

Approved Minutes

Faculty Senate Meeting
Center for International Education, Sara Spencer Event Hall

4 October 2010
Called to 3:01 pm

Senators present: Becky Becker, Greg Blalock, Tammy Condrey, Pat Duttera, Josh Eyler, Pat Hogan, Rita Jones, Teresa Lang, Ellen Martin, Brenda May Ito, Tom McCormack, Mike McFalls, Jacqueline Radebaugh, Dan Ross, Kimberly Shaw, Melody Shumaker, Gary Sprayberry, Glenn Stokes, John Studstill, Paul Vaillancourt, Dan VanKley, Troy Vidal, Jeff Zuiderveen

Guests present included: President Tim Mescon, Acting Provost Tom Hackett, Terry Moshier, Pat McHenry, David Woolbright, Brian Schwartz, Acting Dean Ellen Roberts, Associate Provost Tina Butcher, Tim Howard, Iris Saltiel, Sri Sitharaman.

1. Report from the President and/or Provost

Acting Provost Hackett: I have a new understanding of the Eagles song “Life in the Fast Lane”. All of the temporary positions don’t prepare you for the pace of it! So far, so good. I have a few things to make you aware of. First, I’d like to introduce Iris Saltiel for those who did not meet her last time. She is running the Faculty Center in Tucker Hall, and getting around campus and meeting people. She has a great vision about what the QEP could do. It is interesting for her coming into a situation where you are unfamiliar with our university’s culture to do all of this. Another new addition in Academic Affairs is Michael Weatherholt, our new director of the Grants Office. Michael spent a day last week with the Provost, the President and Macalester and Quinn (our lobbying firm). He was impressed with research projects, and feels that they have great potential. The deans were asked to collect and pitch projects for the lobbyists to present to our legislative delegation. The new grants director is very impressed with what we are doing already, has ideas for places to go from here.

- In short phase, they are working on finding someone to fill in the “utility” slot in Provosts’ office, which includes internal grants and graduate studies. We are just beginning work on the graduate school, so whoever we bring into that role will help us there.
- Shared governance is job one, not just for Academic Affairs but for the University. We will look at these shared governance issues, and work together. Some of those issues will be discussed this afternoon.
- Issues of promotion and tenure policies are also a priority.
- Many are not entirely comfortable with faculty evaluations by students as they are presently administered. The return rate is not great with online administration. We want to look at this again.
- Glenn Stokes (Executive Officer of the Senate) and Richard Baxter (Chair of Chairs Council) have been working on these issues with their organizations.
- The Faculty Handbook needs revision. It has evolved over the years. We had a task force for last year, but work remains to be done to make sure it is consistent with BOR policy, and with internal university statutes, then reviewed by Senate and Chairs.
- I believe in faculty governance. It feels like it was yesterday that I was one – and it was! We will hear about the Core Curriculum today, and about distance learning and the associated distance learning conference. We have had some good discussion in last Academic Affairs forum. Finally, an area of concern for everyone is funding. We’ve talked a lot about funding levels. There is a prevailing new paradigm everywhere, not just in Georgia, based on the economy, and a new philosophy among legislative delegations. We need to find ways to grow.

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One way is to pursue grants, find funding that way. We are working with development, taking an aggressive posture there.

The key for CSU is lots of dialog and communication. Some of you don't know me, and some of you know me well. I don't stand on ceremony – call me when you want to talk, and then come on by. I look forward to serving this university and its students.

President Mescon: I will try to be equally brief. We had a large delegation, organized by system office visit CSU and Ft Benning. They stayed overnight. Lewis Potts (Chair of BOR) and the newest regent, Hopkins, (from Griffin) visited. The Director of our Ft Benning effort was their guide the whole time. The System Office has funded an additional part time position at base as a result (on their nickel). We are hoping it was advantageous to have BOR Chair Potts here for a couple of days to get a feel for our initiatives.

- In front of CCT, there will soon be a new service available: Zip cars. We will be able to have car rentals by the hour (like in large metropolitan areas) as a greening initiative for campus. Campus members can register for an annual subscription, pay by the hour, which includes gas, insurance, and you don't worry about anything. We hope this service will get some utilization.
- Tom Hackett will talk about distance learning conference shortly, which had over 250 participants. I commend the entire planning team for a terrific job. The visit from our lobbying firm was very productive. Planning taking place now is for next year. Submissions to congress for this year will be answered within next 60 days, were submitted a year ago. This was a full day of planning academic initiatives, useful to all of us looking at grants. We hope there will be much more in future.
- Tomorrow morning there will be a breakfast. Every department will be represented, for the annual fund campaign. We raised \$2M in our last campaign (only UGA and Georgia Tech did this last year, aside from us). You will be hearing about the annual fund from your representative soon. As always they will hear it tomorrow. Funds designated for department use will receive a match from Foundation. John Hargrove, volunteer from Johnson and Johnson, will be chairing the effort.

Question: This is our first meeting since Dr. Levi has announced her resignation. Can you outline the transition process to selecting a new Provost?

Pres. Mescon: Dr. Hackett will remain Interim Provost through the end of the academic year. At the end of the year, we will put together traditional discussion processes to make a collective decision on moving forward with Provost/VPAA search.

Provost Hackett: Dean searches are in various degrees of progress, depending on when they began and what the Search Committees have decided. COEHP has a committee, a position announcement, and are meeting in the middle of October to proceed in looking at submissions. COA has developed and approved a position announcement, and has forwarded it to the Search Firm. The Library is in the process of developing a position announcement.

Correction: the Library Search committee has a position posted online since August (see http://hr.colstate.edu/positions/show_details.php?jobID=802&jobtype=Faculty&Scope=External). And the Search firm will be updating the Library Search Committee on October 21st.

Question: about parking and zip cars? How will this impact our already overcrowded parking situation on campus?

Pres. Mescon: It's 2 cars.

Response: Never mind the previous concern.

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Pres. Mescon: We are not quite ready to be completely operational today. We will probably be ready next week.

We're really perfect for this: students, faculty, staff, can do whatever errands in 2 hours or so, rentals typically run \$7-8 hour elsewhere. Don't know what they will be here.

These programs use hybrid cars around country. Don't know if that will be true here – don't control that. Often subcompacts are used as well.

Question: Are they going to be painted a special color? I have a prius.

Pres. Mescon: We continue to move forward on other issues as well. We are installing electronic gates, and fencing around Courtyard 1 and 2, probably will be done by the end of the semester. As you know, there was a gunshot incident in Courtyard 1 earlier this term. Nothing is more sacred than student and faculty safety. There will be changes in entrances and exits – we are working with city engineering dept on redesign. There was a rash of break-ins a week ago at the soccer complex parking lot. Folks were jumping off the bike trail, breaking into cars, and jumping back on the trail. We had a heavier CSU police presence this weekend.

2. Announcements from the Senate Executive Officer

Working with Dr. Hackett, we have a designated space for the Senate with access to a copier, a computer, a printer, filing spaces, and an administrative person part time. This will involve sharing space with QEP offices. We are appreciative of these efforts. Once established, we will send out email to let you know the space can be used.

3. Old Business

a. Library committee report and action item

David Woolbright reported. There are 2 short items. R.Ford reports an up-tick in the demand for student study rooms at the library. There are 4-5 faculty rooms currently, but the committee recommends that these rooms be taken back and used as study rooms again.

Faculty publications project (*see appendix*) originated in Provost office. This will let the library be a repository for faculty creative work, publications, etc. where they will be collected, and put on display. They will also establish database of faculty work over time.

Each Spring an event celebrating these kinds of publications, creative works will be held.

Comment: In some creative works, there might be some expense (books, for example). Is there funding for this?

Comment: There can be a heavy financial burden for donating our work. Books can often cost \$100, musical scores might cost even more.

Response: Committee feels that there ought to be a way for the university to find funds for this.

Comment: Can we adjust the budget for acquisitions? This would be a good service for library to increase acquisitions budget. Have Dr. Woolbright contact Prov. Hackett to develop a promissory budget for this.

Comment: Creating electronic repository as well – for citations for faculty publications.

Executive Officer Stokes met with Dr. Baxter (Chair of Chairs Assembly), and they discussed joint work on *b*, *c*, *d* below to work jointly with chairs on these three issues. It didn't make sense to have 2 separate parallel groups work on these issues. Rather, they both propose to combine efforts to resolve things up front.

b. Representatives for Faculty Teaching Evaluation Task Force

As Digital Measures is going away, we can build evaluations into Banner for digital evaluations.

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A group of Chairs is developing recommendations for the process.

Motion on whether to work with Chairs on this initiative?

Senator Zuiderveen moves we work with the Chairs group, Senator Hogan seconds. Motion passes unanimously.

Now we need to discuss Senate Representatives to this group. It would be smart to have college/library representation here.

Nominations for COEHP representative? Ellen Martin nominated. Senator Duttera moves and Senator McCormack seconded the motion. Motion approved.

Gary Sprayberry nominated for COLS representative. Motion approved.

CoBCS: Senator Hogan nominated. Motion approved.

COA: Senator McFalls nominated. Motion approved.

Library: Senator Radebaugh nominated. Motion approved.

We will pass these members on to Chairs committee.

c. Evaluation of Administrators Committee

We added members to this group last time. Do we think that working cooperatively here is a good idea?

Response: Not certain that working cooperatively is anything but a conflict of interest for Chairs.

Response: As long as the survey is done with proper protection, it could be appropriate.

Response: It seems silly to have 2 groups working on same thing.

Response: This Committee to date does not have a chair. The only worry one would have is that Chairs might be involved in the tabulation of results. But if a Business chair tabulates COLS chair results, who cares?

Response: It may be good to have them involved, buy in to the process.

Response: It will help ensure that the right questions get asked.

Response: This is not much different from how faculty evaluations are done.

Motion is that we work cooperatively. Motion passes, one abstain.

d. Faculty Performance and Engagement Task Force policy

Dr. Stokes: Originally, I thought I might take a shot on looking at policy to resolve outstanding issues. I sat down and tried to do it myself, and was approached by Dr. Baxter of Chairs Council. Do we want to work cooperatively with chairs?

Senator Zuiderveen moves, Senator Jones seconds. Motion passes.

Now we need representation.

Comment: Need specific representation, eg for non-tenure-track faculty.

Comment: Need to represent different research types; also perhaps representation for different ranks.

Response: With all of this, we might end up with a committee of 22. Hitting every department etc will be burdensome for a working committee.

Comment: Working with chairs assembly group of 4, effort currently chaired by Alice Pate. They are hoping to vote by end of October. This will give departments a chance to develop standards to be ready for January. We need members who will be available, and aggressive in developing policy.

Question: Do members need to be tenured?

Response: Not to develop policy.

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Library – nominate Paula Adams.
COA – nominate Brenda May-Ito.
COLS – Nominate Glenn Stokes.
COBCS – Nominate Pat Hogan.
COEHP – nominate Tammy Condrey.
Thank you. I will forward names to groups in place.

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e. Special Designation Task Force – report

Dan Ross reported for the Task Force. The last time the group met was shortly after Dr. Levi resigned as Provost, with more colleges undergoing a Dean search than not, which led us to ask question. We conducted a survey of faculty via email: should we go full speed ahead, stop for a year, or just abandon search? 20 voted for full speed ahead, 24 for delaying for a year, and 45 for abandoning the idea. Based on that result, recommendation that we abandon this project, or at least wait a year.

Comment: We can interpret this as a 44-45 vote.

Comment: I make a recommendation that we hold off until spring, then re-survey the faculty.

Comment: We might have different results if we had possible options.

Ross responds: I got a couple of emails to that point, but the committee was not to that point. We had discussed this. How inclusive should we be? Would some be left out? How will this affect the flow of resources? We were bogged down in those issues. We weren't far enough along to have potential options. There was no strong love of any options discussed in spring. Might be more productive to align with curriculum, with new deans. We viewed this as a longer term process instead of short term one. Strategic plans for colleges may need to be aligned.

Question: When does current strategic plan end?

Response: This is second year of a 3 year plan.

Comment: So this is a chicken and egg problem. Do you hire deans, and a provost, and let them develop a plan, or do you hire them in support of the plan?

Comment: I recommend we suspend for a year.

Senator Zuiderveen moves that we table the issue and revisit in fall. Senator Hogan seconds.
Motion passes unanimously.

4. New Business

a. Core Curriculum Task Force

Report by Prov. Butcher and Dean Roberts.

You have received a copy ([see appendix](#)). This was submitted only for committee purposes, not for official external consideration at this point. We are revising/renewing core curriculum, second stage after identifying learning outcomes is matching courses to learning outcomes.

Comment: Gee, we're not expecting much. These look like minimal expectations. For example, communications says nothing about critical thinking.

Response: Critical thinking is an overlay, the last learning goal III.

Comment: Still seems to me - I'm not worried about what happens, just worried about perception. Not worried that this will be a dumbing down. Addressing one of the things General Education council is concerned with – is it really College level work? Some universities have had learning goals returned to them based on this.

Question: Weren't you instructed to make these one sentence per area?

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Response: This was a recommendation, not a requirement. We have gone to departments to find out what they think is important. Some departments develop learning goals with assessments in mind. Some of these start with 3 goals, which have been collapsed down to 1, to make it assessable. When this goes to General Education committee, they will approve or disapprove and then send it back. We will have to revise outcomes in specific areas based on what they tell us. We can look at already approved outcomes, as they are approved for whole system to choose if they wish.

Comment: Go back to current areas A through E. Importance of transferability. Only 2 institutions changing # hrs in these.

Senator Zuiderveen moves to accept. Senators Hogan and Duttera both second. Motion passes.

b. Presentation on the future of Online Education

Provost Hackett presented his Distance learning conference report. He was quite frankly somewhat surprised toward end of process. There was no money, and not much interest 2 months ago. But the conference was fully funded by sponsors. Second, there was actually a crisis on whether to shut down registration early when it went beyond attendance projections. Speakers were cutting edge, deep thinkers, talked about distance pedagogy. Presentations from all over were uniformly terrific, with lots of practical ideas. We wanted to do well the first time out of chute. An after-action meeting was held last Friday, committee/task force was engineering oriented – how to improve process. Senator Radebaugh will chair the committee next year.

History of committee - Dr. Hackett chaired it from 3-4 years. He didn't have much experience at first. CSU has promoted distance learning through the internal grants process. President gave \$1500 to any who develop course if it is then offered.

- Chose Quality Matters rubric, and we will examine if we keep this.
- Another committee will look at work issues, how it impacts what we do.
- Incentives to participate.
- Another task force – red balloon. That is a think tank, where we might go with tech, video, server capacity, do we put info on cloud servers outsourced.... Online TV. Possibility for growth.

We went from 0 – 80 in “5 minutes”. The irony was that this was when we were inexperienced, unsure of efficacy. What we have done is phenomenal, to put this many courses online, with tech, with video. We were at national conference at UCF and we found that we were way ahead of curve in many areas. That's the upside.

Challenge – what we need to look at. Strongly recommend that we look at issue of quality. We should examine the idea of being more intentional, strategic, about what we put online. Design a course, get a grant, get it funded, in past. Distance learning committee will decide, but he would recommend that we look as a university at what we want to be in terms of online presence. We don't want to eat our own young (not for kids who would prefer to be on campus.) There are things that distance learning does well. We have a chance to grow enrollment, support international education that we never could without this, to support military as well. We should think about those, and about incentivizing those that make strategic sense for CSU.

Comment: I have taught a few online courses, had students from around the country. Secondly, online classes particularly makes sense in summer, take class and be able to come and go. Third, some schools have 3 different delivery methods. 3rd delivery method is tv. Are we going to move in that direction?

Response: We have experimented with tv, and I wish mike Baltimore was here to talk about this (COEHP TV). The classroom is fully wired, can be recorded or go out in real time. I tried (have

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been guinea pig) meeting the class there. However, I tended to be hyper/ADD and move around class a lot. Taking things in class, recorded them earlier in the day in the studio, seemed to work better for me. Lecture recorded. It was strange, and I never interacted with those students except by chatting. Semester later, teaching a seminar, and had student compliment it. We are having more discussion with other colleges about getting other colleges involved.

Question: Sessions I attended were good, but I missed other sessions that were also good. Will there be some means of publishing them, linking to all of the sessions to learn about things we missed? Recorded some of the keynotes.

Response: We are working to put ppt and keynotes on line

Comment: I am not a Luddite, but at the same time I have serious reservations about this. It looks like we are going full steam ahead with something we haven't even discussed. How many more courses, enrollments...? How fast have we been moving with this? I am worried about jumping in without discussing it. We have had problems in our department with this. We are enrolling so many students online that they can't be doing a quality job. I think that there are serious questionable processes. Can you share data about how many courses, new courses, new students we serve?

Response: Yes, we have the data and can share those. I share your concerns about quality. When you are hustling, moving forward, you can skip steps, and maybe we have. A large number of us didn't have any experience when we began, so you are right on target.

Comment: National concern about online education impact on the faculty market. When you listen to the things legislators say, online is a cheaper way out. We are worried about long term impact. Worried it will come back and bite us.

Response: These are things for the committee to look at. We are bringing on new folks on the committee. This discussion has given the new chair (Radebaugh) things to think about. Incidentally, these meetings are open.

Comment: I attended a conference hosted by McGraw Hill on online teaching. It was an eye opener. In talking with their top IT people, I was asked if I could foresee a time when students don't need a faculty member, take modules of classes, and administrators would oversee those. There was a glint in his eye as he said this. I didn't find out until that meeting that she was only one using their software for a web mba class. I also read something about community colleges going totally to distance education in the future. What are the differences between face-to-face and online?

Comment: Another issue is that we went in with assumption that our clientele has expertise to handle whatever we put out there. But there is a higher rate of failure, drop out, in online classes. We need to look at this, and develop strategies to help them, to do more. They can take a diagnostic... we should pay more attention to that. Another logistical problem is that we can do enrollment verification easily for face-to-face, but not for online.

Response: I think that the drop out rate was discussed today, and we need to know it. Once we have that data, it will give us some direction.

Question: Can you include this in a future report?

Response: We can do this.

Comment: I heard a report on NPR recently about some kind of statewide task force looking into online education.

Response: This study was done at Kennesaw.

Comment: It was in Chronicle of Higher Education last week.

Response: But what we will be judged on is RPG. I feel like we get mixed messages – how do we sort this out? We are making certain kinds of decision for short term gain without considering what

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this means for shared governance, for long term growth, and health of university. I understand the impact of budget crunch, but this may hurt us in long run.

Comment: We aren't going back, the tech is there. There are too many other places for them to go – we can embrace it or not.

Comment: There are not just 2 options – there are always a 3rd and 4th to look at. Let's get some perspective.

Comment: The group that went to UCF with a charge from that conference to reduce class sizes, to select core classes in the name of RPG. Look at (for example) freshman comp, and make classes even smaller. We are trying to put more resources that way.

Comment: I have served on no fewer than 4 task forces for RPG in my time here and they always recommend more face to face time. I always hesitate to put freshmen in online courses for this reason.

Comment: It comes back to the quality of instruction, and the education we are producing here. The amount of study time students put in is about half what it was 20 years ago. I don't know how online courses feed into that, but I am glad you brought this to us for discussion.

Comment: My big concern is that in big face-to-face classes, all chairs know what these classes should involve, can sit in to evaluate them as needed. Class online assumes that chair is competent in technology to assess quality of online courses. We may need a 3rd party assessment of online delivery (not content).

Question: What happened to the UITS discussion deferred from last time?

Response: The entire staff are out of town, so the presentation has been bumped a month. They are attending a conference at Georgia Tech.

Senator Zuiderveen moves to adjourn. Senator Hogan seconded.

Adjourn at 4:42.

Appendices: these are attachments from handouts

Faculty Publications Project Proposal

Current planning team members:

Provost

Roberta Ford

Linda Jones

Giselle Remy Bratcher

Jackie Radebaugh

Scott Wilkerson

1) Establish a permanent non-circulating Faculty Publications Collection housed in the Archives. Faculty will be asked to donate their publications (books, scores, media, software, articles, etc.).

2) Faculty will input citation information for all their publications into a database such as DSpace (see handout). This publications report may interface with whatever is developed to replace Digital Measures. DSpace can function as an Institutional Repository for digitized materials such as learning objects, theses and dissertations, institutional and faculty publications, if desired.

3) The current year's faculty publications for stand alone items such as books or compact discs will be displayed prominently on the first floor of Schwob Library.

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4) Each spring, Academic Affairs and CSU Libraries will co-host an event celebrating faculty authors, which will be open to all (faculty, staff, and students).

**Application for Approval of General Education Learning Outcomes
Submitted to the USG Council on General Education –**

FOR WORKSHOP ONLY

Name of Institution: Columbus State University

The newly adopted USG Core Curriculum Policy must be implemented by Fall 2011 by four-year institutions and by Fall 2012 by all state college and two-year institutions. The first step in implementation is approval of at least one learning outcome for each goal. See:

http://www.usg.edu/academic_programs/cpr/implementing_the_new_core_curriculum/

Please consider:

- ❖ Each outcome **must be collegiate level, not skilled based, broadly focused and consistent with the mission** of the USG.
- ❖ Outcomes will be reviewed according to the following criteria:
 - Is the outcome a college-level competency?
 - Does the outcome advance the general goal for the area?
 - Is the outcome measureable?

Learning Goal A1 (Communications)

Proposed Gen Ed Outcome(s) for this Goal.
1. Write effectively in a variety of situations and for a variety of audiences. 2. Use primary and secondary research to analyze and present information in rhetorically appropriate ways. 3. Use a nationally recognized system of scholarly documentation, such as MLA or APA. 4. Demonstrate understanding of what constitutes plagiarism and how to avoid it.

Learning Goal A2 (Quantitative)

Proposed Gen Ed Outcome(s) for this Goal.
Solve problems by analyzing: <ul style="list-style-type: none"> • a given dataset, formulating a representative model, and then using the model to predict additional related values of the variables; or • a given graph and identifying behaviors of one variable as influenced by changes in the other variable; or • a given equation and identifying fundamental characteristics of the corresponding graph.

Learning Goal B (Institutional Options: Communicating in a Global Environment)

Proposed Gen Ed Outcome(s) for this Goal.
Demonstrate an ability to communicate verbally and non-verbally in various contexts.

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Learning Goal C (Humanities/Fine Arts/Ethics)

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Proposed Gen Ed Outcome(s) for this Goal.

1. Generate knowledgeable interpretations of texts, works of art, or music.

Learning Goal D (Natural Sciences)

Proposed Gen Ed Outcome(s) for this Goal.

1. Demonstrate knowledge and understanding of key principles, theories, facts and current hypotheses in one or more areas of natural science.
2. Demonstrate knowledge and understanding of scientific reasoning and how new knowledge is acquired in one or more areas of science, including the selection and use of appropriate methods, tools, and technology for answering questions and solving problems.
3. Relate scientific principles and methods to problems that are important to individuals and societies.

Learning Goal E (Social Sciences)

Proposed Gen Ed Outcome(s) for this Goal.

1. Articulate how factors such as culture, society, environment, human behavior, decision-making, and diversity shape the role of the individual within society, human relations or human experience across time, space, or cultures.
2. Identify and apply major theories and methods of inquiry, evaluate arguments, and draw conclusions in the social sciences.

Learning Goal I (US Perspectives)

Proposed Gen Ed Outcome(s) for this Goal.

1. Demonstrate an understanding of the interactions of cultural, historical, social, economic and political processes, issues and events in the United States.

Learning Goal II (Global Perspectives)

Proposed Gen Ed Outcome(s) for this Goal.

1. Analyze the range of diversity and universality in human history, societies and ways of life;
2. Describe the interdependence of peoples and communities across time and place;
3. Communicate and interact in a globally interdependent world.

Learning Goal III (Critical Thinking)

Proposed Gen Ed Outcome(s) for this Goal.

1. Integrate and synthesize knowledge to answer questions and solve problems;
2. Assess the accuracy and validity of findings and conclusions taking into account ambiguity and uncertainty;
3. Demonstrate an understanding of the existence of diverse viewpoints;
4. Defend a viewpoint or a value judgment using sound reasoning.