



FACULTY SENATE
VALDOSTA STATE UNIVERSITY

Faculty Senate

January 15, 2026, 3:30 p.m.

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) Declaration of proxies obtained prior to the meeting and request of proxies for those not given from Senators in attendance (sign-in sheet for proxies available).
 - a) Please send an email for the October meeting to [Xiaoai Ren](#) 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 November 20, 2025, meeting of the Faculty Senate.

Motion to Approve – Joe Mason; Second – Knicole Lee. Vote: 39 in favor, 0 opposed, 0 abstention.
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

- a) Committee chairs: Please send annual reports to [Susan Boddie](#)

Welcome back and hope everything is going great on campus. The key takeaway from the enrollment summit was optimism. Optimism should be the word of the day, the word of the week, and the word of the semester.

Welcome our wonderful Interim President Dr. Crowe! Dr. Crowe will be super visible on campus and throughout the community. Dr. Crowe talked about some great initiatives and plans. There are already things on the way. Thank you to Dr. Crowe for stepping in and setting us up on a really wonderful path for our next President down the road.

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

Dr. Crowe's President Reports:

Dr. Crowe thanked the faculty for their warm welcome. He is excited to be at the meeting and excited about the opportunity to move this institution forward together with staff and faculty. He urges faculty to be creative, to have fun and joy in what we do, and to appreciate the impact we have on students.

Most of the students' learning processes happen in the classroom, but also on campus with extracurricular activities. Outside of the classroom experience, the administrators' work should be supportive of what happens in the classroom: how can they make it more enjoyable and easier for faculty to do their work? How can they clean up the processes such as travel and application for grants? That's what the administrators are charged with to make it easy for faculty to do their work. Dr. Crowe mentioned that the provost office has been working hard on those and solved a lot of issues.

Dr. Crowe wants us to be optimistic and hopeful. VSU has a group of talented people. Dr. Crowe shared his email address wcrowe@valdosta.edu if people have ideas or comments, concerns, just shooting him an email and giving him an opportunity to explain things or to realize the issue. Perspective is important. He is open to those ideas.

Dr. Crowe mentioned we need to move fast. His **tagline** is Put your tennis shoes on. He has 6 months or so here as interim on VSU camps. He wants to make sure the new president can be successful.

Dr. Crowe hopes people take time to reflect on what they do and the impact they have on people's lives. At the end of this semester, when looking back, Dr. Crowe hope we can all say we accomplished something together, we removed some barriers, we did something made the students experiences better. If we can do nothing else, we can improve the culture of our organization – optimistic and realistic! There is nothing we can't overcome if we work together and decide to do it.

Provost Updates:

Happy New Year! The Pop-Ins with the Provost done in the last two and half years will be continued. Honey will work on emailing those dates, time and locations out to you. You are invited to join us. We have as few as 1 participant one time and another time as many as 30-40 people. I don't have agenda. It's an opportunity for you to ask questions, get clarification, or have a really good conversation about different things.

Michael Black will be implementing academic progress wellness report this semester. He has a report for every program that we offer here. More than 40 data points associated with that report. The reports go to the department heads. It will become a part of the conversations that they have with program coordinators and with faculty. This report brings awareness to where the program is as far as the success metrics such as the enrollment and graduation rate. It also let us know if we have programs that are trending down. Michael Black will be doing those reports. You should be hearing from your department heads or your program coordinators. If you don't, by March and April, you need be asking where that information is.

The most exciting thing – we have an academic affairs strategic plan; I was committed that this document does not sit somewhere on the shelves and collect dust. On Wednesday, 2/11/2026 from 8:30am-5:00pm, we are going to have a strategic plan's project reports. So, every element of the academic affairs strategic plan will be scheduled to report. The schedule will be sent out to the entire campus. You can come to the meeting during the time a topic that interests you is covered. You don't necessarily have to stay all day. We don't have a location yet.

Meeting minutes from 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:

- Technology_Minutes_04-29-2022
- Academic_Honors_and_Scholarship_Minutes_08-28-2021

Thank you for your assistance in getting and keeping our records up to date.

6) Permanent Committee Reports

- a) Academic Committee (fs-stat-ac@valdosta.edu) – Sheri Gravett; Find agendas and minutes here: <https://www.valdosta.edu/academics/registrar/academic-committee.php>

Academic Committee met for the first time this Monday and had its usual business among which are new tracks both are artificial intelligence in computer science and computer information systems, will be implemented next year. The notes appear on our [website](#).

Next meeting will be on 2/9/2026. If you have any items, they will be due 2/2/2026 and the meeting in March. This is to try to get the items through and you want them to be in catalog next year. Please get the items in.

I’ll also introduce you to our new catalog editor – Monica Close who is in our academic affairs office, she is graciously starting to work on the catalog materials. We appreciate Monica’s willingness to come in and help us.

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

Proxy – Haley Sherman

CoCo representatives from each college have been alerted vacancies within their colleges. They should be working with their deans or department heads to start elections to fill those vacancies for Fall. If you anticipate a change in your status because you are stepping down or leaving the university, stepping into a department chair role, please contact CoCo ASAP.

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

The committee did meet at the end of last semester and discussed and reviewed the administrative review tool and we will present it today at the end.

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

Susan Bodie – Continuing to work on updating the Faculty Grievance document, hope to have that as an agenda item for February meeting.

7) Standing Committee Reports

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

The committee collected all the applications for the GLARDA award. The committee will review and

vote on those. We are unclear where that information goes once we have that award. We will also be sending out a memorandum about the Annie Powe Hopper award, one of the most prestigious awards that we give students here at VSU. Please be aware of that and start to think about your students and fill out the information. We will do it via Microsoft Form.

Susan Bodie – The GLARDA award information should go to the President Office.

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

No report

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

Proxy – Haley Sherman

They will be sending out a Qualtrics link to nominate student athlete for awards. This will be emailed to you in mid-semester if you have student athletes in your courses. Please be thinking about that.

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

The committee is in the process of making final revision to a document designed to develop belonging, accessibility and engagement. We plan to present this policy to senate for possible adoption in February meeting.

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

No report

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

No report

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

Proxy – Christine James

Mary Beth will be sending out a call for a list of spring semester meeting dates.

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

No report

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

No report. The library contingency fund is due on 2/6.

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

No report

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

Proxy – Forest Parker No report

8) Unfinished Business

a) Faculty Grievance document revisions update.

b) Human Capital Committee bylaws update. Already done. The policy will be on the agenda for vote next month

9) New Business

a) **Updated Administrative Review Tool document**

Motion to consider the document – Chalise Ludlow; Second - Mike Bochenko.

Joe Mason speaks about the revised administrative review tool document.

This came to the committee because it was requested by faculty that we try to implement this again. Through extensive faculty feedback that we received, we were able to make meaningful, transparent and fair and actionable revisions to the questions that were asked in this review tool.

With Dr. Parker and Duke Guthrie, we started to go through and made the revisions. We took it to the committee and received final feedback. Faculty repeatedly expressed that previously the results were not always shared, feedback didn't lead to change, survey did not reflect real administrative impact. We set out to address these concerns.

The changes we did include:

- a. The survey questions can be customized by different administrative roles.
- b. Structured the questions by functional areas: communication, workload, budget, advocacy, community engagement, student success, transparency, fairness, P&T, faculty support, mentorship, planning, innovation vision...
- c. Focus on accountability.
- d. How can we make it most anonymous and ensure trust

Added by Forest Parker – Last year, this was tasked to the committee. We made a subcommittee. We had 76 very detailed survey responses and suggestions from faculty. Duke categorized the responses by themes, and we went through them.

Q&A

Q. How many questions are there?

A. I have to go and add them up.

Q. Is there any concern that it may be a little long? Are there any ideas maybe condensing it?

- A.** No, not at this time. We can't make any changes to that extent from the floor. Again, we were trying. You need a certain number of questions to make the survey meaningful. I guess you do this once for your department head, I hope people will spend a little bit more time on it.
- Q.** Thank you for your work, I think it's important. I wonder if you could explain a little bit of the thinking behind the questions where it says the person is in the first and second year of their role and ask you to compare them to your previous administrators, and then there is another one says compare with other administrators. But I am really more focused on the first and second year statement, why that was that rather than saying something like taking into account this person just started this role, and has room to grow, what advice might you have for them?
- A.** Sure, that was one of the suggestions by a number of faculty as comparing them to previous work done. This is someone new in the role and you are comparing them to a person who just left. If I am not mistaken, after they been there for two years, that item won't apply.
- Q.** I certainly see the value in that. Because so much of what we do as administrators, I can see they are longitudinal, it's not just gonna happen in one year. The comparison is kind of so much putting on the person that is not being evaluated. You probably can't change that.
- A.** One option is for you to vote it down. Last year, we opened this up to the full floor and got feedback, and then we sent out a survey and got more feedback. This is the combination of that. It's hard to discern what to leave out, what not.

Susan Bodie – If we ultimately decide that we would like to have some further revisions or reduction of questions, we do have the option to not has motion to approve it today. Let's have a nice and robust discussion on that.

Statement by **Catherine Bower** – On the list of the administrators and departments, Odum Library is excluded. I would like to ask for it to be included on behalf of my faculty and colleagues.

- Q.** I was hoping for a little bit more clarity on the process of what happens once these surveys were submitted. Where do they go? Who see them? What is their ultimate outcome?
- A.** Thank you! We will add that. We just have a tentative list. I will make sure we add that. The results will go to the immediate supervisor. It is not disseminated among faculty. It's kind of like your SOIs. Not that it couldn't be shared by your department head, it just was not shared automatically.
- Q.** It seems like you got to choose different questions for different levels of administrations?
- A.** Yes.
- Q.** Is this committee gonna pick that together or the provost gonna do it?
- A.** We have some guidance in the document talks about which items appear where. And basically, Barrie Fitzgerald will create it in Qualtrics. We always had some type of administrative review tool until the last provost determined this was not useful and it was stopped. After some discussion and some support from our current provost, it was decided that this might be something useful and other institutions are doing it. We took what we were already doing and modify it based on some robust

feedback from faculty.

Q. I can see some administrators may be needing to do it for the people above them. Is that the case?

A. It's not what we are looking at, this one is for the faculty piece.

Q. As someone who has put surveys together, we get feedback and we make revision. It takes a lot of time and energy. Thank you guys for doing this. We can try it and see how it goes and come back at some point and maybe make revision again.

Motion to put this document to a vote – Donna Gosnell; Second – Nandan Jha
Catherine Bowers – make the amendment by adding Odum Library to the list.
Motion passes

10) General Discussion

Dr. Kelly Davidson – Remind everybody to look at your email for call for abstract for the undergraduate research symposium, graduate faculty should receive similar information. If you have any questions, just let me or any other URC members know, and we will be happy to help you out.

Susan Bodie – Messiah on 2/14, Susan will be the soprano soloist. Dr. Sowell will be the Bass soloist. We got a number of faculty senators playing in the orchestra.

11) Adjournment

Motion to adjournment – AJ Ramirez; Second – Will Wise

Reports and agenda items due to president: (sboddie@valdosta.edu) by January 22.

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) by February 12th.

Next Faculty Senate meeting: February 19, 2026, at 3:30 p.m.

Attachments

- A. Faculty Senate Calendar 2025-2026
- B. Faculty Senate Minutes 11-20-2025
- C. Updated Administrative Review Tool document