



## 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 February 18, 2021, 3:30 pm Online: 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](mailto:fsec@valdosta.edu)), any actions sent to the President ([kfdavidson@valdosta.edu](mailto: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](mailto: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](mailto: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 January 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

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

**Dr. Carvajal:**

**Dr. Carvajal shared his appreciation for being able to see everyone in a virtual capacity and gave the following updates:**

- 1. The COVID plan for VSU continues to be effective. The count has stayed consistently low, and the number of faculty and staff who contracted and tested positive for COVID have been incredibly small. This demonstrates a successful implementation of our COVID protocol. Dr. Carvajal expressed his gratitude to everyone and the taskforce for their continued efforts.**
- 2. Enrollment numbers continue to be on a positive trend for this year, but we are already working on our enrollment for next year. The University System Office requests a weekly updated report on the number of applications we have received and the number of acceptances for this year in comparison to last year. Last fall, we had record enrollment and the largest freshman class in the history of the university. Dr. Carvajal indicated he was incredibly pleased that both the number of applicants and acceptances are up 70% compared to this time last year. While this may not necessarily translate into a 70% increase of enrollment over last year's record, this early jump is promising.**
- 3. We believe this increase has been largely influenced by the board's decision not to enforce SAT and ACT requirements in admission standards. SAT tests have started to resume. ACT has not resumed yet. When SAT and ACT testing resumes fully, we can expect these standards to return to the admission requirements. There will be no changes for the upcoming fall admission requirements, though we need to be prepared for future semesters when the standards return.**
- 4. On the legislative side, Dr. Carvajal regularly met with leadership in both the house and senate, the higher education committees, and other legislative officials. The supplemental budget has recently passed. We are also looking at the 2022 fiscal year budget and conversing with legislative leaders about our desires for the funding formula. The governor has recommended full funding so we are hopeful. In addition, there are several bills we are tracking, and we are advocating for construction funding for the new performing arts center. Last year, the general assembly funded \$1.3 million for design. The architects have been selected for this project. Initial meetings were held today with the architects to discuss the design for that building. We are asking for \$12.4 million this year in construction funds and raising \$5 million in local funds for this project.**
- 5. While merit pay is unlikely given the funding structure this year, Dr. Carvajal noted his appreciation for the \$1,000 bonus for all USG employees who make less than \$80,000. While we wish more could have been done, we are pleased the board made the decision to authorize these bonuses for campus employees given a tight fiscal year.**

**In response to questions:**

- 1. Dr. Carvajal stated he does not know when the bonuses will come in yet and are waiting for guidelines from the university system.**
- 2. The new fine arts building will be located where the existing old Ashley Cinema is and in the space front-facing Ashley Street.**
- 3. The \$80,000 guideline for the \$1,000 bonus is determined by the employee's base pay.**
- 4. We anticipated a decline in high school graduating classes in 2025. This is a primary**

rationale for the eDegree program to attract fully working and distance learners. There are more than 60,000 Georgians taking online programs not in Georgia, and we are hoping to appeal to these potential students as well as traditional college students.

5. For commencement, VSU are still looking at a few options, such as a socially-distanced event. Dr. Carvajal stated we want to fully honor our students and will update faculty as decisions are made for commencement.

Dr. Smith gave the following updates:

1. The search for the Dean of Science and Mathematics has begun. The last two candidates will be interviewed at the end of next week. Dr. Smith encouraged faculty engagement in the sessions to ask questions of the candidates. He also invited faculty input on the candidates.
2. In March, the SACSCOC reaffirmation visit will take place virtually. Feedback from the external visitors for our first self-study submission was very positive. Dr. Moch thanked all departments for their efforts in completing their assessments for their programs. Dr. Smith echoed gratitude for departments' assistance and noted the excellent capacity of our campus to conduct and respond to assessments.

5. COVID-19 Vaccinate Updates: Dr. Smith and/or Dr. Miller

Dr. Smith noted VSU has been approved as a site for COVID-19 vaccinations. We will vaccinate students, faculty, and staff per the state guidelines. At this point, a significant number of vaccines have been requested. Given the national shortage, there are delays in shipment across the country, including for the state of Georgia. We have not received the shipment of vaccine doses, but are hopeful once they arrive, we can begin to vaccinate people who qualify for tier phase 1A+, which includes first responders, medical providers, and those 65 years and older. VSU have begun the process of asking faculty, staff, and students if they will be seeking a vaccine on campus or not. Dr. Smith encouraged faculty and staff to respond to the survey on MyVSU.

Dr. Miller added it is critical to receive data on the MyVSU survey to properly prepare for VSU's vaccine plan.

In response to questions:

1. Once the MyVSU survey is completed, it should no longer appear on the individual's MyVSU page.
2. It is unclear when the second tier phase 1B, which includes all faculty and staff, will be approved by the governor.
3. Dr. Miller noted his optimism that the vaccines will come in soon. With adequate supplies, the health center estimates being able to vaccinate a few hundred people each week.
4. The health center has created a plan for distribution of vaccine doses remaining at the end of the day.
5. At this time, we are a closed vaccination site and significant others are not included in the vaccination plan. This is similar for secondary school systems.

Dr. Davidson thanked Dr. Smith and Dr. Miller for their updates and hard work on the COVID-19 vaccination plan.

6. Employee Assistance Program & Office of Social Equity Update: Jeanine Boddie-La Van

**Ms. Boddie-La Van discussed Dr. Viverette's role as the Title IX Coordinator for VSU:**

1. In 2018, OSE and HR began partnering to respond to employee concerns based on a protected class (e.g. race, color, religion, sexual orientation, national origin, etc.). During the full 2020 semester, HR and Student Affairs temporarily assisted with OSE caseload while Dr. Viverette was out. While we weren't able to bring in a contract employee to serve as a Title IX Coordinator, due to the changes occurring last year to Title IX, Student Affairs took a larger role in the process, and HR handled the Title VII cases and employee accommodations. This allowed us to recognize the workflow that went through the OSE office.
2. Dr. Viverette contributed tremendously to the work in the Office of Social Equity (OSE). When she identified a gap, she assumed the responsibility. On the Diversity and Inclusion (D&I) Taskforce, it was noted there is no one else like Dr. Viverette, given her contributions and her caseload. Even with the support of an amazing employee, Ms. Selenseia Holmes, to assist, it was not possible for her office to take on more.
3. Thus, Dr. Viverette's recent retirement presented an opportunity to look at OSE's caseload and the task needed to help move the needle regarding the diversity and inclusion efforts on campus. Dr. Boddie-La Van thanked the charge of Dr. Carvajal and the ideas generated by the D&I Taskforce. After conducting research on other diversity, equity, and inclusion (DEI) offices, we found even with all that is being done, we need to take real and sustainable steps to make recommendations to grow and expand this effort.
4. We need to add priorities to D&I including: extensive and ongoing programming, training, education, outreach services, student and employee-led efforts, survey and focus groups, fundraising, connecting with alumni and community resources, professional conferences, train the trainer programs, strategic decision-making, development of long-term vision and goals, promotion of DEI, someone to synergize and strengthen the campus-wide efforts of all the pockets of people and what they are doing, policy development, serving as a liason between VSU and the system office, and partnerships with CELT, communications and marketing, HR, Student Affairs, COSA, Faculty Senate, and the individual faculty and staff in other groups.
5. Therefore, we shifted the function of Title XI, Title VII, and employee accomodations to the offices where it made the most sense and where those functions had been housed during the fall semester last year. We believe this will allow the taskforce to provide recommendations to the president to move the needle. In the interim, we are making changes to the website to inform students, faculty, and staff. Ms. Holmes will move to HR and continue to conduct the Safe Space Training. Ms. Sandra Jones will support MESA, VSU Campus Pride, and other affinity groups. Her leadership in these campus-wide efforts has been extremely well-received.

**In response to questions:**

1. As a taskforce, we will make recommendations to the president regarding someone who can shoulder and steer the advocacy and equity related tasks of OSE.
2. HR will engage in the train the trainer workshops next month to conduct trainings on bias, microaggression, and diversity issues.
3. For the Safe Space Training, Ms. Holmes will continue conducting the annual trainings.
4. MESA and VSU Campus Pride is supported by the Office of Student Diversity & Inclusion.
5. The D&I Taskforce will discuss the Diversity Council and Campus Sweep and make recommendations on where they will go.
6. On an interim basis, most of the OSE tasks are taken care of with a few exceptions, which

will be discussed with Dr. Miller and the D&I Taskforce.

7. The D&I Taskforce recommendations will inform future decisions on the current interim placements for the OSE tasks.
8. Listening sessions and focus groups are gathering faculty, student, and staff feedback for the D&I Taskforce recommendations.

Dr. Moch suggested honoring Dr. Viverette by naming an office or place on campus for her hard work and dedication to equity.

Dr. Knowles motioned for the Faculty Senate to draft a resolution for honoring Dr. Viverette. The motion was passed.

Dr. Carvajal noted he has asked the D&I Taskforce to be comprehensive in their recommendations. He stated the aim is not to scale back on diversity and inclusion efforts, but to advance these initiatives; staffing would certainly be a part of those initiatives and identifying what specifically the staff person needs to take charge of. If staffing is part of the D&I Taskforce recommendations, the request for a permanent new expense of a new staff member would be brought to the Budget Council for their input, which takes some time. Dr. Miller and the taskforce is working to ensure how we can continue the efforts toward diversity and inclusion in the meantime.

Dr. Miller shared information about the upcoming listening sessions and encouraged faculty, staff, and students to attend and give feedback to the D&I Taskforce.

Ms. Boddie-La Van discussed the Employee Assistance Program, which offers expanded services and support for employees beyond counseling and employee relations. The best news is most of the services are free or at discounted rates for employees and those in their household. Some of these services include:

1. A welcome packet for new employees with information on apartments, realtors, childcare, schools, city statistics, income, and cost of living information;
2. Legal services in 30-minute consultations with attorneys in regards to bankruptcies, divorce, adoption, tenant rights, estate planning, wills, civil and criminal disputes (not towards the university) and 30-minute consultations with a CPA in regard to income tax preparation, investing, or retirement.
3. They will also work on trust funds, family caregiving services in regard to respite care for elderly parents or special needs childcare. In addition, they provide academic tutoring services for children, testing skills, pet care services, and daily living concierge.
4. Furthermore, counseling and support services are available for use.
5. Finally, they offer consultations for managers who may want strategies for managing employees, increasing productivity, addressing attendance issues, etc.
6. All services are confidential, free or significantly discounted. Faculty and staff are encouraged to utilize these services to support their continuation.

Dr. Carvajal noted only 1.6% of employees utilize these services. Many may not be aware of these services. Dr. Carvajal encouraged faculty to share these resources and benefits. Ms. Boddie-La Van shared the link with the list of the services provided.

7. Holiday and Observance Calendar Update (2022-2024): Yvonne LeRoy-Landers

**Ms. LeRoy-Landers noted the university observes 12 holidays throughout the fiscal year. The suggested holidays are scheduled and listed for 2022-2024. The holidays remained the same.**

1. Old & Unfinished Business

a. Statutory Committee Reports

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

**The Academic Committee met February 8<sup>th</sup>. The meeting minutes are posted on their website. Dr. Gravett highlighted the following changes. First, there will be a recommended change to our core curriculum. The College of Science and Math requested to add Physics 1111K and 1112K to area D2 for science majors. It is already available for non-science majors and health science majors. This recommendation will add the options of trigonometry-based physics for science majors. Second, the curriculum for a new degree program, BBA in general business, was approved by the committee. This is a program used in our new eDegree program and will require further work on a very extensive application packet to the system. While the curriculum is approved, further work is ongoing to prepare the formal proposal for the system. Finally, the Department of Economics and Finance has requested a degree name change, changing the BBA in Economics to Applied Economics, which is a better fit for the way the curriculum is structured.**

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

**The Committee on Committees is working on the elections for senators and university committees for the next academic year. Open positions will be shared with the colleges. Each college then encourages faculty to participate. Dr. Paine also noted the Faculty Senate website lists the committee members from each college along with their years of service.**

**Dr. Moch encouraged faculty to volunteer their service for these committees so colleges are well-represented in the shared governance of faculty senate.**

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

**Dr. Kim reported the subcommittee has been working on the FEM and thanked everyone for their patience.**

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

**No report.**

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

**The IPC met on Tuesday and will follow up with recommendations for Faculty Senate.**

b. Meeting minutes from the various committees should be sent to [fsec@valdosta.edu](mailto:fsec@valdosta.edu) **AND** to [archives@valdosta.edu](mailto: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](mailto:fs-stand-ahs@valdosta.edu)) – Fan Hao Nie

**The committee reviewed the application files for the Annie Hopper Award, which has a due date of Friday, March 12<sup>th</sup>.**

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

**The committee met last Friday to discuss final exam schedules. The scheduling grid and exam schedules seem to have evolved independently, and thus the committee has been asked to review and reconcile the grid and exam schedules. They will be gathering more information in the following weeks.**

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

**The committee has not met this semester. The fall recipients for the student athletic academic spotlight award were recognized February 11<sup>th</sup>. The survey for spring awards will be sent out soon.**

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

**The committee met today and discussed improving the webpage. They will coordinate with Dr. Pryor’s mass media course to deliver information on diversity-related research in an innovative way.**

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

**The committee hosted two town halls last week to discuss the withdrawal policy. Both videos from the town halls are available for review. The committee will write up the perspectives shared and will present to the executive committee before the next faculty senate meeting. Dr. Arrastia noted there was not a consensus in the town halls, though SGA proposed a more specific idea regarding different numbers of withdrawals allowed during the first two years. Removing the withdrawals limit entirely was not supported, but further feedback allowed exploration and time for SGA to discuss other innovative ideas.**

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

**The committee is supporting Campus Wellness and Housing office's efforts towards a Sustainability Fest, which is scheduled March 11<sup>th</sup>. Two members of the committee will be there to judge the booths.**

**VSU received their Tree Campus USA designation today, as we continue to support the environment.**

- vii. Faculty Scholarship ([fs-stand-fs@valdosta.edu](mailto:fs-stand-fs@valdosta.edu)) – Rudy Prine

**No report.**

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

**No report.**

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

**The committee met February 17<sup>th</sup> and evaluated six requests for funding. All requests were approved. In addition, the committee discussed rewording the funding application, making the application fillable, and storing documents in the Microsoft Teams shell. They also discussed Mr. Ken Smith, the Collections and Resources Services Coordinator at Odum Library, coming to a Faculty Senate meeting to discuss library resources, contingency funding, and other services provided by Odum Library.**

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

**The committee met January 26<sup>th</sup> and discussed COVID-19 reporting protocols from the student health center. Funding was provided for the Hope Connect, which is the service providing counseling and modules to assist students. Dr. Miller spoke about two taskforces, the D&I Taskforce is hosting listening sessions this February and the mental health initiative which is being fully funded by USG. The committee will reconvene February 23<sup>rd</sup>.**

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

**No report.**

### 3. General Discussion

**Elections for the Faculty Senate Executive Committee are coming up. Interested candidates are encouraged to speak with current executive officers for more information and review the roles and responsibilities for each position on the website. While it may seem daunting, the executive committee is an excellent teamwork and learning experience. Nominations are needed in March to vote in April.**



#### 4. Adjournment

The meeting was adjourned at 4:35 PM.

#### Attendance and Proxy

NAME OF ATTENDEE	AFFILIATION	VISITOR?	PROXY IF APPLICABLE
Peggy Moch	Science and Mathematics	No	
Evelyn Davis-Walker	Arts	No	
Steven Kohn	Humanities and Social Sciences	No	
Kelly FG Mathis	Business Administration	No	Candace Witherspoon
Lenese Colson	Education & Human Services	No	
Selena Nawrocki	Arts	No	
Robert Taylor	Odum Library	No	
Taralynn Hartsell	Education & Human Services	No	
Ken Smith	Odum Library	No	
Katharine Adams	Education & Human Services	No	
E-Ling Hsiao	Education & Human Services	No	
Laurel Yu	Arts	No	
Kristy Litster	Education & Human Services	No	
Benjamin Harper	Arts	No	
Bobbie Ticknor	Humanities and Social Sciences	Yes	
Brian Ward	Humanities and Social Sciences	No	
Melissa Wolfe	Student Senators	No	
Mark McQuade	Arts	No	
Sharon Gravett	Humanities and Social Sciences	Yes	
E-Ling Hsiao	Education & Human Services	No	
Debbie Paine	Education & Human Services	No	Kristy Litster after 4:00 pm
Lee Grimes	Education & Human Services	No	n.a.
Ashley Cooper	Council on Staff Affairs	No	
Mark Errol	Arts	No	
J. Mitchell Lockhart	Science and Mathematics	No	
Gopeekrishnan Sreenilayam	Science and Mathematics	No	
Meagan Arrastia-Chisholm	Education & Human Services	No	
Rudy Prine	Humanities and Social Sciences	No	
Chuck Talor	Humanities and Social Sciences	No	
Blair Thomas	Humanities and Social Sciences	No	
Mary Block	Humanities and Social Sciences	No	
Chunlei Liu	Science and Mathematics	No	
Nicole Alemanne	Education & Human Services	No	
F. E. Knowles, Jr.	Humanities and Social Sciences	No	no- unless Dr Prine's connection drops
Diane Holliman	Education & Human Services	No	
Fanhao Nie	Humanities and Social Sciences	No	
Eric Howington	Business Administration	No	

<b>Daesang Kim</b>	Education & Human Services	No	
<b>Attila Cseh</b>	Business Administration	No	Cindy Tori
<b>Ryan Smith</b>	Arts	No	
<b>Ian Andersen</b>	Arts	No	
<b>Brian Gerber</b>	Education & Human Services	No	
<b>AJ Ramirez</b>	Humanities and Social Sciences	No	
<b>Evelyn Davis-Walker</b>	Arts	No	
<b>Matthew Roehrich</b>	Arts	No	
<b>Taralynn Hartsell</b>	Education & Human Services	No	
<b>Hanae Kanno</b>	Education & Human Services	No	
<b>Anurag Dasgupta</b>	Science and Mathematics	No	
<b>Michael Black</b>	Education & Human Services	Yes	
<b>Michele Blanenship</b>	Nursing and Health Sciences	No	
<b>Sakhavat Mammadov</b>	Education & Human Services	No	
<b>Yvonne B. Le Roy-Landers</b>	Council on Staff Affairs	Yes	
<b>Joseph Mason</b>	Arts	No	
<b>Luis Gonzalez</b>	Business Administration	No	
<b>Paul Leavy</b>	Council on Staff Affairs	No	
<b>Mallory Lane</b>	Nursing and Health Sciences	No	
<b>Meagan Wood</b>	Humanities and Social Sciences	No	
<b>Jiyoong Jung</b>	Education & Human Services	No	
<b>Meagan Wood</b>	Humanities and Social Sciences	No	
<b>Vince Miller</b>	Council on Staff Affairs	Yes	
<b>Can Denizman</b>	Science and Mathematics	No	
<b>Becky da Cruz</b>	Humanities and Social Sciences	Yes	
<b>Melissa Pihos</b>	Arts	No	
<b>Linda de la Garza</b>	Science and Mathematics	No	
<b>Peggy Moch</b>	Science and Mathematics	No	
<b>Evelyn Davis-Walker</b>	Arts	No	
<b>Steven Kohn</b>	Humanities and Social Sciences	No	
<b>Kelly FG Mathis</b>	Business Administration	No	Candace Witherspoon