

Brian Ring
President

Eric Howington
**Vice President/
President Elect**

Crystal Randolph
Secretary

Debbie Paine
Parliamentarian

Mike Holt
Past President

Meeting Minutes

September 21, 2017, 3:30 pm
University Center Magnolia Room

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

Special Request: At the request of the Senate's Executive Committee, any actions sent to the President 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 Word.doc attachments to fsec@valdosta.edu.

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 – Brian Ring
Meeting was called to order at 3:32 pm.
2. Reading of proxies obtained prior to the meeting; Request additional proxies for those not given from Senators in attendance – Crystal Randolph.

Note: Please send an email to Crystal Randolph (crandolph@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.

See attachment for attendance and proxies.

3. Approval of the minutes of the August 24, 2017 meeting of the Faculty Senate.
<http://www.valdosta.edu/administration/faculty-senate/minutes.php> (See link here for minutes for all faculty senate meetings).
Meeting minutes were approved with one abstention.
4. VSU President, Dr. Richard Carvajal: VSU Updates
President Carvajal was unable to attend the meeting. However, Dr. Smith gave several updates including reinstatement of the University Council which will assist with the strategic planning. The University Council will meet on Monday, September 25th to begin working on

a vision statement for the university. Dr. Smith and Dr. Carr are co-chairing the student success council and are assessing avenues to increase the retention rate for students. They are asking faculty to please complete the Grades First evaluations that are distributed by athletic leaders for students involved in VSU athletics. Hiring of faculty is an ongoing process; Dr. Smith has been receiving hiring plans from the deans.

During this time, Andy Ostapski made a statement concerning faculty that was asked by campus police to leave campus buildings during the Hurricane Irma. Faculty were seeking refuge and Dr. Ostapski was concerned that campus buildings are not available 24/7. Dr. Smith stated that the president's cabinet would have a discussion in relation to access of campus buildings.

Deborah Hall asked a question in regard to prioritizing faculty hiring. Dr. Smith stated that he is process requests as expediently as possible.

5. Police Chief, Alan Rowe: VSU Crime Report & Updates on Campus Carry Legislation (GA HB 280)

Mr. Rowe was unable to attend the meeting but will attend the faculty senate meeting in October to discuss the crime report and provide updates on the Campus Carry Legislation.

6. Old & Unfinished Business

a. Statutory Committee Reports

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

No report. Unable to meet due to Hurricane Irma; First meeting will be held in October

- ii. Committee on Committees (fs-stat-coco@valdosta.edu) – Catherine Bowers: Progress on Vacancies or Assignments?

There are a few vacancies that will be filled soon.

- iii. Faculty Affairs (fs-stat-fa@valdosta.edu) – Bob Spires – **Instructional Conflict of Interest Policy and Conversion from Tenure Track to Non-Tenure Track Policy (See Attachments A and B)**

The Instructional Conflict of Interest Policy was voted on and approved by all senators with one abstention. The Conversion from Tenure Track to Non-Tenure A form created for the policy was voted on and approved by the majority with one nay and 2 abstentions. During discussions, some senators were concerned that administrators may use this policy to convert tenure track lines to non-tenure track lines.

- iv. Faculty Grievance Committee (fs-stat-fgc@valdosta.edu) – Marty Williams

No report

- v. Institutional Planning Committee (fs-stat-ipc@valdosta.edu) – Jennifer Beal

No report

- b. Meeting minutes from the various committees should be sent to FS Secretary (Crystal Randolph (crandolph@valdosta.edu)) to be uploaded to the Faculty Senate website **AND** to the library (archives@valdosta.edu) with "Archives Faculty Senate Papers" in the subject line. Minutes from 2013-2014 and 2014-2015 meetings from the various committees should be sent so these documents can be archived properly. Please label minutes documents as shown in the following examples:

- i. Technology_Minutes_04-29-2015

- ii. Academic_Honors_and_Scholarship_Minutes_08-28-2015

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

c. The revised VSU *Statutes* are under continued review between the faculty senate executive committee and the president's office. The goal is to have the *Statutes* up for a vote in the Spring of 2018.

7. New Business*

a. Standing Committee Reports:

- i. Academic Honors & Scholarships (fs-stand-ahs@valdosta.edu) – Neena Banerjee
- ii. Academic Scheduling & Procedures (fs-stand-asp@valdosta.edu) – Jacque Wheeler
- iii. Athletic Committee (fs-stand-ac@valdosta.edu) – Heidi Gonzalez
- iv. Diversity and Equity Committee (fs-stand-dec@valdosta.edu) – Tamara Hardesty
- v. Educational Policies (fs-stand-ep@valdosta.edu) – Kendric Coleman
- vi. Environmental Issues (fs-stand-ei@valdosta.edu) – Deborah Hall
- vii. Faculty Scholarship (fs-stand-fs@valdosta.edu) – Roger McIntyre
- viii. Internationalization and Globalization Committee (fs-stand-igc@valdosta.edu) – Rebecca Gaskins
- ix. Library Affairs (fs-stand-la@valdosta.edu) – Shaunita Strozier
- x. Student Affairs (fs-stand-sa@valdosta.edu) – Gabrielle Stellmacher
- xi. Technology Committee (fs-stand-tc@valdosta.edu) – Marc Pufong

* **No new business were reported by Standing Committees.**

- b. Request for Final Exam Schedule Changes (see Attachment C, remand to Academic Scheduling & Procedures. While on this topic, what about considering a full finals week, Monday-Friday, rather than Tuesday-Friday?

This topic was remanded to the Academic Scheduling and procedures committee.

- c. Selection of 5 Faculty to serve on the newly forming Budget Advisory Council (BAC). The BAC is replacing the Planning & Budget Council (PBC). Previously, the chair of the Institutional Planning Committee (IPC) served on the PBC along with another Senator. We can maintain this representation as fellow senators Jennifer Beal (IPC chair & COEHS member) and Mitch Lockhart (COAS member) have both agreed to represent their colleges. However, remaining colleges need one volunteer or nominee (i.e. COA, COBA, & CONHS). We need to determine these remaining senators today.

The BAC will function in a similar fashion as the PBC without the planning. The members of the BAC will discuss and determine the terms of the voting members and will discuss procedures used to operate the BAC. At this time, budgetary requests will be continued to be ranked by units, then forwarded to the Dean's Council for ranking and then forwarded to the BAC, which will be able to modify rankings. Mike Holt proposed that the member of Library be able to have a voting member of the BAC. Dr. Smith agreed that a member of the Library could serve as a voting member. At this time, the BAC consists of a dean, a department head, the president's cabinet members, 5 faculty, and 5 staff. The faculty members representing each college include Jennifer Beal, Mitch Lockhart, Collin Walker, Cindi Tori, and Dee Ott. The BAC will meet, at a minimum, this fall and again in the spring.

8. General Discussion

- a. Library Survey Reminder, please answer the survey here: <http://bit.ly/OdumLibQual>

After completing the survey, you can enter your name to win one of several Amazon gift cards.

b. Continued discussion on potential recommendations toward improving faculty retention and morale.

Prior Areas of Discussion (August 2017 Meeting):

1. Lengthy Purchasing Process

2. Salary Study

The faculty salary study was addressed by Tracy Martin and Dr. Smith. The Carl Vinson Institute has been contacted to complete the study. Peer institutions will be taken into account. The university is expected to receive a quote from the research company in approximately two weeks. This is an ongoing issue that is continually being addressed. Dr. Smith stated that the faculty and staff will be accounted for and results of the study will be shared university-wide. Workload will not be taken into account because of the variability factors of each unit.

3. Retention of Faculty

The workload of faculty was discussed. Dr. Smith stated that he read the policies and was concerned that the policies seemed inconsistent. He thought it would be beneficial to continue the discussion of workload and he will continue to investigate workload policies at VSU.

Roger McIntyre discussed the attendance of faculty at orientations for transfer students during the summer that have been required for his department. He stated this has caused many issues especially when faculty members drive a long distance to come to orientations that may not contain students from his department. One concern discussed included faculty are not under contract during summer months and should not have to complete duties other than teaching. This proposition was remanded to Faculty Affairs to continue the discussion and find a resolution.

Andy Ostapski discussed the ORP versus TRS paid sick leave. The president of faculty senate addressed this discussion by stating the resolution has been sent to the USG faculty council.

Donald Thieme discussed the surprise of some faculty to learn that online classes were cancelled during Hurricane Irma. Dr. Smith responded that cancelling online courses was the most feasible option given power and internet outages for students and faculty during the storm. Donald also expressed a concern for faculty teaching Saturday courses, who felt uninformed about whether Saturday classes should still be held.

A question was asked in regard to standards about the number of students to make or fill a course. Dr. Gravett stated that there is no written policy but there are rules of thumb. For example, the minimum for undergraduate courses is 20 and for graduate courses, 15. Several senators expressed concern that students may not stay at VSU because courses they need may not be offered. Therefore, students transfer to other institutions to complete their degree. A senator stated that Dr. Kelli Brown, previous interim president, recommended that more online courses be offered to allow students to be able to go home and save money with the hopes of increasing retention.

Adam Slaton, SGA representative, expressed a concern in pay of faculty when teaching abroad. When faculty teach a 4 credit course in the summer at VSU, they are reimbursed at 13.5%; however, if the faculty teaches the same course abroad, they are only compensated

at 10%. He stated that he is one of many biology students that would like to study abroad but is concerned that faculty in the department will not complete study abroad trips because of the decreased compensation. Dr. Smith stated that this is a concerning issue that he and Dr. Anthony Scheffler will continue to investigate.

9. Adjournment

Meeting was adjourned at 5:02 pm.

Attachment A: Instructional Conflict of Interest Policy

Instructional Conflict of Interest Procedure for Family Members of VSU Faculty

Policy

All members of the VSU community are expected to avoid conflicts of interest and conflicts of commitment that have the potential to directly and significantly affect the University's interests or compromise their objectivity in carrying out their professional responsibilities, including research, service and teaching activities and administrative duties, or otherwise compromise performance of these responsibilities, unless such conflicts are disclosed, reviewed and appropriately managed in accordance with the provisions of this Policy.

The University System of Georgia Ethics Policy provides a Code of Conduct applicable to all University System of Georgia employees. Item 11 of this code (see Appendix A) says that employees will "disclose and avoid improper conflicts of interest."

Definitions

Conflict of interest:

Relates to situations in which financial or other personal considerations, circumstances, or relationships may compromise, may involve the potential for compromising, or may have the appearance of compromising an Employee's objectivity in fulfilling their University duties or responsibilities, including research, service and teaching activities and administrative duties. The bias that such conflicts may impart can affect many University responsibilities, including decisions about personnel, the purchase of equipment and other supplies, the selection of instructional materials for classroom use, the collection, analysis and interpretation of data, the sharing of research results, the choice of research protocols, the use of statistical methods, and the mentoring and judgment of student work. An Employee may have a conflict of interest when he or she, or any member of that person's immediate family has a personal interest in an activity that may affect decision making with respect to his or her professional responsibilities.

Immediate family:

For the purpose of this policy, "immediate family" is defined as:

- Spouse/Ex-Spouse/ Domestic Partner,
- Parent/Step Parent/Guardian,
- Brother or sister,
- Son or daughter,
- Niece or Nephew
- Others living within the same household or otherwise so closely identified with each other so as to suggest conflict of interest.

Process

At VSU, a conflict of interest may be perceived when an immediate family member is enrolled in a faculty member's course. To help avoid any appearance of a conflict of interest, faculty and students should use the following procedures.

- A student may not enroll in a family member's course when there are other sections of the course offered in the same term.
- A student may not enroll in a family member's course if the course will be offered in a timely manner taught by a different faculty member and the delay would not impact timely progression. This determination is made by the Department/Unit Head.

If a student must enroll in a family member's course, all grading functions will be assigned to another faculty member. The instructor will not have access to, nor record, grades for the student. The Department/Unit Head may solicit names of faculty members from which to choose an evaluator. The assignment of a faculty member to grade student work will be made by the Department/Unit Head.

If there is no other qualified faculty member available to evaluate the student's work, the Department/Unit Head will appoint a panel of no less than three neutral faculty members with at least one member external to the department/unit. The Department/Unit Head may solicit names of faculty members from which to appoint a panel. This panel will review the grading of the student's work by the family member. The Department/Unit Head shall make the judgment of whether or not there is a qualified faculty member to evaluate the work.

If the faculty member involved is the Department/Unit Head, the Dean will fill the role of the Department/Unit Head in the above actions.

Violations

Violations of this policy as determined by the appropriate dean, director, or supervisor are considered misconduct on the part of a faculty or staff member and may be subject to institutional sanctions up to and including termination of appointment in accordance with applicable disciplinary procedures.

Violations include but are not limited to situations in which:

1. A faculty member or staff member knows of a situation that places him or her in a potential or actual conflict of interest or conflict of commitment but fails to disclose it fully, according to the policies of his or her unit; and
2. A faculty member or staff member discloses a potential or actual conflict of interest or commitment but fails to abide fully by the required plan for avoiding or managing the conflict.

APPENDIX A

8.2.20.5 Code of Conduct

We will

I. Uphold the highest standards of intellectual honesty and integrity in the conduct of teaching, research, service and grants administration.

II. Act as good stewards of the resources and information entrusted to our care.

III. Perform assigned duties and professional responsibilities in such a manner so as to further the USG mission.

IV. Treat fellow employees, students and the public with dignity and respect.

V. Refrain from discriminating against, harassing or threatening others.

VI. Comply with all applicable laws, rules, regulations and professional standards. VII. Respect the intellectual property rights of others.

VIII. Avoid improper political activities as defined in law and Board of Regents Policy.

IX. Protect human health and safety and the environment in all USG operations and activities.

X. Report wrongdoing to the proper authorities; refrain from retaliating against those who do report violations; and cooperate fully with authorized investigations.

XI. Disclose and avoid improper conflicts of interest.

XII. Refrain from accepting any gift or thing of value in those instances prohibited by law or Board of Regents policy.

XIII. Not use our position or authority improperly to advance the interests of a friend or relative.

Attachment B: Conversion to Non-Tenure Track from Tenure Track Policy

Policy

VSU Policy and Process for a Request to Convert to a Non-Tenure Track Classification

The Board of Regents Policy Manual 8.3.8 provides a mechanism for tenure-track faculty to request a conversion to a non-tenure track position. The policy stipulates that this conversion is solely on a voluntary basis (see Appendix A). The Academic Affairs Policy Manual 4.1 provides a sample document for this request (see Appendix B). This request must proceed from the faculty member and then be approved by the **department/unit head, dean, Provost/VPAA, and President.**

VSU Process

At VSU, faculty wishing to request a conversion from a tenure-track to a non-tenure track position must complete the form available in the USG Academic Affairs Handbook (Appendix B). In making this request, the faculty member should be aware of the **following:**

- 1) The request for conversion should not be based on performance issues; the faculty member must present evidence of extenuating personal circumstances that will necessitate this conversion.
- 2) The faculty member must make this request and have it approved before entering the fifth year of employment at the university.
- 3) This transfer may necessitate a change in rank, teaching load, and/or salary. The faculty member will lose any time in rank at the current position.

If the faculty member wishes to proceed, he or she should complete the form in Appendix B and attach a rationale for this conversion and any supporting documentation. This request should then move, if approved, from department/unit to dean to Provost. At any point, if the request is denied, the process ends at that point.

The following provisions shall apply to all non-tenure track professional personnel:

- Individuals employed in non-tenure track positions shall not be eligible for consideration for the award of tenure.
- Probationary credit negotiated at time of hire toward tenure shall not be carried over for service in non-tenure track positions.
- Notice of intention to renew or not to renew contracts of non-tenure track personnel who are members of the Academic Faculty shall follow the schedule required for the applicable faculty rank.
- Individuals employed in non-tenure track positions may submit an employment application on an equal basis with other candidates for any tenure track positions which may become available.

In considering this request, department/unit heads, deans, and the Provost should consider the following:

- 1) A departmental need exists for the changed role to be played by this faculty member.
- 2) The faculty member's annual evaluations up to that point are all satisfactory and

teaching is a particular strength.

- 3) The extenuating circumstances the faculty member outlines should not affect teaching performance.

If the department/unit head, dean, and Provost all approve, the form is forwarded to the President for signature.

Notification of Change

The Office of Human Resources must be notified regarding any changes in tenure or appointment status, following the required approvals outlined above.

Appendix A

8.3.8 Non-Tenure Track Personnel

The transfer of individuals from tenure-track positions to non-tenure track positions shall be effected on a voluntary basis only (BoR Minutes, 1982-83, pp. 255-256).

Appendix B

4.1 Convert an Individual in a Tenure-track Position to a Non-tenure Track Position Sample Form

Request for Convert to Non-tenure Track Classification

Date: _____

To: (Name & Title of Administrator)

I am currently employed as a non-tenured (Rank & Title) on tenure track at (Institution). In accordance

with the Policies of the Board of Regents, I hereby request that my present position be reclassified as non-tenure track effective: _____ (Date).

I am familiar with the non-tenure track policy of the Board of Regents (copy attached) and I make this request for reclassification of my position freely and voluntarily, without any assurance of retention, promotion, or reward by my superiors or others at this institution.

I understand that this request for re-classification may or may not be approved.

(Signature): _____

ACTION TAKEN:

I recommend that this request be:

(Approved/Denied) Department/Unit Head Date

(Approved/Denied) Dean Date

(Approved/Denied) VPAA Date

(Approved/Denied) President Date

Attachment C: Request for Final Exam Schedule Changes

To: Faculty Senate

From: Leslie S Jones, Associate Professor

Subject: Final Exam Schedule Requested Changes

Date: August 14, 2017

Existing Exam Schedule posted here: <https://www.valdosta.edu/academics/registrar/documents/fall-2017-final-exam-schedule.pdf>

Rationale: Currently there are two time slots for M/W classes that are scheduled for a Tuesday final exam. This makes it difficult for students who have class on Monday, just one day prior to their comprehensive exam.

Request: Please review the current exam schedule for a change that would rectify the above situation.