



FACULTY SENATE Est. 1991

Ed Walker
President

Aubrey Fowler
V.P. / President Elect

Diane Holliman
Secretary

Michael Noll
Parliamentarian

Tracy Woodard-
Meyers
Past President

Faculty Senate Minutes October 17, 2013

The Faculty Senate convened on Thursday, October 17, 2013 at 3:32 p.m. in the U.C. Cypress Room.

1. Call to Order by Ed Walker followed by a **10 minute Question and Answer session**: President McKinney *Questions have been submitted anonymously from the faculty. See Attachment A*

- a) Dr. McKinney gave a report on the young man involved in the incident on campus last Thursday night. Happy to report he is on his way to recovery. Information was not forthcoming due to request from the young man's family. Per the university protocol the campus was locked down.
- b) In reference to the Emergency Alert System – effective Monday we are operating as an opt-out campus and all cell phone numbers and office numbers available to the university have been added to the system. You have a choice to opt-out.
- c) An arrest has been made in the armed robbery that occurred two weeks ago – it started off campus and then involved the ATM outside the University Center. This ATM will be moved to the Student Union where there is more light and student traffic.
- d) University will adopt a more proactive approach to safety on campus. Directed Financial Affairs to provide a plan that will put more visible security presence on campus. Student Security Patrols will be re-activated.
- e) Due to thefts occurring in the Psychology and History Department in the form of books and an ipad from another department – discussion was held in regards to cameras and super grand master key inventory. President agreed to follow up on this with the key shop.
- f) Actions coming from the BOR: New performance funding formula will be based on three year averages of the following: 1. The number of students that obtain various credit hour goals through their career on campus – 15, 30, 60 or 90 credit hours. 2. The number of degrees granted – baccalaureate, masters or doctorate. We will get credit for transfers in. Will keep you informed once we actually see our weights. Our retention rate is up almost 3 points over last year.
- g) New health insurance plan will be rolling out. Some of the major changes will be along the lines of wellness. BOR is trying to hold the line on costs and undue burdens in terms of an increase in premiums. Will get information to you before open enrollment in November. Denise Bogart from HR stated the following: in reference to tobacco surcharge – must report employee and dependent use and could be charged. In reference to the flexible spending FSA pieces – will no longer be handled internally but by an outside company. Changes to the HSA account – no longer will be able to use our credit union – it will be mandatory to use USBank.

h) President stated he needs to know if there is a disconnect in regards to faculty feeling that they are not being heard in regards to the salary adjustments. Questions have come up about where the 85% number came from in reference to CUPA averages. This was the number that going into this fiscal year was a financially responsible number to use. Remember that recurring budget dollars had to be reallocated to put into the salary adjustments. Contact the President's office with questions. If he is not available for an extended period of time and it is going to slow down the process – he will get it over to the Academic Affairs office.

i) Question was asked in regards to the questions submitted from faculty that are unanswered due to time restraints. Would it be possible to answer and post online. President responded he would be glad to do that.

2. Approval of the minutes of the September 19, 2013 meeting of the Faculty Senate.

<http://ww2.valdosta.edu/facsen/meeting/minutes/index.shtml> (See link for minutes from September 19, 2013)

Approved.

3. New Business

a. **Resolution & Vote:** Making CUPA data available to faculty, requesting it, how calculations were made - Aubrey Fowler:

Aubrey Fowler reported Executive Committee in the process of drafting a resolution stating the desire to have all the CUPA data and any information non personnel related that is pertinent to understanding how the salary adjustments were made. It will be discussed at the next executive committee meeting and then it will be sent to everyone in time to vote on at the next meeting.

b. Statutory Committee Reports

Report from the Academic Committee –Approval of October 7, 2013 minutes

<http://www.valdosta.edu/academics/registrar/academic-committee.php> (See link for October 2013 minutes)

Motion was made by Michael Sanger, seconded by Lynn Adams for Faculty Senate to pre-approve all the Academic Committee minutes for the 2013-2014 year with the exception of where there is the need for an appeal. Ed Walker Called to question. Motion passed.

Committee on Committees - Laura Wright: Laura Wright reported all the standing committee rosters seats have been filled with the exception of some COSA and SGA seats. Diane Holliman is coordinating the Grievance Committee elections through Qualtic's. Rosters are posted on the Faculty Senate website.

Faculty Affairs - Karen Morris: New chair for the committee Katharine Adams reported that they have meet twice. Primary issues discussed: 12 month faculty being mandated to take their vacation time during December when the university is closed. The committee has looked at faculty contracts, BOR policy and are still in the process of gathering information to formulate a recommendation. Also discussed moving to a 3 tiered evaluation system for the yearly evaluations, felt it was a good idea to move to a more descriptive classification scheme but we are currently in the process of formulizing the language so that we can make a recommendation for that. After making these two recommendations – will move to the question of the SOI's.

Faculty Grievance Committee - John Dunn: No Report.

Institutional Planning Committee - Daniel BaracsKay: Aubrey Fowler reported as past chair – stated they have not met yet – hope to meet relatively soon.

c. Standing Committee Reports:

Academic Scheduling & Procedures - Said Fares: No report, but commented the committee will be considering: Thanksgiving break, Fall break, the extension of the final exams and the Spring break. Many issues but no resolutions to report at this time.

Academic Honors & Scholarships - Jimmy Bickerstaff: No report.

Athletics - Matthew Grant: Diane Holliman stated no report.

Educational Policies - Michael Sanger: No report.

Environmental Issues - Jason Allard: Reported they are working on their goals.

Faculty Scholarship & Research - Todd Royle: reported as of the last FSRC meeting roughly \$120,000 has been awarded for instructional improvement, course/curriculum and professional presentation proposals. Will discuss/review Seed Grants at November meeting.

Library Affairs - Colette Drouillard: reported that the email went out to all faculty for the Library Reference/Special Collections Pool request. Due on or before October 29th. Library Affairs Committee is scheduled to meet November 4th to consider and vote on the fall pool request.

Minority & Diversity Issues - Sean Lennon: No report.

Student Activities & Services - Vivianne Foyou: No report.

Technology - Jose' Velez-Marulanda: reported will have their first meeting in a week.

d. Special and Ad Hoc Committees reports

Bylaws Ad Hoc Committee - Ed Walker Report, Vote on Bylaws changes from September 2013 (Bylaw changes will be posted at Faculty Senate meeting, October)

Ed Walker read the changes at the September meeting. They were discussed at this month's meeting.

Call to question was made for all in favor of making the changes to the wording of the bylaws as proposed and indicated by the yellow highlighted (changes pertaining to the membership to include one person from the VSU Retiree Association as a non-voting member and term expirations for the President, Vice-President/President Elect, Secretary & Parliamentarian) and red strike-outs (changes pertaining to the Division of Social Work now under the College of Education and the merging of the student services committee and the student activities committee). Changes passed unanimously.

Laura Wright put forth a request that no fewer than one COSA member recommended by the President of COSA will sit on each committee. Vote was taken for those in favor of considering this as an amendment to the bylaws. Motion passed with one abstention.

Subcommittee has to be formed and must consist of three members: Laura Wright, Michael Noll & Deb Briihl volunteered to be the committee.

Report from Ad Hoc Committee to Update and Improve VSU faculty handbook, Chair ? – Gardner Rogers was chair of the committee last year and has agreed to stay on the committee. Need a senator to volunteer to chair the committee. Linda Jurczak volunteered to chair.

Special Committee to explore two day per week teaching schedule - Aubrey Fowler: reported it is up to each individual college to make their own schedule. Recommendation was made to dissolve the committee. Motion passed with one abstention.

Special Committee For Faculty Rights and Safety - Michael Noll: reported they have one meeting scheduled for next week which may be their last meeting where they will finish discussions and hopefully present a final report in either February or March.

Special Committee to look at the development of a standing committee to improve VSU internationalization efforts - Michael Noll & Victoria Russell: and have Victoria Russell reported they have met and have a group of faculty that are willing to serve. Will meet next Tuesday.

Adhoc committee to compose a response to University Strategic Plan - Ed Walker and Aubrey Fowler: Aubrey Fowler reported they have not met yet. Committee consists of himself, Tommy Crane and James Archibald. Accepted a request from a retired faculty member to include the Institutional Planning Committee in on these meetings.

4. Old Business - None

5. Discussion – Ed reminded Lynn Corbin to send an email to the committee requesting to remand to a standing committee to look into the past guidelines in regards to what time classes were to start.

Aubrey Fowler expressed his disappointment in the low number of attendees that attended the session with the search firm for the Provost selection.

6. Adjournment – Motion was made to adjourn. Adjourned at 5:05 p.m.

Anita Bosch
Administrative Specialist

Attachment A: **QUESTIONS SUBMITTED ANONYMOUSLY FOR PRESIDENT MCKINNEY.**

	What is your question for the President? (all responses are completely anonymous)
1	TESTING: just seeing how this thing works.
2	Test?
3	
4	Can more be done to assist with spousal hiring? We've lost two faculty members in our department due to this problem.
5	
6	
7	In last year's salary study only non-collective bargaining universities were chosen, and if these are plotted on a United States map it becomes apparent that it wasn't a truly national salary study, but a southeastern salary study. You have said that you plan on doing the a another salary study this year. Are you going to include all peer universities (ie large, public, masters universities)? What salary percentage will you be shooting to achieve this year? And, when will the new salary study get started?
8	
9	Can we PLEASE have fall break back? The students and faculty hit a burn out period mid October. We are almost here and the decline is evident. WELLNESS needs to be part of our scheduling considerations. I am really dissapointed that the Senate voted to nix that for next year as well. A very unhealthy choice. The FALL BREAK is absolutely needed. Let's think about the WHOLE community in regards to scheduling. Not just those who want to have off with their children for a week. You do realize that many faculty who pushed for this decision will now wrap up their classes the week before Thanksgiving break..... and perhaps that is also a motivation. aka , give their finals before Thanksgiving..... We give finals in our final time. and that leads me to DEAD DAY... DEAD DAY is crucial for those in the Arts - it isa huge art/music/theatere project presentation day. It is the only time in the schedule to present these capstone works. It is also an imporant study day that MY students need. Honestly, what is up with this "no break" approach to education at VSU? We are not robots and this is not a factory. Where is the condiseration for beign well in our educational institution ?
10	Why doesn't VSU (the NCAA Div II 2013 Football Champions) have its own football stadium? It's a bit embarrassing for a team touting such accolades to have to play in a High School stadium.
11	What was the source of the funding for the solar panels on the south side of the library? Was the faculty consulted in any way about this addition to the campus? Is there any truth to the rumor that the Oak Street Parking lot will be covered with solar panels? If so, have or will any environemetal assessments be conducted to assess the impact of all that construction on the animals and birds that use One Mile Branch as their safe corridor through that area?
12	When will the faculty and the campus community start hearing more about what projects are being planned and what infrastructure decisions are being made? The community was

	promised better communication from the President's Office but we haven't seen any new communication initiatives be launched just yet.
13	Is it possible for faculty (and non-hourly employees) to be paid bi-weekly, instead of monthly? Our current system is barbaric, especially for those faculty who don't get paid over the summer....even for the best "savers".
14	Can VSU do more to proactively serve the chronically underserved Hispanic/Latino population of the state by reaching out to encourage, recruit, & retain their children?
15	During the summer four administrative positions were created in the Office of the President. What was the process for creating these new administrative offices? What funding sources are used to pay these new salaries? I believe that these positions were filled by presidential appointment. In the future will openings in these positions follow open and public search procedures?
16	When performing "salary adjustments," why is it common practice to omit unionized universities?
17	I have been told that when a staff person is reclassified within their department, that the funding for the reclass must come from the Supply budget. Is this true and if so, why would I want to be reclassified if the students would suffer from a loss in our ability to supply them. (with paper, toner, etc.)
18	What is the possibility of 10-month faculty salaries being paid out over 12 months? I have zero opportunities for summer teaching and it is a real struggle to put away so much money every month to cover the mortgage, etc. This would also allow for the various deductions and insurance to be spread out more evenly.
19	
20	Is there any way that you could put more top level financial support and emphasis into study abroad programs? There have been plenty of "ataboys" and "attagirls" but many of us who gladly carry out these programs are never sure if we will break even. Faculty have often gladly sacrificed their time and energy with very little encouragement from department heads and deans who seem to think it's only our way of getting to travel overseas. Our students need global education and VSU should be leading the way among the USG comprehensive universities. Thank you!
21	You've publicly mentioned at the College of Arts and Sciences start of the semester faculty meeting that it is reasonable for new faculty to receive startup packages and that the amounts of these startup packages would meet the needs of the individual faculty, recognizing that certain fields of research are more expensive than others. Currently, new faculty get a couple of thousand dollars, which in many science fields is not enough to get a research program started. This low startup amount makes it seem like the administration is out of touch with the reality of the costs of starting up a research program as a beginning assistant professor. What are your plans to increase startup packages for new faculty who are hired this year and what are your plans, if any, to create a pool of funds that are not tied to the University's fiscal year that can be used for startup packages?
22	Was just wondering what the plans are for the empty lot (formerly Barnes Drug Store) at the corner of Brookwood and Patterson, across the street from the Communication Disorders building. It has been sitting empty for several years now. Could it be used for additional parking, if nothing else?
23	
24	It's wonderful that we are celebrating 50 years of integration this week. However, what are we doing as a university to ensure that our current administration (department heads and above) is more integrated?

25	So, now that we have been told that your statement that "across the U.S. CUPA numbers were used" when determining pay raises are absolutely false, would you care to explain how and by whom these numbers were derived? I know you have seen the map displaying the institutions that these CUPA data came from and the fact that almost all are southeastern and NONE are from union states. If Andy Clark was responsible for determining these numbers, is he the one we should direct our IRE against? We deserve, as a faculty, to know who is purposely, albeit badly, misleading us.
26	There seems to be some confusion about doing outside consulting work. Could you clarify whether faculty can do consulting or presenting/trainings during the work week?
27	Why does VSU not allow overload teaching for faculty during the semester? This seems to be a common practice at many other universities.
28	Why are faculty only allowed to teach 2 Summer courses?

* Blacks indicate that no questions were submitted.

Members and Visitors Present

*Indicates proxy

Executive Committee:

Ed Walker, President
Aubrey Fowler, 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
L. Jurczak
K. Murray
K. Paoletti*
K. Winska

College of Arts & Sciences:

T. Aiello (absent)
J. Allard
D. Baracskey*
S. Chakraborty
J. Dunn
S. Fares
D. Fike
V. Foyou
R. Gladwin
T. Grove
D. Hall
J. Harper
M. Hyer
J. Jewusiak*
S. Kregar
A. Lazari*
B. Mboup (absent)
N. McIntyre (absent)
T. Meyers
K. Morris
O. Nikolova*
M. Noll
M. Pufong
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 (absent)
B. Cohen
S. Walters

Odum Library:

C. Drouillard
E. Rogers*
L. Wright

COSA Representative (non-voting):

R. Lee

Student Senators (non-voting):

W. Jimerson

Proxies:

Tommy Crane for Ofelia Nikolova
Sandra Kregar for Grazyna Walczak
Maren Clegg-Hyer for Jacob Jewusiak
Deb Briihl for Daniel Baracskey
Diane Holliman for Matthew Grant
Rudo Tsemunhu for James Archibald (first 30 minutes)
Todd Royle for Andy Ostapski
Lynn Adams for Matthew Carter

Lynn Corbin for Karl Paoletti
Laura Wright for Emily Rogers
Jose' Velez-Marulanda for Andreas Lazari

Visitors:

Tamera Dunn – SGA – Grad Student
Joe Adgie – Spectator
Jeanne Severns – Internal Audit
Delilah Thomas – Internal Audit
Denise Bogart – Human Resources
Jonathan Klotz – COSA (proxy for Regina Lee)
Li-Mei Chen – CUPA
Will Jimerson – SGA President
Fred Ware – Retired Faculty (LCOBA)