



FACULTY SENATE

Est. 1991

Kelly Davidson
President

Michele Blankenship
**Vice President/
President Elect**

Hoa Nguyen
Secretary

Peggy Moch
Parliamentarian

Debbie Paine
Past President

Faculty Senate Meeting Minutes October 15, 2020, 3:30 pm Online through MS Teams

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 (kfdavidson@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 see the online participation guide below. All senators must sign the online attendance roster order to be counted as present. If you are serving as a senator's proxy or are attending as a guest, please place a note in the chat feature if it has not already been sent to Dr. Hoa Nguyen (hnguyen@valdosta.edu), as specified below.

Attendance link here:

<https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2FPages%2FResponsePage.aspx%3Fid%3DQNOIJbyKU0C0vdwSEyqDU4DGNC7nE4IBIELqpw2zy6BUQUVDSUdBR1JLN0xCOEUxRVMYRTVBTThWRS4u&data=02%7C01%7Ckfdavidson%40valdosta.edu%7C915f9f91bedb42b54c3c08d8504853db%7C25a5d3408abc4053b4bddc1213280353%7C0%7C0%7C637347618859330617&sdata=9sBRCiJJxSVI9VdpNEBuf4xoW5RbYI2mC1UU9d1cNg0%3D&reserved=0>

1. Call to Order – Kelly Davidson
 - a. Guidance for online meetings (Attachment A)
2. Reading of proxies obtained prior to the meeting or through online attendance form; Request additional proxies for those not given from Senators in attendance – Hoa Nguyen

Note: Please send an email to Hoa Nguyen (hnguyen@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 2020 meeting of the Faculty Senate.**
<http://www.valdosta.edu/administration/faculty-senate/minutes.php> (See link here for minutes for all faculty senate meetings). – Peggy Moch
The minutes were approved.

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

Dr. Carvajal:

Dr. Carvajal thanked everyone for abiding by COVID guidelines, and noted the taskforce is continuing to review those numbers. He also encouraged faculty to continue engaging students in face-to-face classrooms. Students reported missing the engagement they used to have with faculty and students, both in classrooms as well as across campus. Dr. Carvajal suggested faculty continue to create ways of engage students and supporting safe, dynamic interactions. He took into account the number of students who may not be attending class, since it can be more convenient to attend class virtually. This was an ongoing difficulty for faculty who provide hybrid or hyflex courses. Dr. Carvajal continued to encourage methods of keeping students accountable and engaged, so that attending in-person would be more appealing than attending remotely.

Dr. Carvajal has the following updates:

- 1. Graduation will be held in-person for Fall commencement, on December 14th. A video announcement had been sent to notify students. Family and friends will receive a limited number of tickets to attend in small groups. No faculty will be in attendance for the Fall commencement. Faculty can attend the graduate ceremony, but not the undergraduate commencement, unless they are volunteering as a marshal.**
- 2. Spring break will be held as separate days during Spring semester. Dr. Smith elaborated on this plan.**
- 3. There are no new budget updates, but Dr. Carvajal stated we remain vigilant in paying attention to how student enrollment and retention will affect the budget. While student enrollment has been a success this semester, they are keeping an eye on student retention, as it will impact the budget.**

Dr. Smith:

Dr. Smith commented at this point, we can continue to anticipate social distancing and mask wearing in Spring 2021.

In response to questions for Dr. Smith:

- 1. In Spring, classes will maintain social-distancing guidelines with limited class sizes.**
- 2. For Spring break, rather than taking a week-long break, we will divide the Spring break days throughout the semester. These days will be termed "Wellness Days" and include on-campus activities for students. For instance, one Monday off will be a part of a three-day weekend, and one Friday off will be on Good Friday. The remaining Tuesday, Wednesday, and Thursday would be distributed on the following days: February 16th, March 17th, April 2nd, April 15th, and May 3rd. This idea allowed breaks for students and faculty, without a week-long break.**
- 3. While this format may create some issues for laboratory courses, they anticipated having early notice of the plan for Spring break will allow faculty time to adjust their courses accordingly and plan their course schedule around the days off. This model for a Spring break may be adopted at other universities as it provided a middle ground between**

cancelling the break altogether and having the break in its original format. As of today, a number of universities are considering cancelling the break altogether. Dr. Smith and Dr. Carvajal recognized the importance of having a break for faculty and students.

1. Old & Unfinished Business

a. Statutory Committee Reports

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

The minutes have been posted on the website.

- ii. Committee on Committees (fs-stat-coco@valdosta.edu) – Nicole Alemanne

No report.

- iii. Faculty Affairs (fs-stat-fa@valdosta.edu) – Daesang Kim

The FEM model was discussed. The purpose of the model is to create a model for faculty excellence. The following points were brought up for discussion:

1. **Five-tier levels**

- a. **Faculty were concerned with multiple categories for success, and the distinction between Highly Successful and Successful. The concern was how having two categories labelled as Successful might allow space for administrative bias in emphasizing certain type of work. What is the difference between Exemplary and Exceeds Expectations, for example? Ryan Smith noted the definitions and rubrics were to be devised within the departments to include more voices, rather than making them at the university level.**
- b. **There were concerns with the performance levels and the lack of definitions for them. It was noted the definitions were meant to be left up to departments and colleges to fit with the criteria of their respective disciplines, though this may leave some ambiguity and potential for subjectivity. Dr. Gravett noted the intent of not defining rubrics to allow departments to set the standards themselves.**
- c. **One faculty wondered about the need for these five categories, since there are qualitative comments as part of the annual review.**
- d. **Some faculty suggested a four-tier or three-tier system would be sufficient. The History department echoed these concerns and suggested the four tiers would be more beneficial.**
- e. **Another suggestion was to use different labels for the five tiers: Exemplary, Exceeds Expectations, Meets Expectations, Needs Improvement in some areas, and Does Not Meet expectations. The justification for the labels were that they were standard, ubiquitous, and clearly understood, whereas Successful and Highly Successful tended toward a more judgemental application and interpretation of the terminology.**
- f. **Another faculty member noted staff at VSU are already evaluated on the five-tier categories, though staff and faculty work may be different.**

- g. Ryan Smith noted they looked into different tier systems, the five-tier system was more aligned with how everyone was assessed on campus. Another intent of the five-tier system was to create a more transparent process for quantifying how merit pay works, instead of coded language. It was not meant to be a punitive system, rather the document aimed to showcase the work of faculty in a clearer way. In addition, previous townhall meetings showed consensus for the five-tier system.
- h. Some faculty had concerns with the evaluation for post-tenure, specifically what are the criteria for “Needs Improvement” or “Unsuccessful” and who sets it? They suggested the Faculty Affairs committee work on the document and consult the AAUP guidelines on post-tenure review: <https://www.aaup.org>.

2. Implementation

- a. Dr. Wood suggested having future workshops and trainings to help new faculty understand what they should be doing for tenure and promotion, as well as how items are valued and scored.
- b. Academic Affairs and HR will both plan a number of sessions to help faculty with the transition to the new model.
- c. Dr. Gravett stated that workshops would be definitely be a part of this process of implementing any new model, and working with department heads to ensure a fair, informed process.
- d. Dr. Gravett shared a part of the implementation plan that was not included with the document:

If approved by the Faculty Senate, Academic Affairs and Human Resources will adopt the following implementation plan and timeline:

By the end of Fall 2020: Colleges and departments will develop common rubrics defining each of the five tiers as applied to the areas of Teaching and Student Learning; Research, Scholarship and Creative Production; and Service to the University, Community, and Profession.

Spring/Summer 2021: Academic Affairs and Human Resources will develop workshops to assist faculty and academic administrators in making the transition to the updated system.

Fall 2021: Implementation

3. Other suggestions

- a. Non-tenure track faculty need to be included in the fifth-year review in the document.
- b. Dr. Tori also suggested changing the word “and” to “or” for the criteria of service at the university, college, and department levels, since not all faculty members have the opportunity to serve at all levels. Another faculty stated “and” would be better, giving departments the chance to delineate their own expectations for the service category.
- c. Faculty were concerned with the mention of the APL system in the document, and in general with its usage and application. Michael Black suggested to

replace the term APL nextED with “faculty activity tracking system” to be more generic.

- d. There was concern with the change of the second category in Faculty Activity from Personal Growth and Development, to Research, Scholarship, and Creative Production. Specifically, the faculty member expressed his concern that by removing learning and training from personal growth, the document focused too narrowly on products. In Library Sciences, faculty are constantly having to learn systems and software, which may not be captured in the category.
- e. Faculty also noted the need to highlight the work faculty do every year and how the annual evaluation needs a way of acknowledging and giving credit to the extra efforts faculty put in.
- f. Faculty discussed a way of accounting for our work without putting faculty into a box, and not being marked as Unsatisfactory if they do not accomplish all the goals they set in their plan.
- g. Dr. Tori suggested having a place where a goal on the action plan can be notated as an additional effort on the part of the faculty, beyond their required duties.
- h. Some faculty suggested the language can be more inclusive of those with professional credentials specific to their field, and emphasized the importance of acknowledging different kinds of work and being exemplary in different ways.

The following friendly amendments were voted on and made:

1. Change “and” to “or” for service at the university, college, and department levels.
2. Replace the term “APL nextED” with “faculty activity tracking system.”

Voting on the document:

1. Faculty Senate voted to send the document back to the committee for revisions.

Additional items for consideration:

1. Exploration of post-tenure review was an issue AAUP is working on. They are also looking for additional members. This issue was remanded to the Faculty Affairs Committee.
2. The second item for consideration was changes to the Faculty Handbook. Michael Black and Dr. Gravett are working on updates to the Faculty Handbook to be approved by Faculty Senate.

Dr. Kelly Davidson thanks the Faculty Affairs for all their hard work.

- iv. Faculty Grievance Committee (fs-stat-fgc@valdosta.edu) – Mary Block

No report.

- v. Institutional Planning Committee (fs-stat-ipc@valdosta.edu) – Taralyn Hartsell

No report.

- 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_04-29-2020 ii. Academic_Honors_and_Scholarship_Minutes_08-28-2020 Thank you for your assistance in getting and keeping our records up to date.
☺

2. New Business

a. Standing Committee Reports:

- i. Academic Honors & Scholarships (fs-stand-ahs@valdosta.edu) – Fan Hao Nie

No report.

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

No report.

- iii. Athletic Committee (fs-stand-ac@valdosta.edu) – Mallory Lane

No report.

- iv. Diversity and Equity Committee (fs-stand-dec@valdosta.edu) – Jiyeon Jung & Hoa Nguyen

They met earlier today and discussed updating the website. The committee will gather information on diversity-related organizations across campus and spotlight research projects and multicultural aspects.

- v. Educational Policies (fs-stand-ep@valdosta.edu) – Meagan Arrastia-Chisholm

The committee met and revised their bylaws.

One item was remanded: SGA resolution 20-03 regarding the policy on withdrawals. The committee will collaborate with SGA and Faculty Senate to move forward with this issue.

- vi. Environmental Issues (fs-stand-ei@valdosta.edu) – Fred Knowles

The proxy for Dr. Fred Knowles, Dr. Rudy Prine, noted there was no report.

- vii. Faculty Scholarship (fs-stand-fs@valdosta.edu) – Rudy Prine

Currently, there are no funds available. Thus, the committee noted no report.

- viii. Internationalization and Globalization (fs-stand-igc@valdosta.edu) – Benjamin Harper

No report.

- ix. Library Affairs (fs-stand-la@valdosta.edu) – Diane Holliman

No report.

- x. Student Affairs (fs-stand-sa@valdosta.edu) – Brian Ward

The committee met Tuesday, Oct. 6th and discussed Wild Adventure days. They will check to see if students still receive a week-day pass. One concern was students entering the workforce. Career opportunities can assist in this matter. Dr. Miller reported on the reduction of positions and restructuring of lower-level positions. A staff member is being added to the Student Diversity and Inclusion Office. The committee also discussed the impact of a condensed semester on students. They are concerned with students returning for Spring 2021 and receiving enough interaction with faculty. They are meeting again the second Tuesday of November.

- xi. Technology Committee (fs-stand-tc@valdosta.edu) – Sakhavat Mammadov

The committee met on Wednesday, September 23rd. They discussed the survey designed to investigate faculty technology needs. The first of four parts was conducted last year, but due to the pandemic, they postponed working on the other three parts. One of the items of concern was related to APL.

3. General Discussion

Dr. Brian Ring is the USG Faculty Council President, and Dr. Kelly Davidson is the VSU Representative. Dr. Ring gave some quick updates:

- 1. The USG Staff Council met last week, and the chair is Yvonne Landers.**
- 2. The Retirees Council is very active, are looking into university policies, and advocating for retirement benefits.**
- 3. The USG Faculty Council will meet next week.**

4. Adjournment

The meeting was adjourned at 5:31 PM.

Attendance and Proxy

NAME OF ATTENDEE	AFFILIATION	VISITOR?	PROXY IF APPLICABLE
Peggy Moch	Science and Mathematics	No	
Taralynn Hartsell	Education & Human Services	No	
David Boyd	Retirees Association Representative	No	
Jiyoon Jung	Education & Human Services	No	
Candace Witherspoon	Business Administration	No	
Meagan Wood	Humanities and Social Sciences	No	

Meagan Arrastia-Chisholm	Education & Human Services	No	
Kenneth Smith	Odum Library	No	
Mary Block	Humanities and Social Sciences	No	
Gopeekrishnan Sreenilayam	Science and Mathematics	No	
Selena Nawrocki	Arts	No	
Evelyn Davis-Walker	Arts	No	
Lenese Colson	Education & Human Services	No	
Bobbie Ticknor	Humanities and Social Sciences	Yes	
Brian Ring	Science and Mathematics	Yes	
Ian Andersen	Arts	No	
Theresa Grove	Science and Mathematics	Yes	
Steven Kohn	Humanities and Social Sciences	No	
Rudy Prine	Humanities and Social Sciences	No	Fred Knowles
Donna Sewell	Humanities and Social Sciences	Yes	
Krishnendu Roy	Science and Mathematics	Yes	
Cynthia Tori	Business Administration	No	
Katharine Adams	Education & Human Services	No	
Attila Cseh	Business Administration	No	
Robert Taylor	Odum Library	No	
Brian Ward	Humanities and Social Sciences	No	
Kelly Gamble Mathis	Business Administration	No	
Laurel Yu	Arts	No	
Luis Gonzalez	Business Administration	No	
Fanhao Nie	Humanities and Social Sciences	No	
Nicole Alemanne	Education & Human Services	No	
Jack Lockhart	Science and Mathematics	No	
Michael Thomas	Humanities and Social Sciences	No	
Deborah Paine	Education & Human Services	No	
Benjamin Harper	Arts	No	
Matthew Roehrich	Arts	No	
Michael Black	Education & Human Services	Yes	
Chia-Ling Ho	Arts	No	
James Archibald	Education & Human Services	Yes	
Mark McQuade	Arts	No	
Joseph Mason	Arts	No	
Daesang Kim	Education & Human Services	No	
Chunlei Liu	Science and Mathematics	No	
Kristy Litster	Education & Human Services	No	
Maureen Fennessy	Education & Human Services	Yes	

Becky da Cruz	Humanities and Social Sciences	Yes	
Diane Holliman	Education & Human Services	No	
Hanae Kanno	Education & Human Services	No	
Anurag Dasgupta	Science and Mathematics	No	
Barbara Lane	Nursing and Health Sciences	No	Michele Blankenship
Melissa Pihos	Arts	No	
E-Ling Hsiao	Education & Human Services	No	
Mark Errol	Arts	No	
Sakhavat Mammadov	Education & Human Services	No	
Brian Gerber	Education & Human Services	No	
Lee Grimes	Education & Human Services	No	n.a.
David Boyd	Retirees Association Representative	No	
Jose Velez	Science and Mathematics	No	
Jamie Landau	Arts	Yes	
Can Denizman	Science and Mathematics	No	
April Jankowski	Humanities and Social Sciences	Yes	
Huzeyfe Cakmakci	Education & Human Services	No	
Eric Howington	Business Administration	No	
Andrea Ramirez	Humanities and Social Sciences	No	
Alexandrina Focsan	Science and Mathematics	No	
Nandan Jha	Humanities and Social Sciences	No	
Ashley Cooper	Council on Staff Affairs	No	
Charles Talor	Humanities and Social Sciences	No	
Traycee Martin	Council on Staff Affairs	Yes	
Linda De La Garza	Science and Mathematics	No	
Gary Futrell	Business Administration	Yes	