



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 March 25, 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), 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 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 the following updates:

- 1. Work in the General Assembly is moving along. Merritt Wall has been representing VSU during this busy session. The outlook is optimistic for budget allocations and for funding for the performing arts center.**
- 2. The Governor has given approval to vaccinate everyone 16 and older. The Student Health Center has been very busy and efficient at providing COVID vaccines to our VSU community. There has been a great response to our COVID survey from faculty and staff. The COVID taskforce hopes to encourage more responses from students to the survey. By fall, VSU anticipates being in a better position and closer to a new normal. The COVID safety plan will continue during fall semester.**
- 3. On the eDegree proposal, Dr. Carvajal noted he was pleased with the direction and thanked everyone for their hard work. He was also hopeful to this item will be up for further discussion in the Board of Regents April 13th meeting, pending Board approval, and Dr. Carvajal looked forward to sharing that news with Faculty Senate.**
- 4. Dr. Carvajal thanked Michael Black, his team, and the QEP team for an outstanding job preparing for the SACSCOC accreditation visit. He noted the SACSCOC team was incredibly complimentary. The exit interview was excellent, in which the team provided only praise. Dr. Carvajal congratulated everyone who assisted with the process and stated the success was only possible with their assistance and the great culture of understanding the SACSCOC assessment process on campus.**

Dr. Smith gave the following updates:

- 1. Dr. Smith emphasized the SACSCOC accreditation is known for having some of the most difficult standards to meet. He reiterated his congratulations and kudos to Michael Black and his team for their remarkable job.**
- 2. Regarding the COVID vaccine, Dr. Smith stated the Student Health Center received 1,150 doses of the Pfizer vaccine last week and another shipment of 800 doses this week. The COVID Taskforce is very excited about the rate and amount of doses we can distribute.**
- 3. Dr. Smith summarized a request made by a state representative a few weeks ago. The state representative asked the University system to deliver a report on courses that covered topics such as privilege and oppression. Dr. Smith noted VSU responded to the request, in a manner that did not burden departments with the task of collecting this information. Instead, with the help of Michael Black, 100,000 VSU course syllabi in the VSU system were searched for a number of keywords, such as power, oppress, privilege, malicious, and unjust. There were thousands of hits for the word "power" due to recurring word "powerpoint" in the syllabi. After discounting those hits and searching the syllabi as a whole, almost 200 courses met the criteria. The 200 course syllabi were then closely reviewed and narrowed down to 20 course syllabi that discussed these topics. The catalogue course descriptions of the 20 course syllabi were sent to the University System of Georgia office. The purpose of this extensive response was to educate and demonstrate that these topics occur in courses for well-founded reasons.**

In response to questions:

1. Dr. Smith confirmed graduate courses were included in the course syllabi.
2. Dr. Smith also anticipated there will not be an outcome from the search. From his understanding, the USG provided the information to the state representative and was thanked for the information.

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 Academic Committee met on March 8th. The meeting minutes are posted on their website with a number of items:

- **The African American Studies Minor and Program has officially changed its name to Africana Studies which gives a wider and more comprehensive look at all people of African descent.**
- **Elementary Education will be one of the new tracks for the eDegree program. This curriculum passed in March.**

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

All Deans have been notified of open positions for Faculty Senate. The process is in progress to fill the seats for senators and university committees.

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

A subcommittee has been working on the Faculty Evaluation Model (FEM). The committee chair thanked everyone for contributing to the updated document, with special thanks for Ryan Smith and Mary Beth Rousseau, who led the subcommittee.

Ryan noted the revised proposal for the FEM model is attached to the agenda. The committee met to discuss and incorporated the suggestions in the minutes from the October Faculty Senate meeting.

- **A cover sheet identified the changes made, including the change in the post-tenure review language and the addition of a development plan.**
- **The two friendly amendments from October have been implemented, including changing “APLNextED” to “Faculty Activity Tracking System” and the category of “Service to the University, Community, and Profession” to “Service to the University, Community, or Profession.”**
- **“Professional growth” was added to the category of Research, Scholarship, and Creative Production.**
- **The tier system language has been changed to align with other USG institutions. The updated tiers are Exemplary, Exceeds Expectations, Meets Expectations, Needs Improvement, and Does Not Meets Expectations.**
- **The five-tier system remains since the discussions leading up to the October meeting showed that areas in the University were more in favor of the five-tier system.**

- The timeline for implementation has been updated to reflect the next academic year. Some transparency for implementation was added, noting that once departments have created the performance standards approved by faculty, these should be discussed at the college level to ensure equity across standards.

Mary addressed two items for major revision:

- The post-tenure fifth year review section was revised substantially. The Board of Regents policy was updated in 2020. The new section addressed these changes given that the policy in the FEM was a holdover from the prior policy. The FEM included the Board of Regents policy in it, which presents pros and cons. For example, the policy noted faculty performing at a high level may receive recognition, but notations could also be made when faculty are not meeting targets. The FEM was only an overview or framework for the evaluation system at VSU and was not meant to include the policy in its entirety. Broad language was utilized with respect to post-tenure fifth year review, including both aspects above. The previous FEM document only included the possibility for negative notations and punitive procedures, which was not current policy and did not belong in the document. A fifth year review was also added for non-tenured positions.
- A faculty development plan was added, which solely addressed the criteria for faculty development as needed and on a discretionary basis. The plan included what the faculty development plan should contain, along with a timeline for implementation and completion. Each department can tailor these standards to their needs.
- Mary emphasized that while the FEM and the annual faculty evaluation form in Appendix A were presented to the Senate in one document, they were two separate documents. The committee worked on them at the same time, but they were separate items. Thus, the Annual Faculty Evaluation form will appear as a stand alone item in the Faculty Resources area on the Academic Affairs website.

In response to questions:

- This document may have had outdated language when it was originally generated. The FEM will be adjusted to the new language once the new Board of Regents policy is published.
- The specifics of goal setting will be clarified in each department. The department head will decide whether or not the faculty member meets the goal, perhaps through a multi-tier assessment process that supports intentional goal setting.
- Faculty embracing how to write and set goals can be part of the process. The intention of the document is to be a formative development process rather than a summative evaluation, to support and guide faculty in crafting their goals.
- The AFE is part of the evaluation process that the department head uses to complete the faculty evaluation. The AFARAP is completed by the faculty member and submitted to the department head.

- In regards to the tiers, it may be useful to keep the five-tier and offer more options by having a Needs Improvement and Does Not Meets Expectations rather than only one option for Unsatisfactory in the binary system. The five-tier system allows department heads to reward faculty for exemplary work and creates space to encourage faculty improvement without hurting the faculty's member evaluation.
- In Needs Improvement, the faculty member may fall short in some areas or may not be able to meet the criteria identified in the faculty development plan. This category can be helpful to let the faculty know ahead of time to address areas of growth before their tenure review or next personnel action.
- The current document does not have language for non-tenured faculty promotion. It is projected that issue will be addressed in the future.
- Some faculty highlighted that the five-tier leads to less ambiguity, moves beyond the binary system, and helps to recognize unique contributes of outstanding faculty. Concerns of capriciousness can be addressed through AAUP if shared governance is an issue.
- The FEM model is a recommendation, meant to provide a structure and frame that will be tailored on the departmental level.

The Faculty Senate voted in favor of the FEM.

- 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

The committee scheduled the finalists for the Annie Hopper Award.

- 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. The committee meets next week.

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

No report.

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

The committee hosted two town halls to discuss a revised withdrawal policy for undergraduate students. The stakeholders were in agreement with increasing the number of withdrawals with guidance from advisors. SGA crafted a revised resolution for a limit of 10 withdrawals total and 3 per year. The only reservations pertained to the flagging system in Banner, and it is confirmed Banner had the ability to flag students. Two committee members noted the limit of 10 withdrawals may be too high. Concerns for high numbers of drop out from classes were voiced and whether or not the withdrawals may affect financial aid. Registrar data may be available for comparison between the 5 and the 10 withdrawals limit if the resolution is passed. SGA President Ms. Melissa Wolfe emphasized the proposal provided a safety net for students who need it and that advisors remain a crucial component of this decision. Further, diversity and equity issues were highlighted as certain students may particularly benefit from the increased limit of withdrawals.

The Faculty Senate voted in favor of the revised withdrawal policy.

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

No report.

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

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

No report.

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

No report.

3. General Discussion

Elections for the Faculty Senate Executive Committee:

- **Taralynn Hartsell was nominated for Secretary.**
- **Chia Ling Ho was nominated Parliamentarian.**
- **The Vice-President/President-Elect position remained open for nominations.**

4. Adjournment

The meeting was adjourned at 5:35 PM.

Attendance and Proxy

NAME OF ATTENDEE	AFFILIATION	VISITOR?	PROXY IF APPLICABLE
Steven Kohn	Humanities and Social Sciences	No	
Peggy Moch	Science and Mathematics	No	
Nicole Alemanne	Education & Human Services	No	
Honey Copping	Council on Staff Affairs	Yes	
Meagan Wood	Humanities and Social Sciences	No	
Jiyoong Jung	Education & Human Services	No	
Sharon Gravett	Humanities and Social Sciences	Yes	
Debbie Paine	Education & Human Services	No	
Kelly Gamble Mathis	Business Administration	No	Eric Howington
Brian Ward	Humanities and Social Sciences	No	
Ryan Campen	Education & Human Services	Yes	
Robert Taylor	Odum Library	No	
Daesang Kim	Education & Human Services	No	
Ken Smith	Odum Library	No	
Tara McQueen	Education & Human Services	Yes	
Taralynn Hartsell	Education & Human Services	No	
Melissa Pihos	Arts	No	Dr. Laurel Yu
Lenese Colson	Education & Human Services	No	
Karla Hull	Education & Human Services	Yes	
Candace Witherspoon	Business Administration	No	
Rudy K. Prine	Humanities and Social Sciences	No	
Michael Black	Education & Human Services	Yes	
Selena Nawrocki	Arts	No	
Theresa Grove	Science and Mathematics	Yes	
Melissa Wolfe	Student Senators	No	
Kristy Litster	Education & Human Services	No	
Fanhao Nie	Humanities and Social Sciences	No	
Chia-ling Lynn Ho	Arts	No	

Chunlei Liu	Science and Mathematics	No	
Brian Gerber	Education & Human Services	No	
Becky da Cruz	Humanities and Social Sciences	Yes	
Steve Downey	Education & Human Services	Yes	
Champions Burley	Education & Human Services	Yes	
AJ Ramirez	Humanities and Social Sciences	No	
J. Mitchell Lockhart	Science and Mathematics	No	
Mark Errol	Arts	No	
Mary Block	Humanities and Social Sciences	No	
Allison Carr	Education & Human Services	Yes	
Blair Thomas	Humanities and Social Sciences	No	N/A
Lee Grimes	Education & Human Services	No	n.a.
Nandan Jha	Humanities and Social Sciences	No	
Anurag Dasgupta	Science and Mathematics	No	
Gwen Scott Ruttencutter	Education & Human Services	Yes	
Diane Holliman	Humanities and Social Sciences	No	
Taralynn Hartsell	Education & Human Services	No	Sakhavat Mammadov (part of meeting)
Ryan Smith	Arts	No	
Evelyn Davis-Walker	Arts	No	
Krishnendu Roy	Science and Mathematics	Yes	
Michele Blankenship	Nursing and Health Sciences	No	
Can Denizman	Science and Mathematics	No	
Benjamin Harper	Arts	No	
Mark McQuade	Arts	No	
Meagan Arrastia-Chisholm	Education & Human Services	No	
John D. Lairsey	Education & Human Services	Yes	
mallory lane	Nursing and Health Sciences	No	
Luis Gonzalez	Business Administration	No	
E-Ling Hsiao	Education & Human Services	No	
Bobbie Ticknor	Humanities and Social Sciences	Yes	
Huzeyfe Cakmakci	Education & Human Services	No	
Attila Cseh	Business Administration	No	Cindy Tori
Mark Errol	Arts	No	
Joseph Mason	Arts	No	
Matthew Roehrich	Arts	No	
Chuck Talor	Humanities and Social Sciences	No	
Linda de la Garza	Science and Mathematics	No	
Brea Thomas	Education & Human Services	Yes	
Ian Andersen	Arts	No	
E-Ling Hsiao	Education & Human Services	No	
James Pace	Nursing and Health Sciences	Yes	
Hanae Kanno	Education & Human Services	No	
F. E. Knowles, Jr.	Humanities and Social Sciences	No	
Gopeekrishnan Sreenilayam	Science and Mathematics	No	

Ericka Parra	Humanities and Social Sciences	No	
Alexandrina Ligia Focsan	Science and Mathematics	No	
Katharine Adams	Education & Human Services	No	
Taralynn Hartsell	Education & Human Services	No	Sakhavat Mammadov
Madison Whitehead	Education & Human Services	Yes	