



FACULTY SENATE

VALDOSTA STATE UNIVERSITY

Faculty Senate
October 16, 2025, 3:30 p.m.

Meeting Minutes

[Faculty Senate Meeting October 16, 2025.mp3](#)

[October 16 Proxy and Senators.pdf](#)

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

1) Call to Order – Susan Boddie

2) Sign-in Reminder

3) **Approval of the minutes of the September 25, 2025, meeting of the Faculty Senate.**

Motion to Approve – Will Wise; Second – Shantanu Chakraborty. Vote: 36 in favor, 0 opposed, 2 abstentions. Motion passed.

a) See link here for minutes for all Faculty Senate meetings:
<https://www.valdosta.edu/administration/faculty-senate/>

4) President's Report – Susan Boddie

Susan welcomes everybody back from fall break and shares a couple of events from COA:

10/ 21 7am COA Breast cancer awareness month pink showcase.

10/23 6pm – Pops in the park fundraiser.

5) Updates from the Office of the President and Academic Affairs- Dr. Richard Carvajal and Dr. Sheri Noviello

Dr. Richard Carvajal Updates:

While you were taking the votes for the minutes, I was reminded of the meetings in Zoom where you were waiting for all the hands to go up. I certainly think this is better. I appreciate everything everybody is doing to re-instill engagement across campus. The campus is alive. I will add one more event, Homecoming is next week. It matters a lot to our students so I encourage you to be involved where you can. Be present, be seen, try to support the activities that they are engaged in. All the engagement is ultimately helping us in a variety of ways; you know our retention is the highest it has been in two decades.

Last week we got to finalize the enrollment numbers as part of the fall census. It's the day when the University System locks in that number and it got published broadly across system and it's also what we got funded off of. Compared with Fall 2024, fall 2025 is 1.3% increase and this is the 6th consecutive semesters increase.

Enrollment predictions updates: It's a 5-tier model with 3 being the most likely, 1 being poor performance. Their predictions have been incredibly accurate. We usually fall between tiers 3 and 4. The prediction was based on the trending information and the idea that nothing changes. We know much is changing. If nothing changes, we are looking at over 3% increase next fall. We can do better than that. We are heading in a positive direction.

Earlier this week, we had a significant announcement. I am sure you all saw the system message that Dr. Bill Crowe will be the interim president starting 1/1/2026. That is not a name that's unfamiliar. He is right here in this building. He has been working for some time with the Center for South Georgia Regional impact helping make connection between business and leadership. He has great experience in Texas, LSU system, and the UGA continuing education center. I am excited for his leadership. He is already on the job. We met several times. We will be searching for a permanent president led by USG.

Provost Dr. Noviello Updates:

Thank you for all you are doing and have done to make such a difference in our enrollment projection. This is exactly what we can do when we come together for a united goal.

Public Syllabi: We continue to have conversations on public syllabi posting. Michael Black is currently working on a one-page instruction. Our goal is really to have one syllabus, one posting. More updates to come.

Public CV: Michael is also working with Deans, Associate Deans, and Department Heads on getting our CVs posted. Week after next week, all Provosts from system offices will meet for a 2-day meeting we have every fall. I know CV posting and public syllabus posting will be discussed. I may have some updates to bring back.

University Council Meeting: We approved two new policies: AI acceptable use policy and a Remote work policy. We have 4 current policies we revised: Stakeholder Communication policy, Free expression and assembly policy, Sexual misconduct and title IX, and Telework. Dr. Black will be sending out the final version of the policies to you.

Q&A:

Q. I have read the free speech policy, and I am just wondering, we are demolishing the Langdale hall, which was supposed to be the assembly area. Is that being considered? Is there a new area?

A. Palms Quad will still be there. It's adjacent to Langdale hall. We are probably having some free space after the demolition of the Langdale hall with grass and lights.

Q. Do we have any updates on the USG with respect to the recent H1B changes, especially with respect to hiring?

A. We have not received any updates. We are working with our current employees and attorney. Even the attorney does not have any updates. Because there are so many unknowns. VSU will not be sponsoring any new temp residency process or new hires.

Q. Just to understand clearly, if we are looking at hiring new faculty, we should not go for those who need new H1Bs?

A. The administration has put out if an institution wants to sponsor someone; it costs \$100,000. The university system has made it clear we are not going to do that in Georgia University System. That does not mean we will tell someone they can't apply. The applicants must handle the cost themselves. We are waiting for additional guides. We advise folks to limit travel overseas.

Q. If we have faculty exchange for one term with J1 VISA. Is it ok?

A. It's not noted in this, but for all of these, we will pay attention to.

Q. I think we are in the green area in terms of enrollment, how about in terms of where we are at the credit hour generation overall?

A. What I will say is we know that we are sitting in a good spot in credit hours because it has absolutely improved. We also know that we haven't improved from a financial position. We are paid differently for each of three pots: online college, traditional undergraduate, and graduate school. Particularly graduate school increases, we were seeing a higher compensation level from the states for that enrollment, that has been one of the fastest growing portions of our population. So, 3300 students this fall in head count, we had a corresponding increase of credit hour certainly help our overall revenue as well.

6) Permanent Committee Reports

a) Academic Committee (fs-stat-ac@valdosta.edu) – Sheri Gravett;

Did not meet in October, it's a slower time of the year.

b) Committee on Committees (fs-stat-coco@valdosta.edu) – Kristin Kirchner

Megan Wood serving as proxy for Kristin Kirchner:

- COCO met on 10/15, to discuss upcoming election for next year
- Look out for communication with your college COCO representatives on vacancy within your college
- Discuss ways to lessen the overall service burden on faculty. Discuss the possibility of combining committees that share common goals and pare down the number of faculty on committee.

c) Faculty Affairs (fs-stat-fa@valdosta.edu) – Joe Mason

We met last week and formed a subcommittee to sift through the survey results. We are working on that and hopefully have something to share with the faculty senate by our next meeting.

- d) Faculty Grievance Committee (fs-stat-fgc@valdosta.edu) – John Dunn

No report.

7) Standing Committee Reports

- a) Academic Honors & Scholarships (fs-stand-ahs@valdosta.edu) – Chalise Ludlow

Joe Mason serving as proxy for Chalise Ludlow.

No report. Waiting for information about the GLARDA award and memo.

- b) Academic Scheduling & Procedures (fs-stand-asp@valdosta.edu) – Kelly Davidson

No report.

- c) Athletic Committee (fs-stand-ac@valdosta.edu) – Meagan

Will meet this Friday. Kristen volunteered to be the chair.

- d) Human Capital Committee (fs-stand-hcc@valdosta.edu) – Selena Nawrocki

No report.

- e) Educational Policies (fs-stand-ep@valdosta.edu) – Chris Dillon

No report.

- f) Environmental Issues (fs-stand-ei@valdosta.edu) – Mike Bochenko

Develop a plan for the Camellia trail.

Tallahassee offers a variety of Camellia trees that are more tolerable for the climate.

Conceptual drawings for the intersection of Patterson and Georgia. Design should be made available at the end of the semester.

Gardening Guild was created last year. Garden has been established behind the international program office. 100 students expressed interest in joining this in the Happening.

The committee allocates \$1500 to purchase and install a tree to memorize Dr. Most who is a part of our committee and MLIS program. The tree will be planted near the Odum Library, which we think she will appreciate very much. It will be a Red Buckeye tree.

Looking into installing a bat house on the north campus as a test site to determine the feasibility to add houses around the campus.

- g) Faculty Scholarship (fs-stand-fs@valdosta.edu) – Mary Beth Rousseau

Faculty Scholarship met on 09/29, we received 25 proposals, approved 20 and sent back 5 of them for resubmission.

- h) Internationalization and Globalization (fs-stand-igc@valdosta.edu) – Byeonghwa Park

No Report.

- i) Library Affairs (fs-stand-la@valdosta.edu) – Jodi Cronin

Forest Parker serving as proxy for Dr. Cronin. Email was sent to VSU faculty this morning from Ken Smith to remind material request for spring by 10/31. Please go through your department library liaison for those requests. Email notifying faculty about requesting books from the library contingency fund will be sent out on 10/27 and the due date will be 2/6.

- j) Student Affairs (fs-stand-sa@valdosta.edu) – Jieun You

Nathan Moates serves as proxy for Jieun You – First meeting is tentatively scheduled for next Wednesday 10/22 at 11am-12.

- k) Technology Committee (fs-stand-tc@valdosta.edu) – David Cole

New Committee Chair David Cole. Will be reaching out.

8) Unfinished Business

- a) Continue the communication on the Faculty Grievance document review.
- b) Updates on the Administrative review tool from Joe Mason.
- c) On behalf of the office of Vice President for Finance and Administration, following up on our conversation on August regarding building conditions. Traycee Martin and their team sent a detailed report and forthcoming project status of the report. The buildings include the HSBA building and Nevins. Other buildings include the Bailey Science, Odum Library, Power Hall, Education Center, and West Hall.

Q. Nevins has ceiling tiles ... from overflowing air handler. Whether these will be replaced?

A. Has already been replaced.

Q. Leaking was inside a room, leaking for quite a while in last 5-6 years, systematically replaced by plastic ones.

Q. Does VSU keep the Dorm repaired?

A. Under a different contract. We outsource housing facility maintenance to a company. It's a USG contract. Shannon McGee manages that contract. Shannon says there is a new facility manager assigned to this account this week, so we are working closely with this new manager. If you know something specific, please let me know. Also, the first you need to do is direct students to contact their RA to submit the work order.

Q. What is the fair amount of time a student submits a complaint, and they haven't heard anything happened and go to RA?

A. It depends on the type of work order. If it's an emergency, it's the same day.

New Business

a) Intellectual Property Committee presentation. – Dr. de Cruz & Dr. Sudip Chakraborty **Presented**.

Major questions: What it means? Who has ownership? How to share revenues?

When we are using university resources to create something with market value, who has ownership? For our scholarly work such as journal articles, there is no issue. Things are really getting complicated if the faculty uses university resources working with third party to create and market something.

The use of university resources is intentionally vague to avoid prescribing what can constitute all of the possible potential resources: equipment, time, or staff.

If you have a grant, and develop something with value, then University has the right to claim ownership.

Possible scenario: a music faculty creates a music album or conceives a music album idea during work time and uses the university resources to design and sell the album for revenue.

It is important to use the IP committee as soon as you can by reaching out to the IP committee or OSPRA, fill out the form. It should be done as soon as possible to avoid future complications. The form is on the OSPRA's website. The IP committee is co-chaired by Shani Wilfred and Justin Arrington. Each college has a representative on the committee.

What we are really talking about is anything that produces monetary value, like a book. The IP committee reviews the line of ownership to determine if the university resources were used. The committee will help you determine that. This is the policy of the university. OSPRA is in charge of this policy.

If you are paid to design a course for OCCA, it's university owned.

Q. USG gives 8-5 office hours. For example, if faculty member after 5 pm in his own time works on a book, does it fall into this concept of using the university resource?

A. It depends. If the faculty member is using the time outside of the in his or her own place to develop something with market value. If there is no market value, nobody cares. If it does, what kind of

university resources have been used? Working outside of the hours does not mean the faculty didn't use the university resources. So that's why conversation is needed between the IP committee and creator.

Q. So any kind of project needs to contact the committee before moving forward?

A. Not really. Our time is not tied to 8-5pm. So again, coming back, what kind of resources are being used. It's a good idea to check with the committee, maybe just a brief conversation. If there is any doubt, you are safe to move forward. And if you are working on something, reach out before it's marketable. Not necessary when you just begin to have an idea.

Q. Are you saying OCCA class is potentially under revenue sharing?

A. I used it as an example. University paid the faculty to create the course; you don't have the ownership necessary. You can't take it with you if you leave the university.

Q. What about the course being repeatedly taught and generated revenue, big money maker, The faculty partaker any of that revenue?

A. No, since you are hired to create the materials, then it's university owned.

b) Review the documents post tenure pre and post tenure

Motion to Review – Meagan Wood Hopkins; Second – Jiyeon Jung.

Dr. Noviello updates: there is a system-wide promotion and tenure audit. Recommendation coming out of the audit specifically for VSU.

- Inclusion of student success activities in the process.
- Checklist was not a recommendation. But each step should be completed and documented.
- Pre-tenure did not mirror the post-tenure review process. Dean level review should occur at both the pre-tenure review and the post-tenure review.
- Clarify the 3rd and 5th year review for non-tenure track faculty.

Q. So the addition of the Dean's review is mandated by the USG for post-tenure review?

A. It needs to mirror the pre-tenure review. The dean should be able to provide input to both processes.

Q. Is Georgia on probation for AAUP for its treatment of post-tenure review?

A. I am not aware of any such status.

Q. Are there any dates for promotion and tenure?

A. There is a timeline on the same website.

Vote: 34 in favor, 3 opposed, 0 abstentions. Motion passed.

Motion passed.

Thank you, Dr. Noviello for the explanations and Dr. Gravett for answering questions.

9) Adjournment

Motion to Adjourn – Donna Gosnell; Second – Catherine Bowers. Meeting adjourned.

Reports and agenda items due to president: (sboddie@valdosta.edu) by October 23rd.

At the request of the Faculty Senate Executive Committee (fsec@valdosta.edu) any actions sent to the president : (sboddie@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 attached as Word documents.

Proxies sent to secretary (xren@valdosta.edu): the week before the meeting or sign in on the day of the meeting

Next Faculty Senate meeting: November 20, 3:30 p.m.

Attachments

- A. Agenda for the October 16 meeting
- B. Attachment A – Faculty Senate Calendar 2025-2026
- C. Attachment B – Faculty Senate Minutes 09-25-2025
- D. Attachment C – Post-Tenure and Fifth-Year Review checklist and instructions
- E. Attachment D – Pre-and Post-Tenure FEM updates