

Mike Holt
President

Brian Ring
**Vice President/
President Elect**

Sudip Chakraborty
Secretary

Debbie Paine
Parliamentarian

Peggy Moch
Past President

Agenda
August 25, 2016, 3:30 pm
University Center Magnolia Room

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, any actions sent to the President 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 Word.doc attachments.

For the benefit of record keeping, we ask that senators and visitors please identify themselves when speaking to an issue during the meeting. Please use the microphones to assist with accurate recording. All senators must sign the roster in order to be counted present. If you have a senator's proxy, please place their name tag beside your name tag on the table in front of you.

1. Call to Order – Mike Holt
2. **Approval of the minutes of the April 24, 2016 meeting of the Faculty Senate.**
<http://www.valdosta.edu/administration/faculty-senate/minutes.php> (See link here for minutes for all faculty senate meetings).
3. Reading of proxies obtained prior to the meeting; Request additional proxies for those not given from Senators in attendance – Sudip Chakraborty.

Note: Please send an email to Sudip Chakraborty (schakraborty@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.

4. Interim VSU President, Dr. Kelli Brown: VSU Updates
5. Welcome COSA President, Donnell Davis, dodavis@valdosta.edu to Senate and encourage Standing Committee chairs to contact him regarding getting COSA representatives to serve on Standing Committees.

6. Introduce 2015-2016 SGA President, Maya Mapp, mamapp@valdosta.edu to Senate and encourage Standing Committee and Institutional Planning chairs to contact him regarding getting SGA representatives to serve on the various committees

7. Welcome Newly Elected Senators:
 - Tommy Crane – College of the Arts
 - Jacque Wheeler – College of the Arts
 - Ligia Foscan – College of Arts and Sciences
 - Sudip Chakraborty – College of Arts and Sciences
 - John Crowley – College of Arts and Sciences
 - Christina Calestani – College of Arts and Sciences
 - Deborah Hall – College of Arts and Sciences
 - Roger McIntyre – College of Arts and Sciences
 - Gabrielle Stellmacher – College of Arts and Sciences
 - Kendric Coleman – College of Arts and Sciences
 - Neena Banerjee – College of Arts and Sciences
 - Bobbie Ticknor – College of Arts and Sciences
 - Daniel BaracsKay – College of Arts and Sciences
 - Marc G. Pufong – College of Arts and Sciences
 - S. Andrew “Andy” Ostapski – Langdale College of Business Administration
 - Gary Futrell - Langdale College of Business Administration
 - Lucia Lu- College of Education and Human Services
 - Jennifer Beal-Alvarez - College of Education and Human Services
 - Crystal Randolph - College of Education and Human Services
 - Robert (Bob) Spires - College of Education and Human Services
 - Jamie Holland – College of Nursing and Health Sciences
 - Deborah Davis – Odum Library

8. Old & Unfinished Business
 - a. Statutory Committee Reports
 - i. Academic Committee – Sheri Gravett: - No report, Committee will resume meeting in September
 - ii. Committee on Committees – Dereth Drake: Progress on assignments?
 - iii. Faculty Affairs – Eric Howington: Credit for SOI Compliance (Attachment A) and Faculty Course Reassigned Time Request Policy Reports (Attachment B).
 - iv. Faculty Grievance Committee – Marty Williams: No report.
 - v. Institutional Planning Committee – Fred Knowles: No report.

 - b. Meeting minutes from the various committees should be sent to FS Secretary (Sudip Chakraborty (schakraborty@valdosta.edu)) to be uploaded to the Faculty Senate website **AND** to the library (archives@valdosta.edu) with “Archives Faculty Senate Papers” in the subject line. Minutes from 2013-2014 and 2014-2015 meetings from the various committees should be sent so these documents can be archived properly. Please label minutes documents as shown in the following examples:
 - i. Technology_Minutes_04-29-2015
 - ii. Academic_Honors_and_Scholarship_Minutes_08-28-2015

Thank you for your assistance in getting and keeping our records up to date. ☺

 - c. Work is still continuing on the updating of the VSU Statutes. The proposed statutes are under review by the Vice Presidents and the University Attorney. Senate leadership has respectfully requested a proposed completion date.

- d. Revisions to University Tenure and Promotion Document (<http://www.valdosta.edu/academics/academic-affairs/tenure-and-promotion-procedures.php>) – Remand to Faculty Affairs Committee see <https://www.valdosta.edu/academics/academic-affairs/documents/pt-proposed-policies-march-2016.pdf>

9. New Business

- a. Standing Committee Reports: No reports received
 - i. Academic Honors & Scholarships – Abigail Heuss
 - ii. Academic Scheduling & Procedures – Ubaraj Katawal
 - iii. Athletic Committee – Peggy Moch
 - iv. Diversity and Equity Committee – Regina Suriel
 - v. Educational Policies – David Bruno
 - vi. Environmental Issues – Nancy Sartin
 - vii. Faculty Scholarship – Maura Schlairet
 - viii. Library Affairs – Shaunita Strozier
 - ix. Internationalization and Globalization Committee – Rebecca Gaskins
 - x. Diversity and Equity – Regina Suriel
 - xi. Student Affairs – Gabrielle Stellmacher
 - xii. Technology Committee – Brian Ring
- b. Overview of how the Faculty Senate Works. See Attachment C.
- c. Presidential Search Committee Update. See Attachment D.
- d. Election of new Faculty Senate Secretary – Nominations and elections to be held at September Faculty Senate meeting.

10. General Discussion

- a. \$5 Faculty and Staff Meals at Palms throughout the year.
- b. Faculty/Staff Tailgate September 24th – Keith Warburg, Pepper Croft, Lee Grimes

11. Adjournment

Attachment A:

The Faculty Affairs Committee (FAC) was remanded by the Faculty Senate to review the status of Valdosta State University (VSU) policy regarding extra credit for SOI completion. This charge was initiated by an email to the VSU Faculty Senate from Deborah Robson, Associate Professor, Communication Arts, dated September 16, 2015. Findings based on telephone, and email correspondence with Dr. Robson and Dr. Sharon Gravett, Associate Provost, indicated the following:

- Some college administrators have indicated to faculty that it is against VSU policy to grant extra credit for SOI completion.
- Statements have been made “about the inappropriateness of giving extra credit for SOI's.”
- The “Sample SOI Syllabus Statement” on the VSU website specifies that “student compliance may be considered in determination of the final course grade.”
- The “Sample SOI Syllabus Statement” was provided because some faculty members require SOI completion as part of the final course grade (not necessarily to give extra credit).
- There is no VSU policy prohibiting the use of extra credit for SOI completion. It is currently up to the discretion of each faculty member to provide incentive for SOI completion.
- While there have been past discussions in the Faculty Senate about recommending a policy against offering extra credit for SOI completion, no recommendation has been made.

Attachment B:

The Faculty Affairs Committee (FAC) was remanded by the Faculty Senate to review the *Faculty Course Reassigned Time Request Policy and Process* form. The FAC conducted a review as well as obtained feedback from faculty outside the FAC committee. Based on the review and obtained feedback, the FAC suggested some revisions to the document. The suggested revisions are marked in yellow in the document and obtained feedback contributing to the proposed revisions is provided at the end of the document.

Attachment D:

Faculty Course Reassigned Time Request Policy and Process

Tenured and tenure track faculty who undertake certain extraordinary service, **research, and professional development activities** [1] related to the academic mission of the University may be eligible for a reduction in their regular teaching load during their term of service. Roles that may qualify for service-related course reassignment include, but are not limited to, the following: Department Head, Program Directors, or faculty assigned other extraordinary service commitments in line with the University's mission and values. Roles that may not qualify for service-related course release include, but are not limited to, the following: work done as part of normal faculty workload (teaching, scholarship, and service activities-including committee membership, directing conferences, editing journals, providing leadership in professional organizations, or holding paid consultantships (unless an outside agency provides funding to the Institution for the reassigned time).

All faculty seeking reassigned time from their normal teaching obligation **of their college** [2] must complete the Faculty Course Reassigned-Time Request Form (FCRR) prior to any reduction in course load. The individual faculty member is responsible for initiating and completing the FCRR at least a semester before the reassignment is requested. **There is no guarantee that a FCRR will be approved.** [3] (If the reassignment is conditioned upon external funding, submit the FCRR [4] concurrently with the submission of the funding request). The faculty member should submit a completed FCRR to the Department Chair/Center Director/Program Supervisor for review. If approved, the FCRR progresses next to the Dean, the Provost and Vice President for Academic Affairs, and President for their review and approval. At each level, the amount of service required for the role will be taken into consideration as well as equity concerns across the Institution.

The form must be completed and fully approved prior to the start of any requested reassigned time, and before the BANNER Schedule is submitted to the Registrar's Office (normally early August for following spring semester and early January for fall semester.). No reassigned time will be granted unless, and until, the Faculty Course Reassigned Time Request Form (FCRR) is fully approved by the President through the appropriate channels (via Head/Director, Dean, and Provost). These guidelines do not apply to staff members.

[5] Faculty who receive reassigned time from their regular teaching load should recognize that they are expected to fulfill their departmental and College service obligations. The University, the Provost, or operating unit, may discontinue, temporarily suspend, or alter a Reassigned Time approval of any faculty member based on institutional needs. **The faculty have the right to appeal this decision via the grievance procedure or grievance policies.** [6]

For applicable forms or questions please contact the Valdosta State University Office of Academic Affairs.

Obtained Feedback Contributing to the Proposed Revisions:

[1] "Currently, the background/introductory sheet that came with the form says to use this form for release time for "service". Because it doesn't mention professional development (ie research), it gives the impression that faculty will no longer be able to request release time for professional development. This should be clarified and explicitly state that release time can be earned for service and professional development activities."

FAC committee believes that release time should be earned also for research and professional development activities.

[2] "Currently, not all colleges at VSU send release request forms to the Provost (for example according to COBA and COA websites they handle release time at the college level, but the COAS sends request forms through the provost's office." Additionally, some colleges, such as the College of Business, provide scheduled release time regularly. "[I]t should explicitly state that all colleges must use this form in order to request release time" from normal teaching obligations within the college.

[3] "The only thing I could think of that could possibly be added is a statement that there is no guarantee that a FCRR will be approved. I would think approval might be contingent upon available funding and whether a qualified faculty member or adjunct instructor is available to teach the course for which the re-assigned time is being requested. "

[4] "The only edit that I noticed was in the second paragraph it has FRR in the middle of the paragraph when I think it should be FCRR."

[5] "Receiving release time is an honor, much like receiving a faculty seed grant, so it would be nice to showcase the faculty who receive release time to conduct service or research that goes above and beyond "normal" activities. It would be nice if Academic Affairs would list these faculty on their website, which would help advertise the exciting work that the faculty do at VSU..."

FAC committee recommends to include within the approval letter to the faculty who receive release time, information that their names would be listed on the Academic Affairs website to advertise the exciting work that the faculty do at VSU.

[6] FAC committee believes that faculty should have the opportunity to appeal this decision.

FACULTY COURSE REASSIGNED TIME REQUEST (FCRR) FORM

Date: _____ Department: _____

Faculty Name: _____ Rank: _____

Semester {for reassignment): Fall _____ Spring Year: _____

#of Credit Hours to be Reassigned: _____

Is Extra Compensation also being provided for this activity?: Yes No

If yes, Amount\$ _____ Source:.....: _____

Describe purpose of reassignment from normal teaching load: _____

Specific Outcomes Expected:

Method of Evaluation and Report Due Date:

Approved by: _____
Director/Department Head

Date: _____

Approved by: _____
Dean

Date: _____

Approved by: _____
Provost and Vice President of Academic Affairs

Date: _____

Approved by: _____
President

Date: _____

NOTE: The form must be completed and fully approved prior to the start of any requested time, and before the Master Schedule is due to the Registrar's Office (normally early August for the following Spring Semester and early January for Fall Semester).

Attachment C:

HOW THE VSU SENATE WORKS

http://www.valdosta.edu/administration/faculty-senate/documents/bylaws/faculty-senate-bylaws-5_2015.pdf

The Senate serves as the mechanism for **shared governance** at Valdosta State University (*Statutes*: Chapter 4, Article I, Section 1 – statutes are currently being updated; 2007 statutes can be found at <http://www.valdosta.edu/administration/policies/documents/2000.1StatutesofVSU.pdf>).

What the Senate does is to **formulate** university policy. This is an extremely important function, central to the vitality of VSU. In the words of the *Statutes*, the Senate functions as the **representative, deliberative, advisory, and legislative body** of the **General Faculty**.

The Faculty Senate currently (2015-2016) includes 60 elected faculty senators (voting), administrator participants (non-voting), staff participants (non-voting), and student participants (non-voting).

Any faculty member, administrator, staff member, or student can submit an issue for Senate consideration. It must be submitted in writing to the **President of the Faculty Senate**. [Currently, Michael O. Holt, moholt@valdosta.edu], who brings it to the Executive Committee of the Senate. It is strongly recommended that anyone raising an item for the Executive Committee make their report thorough and well-researched. The President of the Faculty Senate is **not** expected to do any supplemental research or work on your report or item.

The **Executive Committee** serves as a traffic cop, deciding whether an issue goes to the Senate, and if so, which committee is the appropriate committee to consider an issue. The President of the Faculty Senate, the Vice President of the Faculty Senate, Secretary of the Faculty Senate and the Parliamentarian of the Faculty Senate form the Executive Committee, with the immediate Past President of the Faculty Senate serving as an ex-officio non-voting member of the committee.

There are three (3) kinds of Senate committees: statutory committees, standing committees, and special committees. Membership on all committees is either by election or by recommendation of the Committee on Committees to the Senate for approval.

The five (5) **statutory committees** are permanently established by the *Statutes*. They are major committees - Academic Committee, Committee on Committees, Faculty Affairs Committee, Institutional Planning Committee, and Faculty Grievance Committee.

Standing committees are formed by the Senate, and can be changed by following the Amendment procedures. They are listed in the *Bylaws of the Faculty Senate* http://www.valdosta.edu/administration/faculty-senate/documents/bylaws/faculty-senate-bylaws-5_2015.pdf Standing committees may form subcommittees.

Special committees are formed by the Senate, normally for one year.

Senate committees can **initiate** policy recommendations within their committee. Senate committees do **not** have to wait for items to be submitted to them by the Executive Committee. (*Statutes*: Chapter 4, Article VI, Section 3 – statutes are currently being updated).

Committees make recommendations to the full Senate. The Senate then considers the matter (time limit: 30 minutes). It may accept the recommendation, amend it, or remand the matter back to the appropriate committee. If the Senate adopts a recommendation, the President of the Faculty Senate (within 10 working days) sends the recommendation to the VSU President, who has 60 days to either approve or disapprove the recommendation, or to seek an extension from the Faculty Senate. If approved by the VSU President, the recommendation becomes **university policy**. If disapproved by the VSU President, the recommendation is returned to the Senate for possible override (requires 2/3 vote) and submission to the General Faculty for its recommendation to the VSU President. The VSU President still has the final authority.

Statutory Committees:

Academic Committee:

- a) Approves, disapproves, or remands to the originating unit any proposals and recommended changes related to the educational philosophy, academic mission, and educational enterprise of the University;
- b) Approves, disapproves, or remands to the originating unit any recommended curricular proposals; and
- c) Approves, disapproves, or remands to the originating unit any proposals and recommended changes in the policies and procedures pertaining to the academic programs of the University.

Committee on Committees:

- a) Nominates for Senate approval the membership for all existing statutory and standing committees of the Senate, unless such membership is elected by the General Faculty or Senate; the method for selecting nominees is set forth in the Senate Bylaws;
- b) Oversees election of members to the Senate;
- c) Oversees election of members to statutory committees;
- d) Advises on appointments for membership on University-wide special committees; and;
- e) Fills any vacancy in a statutory, standing, or special committee during the academic year. A replacement must be from the same unit as the person being replaced.

Faculty Affairs Committee:

- a) Reviews policies and makes recommendations pertaining to faculty welfare matters;
- b) Reviews policies and makes recommendations pertaining to the teaching, learning, and research environment of the University; and
- c) Reviews policies and makes recommendations pertaining to general University matters affecting the educational mission.

Institutional Planning Committee:

- a) Reviews policies and makes recommendations pertaining to the operations of the academic and administrative bodies of the University;
- b) Reviews policies and makes recommendations pertaining to academic and administrative effectiveness of the University and its units;
- c) Reviews policies and makes recommendations pertaining to the use of physical, financial, and human resources of the University; and
- d) Reviews policies and makes recommendations pertaining to comprehensive institutional planning.

Faculty Grievance Committee:

- a) The Faculty Grievance Committee has the authority to conduct inquiries into grievances by faculty who have exhausted the University's appellate channels from the department, to the college, school or division, to the Vice President for Academic Affairs; to attempt the resolution of those grievances by mediation; and to present to the President its recommendations for appropriate response to the grievances it has considered.
- b) The Faculty Grievance Committee will not consider grievances involving promotion, salary, non-renewal of contracts, or tenure unless the aggrieved faculty member reasonably alleges violation of University Statutes, academic freedom, administrative processes or procedures, or discrimination on the basis of sex, race, religion, national origin, handicap, or age.

Standing Committees:

Academic Scheduling and Procedures Committee: to review and recommend policies and procedures pertinent to the University calendar, class scheduling, final examination scheduling, University catalogs and bulletins, Honors Day, and commencement.

Athletic Committee: to review and recommend policies and procedures pertinent to University intercollegiate athletics.

Educational Policies Committee: to review and recommend policies and procedures pertinent to advising, undergraduate admissions and retention, public services, and registration; and to hear undergraduate petitions for exceptions to academic policy, including graduation.

Faculty Scholarship Committee: to review and recommend policies and procedures pertinent to both graduate and undergraduate faculty development, research, and the use of animal and human research subjects; to receive and review research and development proposals; and to allocate research and development funds.

Library Affairs Committee: to review and recommend policies and procedures pertinent to the Odum Library and its use, and to review and make recommendations related to library allocations.

Diversity and Equity Committee: to review and recommend policies and procedures pertinent to ethnic, religious, and gender minorities; and to review and recommend policies and procedures pertinent to quality support programs for students with special needs including, but not limited to, those with physical impairments, behavior disorders, and learning disabilities.

Student Affairs Committee: to review and recommend policies and procedures pertinent to such student services as financial aid, housing, health services, counseling services, mail services, and food services; as well as student communications and affairs, in general.

Environmental Issues Committee: to review and recommend policies and procedures pertinent to environmental issues, as they relate to recycling, facilities use, campus beautification, and traffic planning.

Academic Honors and Scholarship Committee: to review and recommend college-wide scholarships and honors for students and to arrange for appropriate presentations, including Honors' Day.

Technology Committee: to develop and review policies and procedures relating to technology issues and to interface with other statutory and standing committees when such issues overlap their charge.

Internationalization and Globalization Committee: to initiate, develop and review policies and procedures to strengthen the institution's internationalization and globalization efforts, interacting with other statutory and standing committees when such issues overlap their charge.

Created by B. J. Rickman 2008; Revised P. L. Moch 2015



President

The Board of Regents of the University System of Georgia and the Presidential Search and Screen Committee invite letters of nomination and applications for the position of President of Valdosta State University.

The University

Valdosta State University (VSU) is a comprehensive University within the University System of Georgia, with a fall 2015 enrollment of over 11,000 students. VSU is a welcoming, and vibrant community founded on and dedicated to serving the communities' rich and diverse heritages. Through excellence in teaching, basic and applied research, and service, VSU provides rigorous programs and opportunities that enrich our students, our university, and our region.

Valdosta State University's Mission:

- **Student Mission:** To provide a diverse student population with an inspired education, a safe learning environment, a nurturing community, and a wealth of experience that assists students in molding their futures in a creative, conscious, and caring fashion while preparing them to be lifelong learners who will meet the needs of a changing global society.
- **University Mission:** To operate the university with a focus toward human, environmental, and financial sustainability while increasing value to the local, regional, national, and international stakeholders. To expand opportunities for our students, employees, and varied community members by promoting social justice and service learning.
- **Regional Mission:** To provide the region with the resources and support necessary to develop and sustain a higher quality of living, greater economic and community development, and inspired innovation that nurtures and respects our diverse population and beautiful environment while promoting academic outreach, public and private entrepreneurship, and collaboration with all regional entities.

VSU's primary goal is to prepare every student to meet the global opportunities and challenges through a learning-centered classroom environment; to expand the boundaries of current knowledge while exploring the practical applications of that knowledge; and to promote the progress of the region through excellence in service outreach, all while respecting the diverse abilities, backgrounds, and contributions of the university community. VSU collaborates with other University System of Georgia (USG) institutions to provide educational programs to the university's 41-county service region. To expand programmatic outreach, VSU continues to develop and offer distance learning programs and courses at off-campus locations through Georgia and online.

Valdosta State University offers a comprehensive array of degrees through six colleges: College of Arts & Sciences, the Langdale College of Business Administration, the Dewar College of Education & Human Services, the College of the Arts, the College of Nursing & Health Sciences, and the Honors College. Offering over 100 degree, certificate and endorsement programs on campus or online, VSU allows students to advance their education with engaging professors in a comfortable setting.

The University System of Georgia

Valdosta State University is part of the University System of Georgia, which is composed of 29 degree-granting institutions of higher learning. The University System enjoys a strong reputation nationally for the effectiveness of its governance structure and Board, and also for its leadership in addressing state economic, workforce, and educational challenges. All system institutions, including its four research universities – Georgia State, Georgia Tech, the University of Georgia and Augusta University -- are active partners in the

Georgia Research Alliance and in similar economic development partnerships with Georgia's major corporations and governmental agencies. Since 1997, the System's innovative Intellectual Capital Partnership Program has helped secure more than 7,000 jobs for Georgians. Georgia was one of the first states to implement a P-16 approach to education and is considered the national leader in this area.

Position Overview

The President is the chief administrative officer of the University. Reporting to the Chancellor of the University System of Georgia, the President furthers the mission of the University and exercises broad responsibility for the academic, student, financial, philanthropic, and all other dimensions of the institution to promote its development, effectiveness, and impact. The president will be a dynamic leader and passionate advocate to advance the mission of the university.

The successful candidate should have:

- A terminal degree preferred;
- Vision, integrity, leadership skills, and experience to engage the entire campus community in maintaining the highest standards of quality and academic excellence in an atmosphere of trust, collegiality, with a strong appreciation for shared governance;
- Ability to develop and strengthen community and alumni relations recognizing the integral role of the community in the University's success;
- Excellent communication skills and the ability to inspire success and build consensus;
- Deep appreciation for public higher education and the role it plays in the region;
- The commitment, entrepreneurial skills, and ability to foster growth of the academic, research and artistic enterprise and the infrastructure to support it;
- Recognition of the importance of private fundraising to the long-term financial stability of the University, an understanding of the development mission and practices, and a demonstrated ability to obtain resources from both public and private sources;
- Demonstrated competencies in strategic planning and management, fiscal planning and policy, contemporary administrative and organizational concepts and practices, educational planning and evaluation procedures, academic governance, and the utilization of new technologies to deliver educational services, including online and other distance education modalities;
- A commitment to students;
- Evidence of successful advocacy for higher education and an institution's particular interests among state and federal legislators;
- The ability to maintain and strengthen relations with other members of the University System of Georgia including other presidents, the Board of Regents, the Chancellor, and BOR administrative officers;
- The commitment, entrepreneurial skills, and ability to foster growth of the academic enterprise and the infrastructure to support it, ensuring its quality and competitiveness, as well as its contribution to economic development;
- Ability to recognize, develop, and retain talented faculty and staff;
- A commitment to diversity among faculty, students and staff;
- A balanced view of intercollegiate athletics that focuses on academic success, compliance and institutional control and athletic competitiveness.

Applications and Nominations

The Search Committee invites letters of nomination, applications (letter of interest, resume/CV and contact information for professional references) or expressions of interest to be submitted to the search firm assisting the University. Review of materials will begin immediately and continue until the appointment is made. It is preferred, however, that all nominations and applications be submitted prior to September 30, 2016.

Laurie C. Wilder, President

Porsha L. Williams, Vice President
Parker Executive Search
770-804-1996 ext: 109
pwilliams@parkersearch.com || eraines@parkersearch.com

Valdosta State University is an equal opportunity educational institution. It is not the intent of the institution to discriminate against any applicant for admission or any student or employee of the institution based on the age, sex, race, religion, color, national origin, disability, or sexual orientation of the individual. It is the intent of the institution to comply with the Civil Rights Act of 1964 and subsequent Executive Orders as well as Title IX, Equal Pay Act of 1963, Vietnam Era Veterans Readjustment Assistance Act of 1974, Age Discrimination in Employment Act of 1967, and the Rehabilitation Act of 1973.