



FACULTY SENATE Est. 1991

Michael Noll
President

James Archibald
President Elect/Vice President

linda pysher jurczak
Secretary

Sean Lennon
Parliamentarian

Faculty Senate Minutes February 19, 2015; 3:30 pm Magnolia Room

1. Call to Order by Michael Noll at 3:32
2. President McKinney spoke to the following
 - a. his absence from campus,
 - b. budget cuts, which were enrollment driven,
 - c. merit raises of .5% approved by BOR,
 - d. **Grove**- was concerned about salary issues and no funding pools, including major equipment pool. Grove mentioned that new faculty rely on the funding pools because the startup packages are so low. McKinney said the money would be found for startup packages. Grove wanted to be sure it was on the radar.
 - e. **Sanger**- explained the long process and poor timing of posting job openings. Questioned what would be done in the future to insure links would not be broken and we would not miss opportune times. McKinney asked Dr. Rogers to follow-up on broken links and spoke to the need to get a handle on the delays in getting postings out. Sanger asked for an approval by November if in the pipeline by September. McKinney agreed.
 - f. **Gheesling**-described the delay in three searches in Art and Sanger questioned if McKinney was aware of the delays McKinney explained he knew there were hold-offs, but did not realize how much.

Proxies: Chakraborty for Wares; Buchanan for K. Adams; Lowe for Winska; Holt for Drouillard; Tsemunhu for Ocasio; Pufong for Mboup; Murry for Baracskey; Holliman for Lambeth; Cohen for Schlairet; and Walczak for Acosta.

3. Tracy Martin-
 - a. The budget presentation was earlier this year than it's ever been. It was held on December 10 instead of the usual March presentation, which is why we're having these conversations much earlier this year. We based the budget on the new funding model, which is on retention progression. Then we were told by the system office that the legislature doesn't like the funding change and we needed to use the old formula. We had already planned on a \$5.4 million decrease. If the formula doesn't change, next year's two years are better than this year's two years, however, we still need to look for efficiencies.
 - b. Planning and budget committee is meeting tomorrow, February 20 to discuss calendar year 15. We made our student enrollment numbers for Spring and are about \$1 million to the good. That's money that will make a difference next year. The year-end budget deadlines are released and are April 30.

We encouraged people to look at lapses. The process is divisional by vice presidents; they need to gather lists for one-time funding by March 20. The excess money available is left over from the beginning of the year. \$1.6 million is from fringe benefits. The budget number is based on everyone choosing the highest cost benefits, but not everyone does. Overestimating on fringes cushions us against enrollment numbers being down. Basically, it buys us nine months of not having to lay people off. If there are cuts, they won't come from the academic side. Hopefully we will be able to avoid RIFs through retirement and attrition.

- c. There will be merit raises of .5%, and this year we are not in a position to add to it. General guidelines will be followed like every other year.
 - d. There is a 3% carryover allowed the rationale being spending early in the year. Any other changes would require a constitutional amendment.
4. Denise Bogart-anthem hacking.
- a. We know where we are now; 80 million customers names, birth dates, and Social Security numbers were hacked. Anthem has provided a security measure- go to the Website or call the 877 number if you don't want to click on the link. By law they have to send every member an email.
 - b. **Archibald**-all Blue Cross/Blue Shield services? **Bogart**-yes.
 - c. **Ware**-suggested a sticker with the 877 number on the back of our card.
5. Deborah Van - Affordable Learning Georgia
- a. As the coordinator for affordable learning, Georgia, she would be happy to meet with anyone. If you would like to explore possibilities for your individual departments.
 - b. If you go to Affordable Learning Georgia you can see the list of available textbooks that are open documents.
6. Approval of the minutes of the January 22, 2015 meeting of the Faculty Senate. Changes to the minutes are Wares as proxy for Chakraborty, and adding the link from Grove. Moved to approve by **Fares**; second, by **Kuhlmeir**. Unanimous approval with changes.
7. Old & Unfinished Business

a. Statutory Committee Reports

Academic Committee – Gravitt announced the EMAC program went through. Minutes are online.

Committee on Committees-Diane Holliman-will be meeting. They need to go back and look at the numbers, check the proportion of faculty on Senate from each college. They are working toward statutory committees and will work on standing committees later in the spring.

Faculty Affairs – Bill Buchanan-two subcommittees are working on issues. Freedom of speech is being headed by Reiger and sick leave by Swanson. They have touched base with AAUP and are seeking input from senators and will get back to the Senate in March.

Faculty Grievance Committee- Said Fares-No report

Institutional Planning Committee- Diane Wright-No report

b. Standing Committee Reports

Academic Scheduling & Procedures-Tommy Crane-still working on answering questions posed by Dr. McKinney and Dr. Rogers. Meeting of the committee forthcoming.

Academic Honors & Scholarships- Maren Clegg-Hyer-met once and are meeting again next week. An email will be going out asking for nominees for Annie Powe Hopper Award, which is one of the most prestigious awards. Last year there were 18 nominees, and it was a wonderful experience.

Athletics- Stacey Walters-meeting in respective committees.

Educational Policies- Jacob M. Jewusiak (absent) - report given by Michael Sanger- The committee is looking at how to improve participation in SOIs by creating a survey for administration and faculty to determine how they would like to see this go. Jewusiak is doing an incredible job. **Grove** sent an email about a person who got a death threat on SOIs, and IT is looking into the possibility of backtracking it to the source of the threat.

Environmental Issues- Theresa J. Grove-working on By-laws. Have expanded the Energy Conservation Committee to Resource Conservation Committee. Using rebate money from Georgia Power to change the Oak Street Parking Garage lights to LED, which will be a big money-saver.

Faculty Scholarship & Research- Grazyna H. Walczak-No report

Internationalization and Globalization Committee - David Kuhlmeier-met February 11, 2015. At the suggestion of Nikolav, from the Center for International Programs, we are trying to work on a database of all faculty with their international experience and interests as a source of possible research and teaching oversees. Also trying to develop a comprehensive list of all international organizations on campus. Also following up on the recommendation of Faculty Senate for a direct link on the VSU Homepage.

Library Affairs- Rudo Tsemunhu-No report

Minority & Diversity Issues- linda pysher jurczak-the rationale for changing the name was explained. **Sanger** moved to vote, **L. Adams** seconded. The vote for the name change was unanimous.

Student Activities & Services- James Archibald-Report from Dr. George McKellin was received, therefore, no resolution is necessary. Housing and Residence Life report recently received and in the process of review.

Technology- Victoria Russell-the committee met on February 2; there was six members and three guests present, including Dr. Sherri Gravitt, Assistant Vice Pres. of Academic Affairs, Meg H. Giddings, Director, *Office of Extended Learning* and CEO of *eMajor*, and Brian Haugabrook, Director of IT.

- a. Current e-mail policies highlighted by F.I.R.E were reviewed, as well as alternative policies that do not interfere with academic freedom.
- b. Meg reported on USG guidelines 1) save and backup work outside Blazeview because you can't count on courses being there indefinitely. 2) former faculty active directory account becomes an active, however temporary access may be granted by department heads. 3) There is no clear policy for part-time adjuncts.
- c. The process is complicated. On September 14 IT attempted to purge e-mail accounts.
- d. A request was sent to Victoria on March 4, asking for an electronic copy of this report.
- e. According to **Holt** the committee met on February 18 to discuss e-mail use policies. There to policies right now-e-mail policies and information resources. Acceptance policy. They're trying to determine what is needed for creation and termination. According to Brian Haugabrook, out processing is done on a one by one basis. Stanley Jones recommends after grades are done through human resources, rather than academic affairs. An extension should be applied for through a department head for e-mail access. According to the BOR policy, 20 days after out

processing, forwarding is against USG policy. In the event of security risks, there are clearly grounds for termination sooner. One possibility is auto-reply for those who published under VSU e-mail in the acceptable use policy. Section 6.2.

Fares-good idea to maintain contact with retirees and alumni. Retirees will continue-alumni office, not cooperative.

Sanger-students e-mail accounts a laminated-do we want them to be able to communicate with us and each other? Move things in the direction of wanting to do this. **Haugabrook**-students keep e-mails. **Thieme**-will run out of e-mails for common names. **Fares**-common practice in and out of state?

Grant-MIT has an alum e-mail.

c. Special and Ad Hoc Committees reports

8. New Business

a. Update on VSU Statutes (Michael Noll) - will talk about next time.

b. Update on Mary Turner Project and Dr. Mark George (Theresa Grove) transfer completed at the beginning of January, however they never did show a policy. and access to all e-mails and courses in Blazeview. Four boxes of redacted e-mails arrived at the Mary Turner Project P.O. Box. All names and email addresses had been redacted, so they were useless as far as being able to keep in contact with his former students. These were sent at a cost of \$120 excluding Honey Coppage's work hours. He did give up on the overcharges for the public records request. The Spectator today reports he still is requesting an investigation of some sort into the ethical policies or ethical actions the administration may or may not have taken. Her two cents: thinks it's great that the technology committee and academic affairs is still looking into it. Does not want it to go by the wayside.

c. Faculty applicant workflow-new flowchart to follow. Feedback led to revisions. Revisit in March.

9. Discussion-**Noll**-what needs to be done? You need to keep sending suggestions and questions so we can compile a document and have Pres. McKinney, answer questions, which will happen next month. Ask uncomfortable questions.

1) Hayden Barnes was administratively withdrawn. Are there processes in place for mistreatment of faculty, staff, or students? 2) Threassa Boyd-issues with leadership and communication-do what we must do. In March we can dissect.

Hull-Asked to be communicated clearly what the the process will be in March due to the many items already pushed back to the next meeting. She shared the idea that many people came to the meeting expecting a discussion, and wants to be sure the next meeting will not be a repeat with no time left for discussion.

Additionally, she questioned who would gather the documentation and where it would go. Also, how it would get to the larger faculty or the expectancy that it will go on forever. Noll spoke to the information available about transparency. **Hull** questioned his place to speak to issues that Dr. McKinney or Dr. Rogers should address. **Noll** explained there are others in place to oversee transparency and accountability. No postponement. A clear document in hand is necessary. Everything needs to be collected and categorized.

Fares-how do you send e-mail to senators or faculty? Senate decisions would be helpful to send to faculty.

Archibald-sending to senators encourages senators to have conversations with their colleagues.

Ware-two things: 1) anonymous rants are unacceptable; tell us who you are, and 2) who will be on Walker's task force?

Noll-99% of the time conversations are going on about who needs to be on the task force. Too often untenured folks don't speak up, and then they don't when they get tenure.

Ghesling-sign my name. Are we about teaching?

Holliman-what about people who just appeared in positions? What about putting in hours writing an ad in our discipline not being sent to locations we requested?

Grove- VSU needs to work on backup plans for personnel disasters to ensure that there are always well qualified people who can slide into a position as interim until positions are filled.

Thieme-poor communication is not unique to McKinney or Rogers. There issues between faculty and senators.

Noll-certain economic realities have been forced on us-how are we going to deal with this? **Buchanan** moved for a special session, seconded by **Kuhlmeir**. Passed unanimously. February 27 set as a deadline for comments and questions for the March 19 meeting.

10. Adjournment at 5:37 by **Noll**.