

Faculty Senate meeting

Members present: Becky Becker, Phil Bryant, Tim Howard, Katey Hughes, Mariko Izumi, Patrick Jackson, Linda Jones, Michelle Jones, Troy Keller, Krystal Kennel, Dell Miller, Dan Ross, Brian Schwartz, Nehal Shukla, Kimberly Shaw, Rylan Steele, Joy Thomas, Neal Thomson, Alan Tidwell, Brian Tyo, Kevin Whalen

Guests present included: Eliot Rendleman, John McElveen, Lashica Thomas, Wayne Van Ellis, Dustin Worsley, Chris Markwood, Tom Hackett, Chris McCullough, Tina Butcher, Ellen Roberts, Abraham George, Kelly Wilson, Cindy Ticknor, Mark Flynn

I. Call to order at 3:01 pm

II. President's comments and announcements

The President shared updates from Atlanta. First, the governor's budget request was published. There was some positive news, and some was not so favorable. We are glad for the governor's support of CSU and higher education, and the support of our legislative delegation. However, funding of \$6 million for the library renovation not included this year. Many such capitol projects came out this time, we think to fund salary increases. However, each House gets ~\$100M to target spending, and we are hoping for some support here through those resources. Conversations indicate that this is positive.

The second thing that came up is that a committee chair was forcefully quizzing the Georgia Tech President about student due process rights, in situations when students are accused of wrong-doing. One of the comments made was that Presidents will be coming to ask for Capitol Projects, and he wants to know about due process rights that are in place. CSU is not in the same place as Georgia Tech in this arena, but rather in a better place. The Committee Chair had a questionnaire about these, which we will be completing. However, we may need to revise ours as USG revises policies for all.

III. Provost's comments and announcements – update on strategic plan (time stamp 05:30)

Mariko Izumi will be heading up the QEP, which is the culmination of over a year of work from faculty all over campus. "We Solve It." is the title, and can be a mantra for our entire campus. We can use this as faculty, as well as in the classroom. When we talk about challenges at the state level, there are always challenges to address. This is not Mariko's plan, or any one person's plan – but our plan.

We are in the tail end of the implementation of the current strategic plan. Many stakeholders on campus have expressed that there was not enough input, not enough stakeholders involved in developing the previous plans. Dr. Hackett and Dr. Butcher were tasked with developing current plan. They spent 6 months planning the process, and another year creating the strategic plan. Was it perfect? No. It was probably weak in assessment, and in metrics. Dr Markwood has asked them to reconvene the team, in order to look at what has been done well, and what is left to be done. They have talked about a focus on main campus. Howard Hall is reopened; Arnold Hall is being renovated. Lenoir Hall's lab expansion is in design phases. We need to look at the path forward.

Strategic plans should never be locked in stone, since times change. We are wrapping up the current plan, and starting to eye the next one.

A powerpoint was presented. Slides are in the appendix to the minutes. Some highlights are below.

- Strategic focus #1 – first year experience. This is not completely and fully implemented across the first year yet. Melody Schumaker is the point of contact for this piece.
- Strategic focus #1 – online learning. We are viewed as “advanced” in online learning, use of technology.... There is still a lot of work to do in order to design online learning that supports students, is uniformly of high caliber. Ellen Roberts taking the lead, working with Amy Thornton in COOL.
- Strategic focus #1 – Student employment. We need a game plan in how we deploy working/learning experiences. (G.A.s need to be a part of this discussion)
- Strategic focus #1 – We are working to implement a two year course schedule, for students to be able to plan with. Currently we have limited resources, but there are ways to implement your vision based on your resources.
- Strategic focus #1 – Cohesiveness between two campuses. Do we need more core classes downtown? Will moving COEHP change things?
- Strategic focus #2 – Faculty productivity. Workload task force to create formal workload policy. How can we develop policy to support faculty, to take us where we want to go. It gives us a way to define who we are.
- Strategic focus #2 – Environmental sustainability. We need to assess sustainability efforts, and identify needs and gaps.
- Strategic focus #2 – Critical thinking. QEP implementation.
- Strategic focus #2 – Faculty/Staff morale. We need to have genuine ways to determine morale. Current initiative: Wellness incentives.
- Strategic focus #2 – Salary increases. We will commission a new salary study. Difference between market and CSU salaries? Set common sense goals about increases that will resonate across the board. Working to find resources to apply to this.

Questions? I think the tactical steps on the faculty morale point are thin – can we come up with more? Response – need more information first, but we should.

Question: For the faculty productivity/workload: is that something that will be decided in administration and then disseminated downward? Response by Dr. Hackett: I see this working the other way. As a department, faculty should sit down and define what you are trying to do as a department, then move upward. How does QEP fit into workload, into promotion and tenure? Do you envision it impacting resources to do these things? These are factors to consider. However, please note that if resources are applied to one priority, they may be taken from another project. You have to own that choice.

Comment: Over the weekend, some of us got an email from our AAUP lobbyist. For years he has been tracking the gun issue, but now he is concerned about this. Are the University Presidents talking about this? Is there a strategy to curtail this action? Response from Dr Markwood: Yes. This is of concern to virtually all of us. There are as yet no instructions yet on how to message this, but in Texas, the direction that university administrations received was to state that they “will enforce the

laws of the state". The USG will have a strategy that we will *have to* get behind. One of our legislative delegation will advocate for this gun issue, but is otherwise supportive of CSU's agenda.

IV. Executive Officer's comments and announcements (35:12 time stamp)

Houston Davis visit Thursday 12:30 – 2:00 pm in the Columbus Room in Davidson. The Faculty Senate will have lunch with him, and listen to his remarks. The discussion will be open to all, with lunch for Senators. He will be focusing on USG initiatives and how CSU fits into those. If you have a question, email Brian Tyo or Kimberly Shaw.

V. Standing Committees Report**a. Faculty Development - Mariko Izumi (36:46 time stamp)**

Video. Get file from her. Next application due Feb 5th. Spring typically has twice as many applications, so is more competitive.

b. Sustainability - Byron Harris and Kelly Wilson (39:00 time stamp)

CSU has set benchmarks for decreasing utilities usage, which is monitored throughout campus. All have gone down. This has happened partly by using sensors managing lights, other monitors. Recycling program is also going well. In 2015, CSU recycled 20.64 tons of cardboard. For 2016, we have already recycled 5.38 tons of cardboard in January. The Sustainability Committee and UITS are launching a new sustainability website to keep up with initiatives.

One CSU Day has been changed this year to Monday March 28th as part of Dr. Markwood's investiture week.

Question: In the College of Business in the past, we could recycle paper, but the large blue recycling bins were taken away. Where can we recycle paper now? Equest and custodians will pick it up, or you could also request new bins.

Plug for One CSU Day: The goal is to create conditions where all students can learn about how sustainability can be incorporated in any unit. The challenge is to get students to participate. Please encourage all faculty to incorporate this in class. Troy Keller will help folks do this.

Muscogee County, and therefore CSU, does not take glass for recycling anymore. But please encourage students to use recycling bins instead of trash!

c. Admissions Policy Committee - Rick Gardiner (44:50 time stamp)

We looked at the number of tests for non-native English speaking applicants. We looked at a list (of those accepted by the Board of Regents) to broaden what we accept. The committee voted to expand the list – but cut off scores will be those recommended by BoR for the new tests.

VI. Old Business**a. Construction Report - Eric Pittman (46:20 time stamp)**

Presentation file included in the appendix to the minutes.

Arnold Renovation. The bid process slowed this project down. We are now within budget, which was done with pre-planned cut, contingency dollars, and cutting some high end materials. The clear story punchout that went to roof, which required a crane, has been eliminated. This part will be removed, making Historic Preservation folks happy. To be completed in 2016

P3 Housing project. As you come by Hardaway High School and crest the hill, you can see the housing, and can see it from the airport as well. The current name will be Clearview Hall. There have been a few minor design changes. Corvias replacing exterior materials with stucco, which they will maintain. To be completed July 15, 2016.

Lenoir hall – The design process is in earnest. Architects are on campus meeting with faculty and staff here every 2 weeks, for 2 day sessions. Right now they are pinning down rooms. It is very exciting to explore real needs, what we can achieve, and what we can do with the current building as well. The new building programmed up to 10 labs. Hopefully the maximum usage of the funds will allow us to turn Lenoir Hall and the addition into just labs, and move faculty to the vacated Jordan Hall. We can then collocate faculty in departments. To be completed in 2017.

Exploring Science Courtyard concept, potentially connecting via skywalk to Jordan. Or Science Gateway concept, making Lenoir more visible from the core of campus.

Burger King Stadium nearly complete, and should be by end of February 2016.

COEHP/Ledger Building project is going along well. The interior of the historic section is going through renovation now. There are some amazing steel pieces right now that can be seen. It is designed to be functional for office/administration. The new construction is also taking shape, with the steel up, and it will be a great presence for us downtown. It will be a modern take on the historic construction. To be completed in 2016.

Schwob library – This did not make Governor’s recommended list this year. The funding is up to the legislature. We have been recommended for 2 straight years. Once we accomplish this, we can then really finish out master plan for the quad on main campus. It brings newer and older buildings together. 2018 projected completion.

The next long range plan is due in March.

Questions: what is a pre-planned cut? They require us to take 10% of budget as “deductive alternate”. If you come in over budget, these are already identified as things to cut if you are over budget. The cost professional consultant should have caught this much earlier.

What about addressing needs for library services on River Park? Mr Medlock is working on that.

What does lack of funding for library mean for infrastructure funding? We will work for now on the assumption that it will be funded by the end of the session, and we will ask for this funding until we get it.

Last time before we developed a plan for campus, we brought in Sasaki Consulting. Will we do this again? Yes. With that, we are exploring consulting for next campus master plan. USG recommends Greg Janks Consulting to move forward – since he has knowledge of campus already.

The Last Master Plan we had seemed to just cut off at the bridge, and ignore science. Will the next one look at integrating outlying areas? Absolutely it should, perhaps including off-site surroundings. We will also look at including other influences like parking headaches, strip mall and large mall nearby.

- b. Shared Governance Committee (ad hoc) update- Chris McCollough - (1hr 9 min time stamp)

Presentation included in appendix to the minutes.

This Committee is looking at the charge given, and examining peer institutions. The also looked at Ed Rugg's commentary.

External review has looked at Kennesaw State University, Middle Georgia College and State University, and Georgia College.

The are looking at Role of Faculty Bylaws. Each has a 2 page preamble with AAUP statements, central to documents.

We are seeking feedback to create our own 1-2 page document as front end material for Faculty Handbook; we would make it digitally connected to relevant sites. Need a clear discussion on how to support rather than undercut bylaws revisions.

Comment: In the past, had the Provost and the President in committee to obtain administrative buy-in. Is there anybody from AAUP on committee? Response: We don't know, but we are open to inviting them.

Comment: One of the big pieces of the old plan was the creation of a University Council.

Response: We would defer to Faculty Bylaws here, rather than create a document that undercuts them.

Comment: But the original idea was to change bylaws to make them be in line – that's why adoption was delayed. Some shortcomings were the passage of 2 years between creation and passage. The intent was to fundamentally change shared governance.

Comment: We need to think broad picture – what will elevate us to where we want to go, rather than pigeon holing us to where we have been. That was the criticism of the plan received.

Response: We will craft a draft, bring to faculty individually for feedback before bringing it forward for approval.

Comment: Previously we held faculty forums and gave people the chance to come. Get a better sense of opinions that way.

Comment: Do you have a vision of what shared governance will look like? Response: We wanted to focus on general philosophy first, then look to vision.

Comment: University Council recommendation and the president's response to those recommendations were key to the shared governance plan, and were adopted from Georgia College.

Comment: It may be helpful to recruit a couple people from the older committee, since current committee does not have the historical perspective. Much of the impetus came from the Mescon/Levi era, and while things are better now, we could end up with a different atmosphere again in the future. Response: Would appreciate input from others.

c. Faculty votes upcoming

i. Senior lecturer (1hr 23 min time stamp) – first email a preamble to the votes; second email will be from Qualtrics. Both will contain information to aid faculty in understanding and responding to votes. Tyo or Shaw can answer questions as needed.

ii. Statutes and bylaws

Question: What if there isn't a quorum via email? Response: We still need a policy in place according to Board of Regents. We hope to have a quorum to bring CSU back to compliance. As senators, please knock on doors and encourage votes.

Brian Tyo: We are planning on sending at least two emails – an overview, then a link to qualtrics. Question: Can we send daily reminders while voting is open? Can we target those who have not voted?

VII. New Business

a. QEP - Mariko Izumi (1 hr 27 min time stamp)

“Creative Real World Problem Solving Skills”. This is a language that can connect our islands of innovation in teaching. A lot of work is already done. Most of us do problem solving in class already. SACS requires strong support behind QEP efforts. Let's talk about how to change/improve your teaching, or your program. One of the ways you can participate is through assessment. This is not a way to make a judgement about teaching, but a way to understand what is going well, or what can be improved. We can have a conversation, at any level, about what is effective and where can we provide resources for improvement. The status quo is not always the best way – in our lives, and in teaching. If we maintain, we lose communication with our students. We should be a dynamic place of higher learning.

Dawn Frazier from Ed. Leadership will be in charge of QEP assessment.

There will also be a Faculty Problem solving competition. The winning team gets \$5k travel fund. Departments will compete against each other, then the winning team (5 members) plus dean go to the university level competition. The competition will be based on group team building problem solving. Working out dates/locations currently, and it will be announced via email.

b. Marketing Report - John Lester (1 hr 37 min time stamp)

Presentation included in appendix to minutes.

Goals: We want to use marketing to support undergraduate recruitment, and spread awareness of CSU, in order to build excitement. We want to keep our Columbus presence, and to hit key areas in Atlanta. Keep first choice theme.

Is it working? Survey data indicates an increase in awareness in the Atlanta market from 50% in 2011 to 66% in Fall 2015. Our reputation is built on the public's interaction with faculty, with enrollment services. We need some research to determine where we are going with our ads. Targeting in Atlanta is based on high schools, zip codes, where we have been successful recently.

Question asked to survey participants: How do you get information about universities? Most go online/website, as well as getting information from friends, from brochures. Word of mouth makes the biggest difference, but advertising and web are important.

Survey participants were asked about:

- overall impression of CSU.
- What's your impression of Columbus?
- Three most important considerations
 - Results: do we have your program? Affordability? Reputation?
 - The personal touch is the most important in dealing with current/future students.
- CSU should use TV/online ads, if we use them.
- Compare schools with strong reputations
 - We are ahead of UWG and Valdosta.
- What factors impact reputation ?
 - success of graduates
 - grad rate
 - safety of campus.
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We bring counselors here, as well as bringing students here (and postcards, etc) in addition to Discovery Days. We do high school visits as well. We also buy names targeting geographic areas, major interests. We plan to expand offerings each year, and have recently seen more students coming to Discovery Days over prior years.

I'm struck by the comment that we have students from every county, but that there is no mention of international programs. Honors and International Education are things we have highlighted. We are trying to emphasize that we are not just a little regional place.

APPROVED

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Question: In Atlanta, more people know who we are. Does that translate to an increased number of students from Atlanta? Response: Yes, 11-12% increase from metro Atlanta in first time freshmen. Two years ago, we had more students from Atlanta than Columbus.

c. Staff Excellence Award – David Mitchell (1hr 58 min time stamp)

He was announcing the opening of the nomination period for the Staff Excellence Award. You can go to the Staff Council website, which has a link to the nomination form. Nomination started today, and goes for 3 weeks. Service awards will be given every year.

What process? Fill out the form, justify the nomination. We ask: What makes a staff member stand out? Nomination is not a long process. Brett Stenow won last year, for his work at Christmas for donations for kids in town.

Meeting adjourned at 5:02 pm.