOR final meeting will be next Tuesday. Agenda does not appear to have anything earth shattering. Will let Faculty Senate know if anything comes up.
Looks forward to meeting with the new Executive Committee and new Provost.
Convocation is 13 weeks away.

Q&A:

The following concerns were raised:

1. Debriefing of graduation. Debriefing will be next Friday. Conversation will be had in regards to any issues that happened at graduation.
2. More support needed in Grants/Contracts office.
3. Less classes to support research. Conversations need to be had between the deans and the Provost to see if numbers justify in terms of department enrollments and university enrollment.
4. Grant seeking process & IRB process issues. Dr. McKinney requested details be given to him – so that problems can be addressed.

2. **Approval of the minutes of the April 17, 2014 meeting of the Faculty Senate.**

<http://ww2.valdosta.edu/facsen/meeting/minutes/index.shtml> (See link for minutes from April 17, 2014).

J. Dunn made motion to approve. E. Walker called to vote. Minutes approved unanimously.

3. Old & Unfinished Business

a. Statutory Committee Reports -

Report from the Academic Committee – Last meeting was April 14, 2014. No May meeting (<http://www.valdosta.edu/academics/registrar/academic-committee.php>) - Senate passed last fall that we would approve everything that the Academic Committee approved unless it was brought to the attention of the Senate that we needed to have a discussion on it. Also, passed that this would only be in effect for the 13-14 academic year.

Committee on Committees - Laura Wright; (Attachment A & A1) – E. Walker reported tentatively looking at picking up an August meeting to get things rolling.

Faculty Affairs - Katharine Adams; (Attachment B): See attachment.

Faculty Grievance Committee - John Dunn: reported the committee did not receive any grievances, but two faculty members came to him and the VPAA helped resolve the issues w/o intervention of the committee.

Institutional Planning Committee - Daniel Baracskey; (Attachment C): See attachment.

Ed reported the University statutes – there has been an ongoing thing with the President and Internal Audit. The University Statutes (I'm sure everyone is aware) the 2007 statutes are still posted on the University's website. Apparently there was a set of 2009 that I didn't actually know existed – changes made in 2009 and again in 2012 when we changed this body. So the documentation paper trail is in disarray and this may be something that is going to hit your committee this coming year. Things with the statutes such as – even the 2012 statutes have the President of the University still listed as President of this body. So there is some things that need to be cleaned up.

b. Standing Committee Reports -

Academic Scheduling & Procedures - Said Fares, Chair; (See Attachments D & E): See attachment.

President approved the 2015-2016 calendar with the exception of the placement of the spring break. He approved the spring break as starting on the 10th week of the semester. 2015-16 calendar is done and approved.

President requested the ASPC committee submit a 5 year calendar. Said Fares presented a power point for the 2016-2020 academic calendars. Came as a proposal from the committee – did not require a second. After much discussion – call to question was made. Vote was taken – Ayes: 34; Nays: 11; Abstentions: 4. Motion passed to approve the remaining 4 academic calendars for 2016-2020.

Academic Honors & Scholarships - Jimmy Bickerstaff; (Attachment F): See attachment.

Athletics - Matthew Grant: (See Attachment G): See attachment.

Educational Policies - Michael Sanger reported the committee met once. Brought a recommendation before the Senate to lift the 30 hour cap on transferrable hours for AP/IB PLA.

Environmental Issues - Jason Allard (See Attachment H): Theresa Grove reported. See attachment.

Faculty Scholarship & Research - Todd Royle; (See Attachment I): See attachment.

Library Affairs - Colette Drouillard: No report.

Minority & Diversity Issues - Sean Lennon; (See Attachment J): See attachment.

Student Activities & Services - Viviane Foyou: No report.

Technology - Jose Velez-Marulanda; (See Attachment K): See attachment.

Internationalization and Globalization Committee - (See Attachment L): V. Russell reported her and M. Noll meet at the BOR with the person that is now in charge of the Study Abroad at the USG. He was very excited to hear that Faculty Senate was actually trying to increase study abroad and internationalization on our campus. Hopefully, he will work with us this coming year. Dr. Wares would really like the wording “study abroad” added to our strategic plan.

c. Special and Ad Hoc Committees reports

i. Report from Ad Hoc Committee to Update and Improve VSU faculty handbook, Chair - linda jurczak:

ii. Ad Hoc committee to compose a response to University Strategic Plan - Ed Walker (See Attachment M & N): E. Walker reported a committee was not created.

Dennis Marks read the wording recommended by Fred Wares to be added to the strategic plan in regards to Study Abroad. Motion on the floor that we pass a resolution to be passed to the Provost and President that we add to a specific section (strategy 1.2.4) the wording “e.g. increased institution wide support of VSU Study Abroad programs”. V. Russell made proposal. D. Kulhmeier seconded. No further discussion. Called to question made. Resolution passed with two abstentions.

4. New Business

a. Faculty Salaries - Theresa Grove: Discussed handout in regards to CUPA and the market salary adjustments. (See attachment P)

Motion was made by J. Archibald to request the President’s Office to supply all data that was used in the market salary adjustment to the Faculty Senate by August 1, 2014. Motion was seconded. Call to vote was made. Motion passed with 8 abstentions.

b. Book buyers on campus, emails from book buyers - Dawn Lambeth; Diane Holliman: Remind faculty of the policy of selling books to book buyers. They can be an annoyance on campus and not always truthful in regards to dealing with the faculty. Faculty can put a note on their doors “Book Buyers Not Welcome”. The University and USG have policy in regards to this.

c. Faculty Senate meeting schedule 2014-2015 (See Attachment O): Discussion was held in regards to adding an August & January meeting to the Faculty Senate meeting schedule. D. Holliman made the motion to add a 4th Thursday meeting in August and a 3rd Thursday meeting in January to the 2014-2015 Faculty Senate meeting schedule. Seconded by J. Archibald. Motion passed with 6 abstentions.

d. Executive Committee elections for 2014-2015.

E. Walker stated he received an email from Dr. Danahar that Anita Bosch will no longer be available as the recording secretary. This will be her last meeting.

Vice President/President Elect nominations:

Diane Holliman nominated James Archibald (3 year term). J. Archibald accepted the nomination. Nomination seconded. No other nominations presented. Motion made to close nominations, seconded.

J. Archibald elected by acclamation. Acclamation passed unanimously.

Secretary nominations:

M. Carter nominated L. Adams. L. Adams accepted the nomination. Seconded by D. Holliman. No other nominations presented. Motion made to close nomination, seconded. L. Adams elected by acclamation. Acclamation passed unanimously.

Parliamentarian nominations:

L. Adams nominated M. Noll (1 year term). Seconded by J. Archibald. No other nominations made. Motion made to close nominations, seconded. J. Archibald elected by acclamation. Acclamation passed unanimously.

T. Meyers commented she is rolling off the committee. She encouraged everyone to stay active. They have worked hard to change this Faculty Senate to this new structure, hopes it will continue. Thinks it would be a good idea to add the names of the colleges represented to the name tents.

5. Discussion

6. Adjournment: Motion made to adjourn, recognized. Adjourned at 5:30 p.m.

Attachment A

2013-2014 Annual Report of the Committee on Committees (CoCo) Valdosta State University Faculty Senate

2013-2014 Membership

Bonni S Cohen, Diane Holliman (CE), Babacar Mboup, S. Andrew “Andy” Ostapski, Kalina Winska, Laura Wright (C)

CoCo Meeting Dates

August 26, 2013

September 12, 2013

October 7, 2013

January 22, 2014

April 2, 2014 with Standing Committee Chairs, Past-Chairs, and Chair-Elects

April 30, 2014

Note: much of the committee’s work was done via email

CoCo Meeting & Activity Summary

Fall 2013 (August 26, September 12, October 7, and email)

Last spring CoCo put off all its usual committee filling responsibilities because several departments were being moved from one college to another. Summer 2013 the Executive Committee and CoCo met to reapportion Senate seats.

Faculty Senate Distribution

COA 8 (was 8 before reapportionment)

A&S 26 (was 22 before reapportionment)

COBA 5 (was 5 before reapportionment)

COEHS 14 (was 17 before reapportionment)

CONHS 4 (was 2 before reapportionment)

LIB 3 (was 2 before reapportionment)

Standing Committees seats with a term of 2013-2016 were filled in October 2013. Faculty seats on all Standing Committees were redistributed for equal representation of all colleges/unit. The Statutory Committees and Faculty Senate seats with terms beginning August 1, 2013 were filled in mid-fall.

CoCo used Qualtrics to fill the Standing Committee seats and to hold at-large elections for the Grievance Committee.

Spring 2014 (January 22, April 30, and emails)

Grievance Committee At-large Elections

At-large elections were held online using Qualtrics. The election form was emailed to the faculty listserv three times. Voting was open from Monday, March 3, 2014 through Friday, March 14, 2014. The three winners of the 2014-2017 Grievance Committee at-large seats are Elvan Atkas, Luis Bejarano, and Sarah Bartholomew. Their terms start August 1, 2014 and end July 31, 2017.

CoCo Election

The previous COA seat on CoCo will come open as of July 31, 2014. The election to fill the COA seat for a term of 2014-2017 was held at the March 27 Faculty senate meeting. Kalina Winska was the only nominee and voted in by acclimation.

Standing Committee Appointments

The Standing Committee Survey for seats with a term of 2014-2017 was created in Qualtrics and sent to the faculty listserv April 2, 2014. CoCo met and reviewed the results April 30 and began the process of assigning seats.

Faculty Senate Election

This year CoCo requested that every college/unit follow the bylaws and complete their Faculty Senate elections by January 15 and turn over their ballots to CoCo to be recounted and certify the elections. Most of the colleges/units finished their elections by early/mid spring. Some turned in paper ballots, others used electronic forms, and some did a count of hands or acclimation votes. One college is still in the process of electing Senators for 2014-2017.

Ongoing Activities

- Need to finish assigning Standing Committee seats
- Need to email COSA and SGA updated rosters and request members for open seats
- Need to finish filling the Faculty Senate and Statutory Committee rosters
- Draft proposed revisions to Faculty Senate Bylaws and email those to all Standing Committee Chairs, Chair-Elects, and Past-Chairs for review
- Need to outline timeline for next year's activities

CoCo meeting with the Standing Committee Chairs, Chair Elects and Past Chairs on April 2, 2014

This was an interesting and productive meeting. Rather than attempt to summarize, I have posted the minutes below (Attachment A).

The Committee on Committees will review all Standing Committees annually to determine whether overlap or duplication exists among the committees and will report to the Faculty Senate at its last meeting of the spring semester.

There is little, if any, duplication among the Standing Committees. This conclusion is based on the Annual Reports submitted by the committees and committee reports given through the year.

Attachment A1:

CoCo Meeting Minutes

April 2, 2014

2pm – 3:30pm

Odum Library Room 1604

Attendees: Emily Rogers, Sean Lennon, Tommy Crane, Andreas Lazari, Jacob Jewusiak, Michael Sangor, Kalina Winska, Maren Clegg Hyer, Jason Allard, Deb Briehl, Jimmy Bickerstaff, Diane Holliman, Laura Wright

New Business

- Each committee will prepare an annual report and submit it to the President of the Faculty Senate by April 30.
 - This is in the Bylaws.
 - Discussion on what to include:
 - If you have the attendance of all the meetings you can include that by listing committee members' names and the number of meetings attended. Example: Laura Wright (3)
 - Summarize the minutes from each meeting
 - Either keep the report short because the Faculty Senate will be reviewing the report during the meeting, or highlight what you want to report at the Faculty Senate meeting.
 - Send the report to the President and Secretary
 - Ed's email is edwalker@valdosta.edu
 - Diane's email is dhollim@valdosta.edu
 - Laura will send directions on submitting materials to Vtext (Archives).
 - Discussion on why we do this:
 - To assess the overlap between committees. CoCo will use the annual reports to review the Standing Committees.
 - To share information.
 - Because we are responsible to the Faculty Senate and should report and self-assess.
- The Committee on Committees will review all Standing Committees annually to determine whether overlap or duplication exists among the committees and will report to the Faculty Senate at its last meeting of the spring semester.

New Business for Fall 2014

- On or before October 1, Statutory Committees, Standing Committees, and Special Committees will discharge the following responsibilities:
 1. They will set the schedule of their regular meetings and so inform the Committee on Committees. The schedule of committee meetings is published by the Committee on Committees and inserted in the Faculty Handbook.
 - Discussion and recommendations:
 - Many of the committees do not have regular meetings.
 - Suggest remove the second sentence because 1) there is not regular schedule to publish 2) the faculty handbook is out of date 3) October is too late in the year to be adding materials to the faculty handbook
 - Publish the meeting schedule on the Faculty Senate webpage
 - We do need to post the meetings someplace easy to find.
 - We could publish the meeting schedule on the Faculty Senate webpage.
 - SGA could add a link from their webpage to the Faculty Senate webpage so that SGA students could easily find the Faculty Senate webpage.
 - Suggestion to add chair's contact information to each committee's meeting schedule.
 - Question: Can a committee get a quorum online?

- Yes, as long as the Faculty Senate bylaws and Standing Committee bylaws do not forbid online meetings and votes, it is ok to meet and vote online.
- 2. They will submit to the Executive Committee of the Faculty Senate a report containing an assessment of their charge and the goals they wish to achieve in the coming year.
 - Discussion: What does this mean? It means reviewing the committee's charge and thinking about any goals the committee may have for the upcoming year. This will vary by committee because some have very clear charges and others only meet when there is an issue to deal with.
 - Jason agreed to share an example from the Environmental Issue Committee.
- 3. They will submit written rules governing their procedures to the President of the Faculty Senate and the Secretary who will ensure they are placed on the Faculty Senate Webpage.
 - Suggest removing Oct. 1 deadline
 - Suggest revising wording to "They will submit changes in written rules..."
 - These are on the Faculty Senate webpage. We probably need to review what is posted online to ensure those bylaws are up-to-date.
- All committees, with the exception of the Grievance Committee, will meet at least twice a semester during the academic year and at least once during the summer, if necessary.
 - Discussion and recommendations:
 - Change wording to "will meet at least twice during the academic year"
 - Several committees do not meet twice a semester. Some committees only meet as needed to deal with specific issues.
 - General agreement that committees should meet at the beginning of fall so that new members know what the committee is about and the committee can discuss the report about charge and goals that is due Oct. 1.

Agreement that everyone is interested in another CoCo & Standing Committee meeting at the beginning of next fall.

Action Items (To Do List)

- Disseminate these minutes to all Standing Committee Chairs, Chair-Elects, and Past-Chairs.
- Share examples of early report on charge and goals, and examples of annual report.
- Laura will draft proposed revisions to Faculty Senate Bylaws and email those to all Standing Committee Chairs, Chair-Elects, and Past-Chairs for review.
 - Once there is agreement on the revisions we can propose revisions to the Faculty Senate bylaws. This would probably be in fall semester.
- Laura will investigate what we need to do to be able to post meeting schedule on Faculty Senate webpage, unless someone else volunteers to do this.

Announcement

- Please encourage and remind your departments to fill in the Standing Committee Survey Spring 2014.

Attachment B

Faculty Affairs Committee Annual Report 2013-2014

The Faculty Affairs Committee met on the following dates during the 2013-2014 academic year:

- October 14, 2013
- November 4, 2013
- December 2, 2013
- February 14, 2014
- April 4, 2014

Minutes of these meetings are on file in the archives at the Odum Library.

During the 2013-2014 academic year, the Faculty Affairs Committee addressed the following:

- Karen Noll addressed the FAC regarding 12-month faculty being mandated to take five days of vacation time during the week between Christmas and New Year's Day when the university is closed. Upon investigation and discussion the following resolutions were made: (1) Dr. Bogart sent the *Mandatory Leave/Holiday Adjustment Form* to faculty and staff. This form is also available on the HR website. (2) Dr. Bogart spoke with COSA and the president regarding the holiday/leave survey. HR will work with IT and Strategic Research to develop a survey for both 12 month faculty and staff. The FAC provided an informational report to the Faculty Senate on November 21, 2013.
- The Faculty Affairs Committee (FAC) was remanded by the Faculty Senate to consider (a) the current uses and practices of the Student Opinion of Instruction (SOI) and (b) the rating scheme used by department heads in evaluating the Faculty Annual Review (FAR). The FAC views SOIs and FAR ratings as but two elements of a more comprehensive faculty evaluation of teaching and instruction. Considering SOIs and/or FAR ratings in isolation provides a limited amount of evaluative information from which it is inappropriate to draw broad generalizations about faculty performance. In regards to these issues, the FAC provided an informative report with formal recommendations to the Faculty Senate on April 17, 2014.

Respectfully submitted, May 1, 2014

Katharine S. Adams, Chair

Attachment C

To: Ed Walker, VSU Faculty Senate President Diane Holliman, VSU Executive Secretary

From: Daniel Baracsckay Chair, Institutional Planning Committee Department of Political Science and Public Administration Program

Subject: Institutional Planning Committee 2013-2014 Activities and Minutes

The Institutional Planning Committee (IPC) corresponded considerably this year, but had limited success given the shortage of information regarding the committee's mandate. We attempted to schedule an initial meeting for fall 2013 semester, but were unable to find a time suitable for each member's schedule. We did find a suitable time during spring semester, and met on February 12, 2014. The minutes of this meeting are shown below. At that meeting, Daniel Baracsckay, Karin Murray, and Diane Collins Wright met to discuss what direction the committee should take this year and in the future. We found that no documents, mandates, or listing of contacts (other than the five members shown on the Faculty Senate roster) were available or given to us. I had inquired about these during fall 2013, but was not provided with any details. At the February 12 meeting, we agreed that each of us would make inquiries for previous documentation to help guide the committee's mandate and activities. Previous IPC chair Aubrey Fowler was not present at the meeting, and did not respond to any emails.

I approached Faculty Senate Secretary, Diane Holliman after the March 27 Faculty Senate meeting for assistance. She was very helpful and recommended that we contact the university archivist and also talk with former chair Aubrey Fowler. In speaking with Dr. Fowler after the senate meeting, he agreed to meet with the committee during spring semester and provide us with documentation that he was given from the previous year as chair. I emailed Dr. Fowler and the committee with a possible schedule to meet, and again only heard back from Dr.s Karin Murray and Diane Wright. After these attempts, I was unable to reach Dr. Fowler to have the documentation provided to me. I also emailed the university archivist, but did not hear back from her. This was also the experience of Dr. Holliman when we spoke later.

In sum, the IPC tried its best to create an agenda and list of activities, but without assistance from other VSU members and the necessary documents, we had limited success. Dr.s Baracsckay, Murray, and Wright agree that these documents from the previous IPC chair and university archivist are crucial for the committee to function. This will likely be an important consideration as the committee meets next academic year

Institutional Planning Committee Wednesday, February 12, 2014 11:00 a.m.

Nevins Hall 1106 Present: Daniel Baracskey (chair), Karin Murray; Diane Collins Wright

Absent: Bonni Cohen (emailed with response – nursing clinicals); Aubrey Fowler (no response) 1. Introductions

Members present briefly introduced themselves.

2. Discussion of items from last academic year We discussed two items from last year: the idea of removing the dead day during final exam week and changing the schedule as was discussed from the 2012-2013 academic year; and the idea of considering a move toward changing schedules to T/TH and M/W which was considered last year.

The committee members present agreed that both of these proposals are topics of discussion for the academic scheduling committee and not the Institutional Planning Committee.

3. Current items / events for discussion for 2013-2014 academic year The members discussed at length that we need documentation of previous activities performed by the committee, and any information on its mandate and mission. Daniel Baracskey had contacted a few people to request this information, but was not able to secure any documents or information. Previous chair Aubrey Folwer had not responded to any communications for us to receive information from him.

It was decided that we will email selected members of the faculty senate to determine if a mandate and supporting documentation can be provided, and possibly meet after this occurs.

4. Old business Discussed in points above.

5. New business The committee members present will contact others at the college for possible documentation and mandate information so we are able to create an agenda for action.

6. Adjournment 12:00 (noon)

Attachment D

MEMORANDUM

To: Edward Walker, Faculty Senate President
CC: Diane Holliman, Executive Secretary of Senate

From: Said Fares, Chair Academic Scheduling and Procedures Committee

Date: April 30, 2014

Subject: 2013-2014 Annual Report of the Academic Scheduling and Procedures Committee

Committee members: Said Fares (A&S Chair), Tommy Crane (COA Chair Elect), Ronny Green (COEHS Past Chair), James Shrader (COA), Lai Orenduff (COA), Kendric Coleman (A&S), Marc Pufong (A&S), Jose Valez-Marulanda (A&S), Jie Fowler (COB), Jonathan Krispin (COB), Gina Doepker (COEHS), Karen Noll (COEHS), Jen Breneiser (COEHS), Gayle Taylor (COEHS), unknown (LIB/COE), Jessica Klotz (COSA), Lauren Braun (COSA).

ex officio: Stanley Jones (Registrar), Walter Peacock (Director of Admissions & Enrollment Management), Honey Coppage (Assistant to the Vice President for Academic Affairs), Rob Kellner (Director of Auxiliary Services), Scott Thomas Grubbs (Athletics, Academic Services & Faculty Athletic Representative), Tom Hardy (Director of Housing and Residence Life), Carolyn Lee (COSA), Erica Adams (SGA), Nicholas Buford (SGA).

The Academic Scheduling and Procedures Committee convened four times during the 2013-2014 academic year. At each meeting, the minutes of the previous ASPC meeting were presented and approved, with corrections added if necessary. The following presents a brief summary of the ASPC activities during 2013-2014.

1. Worked on four different academic scheduling proposals.
2. Submitted and presented two academic proposals to the Faculty Senate on March 27, 2014. None was approved.
3. Submitted and presented an academic calendar to the Faculty Senate on April 17, 2014. The Faculty Senate approved the ASPC proposal unanimously.
4. Completed a proposed five-year academic calendar.
5. Kept contacts and meetings with local school district representatives toward common Spring Calendar alignment and coordination.

Attachment E
2015 – 2016 Academic Calendar (Approved by the President. No action is needed)
Valdosta State University

2015 Fall						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
17-Aug	18-Aug	19-Aug	20-Aug	21-Aug	22-Aug	23-Aug
24-Aug	25-Aug	26-Aug	27-Aug	28-Aug	29-Aug	30-Aug
31-Aug	1-Sep	2-Sep	3-Sep	4-Sep	5-Sep	6-Sep
7-Sep	8-Sep	9-Sep	10-Sep	11-Sep	12-Sep	13-Sep
14-Sep	15-Sep	16-Sep	17-Sep	18-Sep	19-Sep	20-Sep
21-Sep	22-Sep	23-Sep	24-Sep	25-Sep	26-Sep	27-Sep
28-Sep	29-Sep	30-Sep	1-Oct	2-Oct	3-Oct	4-Oct
5-Oct	6-Oct	7-Oct	8-Oct	9-Oct	10-Oct	11-Oct
12-Oct	13-Oct	14-Oct	15-Oct	16-Oct	17-Oct	18-Oct
19-Oct	20-Oct	21-Oct	22-Oct	23-Oct	24-Oct	25-Oct
26-Oct	27-Oct	28-Oct	29-Oct	30-Oct	31-Oct	1-Nov
2-Nov	3-Nov	4-Nov	5-Nov	6-Nov	7-Nov	8-Nov
9-Nov	10-Nov	11-Nov	12-Nov	13-Nov	14-Nov	15-Nov
16-Nov	17-Nov	18-Nov	19-Nov	20-Nov	21-Nov	22-Nov
23-Nov	24-Nov	25-Nov	26-Nov	27-Nov	28-Nov	29-Nov
30-Nov	1-Dec	2-Dec	3-Dec	4-Dec	5-Dec	6-Dec
7-Dec	8-Dec	9-Dec	10-Dec	11-Dec	12-Dec	13-Dec

2016 Spring						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
11-Jan	12-Jan	13-Jan	14-Jan	15-Jan	16-Jan	17-Jan
18-Jan	19-Jan	20-Jan	21-Jan	22-Jan	23-Jan	24-Jan
25-Jan	26-Jan	27-Jan	28-Jan	29-Jan	30-Jan	31-Jan
1-Feb	2-Feb	3-Feb	4-Feb	5-Feb	6-Feb	7-Feb
8-Feb	9-Feb	10-Feb	11-Feb	12-Feb	13-Feb	14-Feb
15-Feb	16-Feb	17-Feb	18-Feb	19-Feb	20-Feb	21-Feb
22-Feb	23-Feb	24-Feb	25-Feb	26-Feb	27-Feb	28-Feb
29-Feb	1-Mar	2-Mar	3-Mar	4-Mar	5-Mar	6-Mar
7-Mar	8-Mar	9-Mar	10-Mar	11-Mar	12-Mar	13-Mar
14-Mar	15-Mar	16-Mar	17-Mar	18-Mar	19-Mar	20-Mar
21-Mar	22-Mar	23-Mar	24-Mar	25-Mar	26-Mar	27-Mar
28-Mar	29-Mar	30-Mar	31-Mar	1-Apr	2-Apr	3-Apr
4-Apr	5-Apr	6-Apr	7-Apr	8-Apr	9-Apr	10-Apr
11-Apr	12-Apr	13-Apr	14-Apr	15-Apr	16-Apr	17-Apr
18-Apr	19-Apr	20-Apr	21-Apr	22-Apr	23-Apr	24-Apr
25-Apr	26-Apr	27-Apr	28-Apr	29-Apr	30-Apr	1-May
2-May	3-May	4-May	5-May	6-May	7-May	8-May

2016 Maymester						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
			12-May	13-May	14-May	15-May
16-May	17-May	18-May	19-May	20-May	21-May	22-May
23-May	24-May	25-May	26-May	27-May	28-May	29-May
30-May	31-May	1-Jun	2-Jun	3-Jun	4-Jun	5-Jun

2016 Summer II						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
13-Jun	14-Jun	15-Jun	16-Jun	17-Jun	18-Jun	19-Jun
20-Jun	21-Jun	22-Jun	23-Jun	24-Jun	25-Jun	26-Jun
27-Jun	28-Jun	29-Jun	30-Jun	1-Jul	2-Jul	3-Jul
4-Jul	5-Jul	6-Jul	7-Jul	8-Jul	9-Jul	10-Jul
11-Jul	12-Jul	13-Jul	14-Jul	15-Jul	16-Jul	17-Jul
18-Jul	19-Jul	20-Jul	21-Jul	22-Jul	23-Jul	24-Jul
25-Jul	26-Jul	27-Jul	28-Jul	29-Jul	30-Jul	31-Jul

2016 Summer III						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
			9-Jun	10-Jun	11-Jun	12-Jun
13-Jun	14-Jun	15-Jun	16-Jun	17-Jun	18-Jun	19-Jun
20-Jun	21-Jun	22-Jun	23-Jun	24-Jun	25-Jun	26-Jun
27-Jun	28-Jun	29-Jun	30-Jun	1-Jul	2-Jul	3-Jul

2016 Summer IV						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
		6-Jul	7-Jul	8-Jul	9-Jul	10-Jul
11-Jul	12-Jul	13-Jul	14-Jul	15-Jul	16-Jul	17-Jul
18-Jul	19-Jul	20-Jul	21-Jul	22-Jul	23-Jul	24-Jul
25-Jul	26-Jul	27-Jul	28-Jul	29-Jul	30-Jul	31-Jul

Legends	
 Columbus Day Fall Break	
 Finals	
 Graduation	
 Midterm	
 National Holiday	
 Spring Break	
 Thanksgiving	

2015 - 2016 Academic Calendar													
2015 Fall			Break	2016 Spring			Break	Summer I		Break	Summer II		Break
Mon	Fri	Sat	29	Mon	Fri	Sat	5	Thu	Fri	9	Mon	Thu	17
17-Aug	11-Dec	12-Dec	Days	11-Jan	6-May	7-May	Days	12-May	3-Jun	Days	13-Jun	28-Jul	15-Aug
1st day of classes	last day of finals	Graduation	Christmas Break	1st day of classes	last day of finals	Graduation	Spring-Summer Break	1st day of classes	last day of finals		Summer III	Break	Summer IV
											Thu	6	Thu
											9-Jun	30-Jun	Days
											6-Jul	28-Jul	Days
Note: Chart is Not to scale													

2016 – 2017 Academic Calendar
Valdosta State University

2016 Fall						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
15-Aug	16-Aug	17-Aug	18-Aug	19-Aug	20-Aug	21-Aug
22-Aug	23-Aug	24-Aug	25-Aug	26-Aug	27-Aug	28-Aug
29-Aug	30-Aug	31-Aug	1-Sep	2-Sep	3-Sep	4-Sep
5-Sep	6-Sep	7-Sep	8-Sep	9-Sep	10-Sep	11-Sep
12-Sep	13-Sep	14-Sep	15-Sep	16-Sep	17-Sep	18-Sep
19-Sep	20-Sep	21-Sep	22-Sep	23-Sep	24-Sep	25-Sep
26-Sep	27-Sep	28-Sep	29-Sep	30-Sep	1-Oct	2-Oct
3-Oct	4-Oct	5-Oct	6-Oct	7-Oct	8-Oct	9-Oct
10-Oct	11-Oct	12-Oct	13-Oct	14-Oct	15-Oct	16-Oct
17-Oct	18-Oct	19-Oct	20-Oct	21-Oct	22-Oct	23-Oct
24-Oct	25-Oct	26-Oct	27-Oct	28-Oct	29-Oct	30-Oct
31-Oct	1-Nov	2-Nov	3-Nov	4-Nov	5-Nov	6-Nov
7-Nov	8-Nov	9-Nov	10-Nov	11-Nov	12-Nov	13-Nov
14-Nov	15-Nov	16-Nov	17-Nov	18-Nov	19-Nov	20-Nov
21-Nov	22-Nov	23-Nov	24-Nov	25-Nov	26-Nov	27-Nov
28-Nov	29-Nov	30-Nov	1-Dec	2-Dec	3-Dec	4-Dec
5-Dec	6-Dec	7-Dec	8-Dec	9-Dec	10-Dec	11-Dec

2017 Maymester						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
			11-May	12-May	13-May	14-May
15-May	16-May	17-May	18-May	19-May	20-May	21-May
22-May	23-May	24-May	25-May	26-May	27-May	28-May
29-May	30-May	31-May	1-Jun	2-Jun	3-Jun	4-Jun

2017 Summer II						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
12-Jun	13-Jun	14-Jun	15-Jun	16-Jun	17-Jun	18-Jun
19-Jun	20-Jun	21-Jun	22-Jun	23-Jun	24-Jun	25-Jun
26-Jun	27-Jun	28-Jun	29-Jun	30-Jun	1-Jul	2-Jul
3-Jul	4-Jul	5-Jul	6-Jul	7-Jul	8-Jul	9-Jul
10-Jul	11-Jul	12-Jul	13-Jul	14-Jul	15-Jul	16-Jul
17-Jul	18-Jul	19-Jul	20-Jul	21-Jul	22-Jul	23-Jul
24-Jul	25-Jul	26-Jul	27-Jul	28-Jul	29-Jul	30-Jul

2017 Summer III						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
			8-Jun	9-Jun	10-Jun	11-Jun
12-Jun	13-Jun	14-Jun	15-Jun	16-Jun	17-Jun	18-Jun
19-Jun	20-Jun	21-Jun	22-Jun	23-Jun	24-Jun	25-Jun
26-Jun	27-Jun	28-Jun	29-Jun	30-Jun	1-Jul	2-Jul

2017 Summer IV						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
		5-Jul	6-Jul	7-Jul	8-Jul	9-Jul
10-Jul	11-Jul	12-Jul	13-Jul	14-Jul	15-Jul	16-Jul
17-Jul	18-Jul	19-Jul	20-Jul	21-Jul	22-Jul	23-Jul
24-Jul	25-Jul	26-Jul	27-Jul	28-Jul	29-Jul	30-Jul

2017 Spring						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
9-Jan	10-Jan	11-Jan	12-Jan	13-Jan	14-Jan	15-Jan
16-Jan	17-Jan	18-Jan	19-Jan	20-Jan	21-Jan	22-Jan
23-Jan	24-Jan	25-Jan	26-Jan	27-Jan	28-Jan	29-Jan
30-Jan	31-Jan	1-Feb	2-Feb	3-Feb	4-Feb	5-Feb
6-Feb	7-Feb	8-Feb	9-Feb	10-Feb	11-Feb	12-Feb
13-Feb	14-Feb	15-Feb	16-Feb	17-Feb	18-Feb	19-Feb
20-Feb	21-Feb	22-Feb	23-Feb	24-Feb	25-Feb	26-Feb
27-Feb	28-Feb	1-Mar	2-Mar	3-Mar	4-Mar	5-Mar
6-Mar	7-Mar	8-Mar	9-Mar	10-Mar	11-Mar	12-Mar
13-Mar	14-Mar	15-Mar	16-Mar	17-Mar	18-Mar	19-Mar
20-Mar	21-Mar	22-Mar	23-Mar	24-Mar	25-Mar	26-Mar
27-Mar	28-Mar	29-Mar	30-Mar	31-Mar	1-Apr	2-Apr
3-Apr	4-Apr	5-Apr	6-Apr	7-Apr	8-Apr	9-Apr
10-Apr	11-Apr	12-Apr	13-Apr	14-Apr	15-Apr	16-Apr
17-Apr	18-Apr	19-Apr	20-Apr	21-Apr	22-Apr	23-Apr
24-Apr	25-Apr	26-Apr	27-Apr	28-Apr	29-Apr	30-Apr
1-May	2-May	3-May	4-May	5-May	6-May	7-May

Legends	
	Columbus Day Fall Break
	Finals
	Graduation
	Midterm
	National Holiday
	Spring Break
	Thanksgiving

2016 - 2017 Academic Calendar															
2016 Fall			Break	2017 Spring			Break	Summer I		Break	Summer II		Break		
Mon	Fri	Sat	31	Mon	Fri	Sat	5	Thu	Fri	9	Mon	Thu	17		
15-Aug	9-Dec	10-Dec	Days	9-Jan	5-May	6-May	Days	11-May	2-Jun	Days	12-Jun	27-Jul	14-Aug		
1st day of classes	last day of finals	Graduation	Christmas Break	1st day of classes	last day of finals	Graduation	Spring-Summer Break	1st day of classes	last day of finals		Summer III	Break	Summer IV	17	
											6	6	Days	2017 Fall	
											8-Jun	30-Jun	5-Jul	27-Jul	

Note: Chart is Not to scale

2017 – 2018 Academic Calendar Valdosta State University

2017 Fall						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
14-Aug	15-Aug	16-Aug	17-Aug	18-Aug	19-Aug	20-Aug
21-Aug	22-Aug	23-Aug	24-Aug	25-Aug	26-Aug	27-Aug
28-Aug	29-Aug	30-Aug	31-Aug	1-Sep	2-Sep	3-Sep
4-Sep	5-Sep	6-Sep	7-Sep	8-Sep	9-Sep	10-Sep
11-Sep	12-Sep	13-Sep	14-Sep	15-Sep	16-Sep	17-Sep
18-Sep	19-Sep	20-Sep	21-Sep	22-Sep	23-Sep	24-Sep
25-Sep	26-Sep	27-Sep	28-Sep	29-Sep	30-Sep	1-Oct
2-Oct	3-Oct	4-Oct	5-Oct	6-Oct	7-Oct	8-Oct
9-Oct	10-Oct	11-Oct	12-Oct	13-Oct	14-Oct	15-Oct
16-Oct	17-Oct	18-Oct	19-Oct	20-Oct	21-Oct	22-Oct
23-Oct	24-Oct	25-Oct	26-Oct	27-Oct	28-Oct	29-Oct
30-Oct	31-Oct	1-Nov	2-Nov	3-Nov	4-Nov	5-Nov
6-Nov	7-Nov	8-Nov	9-Nov	10-Nov	11-Nov	12-Nov
13-Nov	14-Nov	15-Nov	16-Nov	17-Nov	18-Nov	19-Nov
20-Nov	21-Nov	22-Nov	23-Nov	24-Nov	25-Nov	26-Nov
27-Nov	28-Nov	29-Nov	30-Nov	1-Dec	2-Dec	3-Dec
4-Dec	5-Dec	6-Dec	7-Dec	8-Dec	9-Dec	10-Dec

2018 Spring						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
8-Jan	9-Jan	10-Jan	11-Jan	12-Jan	13-Jan	14-Jan
15-Jan	16-Jan	17-Jan	18-Jan	19-Jan	20-Jan	21-Jan
22-Jan	23-Jan	24-Jan	25-Jan	26-Jan	27-Jan	28-Jan
29-Jan	30-Jan	31-Jan	1-Feb	2-Feb	3-Feb	4-Feb
5-Feb	6-Feb	7-Feb	8-Feb	9-Feb	10-Feb	11-Feb
12-Feb	13-Feb	14-Feb	15-Feb	16-Feb	17-Feb	18-Feb
19-Feb	20-Feb	21-Feb	22-Feb	23-Feb	24-Feb	25-Feb
26-Feb	27-Feb	28-Feb	1-Mar	2-Mar	3-Mar	4-Mar
5-Mar	6-Mar	7-Mar	8-Mar	9-Mar	10-Mar	11-Mar
12-Mar	13-Mar	14-Mar	15-Mar	16-Mar	17-Mar	18-Mar
19-Mar	20-Mar	21-Mar	22-Mar	23-Mar	24-Mar	25-Mar
26-Mar	27-Mar	28-Mar	29-Mar	30-Mar	31-Mar	1-Apr
2-Apr	3-Apr	4-Apr	5-Apr	6-Apr	7-Apr	8-Apr
9-Apr	10-Apr	11-Apr	12-Apr	13-Apr	14-Apr	15-Apr
16-Apr	17-Apr	18-Apr	19-Apr	20-Apr	21-Apr	22-Apr
23-Apr	24-Apr	25-Apr	26-Apr	27-Apr	28-Apr	29-Apr
30-Apr	1-May	2-May	3-May	4-May	5-May	6-May

2018 Maymester						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
			10-May	11-May	12-May	13-May
14-May	15-May	16-May	17-May	18-May	19-May	20-May
21-May	22-May	23-May	24-May	25-May	26-May	27-May
28-May	29-May	30-May	31-May	1-Jun	2-Jun	3-Jun

2018 Summer II						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
11-Jun	12-Jun	13-Jun	14-Jun	15-Jun	16-Jun	17-Jun
18-Jun	19-Jun	20-Jun	21-Jun	22-Jun	23-Jun	24-Jun
25-Jun	26-Jun	27-Jun	28-Jun	29-Jun	30-Jun	1-Jul
2-Jul	3-Jul	4-Jul	5-Jul	6-Jul	7-Jul	8-Jul
9-Jul	10-Jul	11-Jul	12-Jul	13-Jul	14-Jul	15-Jul
16-Jul	17-Jul	18-Jul	19-Jul	20-Jul	21-Jul	22-Jul
23-Jul	24-Jul	25-Jul	26-Jul	27-Jul	28-Jul	29-Jul

2018 Summer III						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
			7-Jun	8-Jun	9-Jun	10-Jun
11-Jun	12-Jun	13-Jun	14-Jun	15-Jun	16-Jun	17-Jun
18-Jun	19-Jun	20-Jun	21-Jun	22-Jun	23-Jun	24-Jun
25-Jun	26-Jun	27-Jun	28-Jun	29-Jun	30-Jun	1-Jul

2018 Summer IV						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
		4-Jul	5-Jul	6-Jul	7-Jul	8-Jul
9-Jul	10-Jul	11-Jul	12-Jul	13-Jul	14-Jul	15-Jul
16-Jul	17-Jul	18-Jul	19-Jul	20-Jul	21-Jul	22-Jul
23-Jul	24-Jul	25-Jul	26-Jul	27-Jul	28-Jul	29-Jul

Legends	
 Columbus Day Fall Break	
 Finals	
 Graduation	
 Midterm	
 National Holiday	
 Spring Break	
 Thanksgiving	

2017 - 2018 Academic Calendar																	
2017 Fall			Break	2018 Spring			Break	Summer I		Break	Summer II			Break			
Mon 14-Aug	Fri 8-Dec	Sat 9-Dec	29 Days	Mon 8-Jan	Fri 4-May	Sat 5-May	6 Days	Thu 10-May	Fri 1-Jun	9 Days	Mon 11-Jun	Thu 26-Jul	17 days	Mon 13-Aug			
1st day of classes	last day of finals	Graduation	Christmas Break	1st day of classes	last day of finals	Graduation	Spring-Summer Break	1st day of classes	last day of finals								
Note: Chart is Not to scale																	
											Summer III	Break	Summer IV	Break	2018 Fall		
											Thu 7-Jun		Fri 29-Jun	5 days	Thu 5-Jul	Fri 27-Jul	16 days

2018 – 2019 Academic Calendar Valdosta State University

2018 Fall						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
13-Aug	14-Aug	15-Aug	16-Aug	17-Aug	18-Aug	19-Aug
20-Aug	21-Aug	22-Aug	23-Aug	24-Aug	25-Aug	26-Aug
27-Aug	28-Aug	29-Aug	30-Aug	31-Aug	1-Sep	2-Sep
3-Sep	4-Sep	5-Sep	6-Sep	7-Sep	8-Sep	9-Sep
10-Sep	11-Sep	12-Sep	13-Sep	14-Sep	15-Sep	16-Sep
17-Sep	18-Sep	19-Sep	20-Sep	21-Sep	22-Sep	23-Sep
24-Sep	25-Sep	26-Sep	27-Sep	28-Sep	29-Sep	30-Sep
1-Oct	2-Oct	3-Oct	4-Oct	5-Oct	6-Oct	7-Oct
8-Oct	9-Oct	10-Oct	11-Oct	12-Oct	13-Oct	14-Oct
15-Oct	16-Oct	17-Oct	18-Oct	19-Oct	20-Oct	21-Oct
22-Oct	23-Oct	24-Oct	25-Oct	26-Oct	27-Oct	28-Oct
29-Oct	30-Oct	31-Oct	1-Nov	2-Nov	3-Nov	4-Nov
5-Nov	6-Nov	7-Nov	8-Nov	9-Nov	10-Nov	11-Nov
12-Nov	13-Nov	14-Nov	15-Nov	16-Nov	17-Nov	18-Nov
19-Nov	20-Nov	21-Nov	22-Nov	23-Nov	24-Nov	25-Nov
26-Nov	27-Nov	28-Nov	29-Nov	30-Nov	1-Dec	2-Dec
3-Dec	4-Dec	5-Dec	6-Dec	7-Dec	8-Dec	9-Dec

2019 Maymester						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
			16-May	17-May	18-May	19-May
20-May	21-May	22-May	23-May	24-May	25-May	26-May
27-May	28-May	29-May	30-May	31-May	1-Jun	2-Jun
3-Jun	4-Jun	5-Jun	6-Jun	7-Jun	8-Jun	9-Jun

2019 Summer II						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
10-Jun	11-Jun	12-Jun	13-Jun	14-Jun	15-Jun	16-Jun
17-Jun	18-Jun	19-Jun	20-Jun	21-Jun	22-Jun	23-Jun
24-Jun	25-Jun	26-Jun	27-Jun	28-Jun	29-Jun	30-Jun
1-Jul	2-Jul	3-Jul	4-Jul	5-Jul	6-Jul	7-Jul
8-Jul	9-Jul	10-Jul	11-Jul	12-Jul	13-Jul	14-Jul
15-Jul	16-Jul	17-Jul	18-Jul	19-Jul	20-Jul	21-Jul
22-Jul	23-Jul	24-Jul	25-Jul	26-Jul	27-Jul	28-Jul

2019 Summer III						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
				7-Jun	8-Jun	9-Jun
10-Jun	11-Jun	12-Jun	13-Jun	14-Jun	15-Jun	16-Jun
17-Jun	18-Jun	19-Jun	20-Jun	21-Jun	22-Jun	23-Jun
24-Jun	25-Jun	26-Jun	27-Jun	28-Jun	29-Jun	30-Jun

2019 Summer IV						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
				5-Jul	6-Jul	7-Jul
8-Jul	9-Jul	10-Jul	11-Jul	12-Jul	13-Jul	14-Jul
15-Jul	16-Jul	17-Jul	18-Jul	19-Jul	20-Jul	21-Jul
22-Jul	23-Jul	24-Jul	25-Jul	26-Jul	27-Jul	28-Jul

2019 Spring						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
14-Jan	15-Jan	16-Jan	17-Jan	18-Jan	19-Jan	20-Jan
21-Jan	22-Jan	23-Jan	24-Jan	25-Jan	26-Jan	27-Jan
28-Jan	29-Jan	30-Jan	31-Jan	1-Feb	2-Feb	3-Feb
4-Feb	5-Feb	6-Feb	7-Feb	8-Feb	9-Feb	10-Feb
11-Feb	12-Feb	13-Feb	14-Feb	15-Feb	16-Feb	17-Feb
18-Feb	19-Feb	20-Feb	21-Feb	22-Feb	23-Feb	24-Feb
25-Feb	26-Feb	27-Feb	28-Feb	1-Mar	2-Mar	3-Mar
4-Mar	5-Mar	6-Mar	7-Mar	8-Mar	9-Mar	10-Mar
11-Mar	12-Mar	13-Mar	14-Mar	15-Mar	16-Mar	17-Mar
18-Mar	19-Mar	20-Mar	21-Mar	22-Mar	23-Mar	24-Mar
25-Mar	26-Mar	27-Mar	28-Mar	29-Mar	30-Mar	31-Mar
1-Apr	2-Apr	3-Apr	4-Apr	5-Apr	6-Apr	7-Apr
8-Apr	9-Apr	10-Apr	11-Apr	12-Apr	13-Apr	14-Apr
15-Apr	16-Apr	17-Apr	18-Apr	19-Apr	20-Apr	21-Apr
22-Apr	23-Apr	24-Apr	25-Apr	26-Apr	27-Apr	28-Apr
29-Apr	30-Apr	1-May	2-May	3-May	4-May	5-May
6-May	7-May	8-May	9-May	10-May	11-May	12-May

Legends	
 Columbus Day Fall Break	
 Finals	
 Graduation	
 Midterm	
 National Holiday	
 Spring Break	
 Thanksgiving	

2018 - 2019 Academic Calendar																		
2018 Fall			Break			Break			2019 Fall									
Mon	Fri	Sat	38	Mon	Fri	Sat	6-Jan	Thu	Summer I	Fri	2	Mon	Summer II	Thu	18	Mon		
13-Aug	7-Dec	8-Dec	days	14-Jan	10-May	11-May	Days	16-May		7-Jun	Days	10-Jun		25-Jul	Days	8/12/2019		
1st day of classes	last day of finals	Graduation	Christmas Break	1st day of classes	last day of finals	Graduation		1st day of classes		last day of finals								
											Fri	Summer III	Fri	6	Fri	Summer IV	Fri	17
											7-Jun		28-Jun	Days	5-Jul		26-Jul	Days

Note: Chart is Not to scale

2019 – 2020 Academic Calendar Valdosta State University

2019 Fall						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
12-Aug	13-Aug	14-Aug	15-Aug	16-Aug	17-Aug	18-Aug
19-Aug	20-Aug	21-Aug	22-Aug	23-Aug	24-Aug	25-Aug
26-Aug	27-Aug	28-Aug	29-Aug	30-Aug	31-Aug	1-Sep
2-Sep	3-Sep	4-Sep	5-Sep	6-Sep	7-Sep	8-Sep
9-Sep	10-Sep	11-Sep	12-Sep	13-Sep	14-Sep	15-Sep
16-Sep	17-Sep	18-Sep	19-Sep	20-Sep	21-Sep	22-Sep
23-Sep	24-Sep	25-Sep	26-Sep	27-Sep	28-Sep	29-Sep
30-Sep	1-Oct	2-Oct	3-Oct	4-Oct	5-Oct	6-Oct
7-Oct	8-Oct	9-Oct	10-Oct	11-Oct	12-Oct	13-Oct
14-Oct	15-Oct	16-Oct	17-Oct	18-Oct	19-Oct	20-Oct
21-Oct	22-Oct	23-Oct	24-Oct	25-Oct	26-Oct	27-Oct
28-Oct	29-Oct	30-Oct	31-Oct	1-Nov	2-Nov	3-Nov
4-Nov	5-Nov	6-Nov	7-Nov	8-Nov	9-Nov	10-Nov
11-Nov	12-Nov	13-Nov	14-Nov	15-Nov	16-Nov	17-Nov
18-Nov	19-Nov	20-Nov	21-Nov	22-Nov	23-Nov	24-Nov
25-Nov	26-Nov	27-Nov	28-Nov	29-Nov	30-Nov	1-Dec
2-Dec	3-Dec	4-Dec	5-Dec	6-Dec	7-Dec	8-Dec

2020 Maymester						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
11-May	12-May	13-May	14-May	15-May	16-May	17-May
18-May	19-May	20-May	21-May	22-May	23-May	24-May
25-May	26-May	27-May	28-May	29-May	30-May	31-May
1-Jun	2-Jun	3-Jun	4-Jun	5-Jun	6-Jun	7-Jun

2020 Summer II						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
8-Jun	9-Jun	10-Jun	11-Jun	12-Jun	13-Jun	14-Jun
15-Jun	16-Jun	17-Jun	18-Jun	19-Jun	20-Jun	21-Jun
22-Jun	23-Jun	24-Jun	25-Jun	26-Jun	27-Jun	28-Jun
29-Jun	30-Jun	1-Jul	2-Jul	3-Jul	4-Jul	5-Jul
6-Jul	7-Jul	8-Jul	9-Jul	10-Jul	11-Jul	12-Jul
13-Jul	14-Jul	15-Jul	16-Jul	17-Jul	18-Jul	19-Jul
20-Jul	21-Jul	22-Jul	23-Jul	24-Jul	25-Jul	26-Jul

2020 Summer III						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
				5-Jun	6-Jun	7-Jun
8-Jun	9-Jun	10-Jun	11-Jun	12-Jun	13-Jun	14-Jun
15-Jun	16-Jun	17-Jun	18-Jun	19-Jun	20-Jun	21-Jun
22-Jun	23-Jun	24-Jun	25-Jun	26-Jun	27-Jun	28-Jun

2020 Summer IV						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
			2-Jul	3-Jul		
6-Jul	7-Jul	8-Jul	9-Jul	10-Jul	11-Jul	12-Jul
13-Jul	14-Jul	15-Jul	16-Jul	17-Jul	18-Jul	19-Jul
20-Jul	21-Jul	22-Jul	23-Jul	24-Jul	25-Jul	26-Jul

Legends	
 Columbus Day Fall Break	
 Finals	
 Graduation	
 Midterm	
 National Holiday	
 Spring Break	
 Thanksgiving	

2020 Spring						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
13-Jan	14-Jan	15-Jan	16-Jan	17-Jan	18-Jan	19-Jan
20-Jan	21-Jan	22-Jan	23-Jan	24-Jan	25-Jan	26-Jan
27-Jan	28-Jan	29-Jan	30-Jan	31-Jan	1-Feb	2-Feb
3-Feb	4-Feb	5-Feb	6-Feb	7-Feb	8-Feb	9-Feb
10-Feb	11-Feb	12-Feb	13-Feb	14-Feb	15-Feb	16-Feb
17-Feb	18-Feb	19-Feb	20-Feb	21-Feb	22-Feb	23-Feb
24-Feb	25-Feb	26-Feb	27-Feb	28-Feb	29-Feb	1-Mar
2-Mar	3-Mar	4-Mar	5-Mar	6-Mar	7-Mar	8-Mar
9-Mar	10-Mar	11-Mar	12-Mar	13-Mar	14-Mar	15-Mar
16-Mar	17-Mar	18-Mar	19-Mar	20-Mar	21-Mar	22-Mar
23-Mar	24-Mar	25-Mar	26-Mar	27-Mar	28-Mar	29-Mar
30-Mar	31-Mar	1-Apr	2-Apr	3-Apr	4-Apr	5-Apr
6-Apr	7-Apr	8-Apr	9-Apr	10-Apr	11-Apr	12-Apr
13-Apr	14-Apr	15-Apr	16-Apr	17-Apr	18-Apr	19-Apr
20-Apr	21-Apr	22-Apr	23-Apr	24-Apr	25-Apr	26-Apr
27-Apr	28-Apr	29-Apr	30-Apr	1-May	2-May	3-May
4-May	5-May	6-May	7-May	8-May	9-May	10-May

2019 - 2020 Academic Calendar																				
2019 Fall			Break		2020 Spring			Break		Summer I			Break		Summer II			Break		
Mon		Fri	Sat	37	Mon	Fri	Sat	5	Thu	Fri	2	Mon		Thu	17	Mon				
12-Aug		6-Dec	7-Dec	days	13-Jan	8-May	9-May	Days	14-May	5-Jun	Days	8-Jun		23-Jul	Days	10-Aug				
1st day of classes		last day of finals	Graduation	Christmas Break	1st day of classes	last day of finals	Graduation	Spring-Summer Break												
Note: Chart is Not to scale												Summer III		Break		Summer IV		Break		2020 Fall
												Fri		Fri	5	Thu		Fri	16	
												5-Jun		26-Jun	Days	2-Jul		24-Jul	Days	

Attachment F

Academic Honors and Scholarship Committee Annual Report 2013-2014 Academic Year

The Academic and Honors Scholarship Committee met five times during the 2013-2014 academic year (1/9/14, 1/16/14, 2/13/14, 3/27/14, and 4/3/14).

During the spring semester, nominations were solicited from VSU. From those nominated, the committee selected the VSU 2014 Georgia Legislative Academic Recognition Day representative. This year's recipient was David Chase Ellinburg.

Also during the spring semester, the committee solicited nominations from departments and faculty at large for the annual Annie Powe Hopper Award. Eighteen nominations were received and the committee met on March 27 to review, discuss, and select five finalists. Because of the high quality of those nominated, six finalists were selected, contacted and interviewed by the committee on April 3. The graduating student selected for the 2014 Award, was Aaron Calvin.

Members of the committee researched, nominated, and discussed possible key note speakers for the annual Honors Dinner. By vote of the committee, Dr. Festus Obiakor, Chair and Professor of Early Childhood and Special Education at VSU was selected. Annual University and Departmental level Academic Honors were solicited by the committee for presentation at the annual dinner. Eighteen awards were given at the dinner. Planning and coordination for the annual Honors Dinner, held on Thursday, May 1, was done through Monique Murphy Tripp, Event Services.

Following the annual dinner, current chair, Dr. Jimmy Bickerstaff and chair elect, Dr. Maren Clegg-Hyer, began coordination of the 2014-2015 membership for the Academic Honors and Scholarships Committee with Diane Holliman and Laura Bell Wright.

Respectfully submitted,

Jimmy Bickerstaff, 2013-14 Chair
Academic Honors and Scholarships Committee
VSU Faculty Senate

Attachment G

Athletics committee
Matthew A. Grant, Chair
End of year report, 2013-2014

The charge for this committee for the academic year 2013-2014 was as follows:

To continue to serve as a liaison as needed, tasked with reporting NCAA graduation rates of student-athletes, and working with the athletic department on the NCAA Institutional Self-Study Guide (ISSG).

Our goals for the academic year 2013-2014 were as follows:

1. Prepare the end-of-year report on NCAA graduation rates of student-athletes.
2. Provide assistance as needed by the Athletics Department.
3. Suggest topics of discussion for next year's committee

2012 NCAA Graduation Rates Report Summary

The NCAA compiled the Graduation Rates Report for the 2006-2007 cohort of students and student-athletes attending Valdosta State University and graduating by the 6-year reporting limit for graduation in 2013. Data on graduation rates were provided to the NCAA by Valdosta State University and is the most recent report available for this academic year.

VSU Freshman-cohort graduation rates	All students	Student-Athletes
2006-2007 Graduate Rate	41%	54%
Four-year class average (Averaged for 2002, 2003, 2004, 2005 cohorts)	42%	41%
Athlete Academic Success rate		50%

For more detailed information, please see Appendix A.

Since the last report, the graduation rate for all VSU students decreased by 2% to 41% while VSU student-athletes increased by 11% to 54%. The Four-year class average (*Averaged for 2002, 2003, 2004, 2005 cohorts*) remained at 42% for all VSU Students and increased by 1% to 41% for the VSU student-athletes. The Academic Success Rate for the VSU student-athletes is 50%, a reduction of 1% since 2011-2012. Over all the VSU student-athletes follow the norm for all VSU students.

The NCAA report definitions:

2006-2007 Graduation Rate – The proportion of entering freshman students in 2006, who graduated by 2012-2013.

Four-year Class Average – The proportion of entering freshman students who graduated in 6 years combined across four years ending in 2006.

Academic Success Rate – The proportion of entering freshman students adjusted with new incoming students (new and transfer in 2006) minus students with allowable exclusions. NCAA allowable exclusions include students who died; became permanently disabled; left VSU to join the armed forces, foreign services, or church mission; or was academically eligible for retention at VSU upon return. Classification as a student-athlete was defined as any student receiving athletic financial aid.

Assistance for Athletic Department

The chair of the committee inquired with several members of the athletic department regarding ways that this committee could serve to assist. The overall response provided was that this committee is critical for the Athletic Department as communication with the faculty and campus at large must be documented and submitted as part of reporting to the NCAA. That said, while these members stated that the Athletic Committee would not alter or change policy per se, the Athletic Committee could meet to better understand how the Athletic Department operated and help communicate with faculty. Based on these discussions, suggestions were made for areas for next year's committee.

Topics of Discussion for 2014-2015

The following were topics that could be discussed during meetings next year:

1. Better communication of missed classes by student-athletes prior to travel. This has already started to be addressed by Scott Grubbs, the Athletic Department Faculty Athletics Representative (FAR). Feedback from faculty has been positive.
2. Review policies for disputes between student-athletes and faculty, i.e., grade review based on missing class/assignments during sport season.
3. Review current amount of time student-athletes are engaged in sport practices, which is limited to 20 hours per week by the NCAA.
4. Recognition of student-athlete achievement and leadership within the sporting arenas.
5. Increased communication between the Athletic Committee and the FAR.

Athletic Committee, Chair

Matthew A. Grant, Ph.D.

Department of Kinesiology and Physical Education

Valdosta State University

FRESHMAN-COHORT GRADUATION RATES

	All Students	Student-Athletes #
2006-07 Graduation Rate	41%	54%
Four-Class Average	42%	41%
Student-Athlete Academic Success Rate		50%

1. Graduation-Rates Data

a. All Students

	Freshman Rate Men				Freshman Rate Women				Freshman Rate Total			
	2006-07		4-Class		2006-07		4-Class		2006-07		4-Class	
	N	%	N	%	N	%	N	%	N	%	N	%
Am. Ind./AN	***	***	8	50	***	***	12	50	***	***	20	50
Asian	12	42	42	52	14	29	45	47	26	35	87	49
Black	196	35	604	33	355	44	1080	44	551	41	1684	40
Hispanic	18	17	52	25	21	24	68	43	39	21	120	35
Nat. Haw./PI	0	-	0	-	0	-	0	-	0	-	0	-
N-R Alien	4	100	13	85	9	78	27	70	13	85	40	75
Two or More	19	32	55	27	27	37	68	31	46	35	123	29
Unknown	***	***	0	-	***	***	0	-	***	***	0	-
White	567	37	2213	37	751	45	2898	47	1318	42	5111	43
Total	818	36	2987	36	1183	44	4198	46	2001	41	7185	42

b. Student-Athletes

	Freshman Rate Men						Freshman Rate Women						Freshman Rate Total					
	2006-07		4-Class		ASR		2006-07		4-Class		ASR		2006-07		4-Class		ASR	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Am. Ind./AN	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Asian	0	-	0	-	***	***	0	-	0	-	***	***	0	-	0	-	***	***
Black	8	25	47	30	109	25	4	75	10	50	12	67	12	42	57	33	121	29
Hispanic	0	-	0	-	***	***	0	-	3	67	***	***	0	-	3	67	***	***
Nat. Haw./PI	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
N-R Alien	***	***	3	67	8	75	***	***	6	33	10	70	***	***	9	44	18	72
Two or More	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Unknown	0	-	***	***	0	-	0	-	***	***	0	-	0	-	***	***	0	-
White	15	47	62	40	121	60	8	75	38	53	59	69	23	57	100	45	180	63
Total	26	42	113	36	241	44	13	77	57	51	89	66	39	54	170	41	330	50

c. Student-Athletes by Sport Category

Baseball				Men's Basketball				Men's CC/Track			
Freshman Rate				Freshman Rate				Freshman Rate			
	2006-07	4-Class	ASR		2006-07	4-Class	ASR		2006-07	4-Class	ASR
Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-
Asian	-	-	-	Asian	-	-	-	Asian	-	-	-
Black	-	33-a	40-a	Black	-	25-b	13-e	Black	100-a	100-a	100-a
Hispanic	-	-	0-a	Hispanic	-	-	-	Hispanic	-	-	-
Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-
N-R Alien	-	-	0-a	N-R Alien	-	-	-	N-R Alien	-	-	-
Two or More	-	-	-	Two or More	-	-	-	Two or More	0-a	0-a	0-a
Unknown	-	-	-	Unknown	-	-	-	Unknown	-	-	-
White	0-a	25-d	49-e	White	-	0-a	25-a	White	80-a	46-c	86-b
Total	0-a	26-d	46-e	Total	-	20-b	15-e	Total	71-b	47-c	78-b
Football				Men's Other							
Freshman Rate				Freshman Rate							
	2006-07	4-Class	ASR		2006-07	4-Class	ASR				
Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-				
Asian	-	-	-	Asian	-	-	-				
Black	14-b	29-e	26-e	Black	-	-	-				
Hispanic	-	-	100-a	Hispanic	-	-	-				
Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-				
N-R Alien	-	-	-	N-R Alien	100-a	67-a	86-b				
Two or More	-	-	-	Two or More	-	-	-				
Unknown	-	-	-	Unknown	-	-	-				
White	38-b	46-e	64-e	White	-	57-b	71-c				
Total	27-c	36-e	42-e	Total	100-a	60-b	76-e				
Women's Basketball				Women's CC/Track				Women's Other			
Freshman Rate				Freshman Rate				Freshman Rate			
	2006-07	4-Class	ASR		2006-07	4-Class	ASR		2006-07	4-Class	ASR
Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-	Am. Ind./AN	-	-	-
Asian	-	-	-	Asian	-	-	-	Asian	-	-	0-a
Black	67-a	44-b	71-b	Black	100-a	100-a	100-a	Black	-	-	50-a
Hispanic	-	100-a	100-a	Hispanic	-	-	-	Hispanic	-	50-a	50-a
Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-	Nat. Haw./PI	-	-	-
N-R Alien	-	0-a	50-b	N-R Alien	-	-	-	N-R Alien	100-a	67-a	100-a
Two or More	-	-	-	Two or More	-	-	-	Two or More	-	-	0-a
Unknown	-	-	-	Unknown	-	-	-	Unknown	-	-	-
White	100-a	100-a	80-a	White	50-a	36-c	50-c	White	80-a	57-e	75-e
Total	75-a	50-d	68-d	Total	67-a	40-c	53-c	Total	83-b	58-e	69-e

Values for N (a. 1-5, b. 6-10, c. 11-15, d. 16-20, e. greater than 20)

2. Undergraduate-Enrollment Data (All full-time students enrolled Fall)

a. All Students	Men N	Women N	Total N	b. Student-athletes	Men N	Women N	Total N
Am. Ind./AN	9	7	16	Am. Ind./AN	0	0	0
Asian	42	44	86	Asian	0	0	0
Black	1203	2010	3213	Black	95	13	108
Hispanic	129	213	342	Hispanic	1	0	1
Nat. Haw./PI	6	8	14	Nat. Haw./PI	0	3	3
N-R Alien	107	90	197	N-R Alien	9	9	18
Two or More	89	168	257	Two or More	0	0	0
Unknown	65	81	146	Unknown	0	0	0
White	1906	2660	4566	White	108	71	179
Total	3556	5281	8837	Total	213	96	309

c. Student-Athletes # By Sports Category

Men	Basketball	Baseball	CC/Track	Football	Other
Am. Ind./AN	0	0	0	0	0
Asian	0	0	0	0	0
Black	14	1	2	78	0
Hispanic	0	0	0	1	0
Nat. Haw./PI	0	0	0	0	0
N-R Alien	0	0	0	0	9
Two or More	0	0	0	0	0
Unknown	0	0	0	0	0
White	2	36	7	53	10
Total	16	37	9	132	19

Women	Basketball	CC/Track	Other
Am. Ind./AN	0	0	0
Asian	0	0	0
Black	7	0	6
Hispanic	0	0	0
Nat. Haw./PI	0	0	3
N-R Alien	1	1	7
Two or More	0	0	0
Unknown	0	0	0
White	5	7	59
Total	13	8	75

#Only student-athletes receiving athletics aid are included in this report.

INFORMATION ABOUT THE GRADUATION RATES REPORT

Introduction.

This information sheet and the NCAA Graduation Rates Report have been prepared by the NCAA, based on data provided by the institution in compliance with NCAA Bylaw 18.4.2.2.1 (admissions and graduation-rate disclosure) and the Federal Student Right-to-Know and Campus Security Act. The NCAA will distribute this sheet and the report to prospective student-athletes and parents.

The Graduation Rates Report provides information about two groups of students at the college or university identified at the top of the form: (1) all undergraduate students who were enrolled in a full-time program of studies for a degree and (2) student-athletes who received athletics aid from the college or university for any period of time during their entering year. [Note: Athletics aid is a grant, scholarship, tuition waiver or other assistance from a college or university that is awarded on the basis of a student's athletics ability.]

Caution should be exercised when using Division III student-athlete data. Federal regulations calculate graduation rates for student-athletes who receive athletics aid, but only a very small number of Division III member institutions grant athletics aid (i.e., institutions that sponsor a sport at the Division I level and institutions that are moving from Division II or National Association of Intercollegiate Athletics to Division III). Since it is only those student-athletes receiving athletics aid who appear in this report in accordance with federal law, the majority of Division III student-athletes are not reflected in these data.

The report gives graduation information about students and student-athletes entering in 2006. This is the most recent graduating class for which the required six years of information is available. The report provides information about student-athletes who received athletics aid in one or more of eight sports categories: football, men's basketball, baseball, men's track/cross country, men's other sports and mixed sports, women's basketball, women's track/cross country and other women's sports. For each of those sports categories, it includes information in six self-reported racial or ethnic groups: American Indian or Alaska Native, Asian, Black or African-American, Hispanic or Latino, Native Hawaiian or Pacific Islander, nonresident alien, two or more races, White or non-Hispanic and unknown (not included in one of the other eight groups or not available) and the total (all nine groups combined).

A graduation rate (percent) is based on a comparison of the number (N) of students who entered a college or university and the number of those who graduated within six years. For example, if 100 students entered and 60 graduated within six years, the graduation rate is 60 percent. It is important to note that graduation rates are affected by a number of factors: some students may work part-time and need more than six years to graduate, some may leave school for a year or two to work or travel, some may transfer to another college or university or some may be dismissed for academic deficiencies.

Graduation Rates Report.

1. Graduation Rates Data. The box at the top of the Graduation Rates Report provides freshman-cohort graduation rates for all students and for student-athletes who received athletics aid at this college or university. Additionally, this box provides Graduation Success Rate (GSR) data for the population of student-athletes. [Note: Pursuant to the Student-Right-to-Know Act, anytime a cell containing cohort numbers includes only one or two students, the data in that cell and one other will be suppressed so that no individual can be identified.]

a. All Students. This section provides the freshman-cohort graduation rates for all full-time, degree-seeking students by race or ethnic group. It shows the rate for men who entered as freshmen in 2006-07, and the four-class average, which includes those who entered as freshmen 2003-04, 2004-05, 2005-06 and 2006-07. The same rates are provided for women. The total for 2006-07 is the rate for men and women combined and the

four-class average is for all students who entered in 2003-04, 2004-05, 2005-06 and 2006-07.

b. Student-Athletes. This section provides the freshman-cohort graduation rates and also the GSR for student-athletes in each race and ethnic group who received athletics aid. Information is provided for men and women separately and for all student-athletes.

c. Student-Athletes by Sports Categories. This section provides the identified graduation rates as in 1-b for each of the eight sports categories. (The small letters indicate the value of N.)

2. Undergraduate Enrollment Data.

a. All Students. This section indicates the number of full-time, undergraduate, degree-seeking students enrolled for the 2012 fall term and the number of men and women in each racial or ethnic group.

b. Student-Athletes. This section identifies how many student-athletes were enrolled and received athletics aid for the 2012 fall term and the number of men and women in each racial or ethnic group.

c. Student-Athletes by Sports Categories. This section provides the enrollment data as identified in 3-b for each of the eight sports categories.

Attachment H

2013-2014 Annual Report of Environmental Issues Committee (EIC) Valdosta State University Faculty Senate

The EIC met as follows:

October 3, 2013 – attending: 9 members, 2 ex officio, 3 student rep., 2 visitors

November 15, 2013 – attending: 12 members, 1 ex officio, 3 student rep., 1 visitors

February 5, 2014 – attending: 10 members, 1 ex officio, 1 student rep., 2 visitors

February 28, 2014 – attending: 8 members, 1 ex officio, 0 student rep., 3 visitors

April 4, 2014 – attending: 10 members, 1 ex officio, 1 student rep., 1 visitors

EIC Monthly Meeting Summaries:

October 3, 2013

The main purpose of the October 3rd meeting was to establish subcommittee chairs, to assess the charges of the EIC, and to establish goals for the 2013-2014 academic year. B. Bergstrom was appointed as the chair of the Campus Beautification and Stewardship Subcommittee; K. Noll and L. Lovern were appointed as co-chairs of the Energy Conservation and Facilities Subcommittee; and J. Nienow (with assistance from Meredith Lancaster) was appointed as the chair of the Recycling Subcommittee. At this time, the Traffic and Parking Planning Subcommittee will remain inactive until a decision is made on the composition of the campus-wide parking committee.

The EIC outlined its goals for the 2013-2014 academic year (specific subcommittee charges and goals are in EIC-Appendix A):

1. *Set regular meetings, establish subcommittee chairs, assess the charges of the EIC, and establish goals for the 2013-2014 academic year.*
2. *Respond to issues forwarded by the Faculty Senate Executive Committee.*
3. *Revise Bylaws: Article IV, c), 4. be reviewed concerning its fourth subcommittee charged with addressing parking and transportation issues—which is currently inactive—in lieu of a University Campus Parking & Transportation Committee, on which the EIC will have a voting member.*
4. *Schedule the walk-through for the Outdoor Lighting Policy.*
5. *Assess the impact of excessive indoor and outdoor noise on instruction.*
6. *Continue to work with President McKinney for the full implementation of the Campus Climate Commitment.*
7. *Engage with the University on future decision making regarding the use of solar panels.*
8. *Coordinate with COSA/SGA/SAVE about campus environmental programs and activities.*

Other topics to be addressed throughout the semester include: the participation of the EIC on a 'green website' on which the University is working; following up on the status of the President's Climate Council; the function of the Administrative Environment Committee; the status of the amendments to the Tree Policy pertaining to the list of trees on campus that were to be considered protected and those trees on which hanging banners were to be prohibited; the future location of solar panels; and if recycling was occurring at all buildings.

Representatives from S.A.V.E. asked for a letter of support from EIC regarding their request that the University Foundation divest from the top 200 fossil-fuel producing companies. There are other universities around the country that are doing this, and S.A.V.E. is pushing for VSU's Foundation to do the same. The S.A.V.E. members mentioned that they would provide the Foundation with a list of environmentally friendly companies. They are also seeking more transparency in which companies the Foundation is investing. EIC requested that S.A.V.E. put together a proposal with all the details and submit it to the EIC so that the EIC could see the details before supporting or not supporting this issue.

Victoria Douglass gave an introduction to the solar panels that were installed outside the library. There were some questions about their planning, and future planning for solar panels. The money for these solar panels was provided by end of year funds. Anyone interested could take a walk to see solar panels after meeting.

November 15, 2013

The Recycling Subcommittee plans to have the Recycling competition run for a longer period of time, and students would run it as a service project for their fraternity. The sub-committee would also like to make recycling activities more visible when students move out at the end of the semester with a donation center for Good Will or Salvation Army. The Energy Conservation Subcommittee discussed an energy study that indicates there is an increase in overall energy use in buildings on campus. The subcommittee is looking at the possibility of digital and/or paper newsletters. They have an idea for a roundtable in spring to discuss energy conservation, and the energy conservation competition between dorms will continue. The Campus Beautification and Stewardship Subcommittee's next meeting will include a presentation by Drs. Bielmyer and Waters and their QEP environmental study of 1 Mile Branch. Physical plant did some water sampling, and maybe there could be some collaboration between biologists and physical plant to prevent redundancy and perhaps promote synergistic activities/results.

An annual walk-through took place on the evening of November 13th, 2013 to examine the status of outdoor lighting and call boxes. The group consisted of university representatives, as well as representatives from the entities outlined in the Outdoor Lighting Policy. The group recorded instances of improperly working lights, and recommended locations for additional lighting. The comments and recommendations were submitted to R. Sable of the Physical Plant.

Students from S.A.V.E. (Jordan, Vieth, and Clark) presented more information about the request to the VSU Foundation to divest from companies that are involved with fossil fuel extraction. Jordan received a letter from the Foundation's board that was sarcastic and disparaging. Discussion ensued about the Foundation's "knee-jerk" response and that while they say it's a fiduciary decision, they (i.e. the Foundation) didn't conduct research to determine if returns from other investments would be better or at least equivalent to their current investment strategy. A motion was put forth by Bergstrom and seconded by Most that stated: "The EIC as a standing Committee of the Faculty Senate supports the efforts of S.A.V.E. (Students Against Violating the Environment) to encourage the VSU Foundation to consider divesting from fossil fuel extraction-based investments." EIC voted to support this statement (10 yea and 1 abstention). This will be forwarded to the Faculty Senate.

February 5, 2014

The Recycling Subcommittee reported that the Recycling Contest currently underway; students are primarily running it, and it will last until mid-April. The subcommittee is working on cardboard and paper recycling. It seems one of the issues is that buildings do not have rooms to store the cardboard until it is picked-up. The subcommittee is working with Jim Muzzy to improve the situation. Bergstrom suggested that the campus should be made more aware of VSU's recycling program and suggested a campus-wide email announcement. The subcommittee is working on increasing the amount of recycling/reuse of items when students move out at the end of the year.

The Energy Conservation Subcommittee is trying to improve conservation on campus and is working on emails, electronic boards and social media as advertising forums. A roundtable discussion about energy conservation is being planned. Lee graphed energy usage data, but it's hard to draw conclusions because it's a complicated issue. It would be helpful if the Physical Plant helped with the analysis. It was brought up that an energy audit would be useful, and a proposal will be generated to request funds from the end of year funds. After the meeting, an Energy Audit Proposal was prepared and submitted for funding through end-of-year funds.

The Campus Beautification and Stewardship Subcommittee provided updates on the status of some vegetation on campus include: short leaf pines have been acquired; sand pines on campus have a rust, and will probably not survive; as of now all the coastal native species are represented on campus; there is the possibility to include white pine on campus, which is native to north Georgia, but it may not do well; the dawn redwood (native to China) was also mentioned as a potential addition to campus for educational purposes. February 21 is Arbor Day with a ceremony at the Pinetum.

February 28, 2014

The Recycling Subcommittee reported that the Recycling Contest is currently in its fourth week, and it will last until mid-April. Reade and Converse Halls are currently ahead in the contest. The Valdosta Daily Times has advertised the contest, and further advertisement in the Spectator is being explored. This subcommittee has not yet revisited the topic of cardboard and paper recycling. Plans concerning end-of-year recycling efforts focused around move-out days are being considered. This subcommittee is exploring cooperation with the *Give & Go* recycling program that takes place during dorm move-out days.

The Energy Conservation Subcommittee has continued to examine energy use on campus, address energy efficiency and awareness on campus, and promote education and training on sustainable practices. T. Crane has created the first two Energy Conservation Tips (e.g., smart power strips, switching from incandescent bulbs to CFL or LED bulbs) that have been posted to digital billboards on campus. The subcommittee is also exploring the status of the council formed to address the VSU Campus Climate Commitment, and asks physical plant and the EIC to support the campus climate commitment. The possibility of the EIC or the Energy Conservation subcommittee holding round-table discussions on topics related to this commitment is being discussed. The subcommittee is reviewing the brief energy audit conducted on the Odum Library and the University Center. A time will be scheduled to conduct a walk-through of these buildings to assess energy conservation measures implemented from the energy audit. Results will be summarized at the next EIC meeting.

The Campus Beautification and Stewardship Subcommittee is working with Brett Ganas to avoid planting non-native species that have potential to become invasive. B. Bergstrom spoke at the Arbor Day festivities.

Dr. Tom Hochschild spoke to the EIC on the *Give & Go* recycling program. This program is a recycling effort that occurs on campus move-out days. Last year, the program collected 6 cargo vans filled with food, clothing, rugs, fans, lamps, and school supplies for Second Harvest of South Georgia. T. Hochschild will email the EIC to seek volunteers to assist with the planning and implementation of the program. An organizational meeting will be announced shortly, and interested individuals are encouraged to attend.

April 4, 2014

The Recycling Subcommittee provided an update on the Recycling Contest. The smaller dorms are doing a “better” job than the “larger” dorms and it is unclear why. Currently 161 bags of recycled goods have been collected after 7 weeks. The current plan for dorm move-out is to

have recycling stations setup on May 7-10 and they are looking for faculty volunteers to do 2 hour shifts.

The Energy Conservation Subcommittee reviewed a previous energy audit for Odum Library; the physical plant is working hard to conserve energy on campus, and there is not an easy fix to reduce energy usage on campus. Discussion ensued about LED vs T8 and T5 lighting, and at the current time it is not cost efficient to convert to LED lighting, but perhaps in the future. The committee will continue to work to decrease energy usage on campus.

The Campus Beautification and Stewardship Subcommittee reported that there are temporary signs in the long-leaf grove to use palm trees and not pines for hammocks to reduce damage to trees. The plan is to install more permanent signage for the “heritage grove” of long-leaf pine on campus. A rain garden is being installed near the health sciences building in a wetland and will consist of native plants. The idea was raised to have student organizations “adopt an area” to help maintain certain areas of campus to reduce the pressure on grounds, because there currently are not enough grounds crews to maintain all of campus.

Subcommittee Membership Summary

I. Recycling Subcommittee

Jim Nienow (chair); Lynn Adams; Jason Allard; Lois Ann Bellflowers; Larry Etling; David Kuhlmeier; Meredith Lancaster; Steven Scheuler; Cheryl Hatcher; Ryan Teter

II. Energy Conservation Subcommittee

Lavonna Lovern (co-chair); Karen Noll (co-chair); Tommy Crane; Weimin Feng; Luke Jones; Tanya Lee; Amber Blocker

III. Campus Beautification and Stewardship Subcommittee

Brad Bergstrom (chair); Shirley P Andrews; Emily G Cantonwine; J Richard Carter; Robert A DeLong; Bobby Flowers; W. Brett Ganas; Theresa Grove; Cheryl Ann Hatcher; Linda R Most; Marc G Pufong; Aristotel Santas; Shirley E Thompson

EIC-APPENDIX A

EIC Subcommittees Charges and Goals

Campus Beautification and Stewardship:

- Replacement tree plantings (e.g. for longleaf pines lost to ongoing attrition, within existing groves; possibly adding native midstory species in same areas).
- Post-construction oversight of tree re-planting – various projects; work towards ensuring invasive/prohibited plants/trees are not included in future landscaping.
- Plans for invasive species removal (e.g., Chinese Tallow tree), especially along campus creeks.
- Monitoring and enforcement of recent amendments to Tree Preservation and Maintenance Policy, prohibiting destructive sampling (e.g., coring) and placement of signs or other attachments.
- Working with Biology faculty involved with QEP-funded Ecological Assessment (EA) of One-mile Branch.
- Integrating results of above EA into plans for restoration of One-mile Branch in collaboration with Plant Operations, Grounds Division.
- Survey and assessment of campus irrigation, identifying areas of need for drought mitigation, particularly to enhance health and survival of tree groves.
- Outreach to campus units involved with current and future construction and renovation, urging use of our growing stockpile of heart-pine lumber from VSU trees, using it for flooring, paneling, furniture, etc.

Energy Conservation and Facilities:

- Work with the University administration toward full implementation of a campus-wide energy conservation program, especially as it relates to educating the campus community about the VSU's Energy Policy.
- Identify general and specific areas of concern about energy usage on campus and strategies for reducing energy consumption.
- Evaluate energy usage on campus and make recommendations for ways in which energy conservation can be attained.
- Promote the use of public transportation by VSU faculty, staff and students.
- Plan and hold the Annual Energy Conservation Competition.

Recycling:

- Educate and involve the Campus Community (e.g., students, staff, faculty, administration) about the VSU recycling program.
- Engage the VSU administration toward full implementation and development of the campus-wide recycling program.
- Audit the recycling procedures and their implementation on campus to ensure recycling effectiveness.
- Plan and hold the Annual Recycling Contest.

Attachment I

Faculty Scholarship and Research Committee Annual Report 2013-2014

Committee Chair: Todd Royle

The Faculty Scholarship and Research Committee met monthly. As of May 12, 2014 the committee had met four times in Fall of 2013 and three times in Spring of 2014.

Scholarship Funding:

FY14 Funds Available - \$280,000
Budget Amendment 1 - 30,000 (End of Fall, 2013)
Budget Amendment 2 - 30,000 (Mid Spring, 2014)
\$340,000 Total funds for FY14

Total number of Awards made for FY14: 299

Awards granted by College and Division are:

College of the Arts - 60
College of Arts and Sciences - 133
College of Business Administration - 22
College of Education - 66
College of Nursing - 8
Odum Library - 9
Graduate School - 1

*Updates to guidelines to begin on July 1, 2013: Award amount increased as follows: two awards during the fiscal year at \$1000 each or a one-time fiscal year award of \$2000.

Research Seed Grant Funding:

One competition for Fall semester and one for Spring semester.

Total number of Awards made for FY14: 10 in Fall, 21 in Spring = **31**

Total amount of awards: \$53,027 + \$115,418 = **\$168,445**

Awards granted by College and Division are:

College of the Arts 3
College of Arts and Sciences 16
College of Business Administration 2
College of Education 9
Library 1

Attachment J

Diversity and Minority Committee
Meeting Information Sheet

Chairperson/Responsible Contact: Sean Lennon

Purpose of the Meeting: Semester meeting – introductions, review of last year, discuss new agendas

Date: 11/8/13 **Time:** 10:00 – 2:00 **Location:** Dean’s Conference Room -COE

Members present:

Linda Jurczak
Sean Lennon
Sudip Chakraborty
Tom Hothschild
Crystal Randolph
Deborah Davis

Ex Officio Members present:

Maggie Viverette

Student Representatives present:

Crystal Hamilton
Yekatezina Solomkine

Agenda:

- A. Introduction of committee and members present, including student representatives**
- B. Introduction of Maggie Viverette, her office and what it is she does for the campus – delineated into last year’s discussion of where and what this committee should do to augment and complement the other diversity and equity committees and programs already on campus**
- C. Ask student representatives what they felt was needed**
- D. New ideas for upcoming year:**
 - 1. Possibly looking at a grant for the committee to pursue**
 - 2. Training of faculty, community members, etc. on diversity?**
 - 1. Units of instruction**
 - 2. Volunteers?**
 - 3. Certifications, credits?**
 - 4. Tabled discussion for future meetings**
- E. Discussion of Safe Spaces on campus (GLB)**
- F. Continued discussion on breadth of diversity and what the committee should focus on**

Links to Grants:

1. **NEH – Essential Questions** – (This is the most likely choice at this time)

<http://www.neh.gov/grants/education/enduring-questions>

2. **Charles Stewart Mott Foundation:**

<http://www.mott.org/FundingInterests/programs/pathwaysoutofpoverty/improvingcommunityeducation>

3. **AAUW**

<http://www.aauw.org/what-we-do/educational-funding-and-awards/community-action-grants/>

Closing

As an introductory session the meeting went well but we lacked enough members to form a quorum and vote. However, the primary purpose was to discuss the concepts of potentially developing a program of study to help educate members of the VSU and Valdosta Community on issues of diversity. The grant was discussed as a means to implement such a program with the intent to educate non-student members of the population in diversity with a certification possibly being earned. Also to highlight such recognition from those that finished to encourage more to do the same. Minutes of this meeting were submitted to all members via email post

Follow up – in Between meetings I Sean Lennon) met with the Carol Willis in the Grant Developments Office as well as Meg Moore (Director of E-Learning and Dr. McKinney, President of the University. Though receptive to the idea it became apparent that the grant concept would not tailor to the limitations of a parliamentary committee

Diversity and Minority Committee

Meeting Information Sheet

Chairperson/Responsible Contact: Sean Lennon

Purpose of the Meeting: Semester meeting – introductions, review of last year, discuss new agendas

Date: 4/2/14 **Time:** 10:00 – 2:00 **Location:** Dean’s Conference Room -COE

Members present:

Eric Howington

Sean Lennon
Crystal Randolph
Tom Hothschild
Changwoo Yang
Deborah Davis
Lauren Braun

Student Representatives present:

Tamelia Hall
Julian Thompson
Tyler barker
Christopher Hellams

Agenda:

- A. Introduction of committee and members present, including student representatives**
- B. Tabled the Grant proposal from the following meeting**
- C. Brought to Committees attention Resolution #14-04 voted recently by the Student Government.**
- D. Discussion and Inquiry concerning document:**
 - 1. Most members of the committee were unaware of the document and its' requests**
 - 2. Discussion with student representatives concerning issues related**
 - 1. Retention and hiring of Minority faculty**
 - 2. Developing a new generation of school boosters**
 - 3. International students**
 - 4. Minority representation at orientations – primarily parents**
- E. Discussion of possibly moving committee to an ombudsman role**
- F. Continued discussion on breadth of diversity and what the committee should focus on**

Closing and Summary

Unfortunately the committee didn't accomplish as much as I would have liked but we did look and potentially address different avenues for it to being relevant. Since the Senate has become formally a faculty led institution the diversity and minority committee has been trying to develop a role in which it does not overlap other offices and groups. Though still adjusting we did look at diversity training and an ombudsman role, both still viable projects and/or directions in the future

Attachment K

Edward Davis Walker;

Cc:

Diane C Holliman;

Laura Bell Wright;

Dear Dr. Edward Walker, President of the Faculty Senate at the Valdosta State University:

I respectfully present the following report concerning the activity of the Technology Committee during the academic year 2013-2014.

One meeting was schedule in October 24, 2014, but the agenda was not clear since due to the fact that no meeting took place in Spring 2013, there were no old/new business to discuss. Most of the issues related with use of technology in classrooms and by the university staff brought by some members in this meeting could be easily handled by the IT Help Desk at VSU.

I tried to schedule a second meeting during Spring 2014, but due to the fact that several members of the Technology Committee were not working in VSU anymore, by the impossibility of finding a good time for meeting, and by dealing with more important matters for the Faculty Senate such as the Academic Schedule for 2015-2016, no meeting was taken place during Spring 2014.

I strongly believe that the goals, methods, structure and scope of the Technology Committee should be clarified before the beginning of Fall 2014.

I deeply apologize for submitting this report after the deadline,

Respectfully,

Dr. Jose A. Velez-Marulanda

Assistant Professor

Mathematics & Computer Science

Valdosta State University

Attachment L

From: Michael G Noll

Sent: Friday, April 18, 2014 10:47 AM

To: Fred A Ware; Victoria A Russell; Grazyna H Walczak; William C Jimerson; Babacar Mboup; Irina B McClellan; Aubrey R Fowler; James Walter Peterson; Matthew J Richard

Cc: Laura Bell Wright; Diane C Holliman

Subject: Internationalization and Globalization Committee

Good morning everyone.

As of yesterday we officially have a new Standing Committee on Internationalization and Globalization (IGC) at VSU. The Faculty Senate also approved the changes to its bylaws, following its approval of the IGC bylaws at its March meeting ... and it appears that we already have a number of volunteers for this committee who submitted their names to CoCo.

Happy Easter!

Michael G. Noll.

Attachment M

From: Fred A Ware
Sent: Wednesday, April 30, 2014 1:33 PM
To: Michael G Noll
Subject: RE: Senate Executive Committee Meeting tomorrow

O.K. Here it is: Bill McKinney has invited an expert from the Association of American Colleges and Universities to lead an important event (speech + breakout sessions) focusing on the goals of our latest Strategic Plan. Meanwhile, an ad hoc committee of the Faculty Senate which was supposed to develop a response to the exiting new plan has never reported its recommendations to the Senate. I, among others, do not like the fact that the words "Study Abroad" do not appear in this document!

The committee which drew up the plan last summer insisted that study abroad is "implied" and Dr. Danahar pointed out that the deans would be charged with that responsibility individually. However, I kept telling those on the committee that we needed to make our plan compliment the University System of Georgia's umbrella strategic plan which specifies a high percentage goal of student involvement in overseas learning. There have even been numerical percentage goals published by the BOR in the past.

Just recently, the BOR has filled a long-vacant Directorship position there which includes International Studies. This person recently visited our campus. A new Provost is on his way here who will likely use our strategic plan as a road map or at least as a reference. I strongly believe that our plan should not just imply that we believe in study abroad but that is absolutely vital. Why not say it?

Our Mission Statement says we want to provide a "wealth of experience" for our students to "meet the needs of a changing global society."

Faculty development in the realm of internationalization and globalization is also seriously needed; teaching abroad is essential.

The Executive Committee needs to insist that the Faculty Senate respond immediately to the new strategic plan by adding studying and teaching abroad as specific measurable items. Action steps are needed.

Lets don't drag our feet. The Senate should take action at its next meeting. I can sympathize with the very busy committee members and the lack of time at Senate meetings, but "No report" will not do this time.

Thanks!

Fred

Fred A. Ware1, Jr., Ph.D.
Emeritus Professor of Management
Valdosta State University
Valdosta, GA 31698
fware@valdosta.edu

Attachment N

MEMORANDUM

To: Ed Walker, President, Faculty Senate

CC: Diane Holliman, Secretary Faculty Senate

From Russell F. Mast; Strategic Planning Steering Committee

Re: Faculty Senate Representation for Strategic Planning Steering Committee

Date: April 24, 2014

Last summer, the Strategic Planning Steering Committee, with input from numerous stakeholders, developed a VSU Strategic Plan for 2013-2019. Dr. Aubrey Fowler has served as the Faculty Senate representative. Due to Membership changes, I request that the Faculty Senate Executive Committee appoint a new representative. To encourage consistency, we would appreciate a representative who can serve more than one consecutive year. The Committee generally meets one or two times per semester or as needed throughout the year.

Attachment O

2014-2015 Faculty Senate Meeting Schedule (DRAFT)

	September	October	November +	February	March	April	May
Committee reports/requests for Agenda items in <i>Word.doc format</i> (4 weeks before Senate meeting)	21 Aug '14	18 Sep '14	23 Oct '14	22 Jan '15	19 Feb '15	19 Mar '15	23 Apr '15
Agenda to Executive Committee (1 week prior to Exec Committee meeting = 4 th or 5 th TH)	28 Aug '14	25 Sep '14	30 Oct '14	29 Jan '15	26 Feb '15	20 Mar '15*	30 Apr '14
Executive Committee meeting (1st TH)	04 Sep '14	02 Oct '14	06 Nov '14	05 Feb '15	05 Mar '15	02 Apr '15	07 May '15
Email agenda to Senators & announce via VSUFAC (1 week prior to Senate meeting = 2 nd TH)	11 Sep '14	09 Oct '14	13 Nov '14	12 Feb '15	12 Mar '15	09 Apr '15	14 May '15
Faculty Senate Meeting (3rd TH)	18 Sep '14 UC Mag	16 Oct '14 UC Cypr	20 Nov '14 UC Mag	19 Feb '15 UC Mag	19 Mar '15 UC Mag	16 Apr '15 UC Mag	21 May '15 UC Cypr
Items to President for approval (1 week/5 working days after Senate Meeting=4 th TH)	25 Sep '14	23 Oct '14	04 Dec '14+	26 Feb '15	02 Apr '14+	23 Apr '15	28 May '15
Minutes to Senators (Email, VSUFAC) & Library (2 weeks/10 working days after Senate meeting)	02 Oct '14	30 Oct '14	04 Dec '14	05 Mar '15	09 Apr '15	30 Apr '15	04 Jun '15

+ = Items to Pres. for approval should be 27-Nov-'14, but b/c this is Thanksgiving, these will be sent on Dec. 4th.

+ = Items to Pres. for approval should be 26-Mar-'15, but b/c of Spring Break, these will be sent Apr. 2nd.

* = b/c Spring Break will be March 23-27, 2015, this will require a shift in the due date of the agenda to the Executive Committee, should be 27-March-'15, but will be 20-March-'15.

Other Important Dates (Please see *Senate By-laws*)

All minutes & records to library (2013-2014)	30-Jun-'14
Annual Faculty Senate Report (2013-2014)	01-July-'14
Elected Senators assume duties	01-Aug-'14
Terms of committee members begin	01-Aug-'14
Committees send schedule of planned meetings to Committee on Committees	01-Oct-'14
Committees submit report on goals, etc. to Executive Committee	01-Oct-'14
Committees to submit written rules governing their procedures sent to Library	01-Oct-'14
Committee on Committee notifies Deans/Directors on Statutory Committee & Senate elections	01-Nov-'14
Nominating Committee proposed (last Senate meeting of Fall Semester)	20-Nov-'14
Deadline for Colleges/Divisions to Conduct Statutory Committee & Senate elections	16-Jan-'15
Election of Executive Secretary (2 nd Senate meeting of Spring semester)	19-Mar-'15
Committees submit written annual reports to Exec. Secretary (1 month prior to May Senate meeting)	02-Apr-'15
All minutes and records to library (2013-2014)	30-Jun-'15
Annual Faculty Senate Report (2013-2014)	01-July-'15

Attachment P

Issue #1: Low salaries based on 85% of CUPA averages using large, masters granting public universities with no collective bargaining.

People decide where to apply and accept offers based usually on location, salary, type of university, with very little thought to the collective bargaining status of the university. In the most recent adjustment only non-collective bargaining institutions were used, and these institutions generally have lower salaries. By using these salaries as our target goal, it will be hard to “attract and retain talented employees from diverse backgrounds...” (VSU Strategic Plan Goal 5). In addition, including only non-collective bargaining institutions results in a southeastern salary study and not a national salary study (see map attached).

If VSU truly wants to bring highly qualified faculty with diverse backgrounds it needs to include collective bargaining institutions in its salary studies and offer competitive salaries at all faculty levels.

Issue #2: By not taking into account previous merit raises, mediocrity is rewarded during these salary adjustments.

With an earlier salary adjustment (~2008-ish) and again with the most recent adjustment, when salaries are adjusted to an average salary, it cancels out any merit raises that a faculty member may have earned.

Example Scenario:

With respect to the most recent salary adjustment if a person received any merit raises in the past, then this person would be slightly below (or above) the 85% of CUPA average and would have received a small (or no) salary adjustment to reach the 85% target, but a marginal faculty member who did not earn any merit raises would likely be further below the 85% target. This under-performing faculty member would now be brought up to the same target salary as an exceptional faculty, thus negating any prior merit raises.

Why shoot for excellence when mediocrity brings you to the same pay level eventually?

Issue #3: Depending on when faculty are hired and go up for promotion, there can be a faculty member who has been here longer, but who will be earning less than a faculty member who has been here for shorter periods of time.

Example Scenario:

During the year of the salary adjustment study Faculty A submitted his/her promotion material after 5 years of being an assistant professor and was approved for promotion and tenure. At the start of the 2013-2014 academic year this faculty would receive \$4,000 salary increase from the promotion, but 0% from the salary adjustment.

At the same time Faculty B was an assistant professor for 4 years (he/she was hired the year after Faculty A). From the salary study this person earned 4 years*0.5%/year = 2% increase. Now during the 2013-2014 academic year Faculty B goes through the promotion and tenure process

and is successful. At the start of the Fall 2014-2015 academic year this faculty will also earn the \$4,000 salary increase due to the promotion.

Summary:

Faculty A: $50,000(\text{salary}) + 0 (\text{salary adjustment}) + 4,000 (\text{promotion}) = \$54,000$

Faculty B: $50,000 (\text{salary}) + 1,000 (\text{salary adjustment } 2\% \text{ of } 50,000) + 4,000 (\text{promotion}) = \$55,000$

So despite have one year more of experience at VSU and all other things being equal (since this wasn't a merit raise) Faculty A will earn \$1,000 less than Faculty B. Will there be adjustments to correct this issue in the future?

Issue #4: Adjunct salaries needs to be increased.

These salaries are not competitive. For example, an adjunct working at North Florida Community College can earn more teaching smaller classes. The low salary also affects tenure-track and tenured faculty who fill in for other faculty who are unable to fulfill their teaching obligations are paid the adjunct rate.

It will be easier to find competent faculty to fill in as necessary if adjunct salaries are competitive.

Issue #5: Faculty who teach study abroad courses need to be compensated fairly for the number of hours taught, which may lead to an increase in faculty and student participation in study abroad programs.

Currently, science faculty who teach 4 credit hour courses abroad are only paid for 3 of these hours (10% of salary). There is no financial incentive to teach 4 hour classes abroad when the faculty member can teach the same course at VSU and earn salary for a 4 hour course on VSU's campus (13% of salary). In some majors (e.g. biology) a certain number of 4 hour lab based courses are required to earn a degree.

If VSU wants to prepare VSU students for a global society (VSU Strategic Aim 1) faculty should be compensated for the actual hours taught for study abroad, which will most likely lead to increased faculty participation and greater student involvement.

Conclusions and potential next steps:

1. There must be a way to conduct salary adjustments and pay faculty (tenure-track, tenured, and adjuncts) fairly for the work they do whether on campus or abroad.
2. The Administration should not adjust salaries based solely on percentage, but retain the merit raises earned by individual faculty. A well-thought out plan should be developed, and one method may be a two-step calculation:

Step 1: Calculate everyone's "adjusted" salary based on a percentage of the target average CUPA salary (similar to what was done last year)

Step 2: Calculate additional amounts for merit raises by multiplying the merit raise % earned by the faculty member by the average CUPA salary at the rank when the merit raise was earned (or alternatively use the % average salary from step 1), and add this to each individual person's salary. If a person has not earned any merit raises then they will earn no additional salary. However, if a faculty member has earned merit raises throughout their career, these will be taken into account and faculty who are truly "excellent" will earn a higher salary.

3. Problems that arose due to the weaknesses of the last salary adjustment (e.g. #2 and #3 above) should be fixed during the next salary adjustment and faculty salaries should be adjusted for future years.

4. The Administration needs to put in sufficient time to create a thoughtful and logical salary study, and not quickly throw one together last minute. This year the Administration lost an opportunity to engage the university community and its stakeholders in the development of an innovative plan that would continue to adjust faculty and staff salaries in years when funds are available.

5. This was not meant to be an exhaustive list, but will hopefully bring attention to the shortcomings of salary and salary adjustments at VSU.

Members and Visitors Present

*Indicates proxy

Executive Committee:

Ed Walker, President
Laura Wright, Vice President/President Elect
Diane Holliman, Secretary
Michael Noll, Parliamentarian
Tracy Meyers, Past President (ex-officio)

College of Arts:

J. Bickerstaff
L. Corbin*
T. Crane*
C. Hawkins
I. Jurczak (absent)
K. Murray
K. Paoletti
K. Winska*

College of Arts & Sciences:

T. Aiello
J. Allard*
D. Baracskey*
S. Chakraborty
M. Clegg-Hyer
J. Dunn
S. Fares
D. Fike*
V. Foyou (absent)
R. Gladwin
T. Grove
D. Hall
J. Harper
J. Jewusiak
S. Kregar*
A. Lazari (absent)
B. Mboup (absent)
N. McIntyre
K. Morris
O. Nikolova*
M. Noll*
M. Pufong (absent)
V. Russell
J. Velez-Marulanda
G. Walczak*

College of Business Administration:

G. Futrell
D. Kuhlmeier
A. Ostapski
T. Royle
E. Walker

College of Education:

K. Adams
L. Adams
J. Archibald
J. Baxter Graves*
D. Briihl
M. Carter
M. Grant
R. Green
D. Holliman
D. Lambeth*
S. Lennon
M. Sanger
R. Tsemunhu*
D. Wright

College of Nursing:

D. Atkinson*
B. Cohen
M. Schlairet*
S. Walters

Odum Library:

C. Drouillard (absent)
E. Rogers
L. Wright

COSA Representative (non-voting):

R. Lee

Student Senators (non-voting):

W. Jimerson

VSU Retiree's Association Representative (non-voting):

Fred Ware*

Proxies:

James Archibald for Rudo Tsemunhu
Diane Holliman for Ofelia Nikolov
Karin Murray for Tommy Crane

Dennis Marks for Fred Ware
Joel Harper for Emily Rogers
Theresa Grove for Jason Allard
Laura Wright for Jessica Graves
Sean Lennon for Dawn Lambeth
Karl Paoletti for Lynn Corbin
Deborah Hall for Darrell Fike
Jacob Jewusiak for Daniel Baracskey
Randy Gladwin for Sandra Kregar
Deb Briihl for Kalina Winska
Lynn Adams for Michael Noll
Victoria Russell for Grazyna Walczak
Bonni Cohen for Maura Schlairet
Tracy Meyers for Denise Atkinson

Visitors:

Angela Uyeno – Internal Audit

Joe Mitchell – Comm Arts