

## FACULTY SENATE Est. 1991

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Chairperson  
Patrick J. Schloss

Vice Chairperson  
Louis Levy

Executive Secretary  
Barney "Jay" Rickman

Parliamentarian  
Cindy Tandy

### Agenda November 20, 2008

The Faculty Senate will meet on **Thursday, November 20**, 2008 in the **MAGNOLIA ROOM** at 3:30 p.m.

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 Executive Secretary 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.

1. Call to Order by Dr. Patrick J. Schloss  
For the benefit of record keeping, senators and visitors will 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
2. **Approval of the minutes of the October 16, 2008 meeting of the Faculty Senate.**  
[http://www.valdosta.edu/facsen/meeting/minutes/documents/Senate\\_Minutes\\_2008-10-16.pdf](http://www.valdosta.edu/facsen/meeting/minutes/documents/Senate_Minutes_2008-10-16.pdf)
3. New business
  - a. **Report from the Academic Committee – Louis Levy [llevy@valdosta.edu](mailto:llevy@valdosta.edu)**  
**See Attachment A.**
  - b. Report from the Committee on Committees – Steven Kohn [sjkohn@valdosta.edu](mailto:sjkohn@valdosta.edu)
  - c. Report from the Institutional Planning Committee – Vesta Whisler  
[vrwhisler@valdosta.edu](mailto:vrwhisler@valdosta.edu)
  - d. Report from the Faculty Affairs Committee – Ruth Renee Hannibal  
[rrhannib@valdosta.edu](mailto:rrhannib@valdosta.edu) See Attachment B that combines a number of documents reviewed by the Senate Executive Committee (EC) and the Faculty Affairs Committee (FAC) in considering whether (a) faculty without terminal degrees or (b) in non-tenured track positions should be allowed to vote on such issues as curriculum changes, faculty hires, and peer evaluations. Dr. Hannibal will report on the conference call conducted between members of the FAC with BOR personnel during the week of October 20, 2008. As a result of that conference call, the FAC learned that

the email by VSU Attorney L. Gaskins (included in Attachment B) is consistent with BOR policy that FT Instructors can be part of the governance process within a department. It is a departmental-level decision. The FAC began reviewing this issue as announced at the February 12, 2008 Senate meeting (<http://www.valdosta.edu/facsen/meeting/minutes/documents/Feb212008minutes.pdf>).

e. Report from the Faculty Grievance Committee – Theresa Thompson  
[tthompson@valdosta.edu](mailto:tthompson@valdosta.edu)

f. Report from the Senate Executive Secretary – Jay Rickman [bjrickma@valdosta.edu](mailto:bjrickma@valdosta.edu)

1. Announce formation of a Senate Nominations Committee. As required by the *Senate Bylaws* (Article I, Section 3), the Executive Secretary has appointed a committee to garner candidates to stand for election as the Senate's 2009-2010 Executive Secretary. Senators Christine James [[chjames@valdosta.edu](mailto:chjames@valdosta.edu)], Nancy Scheetz [[nascheet@valdosta.edu](mailto:nascheet@valdosta.edu)] and Bruce Caster [[caster@valdosta.edu](mailto:caster@valdosta.edu)] have graciously agreed to serve on this committee, and Dr. James has agreed to chair this committee. The election will be held at the Senate's March 26, 2009 meeting. Please contact a member of the committee if you are willing to stand for election.

2. Remind Senators about the new Staff Appreciation Week (November 17-21, 2008). Faculty members in general, and Senators in particular, are asked to show their appreciation of staff on Thursday, November 20, 2008 as that is the specific day assigned to faculty.

3. Request from Dr. Robert Bauer (Department of Psychology and Counseling) that the Faculty Senate go on record in opposition to the possibility that Georgia's Teacher's Retirement System would rescind the rule instituted in 1969 which assures retirees in the TRS system an automatic fixed cost of living increase of 1.5% twice a year. See Attachment C for the letter sent by the Executive Committee to the TRS Board on November 7, 2008 to state opposition to the proposed change prior to the November 19, 2008 TRS vote on this issue.

4. Request from retired VSU faculty member, Dr. M. Elizabeth Derrick, that the Senate allow emeritus faculty to remain on VSUFAC if the retired faculty member would like to do so. Remand to Technology Committee for review as to (a) whether this can be done (feasibility issue) as well as (b) whether this change is constant with the mission of the VSUFAC listserv (policy issue).

**5. Participation of VSU in the national Presidents Climate Commitment (<http://www.presidentsclimatecommitment.org/>). Senators Brad Bergstrom (Chair, Environmental Issues Committee) and Christine James (Past Executive Secretary) are serving on VSU's new President's Climate Council which has produced Attachment D for Senate review. Ray Sable, VSU's Director of Physical Plant and Facilities Planning, will be on hand to answer questions regarding Attachment E.**

7. Old Business

**Senate consideration of the non-binding resolution offered by Senator Brad Bergstrom in support of the concept of a Green Fee as proposed by S.A.V.E. (Students Against Violating the Environment) representatives at the Senate's October 16, 2008 meeting. (Note: the Senate cannot consider a binding resolution on this issue as setting student fees is outside the jurisdiction of the Faculty Senate.) See Attachment E for the Green Fee survey instrument. At the Senate meeting on November 20, 2008, Dr. Kristina Cragg, Assistant to the President for Strategic Research and Analysis, will briefly report on the survey methodology and results (see Attachment F), and S.A.V.E. representative Michael Johnson will be on hand to answer any questions.**

8. Discussion

9. Adjournment

**ATTACHMENT A:**

VALDOSTA STATE UNIVERSITY  
ACADEMIC COMMITTEE MINUTES  
April 14, 2008

The Academic Committee of the Valdosta State University Faculty Senate met in the University Center Rose Room on Monday, April 14, 2008. Dr. Sharon Gravett, Assistant Vice President for Academic Affairs, presided.

Members Present: Mr. Alan Bernstein, Dr. Bruce Caster, Dr. Iris Ellis, Dr. Ray Elson, Dr. James Ernest, Mr. Mike Savoie (proxy for Dr. William Faux), Dr. Frank Flaherty, Dr. Kathe Lowney (proxy for Dr. Diane Holliman), Dr. Deborah Weaver (proxy for Dr. Selen Lauterbach), Dr. Kathe Lowney, Mr. Eric Nielsen, Mr. Mike Savoie, Dr. Marvin Smith, and Dr. Deborah Weaver.

Members Absent: Dr. Bill Buchanan, Dr. James Humphrey, Mr. Cliff Landis, Dr. Selen Lauterbach, and Dr. Yahya Mat Som.

Visitors Present: Alan Elledge, Dr. Brian Adler, Dr. Anita Hufft, Dr. George Langford, Dr. Mark Smith, Dr. Ed Chatelain, Dr. Jane Kinney, Dr. Mike Griffin, Dr. Phil Gunter, and Mr. Lee Bradley.

The Minutes of the March 17, 2008, Academic Committee meeting were approved. (pages 1-2).

**A. College of Education**

1. Correction to the previous approved items – MAT in Special Education – from Master of Art in Teaching to Master of Arts for Teachers was noted. (page 3).
2. Revised curriculum for the MED in Special Education – Deaf and Hard of Hearing was approved effective Fall Semester 2008. (pages 4-5).
3. Revised curriculum for the MED in Secondary Education – Teaching Field Spanish (pages 105-108) TABLED
4. Revised course title, and credit hours for FLED 7100 (pages 109-110) TABLED
5. Revised credit hours for FLED 7500 (pages 111-112) TABLED
6. Deactivation of FLED 7800 was noted effective Summer Semester 2008. (page 113).
7. New EDS in Coaching Pedagogy was approved effective Summer Semester 2009. (pages 121-122)

8. New course, Kinesiology & Physical Education (KSPE) 8100 “Studying Sports Coaching”, (STUDYING SPORTS COACHING – 3 credit hours, 2 lecture hours, 2 lab hours, and 4 contact hour), was approved effective Summer Semester 2009. (pages 123-131).
9. New course, Kinesiology & Physical Education (KSPE) 8200 “Coaching Sciences: Sports Medicine and Physical Training”, (COACH SCI: SPT MED & PHY TR – 3 credit hours, 2 lecture hours, 2 lab hours, and 4 contact hour), was approved effective Summer Semester 2009. (pages 132-140).
10. New course, Kinesiology & Physical Education (KSPE) 8300 “Applied Sports Science”, (APP SPT SCI – 3 credit hours, 2 lecture hours, 2 lab hours, and 4 contact hour), was approved effective Summer Semester 2009. (pages 141-150).
11. New course, Kinesiology & Physical Education (KSPE) 8400 “Workplace Coaching Analysis and Evaluation”, (WORKPLACE COACH ANALY & EVAL – 4 credit hours, 8 lecture hours, 8 lab hours, and 16 contact hour), was approved effective Fall Semester 2010. (pages 151-162).
12. New course, Kinesiology & Physical Education (KSPE) 8500 “Coaching Pedagogy Research Methods”, (COACHING PED RES METH – 3 credit hours, 2 lecture hours, 2 lab hours, and 4 contact hour), was approved effective Summer Semester 2009. (pages 163-170).
13. New course, Kinesiology & Physical Education (KSPE) 8600 “Professional Coaching Development”, (PROF COACHING DEV – 3 credit hours, 2 lecture hours, 2 lab hours, and 4 contact hour), was approved effective Summer Semester 2009. (pages 171-178).
14. New course, Kinesiology & Physical Education (KSPE) 8700 “Communication Skills for Coaches”, (COMM SKILLS FOR COACHING – 3 credit hours, 2 lecture hours, 2 lab hours, and 4 contact hour), was approved effective Summer Semester 2009. (pages 179-186).
15. New course, Kinesiology & Physical Education (KSPE) 8800 “Coaching Pedagogy: Action Research”, (COACH PED ACTION RESEARCH – 3 credit hours, 2 lecture hours, 2 lab hours, and 4 contact hour), was approved effective Summer Semester 2009. (pages 187-194).
16. New course, Kinesiology & Physical Education (KSPE) 8900 “Professional Seminar in Coaching Pedagogy”, (PROF SEM COACHING PED – 3 credit hours, 2 lecture hours, 2 lab hours, and 4 contact hour), was approved effective Summer Semester 2009. (pages 195-

203).

17. Revised degree requirements for the MED in Health & Physical Education, and the revised prerequisite for KSPE 7910 was TABLED. (pages 204-205).

**B. Library Science**

1. New course, Library Science (MLIS) 7421 “Multicultural Youth Literature”, (MULTICULTURAL YOUTH LITERATURE – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 6-17).
2. New course, Library Science (MLIS) 7430 “Information Literacy”, (INFORMATION LITERACY – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 18-24).
3. Revised course description, Library Science (MLIS) 7360 “Indexing and Abstracting”, (INDEXING AND ABSTRACTING – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 25-26).
4. Revised course description, Library Science (MLIS) 7950 “Independent Study in Library and Information Science”, (INDEPENDENT STUDY – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 27-28).
5. Revised course description, Library Science (MLIS) 7960 “Supervised Fieldwork”, (SUPERVISED FIELDWORK – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 29-30).
6. Revised course description, Library Science (MLIS) 7999 “Special Topics in Library and Information Science”, (SPECIAL TOPICS – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 31-32).
7. New optional track for the MLIS – Health Science Librarianship was approved effective Fall Semester 2008. (pages 33-35).
8. New course, Library Science (MLIS) 7170 “Health Science Librarianship”, (HEALTH SCIENCE LIBRARIANSHIP – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 36-41).
9. New course, Library Science (MLIS) 7111 “Information Retrieval in the Health Sciences”, (RETRIEVAL HEALTH SCI – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact

hour), was approved effective Fall Semester 2008. (pages 42-46).

**C. College of Arts and Sciences**

1. New course, Perspective (PERS) 2605 “Geopolitics and Ethnic Conflicts”, (GEOPOLITICS & ETHNIC CONFLICTS – 2 credit hours, 2 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 47-56).
2. Renaming and revised requirements for the minor in Environmental Geosciences to Geography was approved effective Fall Semester 2008. (pages 57-58).
3. Revised credit hours, Geography (GEOG) 3240 “Hydrogeology”, (HYDROGEOLOGY – 4 credit hours, 3 lecture hours, 2 lab hours, and 5 contact hour), was approved effective Spring Semester 2009. (pages 59-60).
4. Revised credit hours, Geology (GEOL) 3240 “Hydrogeology”, (HYDROGEOLOGY – 4 credit hours, 3 lecture hours, 2 lab hours, and 5 contact hour), was approved effective Spring Semester 2009. (pages 61-62).
5. New course, Geology (GEOL) 3400 “Planetary Geology”, (PLANETARY GEOLOGY – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 63-69).
6. New course, English (ENGL) 3225 “Introduction to African American Literary Criticism”, (INTRO TO AFAM LIT CRITICISM – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 70-76).
7. New course, English (ENGL) 3230 “Special Topics in African American Literature”, (TOPICS IN AFTICAN AMERICAN LIT – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 77-83).
8. New course, African American Studies (AFAM) 3225 “Introduction to African American Literary Criticism”, (INTRO TO AFAM LIT CRITICISM – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 84-90).
9. New course, African American Studies (AFAM) 3230 “Special Topics in African American Literature”, (TOPICS IN AFTICAN AMERICAN LIT – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 77-83).
10. Deactivation of CIT 4125, CS 1338, MATH 3080, 3140, and 3900 was noted effective

Summer Semester 2008. (page 98).

11. New course, Geology (GEOL) 5400 “Planetary Geology”, (PLANETARY GEOLOGY – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Fall Semester 2008. (pages 114-120).

**D. Miscellaneous**

1. Review of the New Curriculum Change form, New Course form, and the Revised Course form was discussed. (pages 99-104).

**E. College of Nursing**

1. Revised Core Area F for the BSN in Nursing was approved effective Fall Semester 2008. (pages 206-207).
2. New course, Nursing (NURS) 2700 “Pathophysiology”, (PATHOPHYSIOLOGY – 3 credit hours, 3 lecture hours, 0 lab hours, and 3 contact hour), was approved effective Summer Semester 2008. (pages 208-213).

Respectfully submitted,

Charles L. Hudson  
Registrar



**ATTACHMENT B:**

Included below are the following:

- I. Relevant Sections from the *VSU Statutes*
- II. Faculty Affairs Committee Minutes, 3/4/08
- III. Review of *VSU Statutes* by L. Gaskins
- IV. Information from *VSU Faculty Handbook*

**I. Relevant Sections from the *VSU Statutes***

[http://www.valdosta.edu/legal/documents/2007RevisedVSUStatutes\\_submittedtoBOR\\_Feb12\\_2.pdf](http://www.valdosta.edu/legal/documents/2007RevisedVSUStatutes_submittedtoBOR_Feb12_2.pdf)

**CHAPTER 3  
THE UNIVERSITY FACULTIES  
ARTICLE I:  
GENERAL FACULTY**

**Section 1.** The General Faculty includes all persons who hold the academic rank of instructor, assistant professor, associate professor, or professor and are employed full-time on a calendar or academic year basis, together with the President, the Vice Presidents, the Academic Deans, the Director of the Division of Social Work, the Registrar, the Director of Admissions, the University Librarian, and the Director of Public Services.

**Section 2.** The General Faculty, subject to the approval of the President, the Chancellor, and the Board, makes statutes, rules, and regulations for its governance and for that of students; provides such committees as admission, suspension, expulsion, classes, courses of study, and requirements for graduation; and makes such regulations as may be necessary or proper for the maintenance of high educational standards.

**CHAPTER 5  
COLLEGES, SCHOOLS, DIVISIONS, AND DEPARTMENTS  
ARTICLE II: FACULTY RESPONSIBILITIES**

**Section 1.** The faculty of each college, school or division:

- a. establishes entrance requirements for admission to its academic programs;
- b. develops academic programs for its students;
- c. establishes its degree requirements;
- d. participates in the establishment of committees to discharge its duties and responsibilities;
- e. adopts regulations governing procedures for its orderly and efficient administration; and
- f. exercises the fullest measure of autonomy over the academic affairs of the unit, consistent with the maintenance of general educational policies and standards and of correct academic and administrative relations with the governing authority of the University and the Board of Regents.

**ARTICLE III: ACADEMIC DEPARTMENT HEADS**

**Section 1.** Each college or division is organized into academic departments to which members of the faculty are assigned. An academic department is an administrative unit and exists for the purpose of providing instruction, research, and service. A faculty member serves as its head. Each department head

is appointed by the President, is approved by the Board of Regents, holds office at the pleasure of the President, and reports directly to a dean or director. Department head appointments are made after consultation with the faculty of the particular department, the dean of the college or director of the division, and the Vice President for Academic Affairs.

**Section 2.** Academic department heads are persons of professorial rank and are members of the General Faculty.

**Section 3.** Under the direction of a dean or director, each department head:

a. consults routinely with members of the department on all substantive matters;

b. establishes committees within the department to aid in its administration;

## **CHAPTER 6**

### **RATIFICATION, INTERPRETATION, AMENDMENT, AND MISCELLANEOUS PROVISION**

#### **Article II: Interpretation**

**Section 1.** Members of the General Faculty are to be provided with a copy of these Statutes and subsequent modifications thereto.

**Section 2.** Questions of interpretation of these Statutes are adjudicated by the President.

**Section 3.** The decision of the President on such matters as interpretation of these Statutes or conflict of jurisdiction may be appealed by affected parties to the Board of Regents as provided in Article IX, Bylaws of the Board of Regents.

## **II. Faculty Affairs Committee Minutes, 3/4/08**

The Faculty Affairs Committee met on Tuesday, March 4, 2008 at 5:00 in Odum Library.

Present were: Jane Whitehead, Chair; Marty Williams, Past Chair; Can Denizman; Sandie Delk, and Shiloh Smith.

Not present were: Ruth Renee Hannibal, Chair Elect; Don Seat; Jim Reffel; and Larry Etling, who sent his comments on the issues via email.

Invited guests were: Mark Smith, Head of the English Department; and Michael Davey.

The first item of business was an issue brought before the Executive Committee by Michael Davey: whether faculty without terminal degrees or in non-tenure track positions should be allowed to vote on such issues as curriculum changes, faculty hires, and peer evaluations. Marty Williams had, in the previous weeks, pulled out relevant sections from the VSU Statutes: on the definition of the faculty and on faculty responsibilities; and from the Board of Regents Policy Manual: on the policies of faculty membership, the corps of instruction, administrative officers, the election of faculties, and the chancellor's authorization to make part-time faculty appointments. These were distributed by email before the meeting. M. Williams at the meeting distributed more information on the definition of faculty that he had found on the Board of Regents Human Resources Frequently Asked Questions site. He raised the issues revolving around the definition of faculty, with the consideration that the policy language suggests, in the most extreme interpretation, that all so-defined faculty may be entitled to assert the right to vote on all issues and could legally sue to exercise that vote if denied the right.

Jane Whitehead read the issue as revolving around the autonomy of each department to constitute committees for the efficient and responsible discharging of its duties. She opened the

meeting by referring to the VSU Statues on the definition of faculty. She noted that the faculty was very broadly defined and included such people as the President, the Registrar, the University Librarian, and the Director of Public Services. She further noted that in Section 2 of that definition, the duties of the faculty are also very broadly defined, to the degree that not all the people defined as faculty perform all those duties. In Article II, Section 1 on Faculty Responsibilities, she read "The faculty of EACH college...d. participates in the establishment of committees to discharge its duties and responsibilities...and...f. exercises the fullest measure of autonomy over the academic affairs of the UNIT..." The "unit," according to the Faculty Handbook (under Financial Exigencies) can mean the department. While the statutes are silent on the subject of the autonomy of the unit, i.e. department, it is the case de facto that each department does constitute committees autonomously according to its needs. By this precedent, it would thus be left to the individual department to decide which faculty may or may not vote on specific issues or sit on specific committees.

Sandie Delk from the College of Nursing opined that the statutes were probably deliberately silent on this because of the varied nature of the faculties in the different departments. She noted, as did Shiloh Smith from Library Services, that the majority of the faculty in her department had only a Master's degree. Mark Smith said that the English department was staffed by a large number of Full-Time Temporaries and persons without a terminal degree, and he did not wish to completely disenfranchise them, but he also noted the precedent of the department Promotion and Tenure Committee, which, by BOR policy, is open only to tenured faculty. Jane Whitehead remarked that she, as a professor of Latin, is never asked to vote on changes in the Spanish curriculum even though she and the professors of Spanish are in the same department.

Michael Davey pointed out, that it is possible that there may be a conflict in the statutes that needs to be addressed. Marty Williams said that any regulations that might be passed for the clarification of this issue would have to be done at the university level and would have to be approved by the BOR. If a member of the faculty asserts the rights identified in the statutes as a challenge to "traditional" understandings of governance, he stated that we owe it to unit heads and to the faculty body to find out what would happen in such a circumstance. It was decided that we should check with Denise Bogart in Human Resources [the Senate Executive Committee on March 8, 2008 changed this to Laverne Gaskins, the University Attnory] to clarify the legal ramifications.

The meeting was adjourned at 6:10.

Respectfully submitted,  
Jane Whitehead

### **III. Review of *Statutes* by L. Gaskins**

Date: Wed, 19 Mar 2008 15:40:14 -0400

From: Laverne Lewis Gaskins <llgaskin@valdosta.edu>

Subject: Re: Faculty Affairs issue for your review

To: Christine James <chjames@valdosta.edu>

Cc: Jane Whitehead <jwhitehe@valdosta.edu>, Louis Levy <llevy@valdosta.edu>,  
"Ronald M. Zaccari" <rzaccari@valdosta.edu>

Hi Christine,

You have asked whether faculty without terminal degrees or are in non-tenured track positions should be allowed to vote on such issues as curriculum changes, faculty hires, and peer evaluations. I will address the issue of peer evaluation first and in so doing share some considerations.

1. Board of Regents (BOR) policies and procedures are superior to VSU policies and procedures. Therefore, our policies must be consistent with the BOR.
2. In keeping with this premise, I direct your attention to BOR's policy 803.07 regarding post tenure review. This policy provides in pertinent part that "*[t]he Senior Vice Chancellor for Academic Affairs shall review and approve institutional post-tenure review policies, as well as any subsequent revisions. These institutional policies must conform to the institution's mission and to System procedures for post tenure review.*"
3. Under BOR's policy 302.01, "*faculty will consists of the corps of the instruction and the administrative offices.*" BOR policy 302.02 specifically includes full-time status in defining corps of instruction. The policy goes into great length delineating what constitutes corps of instruction and administrative officers, and succinctly summaries who may not be considered faculty. "*Persons holding adjunct appointments or other honorary titles shall not be considered to be members of the faculty.*"
4. Regarding post-tenure review, BOR policy 803.07 further provides that "*[a] committee composed of at least three faculty peers will conduct post-tenure reviews. Each institution will determine committee composition and how members will be selected.*"
5. Chapter 3, Article V, Section 1 of VSU's statutes makes clear that the university shall abide by BOR policies and procedures.
6. Chapter 3, Article I, Section 1 of VSU's statutes provides that *[t]he General Faculty includes all persons who hold the academic rank of instructor, assistant professor, associate professor, or professor and are employed full-time on a calendar or academic year basis, together with the President, the Vice Presidents, the Academic Deans, the Director of the Division of Social Work, the Registrar, the Director of Admissions, the University Librarian, and the Director of Public Services.*

Therefore, based on the above, only full-time faculty peers are allowed to conduct post tenure reviews and the BOR does not restrict faculty membership to those individuals with terminal degrees or tenured status. The issue of terminal verses non-terminal degree status surfaces only in the context of appointees to full professorial rank. (See BOR policy 803.0102 (c)-"*initial appointees to the full professorial rank should have a terminal degree.*")

In summary, based on my reading of the above referenced policies, a full-time, non-tenured faculty member, without a terminal degree may participate in peer evaluations.

With regards to faculty serving and voting on such issues as curriculum changes, and faculty hires, please consider the following.

1. I have not found a BOR policy specifically addressing who may serve on committees addressing curriculum changes, and faculty hires. The decision as to whether or not such a person may serve on the committee is a determination that, in the absence of a specific BOR policy, is left to the discretion of the institution. Consequently, this matter is left to the discretion of individual institutions provided conduct is not inconsistent with existing BOR policies.
2. Chapter 3, Article I, Section 1 of the VSU statutes defines faculty to include full-time persons holding academic rank. Under Chapter 3, Article I, Section 2 of VSU's statutes the General Faculty, *makes statutes, rules, and regulations for its governance and for that of students; provides such committees as admission, suspension, expulsion, classes, courses of study, and requirements for graduation; and makes such regulations as may be necessary or proper for the maintenance of high educational standards.*
3. Further, Chapter 5, Article II, Section 1(d) of the VSU statutes, provides that the faculty of each college, school or division "*participates in the establishment of committee to discharge its duties and responsibilities.*"
4. Therefore, all full-time faculty are eligible to participate in departmental committees. While the language of this statute does not specially prohibit part-time or non-tenured faculty from participating on committees, it does restrict the responsibility of establishing committees to full-time faculty.
5. Under the statutes, "participation", is not defined under faculty responsibility in terms of voting and the absence of such a qualifier supports ambiguity in terms of whether or not the intent of the language is to confer "voting rights" on a designated category of faculty.

Please call if you have any questions.

Laverne

#### **IV. Information from Faculty Handbook**

**From:** Barney Rickman [bjrickma@valdosta.edu]

**Sent:** Monday, September 29, 2008 1:02 PM

**To:** Vesta Whisler; Barney J. Rickman; Christine A James; Louis Levy; Patrick J. Schloss; Ruth Renee Hannibal; Steven Kohn; Theresa Thompson

**Subject:** More Info on the Additional Agenda Items.

Dear Senate Executive Committee Members,

In a follow-up to the email I sent you on Saturday, I have done some research in the *VSU Faculty Handbook* <http://www.valdosta.edu/facsen/handbook/index.shtml>, and in my reading, it undercuts some of what Laverne Gaskins asserted in her email b/c she was only looking @ the Statutes, not the *Faculty Handbook* that implements those Statutes.

In her email of March 19, Ms. Gaskins asserted that “a full-time, non-tenured faculty member, without a terminal degree may participate in peer evaluations.” But this would seem to conflict with the Faculty Evaluation Model that was recently approved by the Senate. In the Faculty Evaluation Model, on Pre-Tenure Review see the line I have underlined below.

<http://www.valdosta.edu/academic/documents/FEMfinal.pdf>

#### **(4) PRE-TENURE REVIEW**

Annually, faculty are evaluated by their department/unit heads. One component of such evaluations should address the head’s perception of the untenured individual’s progress towards tenure. It is important to note that satisfactory progress towards tenure is never a guarantee of tenure because the needs of the institution do change, and even positive recommendations may not be supported at higher levels. Evaluations by the department/unit’s head, while extremely important in all personnel decisions, are only one source of information that is considered in the tenure process. Accordingly, untenured faculty should also receive timely feedback from the tenured members of the department/unit to judge more accurately progress towards tenure. While the tenured members of department/units could also provide untenured faculty with written comments about their progress on an annual basis, all probationary faculty will have a pre-tenure review in the third year of the probationary period or, in cases with prior years services, at the mid-point of the remaining probationary period. By September 15 of each year, candidates for pre-tenure review are notified of their review and are asked to prepare materials for submission no later than November 1.

As I mentioned in my email on Saturday, the *VSU Faculty Handbook* also establishes policy on search committees in ways that reasserts the Statutes that department heads appoint all committees (see Chapter 5, Article 3, Section 3).

<http://www.valdosta.edu/facsen/handbook/employmentpolicies/appointment.shtml>

#### **TO THE FACULTY**

The following policy was approved by the Faculty Senate (5/25/95) concerning procedures to be followed when appointing a faculty member: When filling a full-time faculty position, the appointment unit Head or Director/Dean in a unit without departments, shall appoint a search and screening committee.

All full-time faculty members, excluding temporary appointments, of the appointment unit are eligible to vote by secret ballot on all interviewees recommended for full-time appointments.

**ATTACHMENT C:**

November 7, 2008

Jeffrey L. Ezell, Executive Director  
and  
Board of Trustees  
Teachers Retirement System of Georgia  
Two Northside 75, Suite 100  
Atlanta, GA 30318

Dear Director Ezell and Trustees:

The Executive Committee of the Faculty Senate at Valdosta State University voted on November 6, 2008 to strongly urge you to oppose and vote against Governor Perdue's proposal to rescind the rule instituted in 1969 which assures retirees in the TRS system an automatic fixed cost of living increase of 1.5% twice a year, a proposal that would in effect require that the board individually authorize each and every future cost of living increase. It is our understanding that this will come to the TRS Board of Trustees for a vote on November 19. We strongly urge you to oppose the change in the rules governing cost of living increases in the Teachers Retirement Fund and to oppose any challenge to the retirement fund's integrity.

The money in the TRS account is deposited by individual employees and by institutions on their behalf as part of their contractual benefits package and is not part of the general state treasury. The career teachers who have contributed to this TRS fund and those who continue to contribute to it have a right to insist that the retirement program deliver the support in retirement that it has promised, and that the fund's integrity and separateness be maintained.

Because the TRS fund is and has been financially and actuarially sound, there is no justification for discontinuing automatic cost of living increases based on the health of the fund.

Thank you in advance for your consideration and support of this request.

Sincerely,

Dr. Barney J. Rickman  
Executive Secretary, 2008-09  
Faculty Senate  
Valdosta State University

## ATTACHMENT D:

# VSU Campus Climate Commitment Plan

### Executive Summary:

Recognizing that impacts by people on the environment is a critical issue and Valdosta State University seeks to play a leadership role in southern Georgia in addressing this issue, VSU President is prepared to sign the American College and University Presidents Climate Commitment (ACUPCC) documenting VSU's efforts toward climate neutrality for the University. The document outlines the overall structure for creating the VSU Climate Commitment Plan and suggested planning goals for the Climate Commitment Council to investigate and develop into the VSU Climate Commitment Plan.

The VSU President has established a Climate Council to initiate the coordinated campus-wide effort of preparing the Climate Commitment Plan and overseeing the implementation of the initiatives in the plan and reporting progress to VSU and the public. As stated by the ACUPCC, by signing this Commitment the President is:

*"...pledging [VSU] to eliminate its contribution to global warming over time. This includes establishing an institutional structure to oversee the development and implementation of the school's program; completing an emissions inventory within a year and annually thereafter; establishing a climate neutrality action plan, taking some immediate steps to reduce greenhouse gas emissions; integrating sustainability into the curriculum and making their climate action plan, inventory and progress reports publicly available."*

While VSU is committed to reducing the Green House Gas emissions of the institution the Council understands that no single energy-saving technology or practice will achieve the significant reductions in energy use and carbon emissions being pledged by the University in the ACUPCC. Instead, an on-going, multi-pronged effort will be required and must include increased efficiency, increased awareness of the Commitment for students, faculty, and staff through education and training, and an aggressive shift towards sustainable practices in the University's operations. Identifying ways to conserve natural resources including energy and water, increase efficiency wherever possible and feasible, and establishing a focus on sustainability are essential aspects of this plan and the ACUPCC.

### **Budgets and feasibility:**

Initiatives will be included in the strategic planning process of VSU. Authors of the plan recognize that the shift toward climate neutrality is a long term goal. Valdosta State does not intend to make radical changes to the mission and vision of the University, but add environmental leadership as a part of how the mission and vision are implemented. The University will continue, under the plan, to search for and implement energy conserving technologies that may not currently be available.



The following are recommendations for demonstrating a VSU Campus Climate Commitment Plan. They include establishing the organizational structure, creating a comprehensive plan, taking steps to reduce greenhouse gas emissions, integrating sustainability into the curriculum, and reporting progress.

- I. **Organizational Goals:** Establish a structure of committees and subcommittees capable of supporting the creation of the Campus Climate Commitment Plan, to be completed within two months of the President's signing of the ACUPCC.
  1. Create the Climate Council a permanent voting body responsible for direct oversight of all aspects of the Climate Commitment Plan and any subcommittees associated with the Plan. Action of the council would be advisory to the appropriate administrative office of the University. Membership on the Council will include representatives as follows.
    - i. Council Chair: Physical Plant Director
    - ii. A representative from each of the following organizations:
      1. Faculty Senate
      2. Committee on Staff Affairs
      3. Student Government
      4. Environmental Impact Committee of the Faculty Senate
      5. Students Against Violating the Environment
      6. Student Affairs
      7. Academic Dean Representing the Administration
      8. Campus Architect
  2. Create subcommittees to establish climate neutrality goals and initiatives in specific areas with a focus on sustainability. Recommend to the Climate Council how these areas can contribute to the climate neutrality timeline and implement these initiatives to achieve these goals. This list of committees is a recommendation for this document.
    - i. Operations Subcommittee to address:
      1. HVAC
      2. Energy Conservation
      3. Computers
      4. Recycling
      5. Purchasing
      6. Transportation
      7. Housing
      8. Food Service
      9. Water Usage
    - ii. Teaching, Research and Curriculum Subcommittee: The following listing of focus areas was included in the University of Florida Sustainability Plan and a similar list or initiatives would be developed by the Subcommittee. While the initial focus may be on student learning, the intent is to include improving the climate commitment and sustainability of the entire university, students, faculty and staff and programs will be developed over time for that intent.
      1. Service Learning
      2. Research
      3. Degree Programs

4. Sustainability incorporated into current classes
5. Additional Classes
6. Lecture Series
7. Reading Program
8. Training and Workshops
- iii. Outreach Subcommittee:
  1. Community
  2. Student Organizations
  3. Work with City of Valdosta and Lowndes County
  4. Other Universities in the Region
- iv. Assessment: While each Subcommittee will need to assess their progress towards goals, an initial subcommittee may need to be established to assess the existing carbon footprint and to review how the collective efforts of the operations subcommittee will impact the carbon footprint. This committee may also prepare the annual reports and make recommendations for updating the timeline in the plan as part of an annual review.
3. Establish a Campus Sustainability Fund: In other campus' plans sustainability funds have been established as a sinking fund that is replenished from savings created by initiatives. Some plans show using savings generated by initiatives to fund other initiatives or carbon offsets. This committee should research different fund sources that may include: revolving funds, Clean Renewable Energy Bonds, corporate, government, and foundation grants, partnerships, student fee initiatives and class donations. Efforts would be coordinated with the Vice President for University Advancement and may be included as objectives in annual campaigns and capital campaigns.

## **II. Consumption and Green House Gas Inventory**

1. VSU consumption of Electricity and Natural Gas need to be calculated and translated into Green House Gas (GHG) emissions inventories so that a base line of consumption and trends can be established. The ACUPCC website has recommended protocols and calculators for establishing the inventory.
2. The raw data required for a campus GHG inventory calculation falls generally under the following major categories (specific details are outlined in inventory calculators):
  - i. Purchased Electricity
  - ii. Purchased Steam/Chilled Water--Not Applicable to VSU
  - iii. On Campus Stationary Sources (energy generation)--Generators
  - iv. Transportation (commuting, air travel, campus fleet)
  - v. Agriculture (fertilizer use, animal waste)
  - vi. Solid Waste (incinerated, landfill)
  - vii. Refrigerants and other Chemicals
  - viii. Offsets (Renewable Energy Credits purchased, composting, forest preservation, local offset project such as paying for boiler conversion at a local K-12 school, etc.)
3. Data and analysis must be recorded in a manner consistent with American College and University Presidents Climate Commitment guidance. The data must be reportable, reproducible and auditable.

III. **Operational Goals:** VSU will conduct all aspects of campus operations in a fashion that protects the environment. The campus will diligently work toward creating a campus with a net zero impact upon the climate and environment working within the budgets limitations available.

1. **Electrical Energy Management and Conservation:** VSUs current goal is to reduce overall electrical consumption per square foot of building space, 15% from 2007 levels by 2020 as is required by the Georgia Governor sonny Perdue's Energy Challenge. Governor Perdue has committed all state agencies in Georgia to reduce energy consumption measured in BTU's per square foot in state facilities at least 15 percent below FY2007 levels by the year 2020.  
[http://gov.georgia.gov/00/press/detail/0,2668,78006749\\_110479098\\_112180087,00.html](http://gov.georgia.gov/00/press/detail/0,2668,78006749_110479098_112180087,00.html)
- i. **Campus Cooling/Heating:** Cooling and heating are the largest source of energy consumed on VSU campus. A concentrated effort should be made to reduce the consumption of fossil fuels for cooling and heating and communicate to the VSU community the benefits of those reductions.
- ii. **Sustainable Energy:** VSU needs to make strides toward becoming less dependent upon fossil fuel energy for electricity, heating and cooling. Investigate the possibilities of using geothermal, solar, wind, and other truly renewable sources of energy. Develop renewable projects and include them in the campus strategic planning database
2. **Fresh Water Conservation:** Reduce overall water consumption levels from 2007. Research existing consumption and establish goals for annual reductions. Investigate the reduction of potable and well water as well as the reduction of storm water.
3. **Facilities Planning, Renovations and Construction:** Utilize energy efficient and sustainable design standards on all new construction and applicable renovation projects. Define the standard as LEED Silver and the specific elements new construction must adhere
4. **Transportation:** Investigate setting a goal to reduce automobile trips to campus by 20% by 2012. Investigate and recommend incentives and improvements in alternatives. See how the City and County development of a Public Bus system will impact the goals. Incentives and improvements may include: carpool parking spaces, increasing bicycle lanes and better communication of alternatives.
5. **Purchasing:** Review VSU Waste Prevention and Recycling Policy and coordinate with Business Services department. Encourage VSU community to follow current policy and update policy by incorporating more sustainable-focused purchasing standards were feasible. Communicate to the VSU community standards for waste prevention and on-going purchasing efforts.
6. **Solid Waste Management:** Reduce production of municipal solid waste.
7. **Food Services:** Work with our food service partners to minimize the environmental impacts of operations while continuously providing a variety of nutritious foods.
8. **Grounds Maintenance:** Emphasize use of native plants and protecting usable green space of the campus while reducing dependence on fossil fuels, other extracted minerals, chemical fertilizers and pesticides.

- IV. **Teaching and Research Goals:** The long-term vision is to link the university's formal teaching mission and informal teaching opportunities to develop understanding, attitudes and habits that promote sustainability and climate neutrality. This section of the plan suggests a variety of ways that VSU can improve the way that it teaches sustainability, both inside the classroom and outside of it. The sub-sections and associated goals are:
1. **Curriculum:** Sustainability and Climate Commitment should be a recognized, emphasized, and common theme across colleges, departments and general education initiatives. Students should have extensive and diverse opportunities to study sustainability in their coursework.
  2. **Raise awareness** of students and staff through participation in campus sustainability activities that take place outside of the formal classroom. Develop a campus-wide commitment to sustainability. Develop a method to gauge campus awareness on climate neutrality.
  3. **Campus Events:** Work with campus event organizers to include sustainability and climate commitment principles into existing events and promote climate commitment at those events.
  4. **Internships, Service Learning, Volunteering:** Expand the opportunities for students experience in sustainability initiatives by increasing the number of available internship, service learning, and volunteer experiences.
  5. **Research:** The long term vision is that scholarly activities by faculty, staff and students generate and test ideas for creating a sustainable future. The objective is to develop and maintain research and scholarship that supports campus sustainability efforts, contributes to the professional development of staff, and challenges students to apply their emerging skills and knowledge.
- V. **Outreach:** The long term vision is that the university is well-known throughout the region and country as a source of information and inspiration about climate commitment and sustainability. This part of the plan will focus on ways of sharing knowledge with the broader community.
- VI. **Assessment:** The administration will obtain sufficient information to enable them to make resource decisions that support the climate commitment goals within the existing resources. Information, accurate data, and metrics will be used to present practical choices and evaluate the results of decisions. Results of the successes and failures of those decisions will be reported to students, faculty, staff and the community. The Climate Commitment Plan will be reviewed and updated annually by the Climate Commitment Council.

## CONCLUSIONS:

This document outlines a viable path to create the organization, the plan and suggested goals/objectives to meet the VSU obligations under the American Colleges and Universities Climate Commitment. This document does not suggest a timeline for VSU to become climate neutral because the existing greenhouse gasses need to be inventoried and strategies need to be developed within existing budget constraints. By making a conscious effort to become climate neutral and by making the efforts transparent and accountable, VSU hopes to join other universities in demonstrating an example of environmental leadership that will impact the students, staff, community and the region.

## ATTACHMENT E:

### *Green Fee Survey*

Web Page 1:

The Green Fee is a proposed new student fee at VSU. If it is passed by the Student Fees Committee in October 2008, the fees collected will be used as funding to *initiate* increased efficiency and conservation of energy on campus and eventually the use of alternative energy at VSU.

VSU can use energy more efficiently and conserve expensive resources. If this is done, VSU will save money and improve the health of our surroundings and ourselves. Once the campus runs more efficiently it will be easier and much cheaper to install alternative energy sources, like solar panels and geothermal systems.

Please take the Green Fee survey below. VSU students are encouraged to express their opinions about the proposed fee. The data collected will be analyzed and results will be made public after the survey is completed.

Thank you.

Password

Start

Web Page 2:

(1) How often do you turn off your lights?

Almost always Sometimes Rarely

(2) How do you think most of the electricity is generated in the United States?

Coal Nuclear Hydroelectric Solar Wind Not sure

(3) How do you think VSU gets a majority of its electricity used on campus?

Coal Nuclear Hydroelectric Solar Wind Not sure

(4) How important do you feel is it that VSU reduces its energy usage and supports renewable sources of energy?

Very important Somewhat important Not important

(5) Would you be interested in having items/services on campus that improve energy efficiency and sustainability?

Yes Uncertain No

(6) Would you be willing to pay a "Green Fee" each semester to aid VSU in increasing energy efficiency and sustainability?

Yes Uncertain No

(7) How much would you be willing to pay\* in "Green Fees" each semester to support energy efficiency and sustainability?

\$0 \$1 - \$2 \$3 - \$4 \$5 - \$9 \$10 - \$14 \$15 or more

*\*Payment is in the form of increased student fees.*

Additional comments:

**Demographic information**

Class standing

Freshman Sophomore Junior Senior Graduate Student

Where are you from?

For more information on SAVE efforts, contact SAVE organizers < "mailto:fastnn@gmail.com "> Natasha Fast</a> or <"mailto:michaelhollyjohnson@gmail.com"> Michael Johnson </a>




For technical assistance with this survey, please contact <"mailto:aselder@valdosta.edu"> Angela Henderson</a> in Strategic Research & Analysis.

Web Page 3:







(10) Thank you for your feedback!

**ATTACHMENT F:  
Green Fee Survey Final Results (as of 9:30  
a.m.10/30/08)**







(1) How often do you turn off your lights?

	Counts	Percents	0	Percents	100
Almost always	920	87.7%			
Sometimes	115	11.0%			
Rarely	14	1.3%			
Totals	1049	100.0%			




(2) How do you think most of the electricity is generated in the United States?

	Counts	Percents	0	Percents	100
Coal	448	42.7%			
Nuclear	152	14.5%			
Hydroelectric	192	18.3%			
Solar	19	1.8%			
Wind	8	0.8%			
Not sure	231	22.0%			
Totals	1050	100.0%			




(3) How do you think VSU gets a majority of it's electricity used on campus?

	Counts	Percents	0	Percents	100
Coal	343	32.7%			
Nuclear	123	11.7%			
Hydroelectric	173	16.5%			
Solar	29	2.8%			
Wind	3	0.3%			
Not sure	378	36.0%			
Totals	1049	100.0%			




(4) How important do you feel is it that VSU reduces it's energy usage and supports renewable sources of energy?

	Counts	Percents	0	Percents	100
Very important	644	61.6%			
Somewhat important	337	32.2%			
Not important	64	6.1%			
Totals	1045	100.0%			







(5) Would you be interested in having items/services on campus that improve energy efficiency and sustainability?

	Counts	Percents	0	Percents	100
Yes	821	78.5%			
Uncertain	148	14.1%			
No	77	7.4%			
Totals	1046	100.0%			

(6) Would you be willing to pay a "Green Fee" each semester to aid VSU in increasing energy efficiency and sustainability?

	Counts	Percents	0	Percents	100
Yes	468	44.7%			
Uncertain	251	24.0%			
No	328	31.3%			
Totals	1047	100.0%			

(7) How much would you be willing to pay\* in "Green Fees" each semester to support energy efficiency and sustainability?

	Counts	Percents	0	Percents	100
\$0	296	28.3%			
\$1 - \$2	90	8.6%			
\$3 - \$4	91	8.7%			
\$5 - \$9	157	15.0%			
\$10 - \$14	236	22.5%			
\$15 or more	177	16.9%			
Totals	1047	100.0%			



## Demographic Information

Class standing			
	Counts	Percents	0 Percents 100
Freshman	266	25.4%	
Sophomore	203	19.4%	
Junior	212	20.3%	
Senior	283	27.1%	
Graduate Student	82	7.8%	
Totals	1046	100.0%	

Where are you from?			
	Counts	Percents	0 Percents 100
Northwest Georgia	28	2.7%	
Northeast Georgia	52	5.0%	
Metro Atlanta Area	209	20.1%	
West Central Georgia	11	1.1%	
Central Georgia	73	7.0%	
East Central Georgia	13	1.2%	
Southwest Georgia	203	19.5%	
Southeast Georgia	333	32.0%	
Outside the state of Georgia	119	11.4%	
Totals	1041	100.0%	