

**University of West Georgia  
Faculty Senate Meeting  
Minutes**

**September 11, 2015  
Approved October 9, 2015**

1. Call to order: the meeting convened in room 1-203 of the Technology-enhanced Learning Center and was called to order by Elizabeth Kramer, Chair, at 3:03 p.m. Dr. Kramer welcomed everyone and provided some introductions and brief explanations of common meeting procedures.

2. Roll Call

*Present*

Nancy Penco (substituting for Banford), Blair, Boldt, J. Butler, Connell, L. Crafton (substituting for L. Miller), DeFoor, Elman, Farran, Fujita, Chris Berg (substituting for H. Gerhardt), Insenga, C. Johnson, Mike Johnson (substituting for G. Lee), Lopez, McCord, McCullers, McKendry-Smith, Mindrila, D. Neely, Ogletree, Li Yang (substituting for Remshagen), J. Roberts, L. Robinson, C. Samples, Schoon, C. Schroer, Seay, Self, M. Snipes, Stanfield, Sterling, Tefend, Trotman Scott, Varga, Velez-Castrillon, S. Webb, S. Welch, D. Williams, Willox, Xu, Yates

*Absent*

Faucette, Griffith, Mbaye, McGuire, D. Stuart

3. [Minutes of April 24 were approved electronically on May 20, 2015]

4. Committee reports

**Committee I: Undergraduate Programs Committee (Cale Self, Chair)  
Action Items:**

A) College of Arts and Humanities

1) Department of Art

a) Bachelor of Fine Arts with a Major in Art  
Request: Modify

*Item approved unanimously by voice vote.*

B) Richards College of Business

1) Marketing and Real Estate

- a) Certificate of Sustainability in Business  
Request: Add

*Item approved unanimously by voice vote.*

C) College of Science and Mathematics

1) Physics Department

- a) PHYS 3503 Modern Physics  
Request: Add

*Item approved unanimously by voice vote.*

D) College of Social Sciences

1) Department of Criminology

- a) Certificate in Juvenile Justice and Rehabilitation  
Request: Add

*Item approved unanimously by voice vote.*

- b) CRIM 4004 Managing Data  
Request: Add

*Item approved unanimously by voice vote.*

**Information Item:**

A) Interdisciplinary Studies

- 1) XIDS 2001 Italian Life and Culture  
Approved

**Committee II: Graduate Programs Committee (Dawn McCord, Chair)**

**Action Items:**

A) College of Social Sciences

1) Department of Criminology

- a) CRIM 5004 Managing Data  
Request: Add

*Item approved unanimously by voice vote.*

B) School of Nursing

- 1) NURS 9012 Nursing Education Synthesis  
Request: Modify

*Item approved unanimously by voice vote.*

**Committee V: Faculty Development Committee (David Boldt, Chair)**  
**Information Item:**

- A) Presentation about Human Resources Department changes (Rodney Byrd)

With the aid of PowerPoint slides, Mr. Boyd discussed various initiatives and changes in Human Resources. He began with the organizational structure, mentioning the names of new people in HR and where vacancies currently exist. There are 16 employees.

The Benefits Fair will be Oct. 21 in the lower level of Z-6 from 9:00 a.m.-2:00 p.m.

Open enrollment will be Nov. 2-13. This will be a passive enrollment; choices from last year will automatically roll over unless one self-selects different options (except for the Flexible Spending Account, in which one must re-enroll each year). Health premiums will be going up 6.7%; dental up 12%; no change in vision premiums; long term disability up 15%; short term disability, no change in premiums. For retirees, Medicare will be the primary payer and USG secondary, and supplemental coverage will be on the Aon Retiree Health Exchange. The Domestic Partners & Domestic Children coverage will be discontinued effective Jan. 1, 2016 and will be offered via COBRA. Look for communications from HR to come out about Oct. 1. Mr. Byrd stated that HR appointments will be available.

Regarding current projects: PeopleSoft will be implemented as the single USG payroll system, with ADP being discontinued. This will be rolled out at UWG about mid-year of 2016. Also in progress are a PeopleAdmin upgrade; a Title IX training and compliance program; development of a comprehensive performance management tool; a diversity and inclusion plan; a salary and compensation study; a Wolf Wellness Program expansion; and development of training for departments and units.

**Committee VIII: Technology Committee (Craig Schroer, Chair)**  
**Information Item:**

- A) Information Technology Services Assessment Report for UWG by Plante Moran, dated Aug. 15, 2015 (Kyle Marrero and Micheal Crafton)

Kathy Kral (Chief Information Officer of ITS) provided background information about 8 key points in the Executive Summary of a report issued by the consultancy Plante Moran:

- 1. Establish a new V.P. of ITS position;**
2. Restructure ITS and create a comprehensive staff development plan;

- 3. Establish a new governance framework, including cross-functional working committees;**
4. Complete a comprehensive IT Strategic Plan aligned with the UWG Strategic Plan;
5. Address funding model to adequately support IT;
6. Create a means to communicate ITS' vision, strategy, performance and successes;
- 7. Increase focus on security including security roles, action plans and DRP;**
- 8. Complete major outstanding infrastructure and technology initiatives, including reliable accessible Wi-Fi, VoIP telephony and the new web site.**

President Marrero spoke next. He mentioned that last year's budget gave ITS a small additional amount of recurring funding that was matched via the Tech Fee. He briefly discussed the turnover in ITS over the last few years. (Is low pay the issue?) He stated that "Kathy and her team have done an incredible job." It's not that the ITS department is doing a poor job; it's that we have 21<sup>st</sup> century needs that must be addressed strategically. Dr. Marrero explained how UWG initiatives are all ITS-based. He noted the huge potential impact on the budget that the recent Banner system downtime might have had; millions of dollars of revenue would have been lost if students couldn't register. He commented that ITS has a budget of approximately \$5M and 66 FTEs with continued demands as eCore and eMajor growth occur system-wide. Where do we need to invest our dollars? We need a plan and governance modeling.

Dr. Marrero explained that the complete Plante Moran report of 91 pages provides a recommended organizational structure and an assessment of skill levels in every unit of ITS. He is not releasing the complete report at this time out of consideration for ITS employees; however, the 11-page Executive Summary has been distributed to faculty and staff for review. Dr. Marrero stated that what we really want to do now are #1, 3, 7, and 8 (above in bold).

He said that UWG's size, needs, and direction point to the need for a Vice President of ITS. It will be a national search conducted by a diverse committee of UWG people. He said that we will hire the best person but will be looking at the opportunity to diversify our senior leadership. He hopes to have a candidate in place in late Jan./Feb. This will be a staff position, not faculty. The VP position will not require additional funding this academic year; it will be funded through the current ITS budget.

Craig Schroer will be opening a Google form for faculty to comment. [Mr. Schroer sent the e-mail to all faculty immediately after the meeting's adjournment.] The Technology Committee of Faculty Senate will be meeting on Sept. 23, so Mr. Schroer would appreciate comments before that date.

### **Committee XII: Budget Committee (Andrea Stanfield, Chair)**

#### **Information Items:**

- A) New CUPA salary study (Andrea Stanfield)

Ms. Stanfield stated that it has been two years since the previous study, so it is time to refresh the data. Faculty will be hearing from the Budget Committee soon.

- B) Budget update (Kyle Marrero)

Dr. Marrero stated that the deans have prioritized their budget requests. We do not have to do the 3% budget reduction model this year due to our enrollment growth. The president commented that in the budget request template it says that we will likely receive additional funding in 2017; how will we use it? The USG will be lobbying for as much as a 3% increase in state employee salaries. Remember, we have invested over \$3.65M in the last two years in merit and equity salary increases. The UWG vice presidents will be discussing their budget request lists until Oct. 1 and the budget template is due Oct. 21. The president said that we might have \$4.5-5M total needs—funding sources will need to be identified. We have been asked to keep an undergraduate tuition increase to no more than 2.5% and a graduate tuition increase to 9%. (Other graduate tuition rates in the state are much higher.) Last year's enrollment of 12,206 was repeated this year (current enrollment: 12,806). The resulting growth money is to go toward equity raises with a goal of 87-90% of the CUPA median; however, we have to see where the market has gone and recalculate. The new staff study will be conducted by Sipson (last time was Mercer for staff). Dr. Marrero will go through the budget template with us again this year—a completely transparent process.

5. Old business: none.

6. New business

- A) Presentation by the President's Committee on Campus Inclusion about the results of the survey conducted this past spring (Lara Willox, Co-Chair)

Dr. Willox delivered a PowerPoint presentation. The slides are transcribed below, courtesy of Dr. Willox.

### **Presidential Committee on Campus Inclusion**

- The committee is comprised of representatives from across campus; faculty, staff, and students. The complete committee list is available, <http://www.westga.edu/engagewest/1826.php>
- We were charged by the President to engage in “thoughtful, deliberate, and inclusive assessment of current efforts and resources, dialogue, and research, provide the President, recommendations to improve diversity and inclusiveness on the campus of UWG. These recommendations should to be in the form of a Diversity and Inclusiveness Plan that encompasses the institutional strategic plan timeframe, 2014-2020, and includes specific goals, objectives, data indicators, and if needed organizational recommendations to implement the plan.”

### **Actions Implemented**

- Benchmark study of peer and aspirant institutions
- Identification of current resources and services
- Engaged consultancy
- Campus Climate Survey

**Consultant (Dr. CJ Woods, Associate Vice President for Student Affairs, Texas A&M University)**

- Engaged in committee work prior to visit
- Visited campus April 1-3 met with many campus constituents from students to upper administration
- Provided a report detailing recommendations



**Consultant Findings**

- Diversity of Faculty and Staff
  - The racial, ethnic, and gender diversity of the faculty and staff is disproportionate to the diversity of the student body. Furthermore, the number of women in leadership roles is also inconsistent with the demographics of UWG.
- Re-establish Institutional Trust
  - Interviews suggested that over time, discussions and decisions regarding diversity and inclusion were not genuine. Due to inaction or lack of commitment by top administrators, a sense of distrust or business as usual regarding diversity became the norm.

**More Findings**

- Diversity & Inclusion Capacity Building
  - There are a host of individuals, departments, and offices involved in different aspects of diversity and inclusion at UWG. The challenge is to collectively focus the efforts on institutional culture change by making diversity and inclusion a priority for administration, all colleges, and units.
- Community Building
  - UWG's student community openly self-segregate. Observations and conversations with interviewees reinforced that the campus culture is welcoming once students are affiliated or connected with a social, cultural, ethnic, or religious group. Although not intentional, this culture does not optimize opportunities for students to develop an understanding or appreciation of groups that may have different values, world views, or beliefs.

**Continued findings**

- Define Diversity
  - Interviews and observations revealed that there is not a clear understanding of the value of diversity at the University of West Georgia. The overwhelming sentiment is that ethnic and racial diversity is all that matters. The PCCI is in the process of developing a definition for diversity for UWG. This definition should recognize diversity broadly and inclusively while differentiating the uniqueness of all groups.
- Creation of a Senior Diversity Officer Position
  - The need for a diversity and inclusion officer was consistent across all groups. Currently, UWG does not have an individual or office charged with marshalling diversity resources and strategically advancing diversity and inclusion efforts.

- Accountability and Reporting
  - Aside from the PCCI and those departments and units with diversity in their mission, there does not appear to be a sense of universal ownership for diversity at UWG. Making the campus welcoming and inclusive should be everyone's responsibility.

### **Campus Climate Survey information**

- Sent via email to 1507 staff and faculty on March 2015
- Survey closed on April 6, 2015
- 595 employees started the survey and 511 finished the survey
- Every question was voluntary
- Question response rates varied between 525 and 366

### **Broad survey findings**

- Respondents represented diversity across many categories (age, race, ethnicity, gender, disability, veteran, sexuality, & religion)
- There is an appreciation for the efforts being made in the area of diversity and inclusion
- 62.8% of respondents had an overall sense of satisfaction of overall campus community

### **More findings**

- People feel isolated
- Perception is that the make up of leadership is not representative of the campus community
- The variety of responses did not reveal a single area of concern

### **Next Steps**

- Use results to create actionable items
- Host a campus wide Town Hall meeting
- Recommend the hiring of a Senior Diversity Officer

### **You are invited to the PCCI Town Hall event**

Thursday, Sept. 17<sup>th</sup> at 3:30 pm – 4:30 pm, Campus Center Ballroom 108.3

B) University System of Georgia Faculty Council (USGFC) vote (Elizabeth Kramer)

Dr. Kramer provided background about the USGFC resolution (below). The majority of the Council members voted yes, and Dr. Kramer voted no. A nay vote was in accordance with the will of the Faculty Senate Executive Committee, which discussed an earlier draft this summer, and also reflected the majority of faculty responses received by Dr. Kramer after the final resolution was circulated via email to UWG faculty. The resolution was forwarded to the Chancellor; the USG has acknowledged it and thanked the Council. An article appeared in the *Atlanta Journal-Constitution*. The Council meets on Oct. 31 [subsequently rescheduled to Oct. 24], and it is speculated that they may have a response from the Chancellor to discuss. President Marrero provided some further background on the issue. Faculty should feel free to e-mail Dr. Kramer with comments or questions.

**UNIVERSITY SYSTEM OF GEORGIA  
FACULTY COUNCIL RESOLUTION**

**WHEREAS** the Board of Regents (BOR) of the University System of Georgia (USG) has approved substantial raises to the Chancellor and System Presidents; and

**WHEREAS** the Chancellor has indicated that the raises are necessary to maintain competitiveness of Presidents' and Chief Operating Officers' salary levels at the regional and national levels; and

**WHEREAS** the Chancellor and BOR, citing reduced state revenues and higher education budget cuts as reasons, have taken actions resulting in significant budget reductions at several system institutions, thereby causing faculty workloads to increase significantly and;

**WHEREAS** faculty salaries have not remained competitive with national and regional levels at most system institutions, nor have they maintained pace with cost of living and health care costs;

**THEREFORE, BE IT RESOLVED THE UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL (USGFC) CALLS FOR THE BOARD OF REGENTS AND THE CHANCELLOR** to:

**REMEDY** the salary inequities of the faculty, rendering them competitive with national and regional levels; and

**HOLD IN ABEYANCE** any further system-wide increases in student tuition and fees pending the necessary financial reviews to place the above remedy in effect; and

**APPROVE IN CONCEPT** the inclusion of elected faculty representatives in all future system-wide financial and salary discussions.

**TO THIS END, THE UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL (USGFC) CALLS FOR THE BOARD OF REGENTS AND THE CHANCELLOR** to take the following additional action, designed to preclude future misunderstandings between the Chancellor and BOR on the one hand and the Faculty on the other:

**OFFICIALLY ENDORSE** the respective roles of Board, Administration, and Faculty in system-wide governance of the USG as laid out in the Statement on Government of Colleges and Universities jointly formulated in 1966 by the American Association of University Professors (AAUP), the American Council of Education (ACE), and the Association of Governing Boards of Universities and Colleges (AGB).

**THE UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL (USGFC)** will prepare documentation for Board of Regents approval to place the above into effect.

7. Announcements: none.



## 8. Adjournment

The meeting adjourned at 4:33 p.m.

Respectfully submitted,  
Shelley Rogers,  
Executive Secretary of the Faculty Senate and General Faculty