



FACULTY SENATE

Est. 1991

Debbie Paine
President

Kelly Davidson
Vice President/
President Elect

Bobbie Ticknor
Secretary

Dee Ott
Parliamentarian

Eric Howington
Past President

Meeting Minutes October 17, 2019, 3:30 pm University Center Magnolia Room

Items in **bold print** are items that require action by the Faculty Senate. Other items are for information only.

Special Request: At the request of the Senate's Executive Committee (fsec@valdosta.edu), any actions sent to the President (dgpaine@valdosta.edu) for possible inclusion in the Senate agenda should be accompanied by a written document with the rationale and purpose of the decision. The Executive Committee requests that these documents be submitted via email as a Word.doc attachment(s).

For the benefit of record keeping, we ask that senators and visitors please identify themselves when speaking to an issue during the meeting. Please use the microphones to assist with accurate recording. All senators must sign the roster in order to be counted present. If you have a senator's proxy, please place their name tag beside your name tag on the table in front of you.

1. Call to Order – Debbie Paine

The meeting was called to order at 3:31p.m.

2. Reading of proxies obtained prior to the meeting; Request additional proxies for those not given from Senators in attendance – Bobbie Ticknor.

Note: Please send an email to Bobbie Ticknor (bbticknor@valdosta.edu) regarding proxies a minimum of one (1) week prior to the scheduled Faculty Senate meeting or as soon as possible if an unexpected absence needs to occur.

3. **Approval of the minutes of the September 19, 2019 meeting of the Faculty Senate.**
<http://www.valdosta.edu/administration/faculty-senate/minutes.php> (See link here for minutes for all faculty senate meetings). – Dee Ott

The meeting minutes for September were approved.

4. Updates from President's Office: Dr. Carvajal and/or Dr. Smith

Dr. Carvajal:

He is aware of the concerns about the spousal surcharge. He took these concerns to the Chancellor. The Chancellor explained the healthcare costs for the University System are escalating at a rate of 7-8% per year. Pharmacy costs in the system increased by 29% in the past three years. There was a system task force created to review benefits. They recommended the surcharge in order to save \$5M. The total expected cost of premiums this year is \$47M. The committee is also considering not having just one insurance provider across the system. Each provider would be considered on a regional basis. This would allow for better negotiation power based on market competition.

Dr. Carvajal also wanted to remind everyone the accreditation committee is beginning their work. The committee is headed by Michael Black. Please provide the committee with any documentation or other requests in a timely manner. The plan will be submitted in Fall of 2020. A visit by the accreditation committee will follow.

The Distinguished Alumni dinner is on October 18th. The homecoming festivities includes the dinner, a parade, and the Homecoming football game. Dr. Carvajal expressed the importance of faculty involvement in these events. Faculty participation is important to students, and they notice when we are there and when we are not.

Dr. Smith:

The Budget Advisory Committee will meet on October 18th at 9a.m. These meetings are open to the campus. The focus for that meeting was on the top three budget items in each academic area.

The Faculty Success Council is being chaired by Dr. Kate Warner. The goal of the Council is to remove barriers in policies and practices to provide opportunities for faculty success.

5. Ethics Week: November 11-17: Heidi Cox, Director of Internal Audit

Heidi Cox:

November 11-17th is the Annual Ethics Awareness week. There are various events including a scavenger hunt, movie night, and a new event in the VR-Lab. She also asked for nominations for the Blazer Creed Awards. There are three areas for nominations including civility, integrity, and citizenship. You can visit <https://www.valdosta.edu/administration/audit/ethics-week/ethics-award-nomination-form.php> to nominate faculty for this award. Each person can make two nominations. The deadline to nominate someone is November 11, 2019 at 5:30. Faculty, staff, and students are eligible for the awards.

6. Carl Vinson Institute of Government Salary Study: Alex Daman, UGA

Alex Daman of the Carl Vinson Institute provided an overview of the salary study conducted for VSU. You can access the presentation and notes on the study by:

- a. Logging into the MyVSU portal using your regular single-sign-on username and password (as you would to access email)**

- b. From the MyVSU homepage, select View All in the Portals section**
- c. In the Links pop-up menu, scroll down and select CVIOG Report**
- d. In the new CVIOG Report tab that opens in your browser, select CVIOG Report or CVIOG PowerPoint from the red menu on the left side of the screen. The main section of the screen will contain links to view a variety of resources, including:**
 - **CVIOG Quick Facts (more details about the change in classifications)**
 - **FAQ (Frequently asked questions about the study and implementation plan)**
 - **VSU Classification and Compensation Study (CVIOG's Report)**
 - **CVIOG PowerPoint (presentation made at both COSA and Faculty Senate the week of October 14th, 2019)**

Highlights:

- **1200 faculty and staff positions were reduced to 175 classification profiles.**
- **The standard used to evaluate salary was 95% of CUPA-HR averages.**
- **167 faculty were identified as not meeting the salary minimums. There were also 22 12-month contract employees and 456 staff and administrative employees that did not meet the minimums.**
- **All inequalities will be addressed based on enrollment and funding. This will be done over a five-year plan. Each person identified will receive increases to their salary in 20% increments during this time. This will cost \$4,592,705. The first payout will be in February 2020 then again in October 2020. The final payouts will run in October 2021 to 2023. All employees will receive a letter explaining where they stand.**
- **All new employees will start at the new rate for each position.**

The following questions were asked:

- **CUPA and Association data may be conflicting. Some classifications may not be a part of each or either. What was done in these cases? Association data was used for validation purposes. Those positions that did not have this data or CUPA data were flagged. Industry standard salaries were evaluated and used in this case.**
- **How will the funds be dispersed? Will they be prorated? The actual dollar amount for each salary will differ from person to person but the 20% standard of increases will be used across all eligible employees.**
- **When will the letters go out? November 11, 2019.**
- **Will we have access to the tables of the report? Yes. In November when letters are sent out.**
- **What year CUPA was used? The most recent.**
- **Why not build in inflation? The framework used currently is "frozen in time" and does not include an increase in inflation. Merit pay is not included in this process. People above the minimums will not be eligible for the gap funds but can still obtain merit pay.**
- **What happens with promotions? When someone is promoted, they will be subject to the salary minimums of the new classification.**
- **There will be a rolling review every five years so the plan can be adjusted if recruitment becomes difficult in some disciplines.**
- **How does this compare to performance/merit criteria? Merit pay is based on performance. This study did not examine campus wide indicators of things such as research outcomes or the like. These can be included in the future.**

7. Old & Unfinished Business

a. Statutory Committee Reports

- i. Academic Committee (fs-stat-ac@valdosta.edu) – Sheri Gravett; Find agendas and minutes here:

There was a request at the last meeting to deactivate the BAS in Human Capital Performance.

<https://www.valdosta.edu/academics/registrar/academic-committee.php>

- ii. Committee on Committees (fs-stat-coco@valdosta.edu) – Peggy Moch

All positions for the Grievance Committee have been filled. Dr. Don Thieme volunteered to fill the remaining Parking Advisory Committee position.

- iii. Faculty Affairs (fs-stat-fa@valdosta.edu) – Ryan Smith

Remand work on the Faculty Evaluation Model (FEM). The committee will work with Dr. Sheri Gravett, Dr. James LaPlant, and Dr. Darrell Ross.

There were questions about why the faculty evaluation model (FEM) was rejected last year. Members suggested that part of the reason is that it gave department heads more power. The plan also had to be fully approved or not approved at all.

Other discussions included the need for the FEM to reflect what we really do. This includes adding the new engagement effort on mentoring.

There were also questions about the four-point model. Some suggested it should be a five-point model. Many agreed that the two-point model is not adequate as it does not include enough data points. It was noted that the SOI changes should also be a part of this process.

The proposed FEM was emailed prior to this meeting. Dr. Paine recommended that every senator review the previously submitted plan and provide feedback. This is the plan that the new committee will use as a starting point of discussion. Any comments about the FEM can be sent to the faculty senate executive committee. They will ensure that your feedback passed on appropriately.

- iv. Faculty Grievance Committee (fs-stat-fgc@valdosta.edu) – Mary Block
No Report

- v. Institutional Planning Committee (fs-stat-ipc@valdosta.edu) – Matt Roehrich

The committee has met and is currently looking at peer institutions on how the IPC is being used.

- b. Meeting minutes from the various committees should be sent to fsec@valdosta.edu **AND** to archives@valdosta.edu with "Archives Faculty Senate Papers" in the subject line. Please label minutes documents as shown in the following examples:

- i. Technology_Minutes_04-29-2018

ii. Academic_Honors_and_Scholarship_Minutes_08-28-2018

8. New Business

a. Standing Committee Reports:

- i. Academic Honors & Scholarships (fs-stand-ahs@valdosta.edu) – Mark McQuade

Only one nomination has been received for the Georgia Legislative Awards. You can still nominate students until November 15th.

Two faculty sponsors are needed for the Honors student organizations or they will no longer be offered on the VSU campus.

- ii. Academic Scheduling & Procedures (fs-stand-asp@valdosta.edu) – Jose Velez

No Report

- iii. Athletic Committee (fs-stand-ac@valdosta.edu) – Katherine Adams

No Report

- iv. Diversity and Equity Committee (fs-stand-dec@valdosta.edu) – Charles Talor

Their first meeting will be in November

- v. Educational Policies (fs-stand-ep@valdosta.edu) – Chunlei Liu

Remand work to review current SOI questions and update items with Smart Eval system

No Report

- vi. Environmental Issues (fs-stand-ei@valdosta.edu) – Evelyn Davis-Walker

Their next meeting will focus on campus beautification and the recycling program.

- vii. Faculty Scholarship (fs-stand-fs@valdosta.edu) – Can Denizman

The next FRSG will open during the first week of November.

- viii. Internationalization and Globalization (fs-stand-igc@valdosta.edu) – Steve Kohn

No report.

- ix. Library Affairs (fs-stand-la@valdosta.edu) – Hanae Kanno

No report.

- x. Student Affairs (fs-stand-sa@valdosta.edu) – Sarah Arnett

No report.

- xi. Technology Committee (fs-stand-tc@valdosta.edu) – E-Ling Hsiao

The committee continues to work on the faculty survey on technology. The goal is to finish the survey this semester and distribute it to faculty beginning in the Spring 2020.

9. General Discussion

There were no general discussion items brought to the floor.

10. Adjournment

The meeting was adjourned at 4:53p.m.

Faculty Senate Attendance & Proxy Sheet October 2019 Meeting

Please initial to the right of your name if you are present for this meeting. If you are a proxy for someone, write your name under "proxy name" next to theirs.

College of the Arts

Name	Initials	Proxy Name (please print)
Ian Andersen		Sarah Arnett
Sarah Arnett	SA	
Evelyn Davis-Walker	EDW	
Tamara Hardesty	TH	
Joe Mason	JM	
Mark McQuade	MMQ	
Melissa Pihos	MP	
Matt Roehrich	MR	
Ryan Smith		MS
Libba Willcox	LW	

College of Business Administration

Name	Initials	Proxy Name (please print)
Attila Cseh	AC	
Luis Gonzalez	LG	
Marko Horn	MH	
Eric Howington	EH	
Cindi Tori	CTG	Luis Gonzalez
Candace Witherspoon		

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College of Education & Human Services

Name	Initials	Proxy Name (please print)
Katherine Adams	<i>K Adams</i>	
Nicole Alemanne	<i>NA</i>	
Meagan Arrastia-Chisholm	<i>MAC</i>	
Jennifer Branscome		
Taralyn Hartsell	<i>TH</i>	
Diane Holliman		
E-Ling Hsiao	<i>eh</i>	
Hanae Kanno		Diane Holliman
Daesang Kim	<i>DK</i>	
Sakhavat Mammadov		
Hoa Nguyen		Debbie Paine
Debbie Paine	<i>DP</i>	
Alicja Rieger	<i>AR</i>	
Jamie Workman	<i>JW</i>	
Diane Wright		

College of Humanities and Social Sciences

Name	Initials	Proxy Name (please print)
Mary Block	<i>MB</i>	
Blaine Browne	<i>KB</i>	
Kelly Davidson Davidson	<i>KFD</i>	
Juliana Edmonds		
Fred Knowles	<i>FK</i>	
Steven Kohn		Blaine Browne
Babacar Mboup		
Beatriz Potter		
Rudy Prine	<i>RP</i>	K Knowles
Gabrielle Stellmacher	<i>GS</i>	
Charles Talor	<i>CT</i>	
Bobbie Ticknor	<i>BT</i>	
Brian Ward	<i>BW</i>	

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College of Nursing & Health Sciences

Name	Initials	Proxy Name (please print)
Michele Blankenship		Mallory Lane <i>ML</i>
Laura Carter	<i>LC</i>	
Mallory Lane	<i>ML</i>	
Dee Ott	<i>DO</i>	

College of Science and Mathematics

Name	Initials	Proxy Name (please print)
Anurag Dasgupta	<i>AD</i>	
Can Denizman	<i>CD</i>	
Ligia Focsan	<i>LF</i>	
Linda de la Garza	<i>LDG</i>	
Donna Gosnell	<i>DG</i>	
Chunlei Liu	<i>C.L.</i>	
Mitch Lockhart	<i>ML</i>	
Peggy Moch	<i>PM</i>	
Jose Velez	<i>Jose Velez</i>	
Donald Thieme	<i>DT</i>	

Odum Library

Name	Initials	Proxy Name (please print)
Catherine Bowers		<i>Catherine Bowers</i>
Emily Rogers		Catherine Bowers

Retirees Association Representative

Name	Initials	Proxy Name (please print)
David Boyd		

Council on Staff Affairs

Name	Initials	Proxy Name (please print)
Terence Sullivan	<i>TS</i>	

Student Senators

Name	Initials	Proxy Name (please print)
Jacob Bell	<i>K.P.</i>	Krupesh Patel

Faculty Senate Attendance & Proxy Sheet October 2019 Meeting

Please initial to the right of your name if you are present for this meeting.

Visitors

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