

**Members Present:** Becky Becker, Phil Bryant, Michael Dentzau, Lisa Frander, Tim Howard, Katey Hughes, Michelle Jones, Mariko Izumi, Patrick Jackson, Krystal Kennel, Yesem Peker, Amanda Rees, Brian Schwartz, Kimberly Shaw, Nehal Shukla, Alan Tidwell, Brian Tyo, Aimee Vael, Kevin Whalen. Alternates present: Troy Keller, Laurence Marsh.

**New Senators Present:** Rajeev Dabke, Sherika Derico, Tesa Leonce, Ellen Martin, Chris McCullough, Clay Nicks, Andrew Puckett, Diana Riser

**Guests Present:** Chris Markwood, Tom Hackett, Mark Flynn, Gina Sheeks, Gail Jones, Amy Thornton, Stephanie Speer, John Lester, Kat Cannella, John McElveen, Ellen Roberts, Tina Butcher, Kimberly McElveen, Amber Dees, Shamim Khan, Dennis Rome, Lashica Thomas, Joelle Bonamy, Zane Everitt, and others.

I. Call to order at 3:01pm

**II. President's comments and announcements**

Thank you for participating in the celebration of this institution's values during Inauguration Week last month. To the Faculty Center: job well done.

First, he announced several minor organizational changes.

- First, CSU has need for a full-time General Counsel. We have now hired Craig Burgess, effective June 1. This is a new full time position, at the recommendation of USG legal counsel, and will report directly to President Markwood.
- Second, the legislative session was very tumultuous, and the University needs to be more involved in lobbying there. John Lester has been dabbling in Government Relations, and will be promoted to Associate Vice President, which will directly report to the President. This is occurring because this position needs to have greater responsibility, and will be effective June 1.
- Third, there will be a change in title and scope of responsibilities for Ed Helton, currently working at Cunningham Center. He will become the Assistant Vice President for Leadership Development, reporting directly to the President. This will facilitate his efforts to expand his portfolio to include campus leadership development, development for chairs, and for other leaders on campus.

In terms of allocations of state appropriations, CSU did poorly with capitol allocations, but fared well on other appropriations. There was no increase in retirement contributions. We did well on merit based pay/employee retention funding. However, please note that the legislative increases only impact the half of staff and faculty who are on state lines, and we did lose STEM allocation funds. Additionally, there was new funding for institutional priorities. *Handout included in the Appendix.*

**III. Provost's comments and announcements (8:27 time stamp)**

The institutional priorities funded this year include \$175k for the Faculty Center for the Enhancement of Teaching and Learning, and \$100k in added funding for the QEP. The rest of the new funding is going to the Colleges: to establish a new Chair in Cybersecurity; to support Complete College Georgia initiatives by using \$300k to convert lecturer positions to tenure track lines, adding a new line in COEHP; adding police officers and a disability coordinator for the RiverPark Campus, and \$50k in funding to support operations in the Academic Center for Tutoring and the Center of Online Learning. \$220,000 in STEM Initiative funding was cut, but is funded locally now.

State funding is ~50% overall of our budget. Except for the STEM funding, this is the first year in recent memory that we haven't started with a drastic cut.

Is a decision on the Campus Carry Bill coming? This law will be implemented in the fall if not vetoed on May 3.

Will there be training opportunities for faculty if this transpires? Yes. Already have a policy drafted (from 2 years ago), and we would need to have training through law enforcement officials before classes begin in Fall. This is also true for Taser Bill. If this law passes, you will be required by law to allow guns into your classroom if those carrying have proper documentation.

How does that work, and how do we know? You shouldn't even know that they have them. Won't tasers be unique to Georgia? Yes. And that law permits carrying tasers at age 18.

How are we equipped for campus police if Campus Carry passes? They are well trained already, and we have sufficient numbers, we believe. First, is there really going to be a large number of guns carried? You have to be careful about implementation. We will need a calm reflective attitude, and we will need to work together. It is difficult to predict how this will play out.

The deadline is tomorrow, and there will be extensive communication with everyone over the summer, whatever the law will be. The reality is most of us have likely taught with a gun in the classroom at some point already.

#### IV. **Executive Officer's comments and announcements**\_(17:45 time stamp)

##### a. Welcome to New Senators

New senators will only vote in the election of next year's Executive Council; retiring senators will vote on any other issues today.

Welcome to Rajeev Dabke, Diana Riser, Andrew Puckett and alternate Richard Stephens from the College of Letters and Sciences; to Orion Wertz, Chris McCullough and alternate James Ogburn from the College of the Arts; to Laurence Marsh, Tesa Leonce, and to alternate Rania Hodhod from the Turner College of Business and Computer Science; to Ellen Martin, Clay Nicks, and Sheriko Derico from the College of Education and Health Professions. Name cards will be printed for new senators in the fall.

#### V. **Standing Committees Report**

##### a. Distance Learning Committee - Jennifer Pitts (21 minute timestamp)

*Handouts included in the Appendix.* Lisa Frander will be Chair of this committee next year.

They propose nothing to vote on today, but are reporting key accomplishments and some recommendations for the future. Sharing Strategic Plan for Distance Learning (in Appendix) and reported growth of online courses (table in Appendix). Almost 38% of credit hours are generated online.

Online course improvement grants have been funded, and some courses are in progress to become QM certified. This is a very rigorous process. Now we have 8 courses that are certified. The focus is to improve the quality of existing courses for the grants. For QM certification, we must offer the course online at least once before it can be submitted for certification. There are \$1500 grants for online course improvement. And other grants are for courses that are ready for certification (\$750 grant). There are also stipends for faculty that become peer reviewers, Master reviewers, etc.

We must work in the near term to put ADA compliance in place, and to make it more robust.

They are developing standards for course delivery expectations. Ecore already has some that have been developed, and the committee has looked at a model from Troy University. This year, we have also accomplished the elevation of D2L mobile app for students, and a proctoring service through COOL.

Are the 38% of credit hours – are those all online? Are they hybrid? Response: We can't tell from this data. We can say that graduate credit hours are 62% online credit hours, but we don't know about hybrid vs all online.

Are you continuing grants for hybrid courses? Yes. The tuition differential has been redirected to faculty development, and to instructional design.

b. Women's Issues - Gail Jones (29 min timestamp)

In the last several years, the Committee has done the "Go Red Heart Health" program. The committee met last week, and a few women came to discuss some additional issues they hope to see addressed by the Committee:

- *Sexual Harassment Policy*. The concerned faculty went to the handbook, and only found a very small amount of information there. Today, the Chair Googled the topic, and found a more extensive CSU policy. The committee asks that this information be put in the Faculty Handbook.
- The *Maternity and Family Leave Policy* needs to be more detailed. Faculty at the committee meeting have found that people continue to work while on family leave, or that other faculty "pick up the slack" as an uncompensated overload. The committee asks that funds be put aside for compensation for adjuncts, or for faculty taking overloads. There is not really a university policy that covers this uniformly. Currently, faculty use sick leave first, then unpaid leave through FMLA. The other problem is that often faculty are required to take leave, and are still required to continue their duties while on leave, or to come back earlier than they would have otherwise chosen to do so.

Question: For a couple of the big faculty awards, there isn't a good gender balance of awardees. Can the committee look at this? For example, only 2 of 21 in Research and Scholarship awards, and 6 of 21 in Faculty Service awards have been to female faculty.

Dr. Markwood commented, "I have noticed policies and procedures are not easy to find. I have asked that we develop a single point of entry for all institutional procedures. The new CSU attorney will play a big role in that work. It will take a while to pull it together, but that will begin this summer."

- Salary equity. Faculty would like to have a salary study report by gender, but when it was requested a year ago, they were told by Human Resources that there is a conflict of interest to report this. The state website reporting this is also incorrect, often including summer salary, travel reimbursements and more. It is important to do the study correctly.

Brian Schwartz moved that the Senate support the salary equity study by gender. The motion was seconded by Phil Bryant.

Comment from Alan Tidwell: we could use old data, or initiate new study, but data might not be as readily available. How old is the data? From 2011. Sounds irrelevant to be that old.

Must control by discipline. However, it was surprising that female faculty might be experiencing a pay gap, given the disciplinary experience of some.

20 vote yes. 0 opposed. 0 abstain. **The motion to support a new salary equity study focused on gender passes.**

**VI. Old Business**a. *CougarNet Portal Update* - Casey Hergett (41 minute timestamp)

Handout attached in the Appendix. Please notice there is a URL that you can use to check out the concept of the new CougarNet Portal while it is in development, but there is much that may still change. Originally UITS had a very aggressive timeline. They don't feel, based on feedback, that the original timeline is appropriate. The timeline has been extended, so that UITS plans to go live January 2017. In Fall 2016, they will have a public beta of new portal, accessible from the current page. They have been using student, staff and faculty focus groups. So far, feedback is very positive with regards to current direction, but they still have a lot of work to do.

Is this going to change Banner? No, Banner is a separate application. UITS will change the name of ISIS, however. The upgrade of the CougarNet portal will not change Banner, as changes are only scoped around CougarNet itself. We will access Banner the same way as before. There are changes to Banner on the horizon, but that is separate with a different timeline. The portal will look different. Ease of customizing the site for each user will be biggest change, and they will be adding a few common applications. The new portal will have single sign-on for multiple applications.

What about students? How will I know what student is looking at so that I can help them?

Response: There will be functionality so that you can see the site from their perspective.

Comment: Training and tutorials are important when we go live with the new portal. They will set up YouTube clips to cover distinct parts for training. Question: Will tutorials extend to students? Response: Yes, they will be available for anyone with access to the portal.

Question: You mentioned accessibility to other applications. Does this include CougarView? Yes, the single sign-on will include CougarView.

Please let Casey Hergett know if you are interested in being on a focus group.

Question: If you are off campus, will there be differences? No, you can access it with any internet connections. However, the library has geolocation requirements, and they will work with Dean Flynn about those issues.

**VII. New Business**

## a. Faculty Senate Committee Proposal- National Scholarships &amp; Awards Committee- Cindy Ticknor (51:30 minutes)

Handout included in Appendix. The Honors College and CSU want more academic recognition for our students, including encouraging them to apply for more academic national scholarships. Most campuses have offices or committees for these kinds of scholarships. This involves not just asking students to apply for the scholarships, also encouraging those students to do so, and facilitating successful applications. CSU needs a faculty committee that can advertise these national competitions, as well as provide help to students with applications. CSU has been successful with Phi Kappa Phi fellowships recently, having won 2 years in a row. We would like to do that for other competitions, as well as broadening the pool beyond the Honors College students. The proposal for this committee suggests longer terms for these committees because there are longer learning curves for these scholarships, and the members can then better advocate for training for committee members.

Question: Do we have any committees that already exist that could do this work? Response: No, we need to be able to offer this to more than just Honors College students, and to encourage all qualified students to apply.

Question: What about the comparative effectiveness of a faculty committee vs. an office?

Response: We didn't ask whether a faculty committee or an office were more effective, but was sensitive to faculty concerns, and was reluctant to recommend adding more administration. There is, however, a great deal of work done in fall before spring deadlines.

Comment: We have not had Goldwater Scholarship applicants before this year. The process of applying is long, but can be beneficial towards careers/grad school applications for the students.

Comment: The nominee of Phi Kappa Phi from CSU gets \$500 even if they don't win the off-campus competition. This has helped garner applications, perhaps.

Question: Is there any chance this can be done as a consortium, with other schools that don't have this kind of office? Response: Perhaps.

Dr Markwood commented that we would need multiple faculty to be involved. It took a lot of faculty to help students through multiple revisions. The complication of consortium is if multiple institutions have applicants, the possibility of competition occurs.

Question: Are these scholarships undergraduate *and* graduate? Reply: I had only thought about undergraduate, but this committee could include both.

Comment: It may be worth going to faculty advisors from honor societies. Cross-collaborative efforts here would recruit members to the committee.

Comment: Logistically, 4 years doesn't work with senators have a 3 year term. Response: Members of a Senate committee don't have to be Senators.

Question: Why a Senate and not an Institutional committee? The success depends on the motivation of the committee members. The motivation may also lie with those who want students to succeed, and we need faculty to identify students to apply.

Comment: Many students apply for scholarships based on personal faculty recruitment, and encouragement.

Tim Howard moved that a "National Awards" Senate committee be established, and Brian Schwartz seconded.

Comment: There are no limitations on who can serve. The difference between Senate and Institutional Committees are whether the Committee on Committees or the Provost fills the new committee, and whether the committee reports to the Senate or only to the Provost. 20 in favor. 0 opposed. 0 abstain. Motion passes.

b. USGFC Report - Kim Shaw

Handout with a summary of meeting discussions included in Appendix.

The Chancellor and Vice Chancellor were present for the first two hours of the meeting, and took questions after prepared comments.

Question: Did Dr. Davis address if all enrollment growth was in Atlanta? Georgia State was formed to create growth in Atlanta. Comment: There is relatively proportional representation but we need to get growth. If we can show we are one of the few outside of Atlanta that is growing, we should capitalize on that. It would be easy to plot those numbers. They are very aware we are growing currently.

Was there a decision whether they would stay with Friday or Saturday meeting dates? No commitment, but rather a commitment to work with the Chancellor's schedule.

c. Community Perspectives on CSU Graduates - Kat Cannella (1 hr 18 min timestamp)

*Powerpoint presentation attached in Appendix, as well as full report.* The Leadership Institute held 9 focus groups, in which 17 organizations were represented. They spoke to hiring managers and recruiters regarding their perceptions of our graduates.

It would be good to have a template for Career Center activities that departments can tailor when student schedules don't match. This ties in well to QEP. Employers also suggested small project based internships, 3-4 weeks in length, on an as-needed basis. This could be a great opportunity for students.

d. Academic Calendar – John McElveen (1 hr 30 minutes timestamp)

Looking at our calendar, we have a significant number of weeks of downtime as compared to other schools. Dr. Markwood therefore asked John McElveen to look at two common types of sessions as possibilities. These will allow students an extra opportunity to take courses and to progress, and can provide an opportunity for faculty to earn more. If these are done within the context of course scheduling, this can also differently distribute a faculty member's load. We have a summer term longer than many, but as a result, we can't do an August session.

January terms are often 2 weeks instead of the presented 3 weeks here.

We are using the 2017 calendar year as an example only. We can't change before then, and perhaps not even at that point. Stephanie Speer is taking notes to compile for further revision.

The main feature of the proposed changes is an introductory 3 week mini term immediately after Jan 1. This causes a cascading effect in scheduling changes. Then if you start immediately afterward, Spring term ends May 23. A half semester format course is also possible, with possible 3 week mini terms possible within a semester as well.

Spring break will be established as the 3<sup>rd</sup> full week of March as "typical" for CSU. This impacts Study Abroad, vacation plans, etc. We would like to work with the local school districts, and this timing seems to work well with some local school systems, but their boards don't approve soon enough to match with us, so we are moving forward. This week will fall at the midpoint of the later full semester.

Summer term will start 2 weeks later, since Spring term ends 2 weeks later. We will be compressing summer. Fall term will start only 2 days later. First summer mini term equates to Maymester but will occur May 30 – June 20. There will be no week gap between Maymester and 7 week term as we have had before. Two half terms will be available, each 1 day less than currently offered. There will be less break time between semesters. The last day of summer finals, currently August 3, moves to August 8.

Fall term starts on Wednesday the 16<sup>th</sup> of August instead of Monday the 14<sup>th</sup>. Fall break remains the full week of Thanksgiving. The last day of finals will be a Monday, the same day as Graduation (December 11).

Questions?

We don't think all of the concerns we have can be represented fairly today.

Comment: This is informational only, and we will continue to discuss this in Fall. This is not meant to be implemented in Jan 2017. Perhaps there are other options; we will study them over the summer, bring up again in Fall term.

The 3 week mini term is not the only way to teach, and not a good way for some disciplines. This is not intended to be a three week free-for-all. There will be an approval process for mini term courses.

Would our contracts be extended 2 weeks longer? Currently, faculty are paid for 9 months, over 10 months of time. This is an issue to be addressed as well.

We have some concern about compression of summer? Can we get some of that time back? Regular semester is very long. Can we use some of that time to get time back for summer term? Dr Markwood commented that this idea would be interesting, but would need a policy that requires faculty to use that finals exam time. It is a very good idea.

Compressing summer term also limits student opportunities for internships, and for research applied to their graduate programs. Mini terms in the middle of the semester also won't necessarily benefit students. Graduate students are doing their research in summer, and this might slow or put off entirely graduate student completion.

Study abroad programs will also be inhibited if put off of May – May is cheapest for travel to many locations that we currently travel.

Is it credit hours that are a concern, or the required number of hours a course should be? We can rethink semester length. How many classes can students be in at one time using these new terms?

The biggest problem about Complete College is getting students through the Core successfully, so let's make those classes academically viable. It takes real time to teach those soft skills.

Many of these points were made in Chairs Assembly. Additionally, delay in Spring Semester graduation might adversely impact employment prospects of our students.

**e. Elections of Faculty Senate Committees**

i. Executive Council

1. Executive Officer, Secretary, 2 Council Members

Nominations for executive officer (moved by Rees/seconded by Hughes): *Kim Shaw*  
Motion passes, with the gavel.

Nominations for Secretary (moved by Rees/seconded by Howard): *Katey Hughes*  
Motion passes.

Nominations for Executive Committee members: Clay Nicks (moved by Hughes/seconded by Schwartz); Krystal Kennel (moved by Becker/seconded by \_\_\_\_); Mike Dentzau (moved by Howard/seconded by Rees)

Krystal Kennel selected by first ballot. Run-off election between Clay Nicks and Mike Dentzau, tied a second time. Dentzau defers to Clay Nicks.

*New members are: Krystal Kennel and Clay Nicks.*

ii. Committee on Committees (1 member)

Krystal Kennel and Linda Jones remain.

Nominate Rajeev Dabke (moved by Shukla/seconded by Dentzau). Nominate Diana Riser (moved by Howard/seconded by Rees)

*Diana Riser* is the new member.

iii. Committee on Elections (1 member)

Rylan Steele and Patrick Jackson will still serve.

Nominate Ellen Martin (Rees/Dentzau). Nominate Rajeev (Howard/Riser).

2 May 2016

Faculty Senate Meeting  
Minutes

*Rajeev Dabke* is the new member.