

University of West Georgia
Faculty Senate Meeting
Minutes

February 21, 2014
Approved March 14, 2014

1. Call to order: the meeting convened in room 1-303 of the Technology-enhanced Learning Center and was called to order by Will Lloyd, substituting for Jeff Johnson, Chair at 3:02 p.m.

2. Roll call

Present

Basu-Dutt, Blair, Butler, DeFoor, DeSilva, Farmer, Faucette, Geisler, Halonen-Rollins, Haynes, Kassis, Keim, Kilpatrick, Kramer, Lloyd, Mayer, Moffeit, Noori, Penco, Ponder, Popov, Helvig (substituting for Robinson and Welch), Samples, Sanders, Schroer, Stanfield, Steere, Van Valen, Vasconcellos, Velez-Castrillon, L. Mike Johnson (substituting for Woodward), Xu

Absent

Banford, Erben, Gant, Griffith, Hannaford, Hooper, Insenga, Johnson, Packard, Rutledge, Skott-Myhre, Thompson, Willox, Yeong

3. Minutes: a motion was made and seconded to approve the minutes of January 24.

Item approved unanimously by voice vote.

4. Committee reports

The Faculty Senate agreed without objection to taking Committee VI first so President Marrero could return to the Provost Search Committee meeting.

Committee VI: Strategic Planning Committee (Rob Sanders, Chair)
Information Items:

A. Updated draft of the Strategic Plan, 2014-2020 (Kyle Marrero)

Discussion:

Dr. Marrero introduced the updated draft of the Strategic Plan (SP) and distributed two handouts: first, one a one-page summary of the SP process and timelines entitled “ENGAGE WEST! UWG Strategic Plan Update: 2014-2020,” then the draft of the Plan as originally appended to the agenda.

Dr. Marrero stated that his goal in speaking to the Faculty Senate is to provide information to help faculty understand the process and its components so that faculty can see how they inform the process and to engage as a part of the process. He stressed that faculty are perhaps the most important constituents to give feedback in this process and that this document will embody who we are. He encouraged faculty to look at it and see where you fit, directly or indirectly. Be critical. Think about this document with your individual goal-setting. Ask questions if you do

not see the connectivity. He invited SP Committee members, particularly those leading the groups formulating the strategic imperatives, to speak next.

Scot Lingrell spoke about Strategic Imperative (SI) #1: student success—enhanced learning, access, progression, and development. In addition to the four goals currently enumerated in the Plan for this, he said that the committee will probably add a fifth (as a result of feedback received to date) about increasing the academic performance/success of each student. Jon Anderson spoke about Strategic Imperative #2: academic success—academic programming and faculty support. Faye McIntyre is leading the group about Strategic Imperative #3: successful partnerships—building engaged, mutually beneficial collaborations, but she was not present at this meeting, so Dr. Marrero spoke on Dr. McIntyre’s behalf. Jim Sutherland is leading the group about Strategic Imperative #4: operational success—effectiveness and sustainability, but was not present, so Dr. Marrero spoke on his behalf, as well. Faculty are encouraged to provide feedback about these SI to these individuals, or within the open forums being held, or directly to the president in an e-mail with the subject line of “Strategic Plan.” A forum will be added since we lost one due to weather.

Dr. Marrero added that about 60-75 key performance indicators (KPI) will be determined for the SP and about 15 will be about the performance of the president, and the BOR will evaluate him based on those criteria. The KPI will be added to the Engage West website at <http://www.westga.edu/engagewest>.

Although this was an information item rather than an action item, a voice vote was taken and it was unanimously approved.

Committee IV: Academic Policies Committee (Vickie Geisler, Chair)

Action Items:

- A. Revision of attendance policy (Tim Schroer, Chair of Attendance Subcommittee)

Discussion:

Dr. Schroer commented on the provisions to the Student Handbook, Undergraduate Catalog, and Faculty Handbook which will be affected by the attendance policy changes. He remarked that the revisions are intended to distinguish between the power of the faculty in the Drop/Add period, and then after that week. In the course of answering questions from the Senate, it was noted by Dr. Lingrell that we will continue to use the GradesFirst software, which may be useful for multiple purposes, such as financial aid and interventions. Dr. Lingrell explained that withdrawing students has financial aid consequences because financial aid is earned by the student for each day attended. Withdrawing is a complicated process because refunds go back to the student and then UWG has seek reimbursement from the student.

Item approved unanimously by voice vote.

Committee XII: Budget Committee (Paul Rutledge, Chair)

Action Item:

- A. Salary equity implementation

Discussion:

Dr. Rutledge was not present because of the conflict with the Provost Search Committee meeting, so Dr. Anderson delivered an overview on his behalf. He mentioned that this will be a two-year process, not an annual one, in response to some of the questions. It was reiterated that the first year is about getting those currently under promotion to the 85% of CUPA market median level; other adjustments won't be made until 2015.

Dr. Blair commented regarding "e) Faculty will be rewarded for successful post-tenure review. The reward is yet to be decided." His comment was that a course release is not helpful in departments that are understaffed; a professor does not want to hurt the program by taking a course release. It would be better to be rewarded by money, he stated. Dr. Marrero responded that part of the problem is that the \$2K and \$3K for promotions (to associate and full professor ranks, respectively) is too little, so compression occurs, which is especially seen in the higher ranks (i.e., those experiencing post-tenure review).

Dr. Anderson said that the CUPA data didn't cover the "years in rank" question. In response to questions, both he and Dr. Marrero pointed out that the administration wants to get everyone to the 85% level first. Dr. Marrero remarked that \$3M will be needed to get all faculty to 100% of the CUPA market median (\$6 million for faculty and staff). Determining money for years in rank will be difficult and will be part of Phase Two.

One editorial change was made on the floor to alleviate some confusion, and that was for item a) to change "we are" to "UWG is," so the whole a) reads: "Promoted faculty should be brought to the 85% level of his/her new rank market median. For years in which UWG is at greater than 85% of the median, promoted faculty should be brought to the new percentage of his/her new market median."

Item approved unanimously by voice vote.

5. New business:

- A. NSF funded self-study (ADVANCE-IT) of faculty in STEM and STEM-Related disciplines at UWG (L. Mike Johnson)

Discussion:

Dr. L. Mike Johnson (Criminology) delivered a PowerPoint presentation on this project. Dr. N. Jane McCandless is the Principal Investigator (PI) and the other co-PIs are Dr. Johnson, Catherine Jenks, Dianne Hoff, and Nancy Penco. More, full reports will be distributed later, but his presentation represented an introduction to the topic. Some highlights from his presentation are the following.

Employment records for a total of 157 full-time faculty in COSM and COSS were examined, for which 88 were COSM (56.1%; about a third) and 69 were COSS (43.9%; almost half).

Key findings: the median salary is lower for women in COSM, but in COSS, it is fairly equal. Women are concentrated in the junior faculty positions. A total of 43.5% of female professors are tenured; 80.8% of male professors are tenured. The majority of administrative positions are occupied by men.

A faculty worklife survey was conducted in Spring 2013 of STEM and STEM-Related Disciplines faculty at UWG, but it does not include political science because of NSF rules about what is regarded as STEM. Dr. Johnson stressed that a small sample hampered data analysis.

Sometimes the results are not statistically significant, as there were only 10 identified as racial minorities. When racial differences were noticeable, minorities expressed more favorable responses than whites. Statistically significant gender differences were not found on many variables, but all significant differences occurred in the direction of women having less favorable views. A total of 40% of women and 16% of men expressed dissatisfaction with being a faculty member at UWG.

In the “what now?” conclusions of his presentation, Dr. Johnson said that UWG needs to develop policies and practices to better ensure fairness in recruiting, hiring, promotion, and retention of female and minority faculty.

Everyone is invited to attend a COSS Lecture Series presentation on this topic Wednesday, March 12 at 3:00 p.m. in the Ingram Library Nook.

B. Sustainability Council update (Minna Rollins)

Drs. Rollins and Hannes Gerhardt presented a PowerPoint presentation about the Sustainability Council at UWG. The purpose of the SC is: 1) to identify, share, and promote sustainability activities and initiatives the UWG campus and in the community; and 2) serve as a clearinghouse for ideas that pertain to sustainability initiatives on the UWG campus.

Some of the current initiatives are:

- Sustainability in the new Strategic Plan
- New, green buildings
- Recycling pilot program
- Tree Campus USA
- Southwire Sustainable Business Honors Program
- Environmental pedagogy
- Student organizations
- Organic garden
- Carbon Footprint project

The good news is:

- a presidential grant was awarded to the SC
- a draft website is available at <http://www.westga.edu/green/>
- a consultant is coming to campus, Feb. 28
- Earth Week will be held in April with the following events:

	Sat 4/12	Mon 4/14	Tue 4/15	Wed 4/16	Thu 4/17	Fri 4/18
Day/ after- noon	River Clean up on the 'Hooch	Trail maintenance	Career Panel (green jobs)		Earth Day Festival: Bands, demos, and recycling (on the Square)	-Community Garden planting - A guided nature hike

Evening		Film Series “Eating Alabama”	Film Series “Beasts of Southern Wild”	Open Mic Film Series movie3	RCOB Executive Roundtable	
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Table courtesy of M. Rollins

During the discussion, it was reiterated from a previous Faculty Senate meeting that food not served by the UWG Food Service should be donated, not discarded.

Please contact hgerhard@westga.edu or mrollins@westga.edu for more information about SC initiatives.

An item C for new business was added to the agenda at this point.

C. Faculty Senate Chair elections

It was announced that Ms. Anne Barnhart (Library) and Dr. Elizabeth Kramer (Music) have agreed to run for the chair of the Faculty Senate. No nominations were made on the floor and the slate was approved for the election at the spring general faculty meeting.

6. Announcements:

A. QEP and the SACS visit (Debra MacComb)

Dr. MacComb was not able to attend this meeting, so this announcement was postponed to the March 14 meeting of the Faculty Senate.

7. The meeting adjourned at 4:55 p.m.

Respectfully submitted,

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

