

## **GENERAL FACULTY MEETING**

### **Minutes**

**Spring Semester, 2015**

Wednesday, April 15th

Townsend Center

3:00 p.m., Reception 2:30 p.m.

Approved August 19, 2015

#### **I. Call to Order and Welcome—Dr. Kyle Marrero, President**

Kyle Marrero called the meeting to order at 3:03 p.m.

#### **II. Approval of Minutes**

The minutes from August 19, 2014 were approved without revision.

#### **III. Recognition of Faculty Retirees—Dr. Kyle Marrero**

Dr. Marrero recognized and thanked the following faculty retirees: Frank Butts, Fran Chalfont (45 years!), Ron Chilluffo, Judith Cox, Debra Dwight, William Lloyd, Gail Marshall, Kathy Moffeit, Ronald Shepherd, Rebecca Stanard, and Carol Wilson. He mentioned that the average length of service for faculty members is 12.2 years.

#### **IV. Business of the Faculty Senate—Dr. Elizabeth Kramer, Chair of Faculty Senate**

Dr. Kramer stated that yellow ballots were available for the election of the chair-elect, who will take office on June 1. She called for nominations on the floor, but none were offered, so she closed the nominations, noting that write-in nominees are also permitted. Dr. Kramer said that blue ballots were available for the Post-Tenure Review Appeals Committee election. Dr. Kramer promised to e-mail the election results to the general faculty.

#### **V. Opening Remarks to Faculty—Dr. Kyle Marrero**

Dr. Marrero remarked on the following accomplishments, initiatives, and strategies of the past academic year and encouraged faculty to think about how each fits with the Strategic Plan:

- Barrier Team: 4 sledgehammers in Sanford Hall, with more on the way;
- Sustainability Council;
- Campus Inclusion Committee: a diversity consultant, C. J. Woods, was on campus recently. The faculty applauded Dr. Marrero's determination to make this campus more inclusive;
- Difficult Dialogues and Chat & Chews;
- SACSCOC: there is a University Assessment Team;
- QEP: working on refinement and implementation;
- Strategic Plan: we are in a two-year monitoring process now, aligning goals with the institutional Strategic Plan and divisions and large units are creating their own aligned Strategic Plans. Dr.

Marrero emphasized that the point of assessment is to make ourselves better (a better place to work, learn, and succeed), not to simply check off a box on a form;

- KPIs: the Key Performance Indicators are being improved and refined, benchmarking with Peers and Aspirants;
- LDI Retreats: these have focused on individual leadership development;
- 2<sup>nd</sup> iteration of the Engage West! Employee Engagement Survey and Action Plans. Dr. Marrero mentioned that the survey, implemented by the Studer Group, will be a revenue source for UWG;
- Innovation Squad: focusing on programs with market connectivity and ways of delivery;
- Community Engagement Team: led by Melanie McClellan;
- Best of the West employee recognition program: will recognize faculty and staff, including cash awards, a raise for Employee of the Year, parking spaces, and great door prizes at the event;
- Comprehensive institutional budget prioritization process: a transparent budget process was created;
- Carrollton/Carroll County Education Collaborative (Dual Enrollment and Early College Literacy subcommittees): this initiative brings together leaders of UWG, West Ga. Technical College, Carrollton City schools, and Carroll County schools, all working together to attack issues and remove barriers;
- Education Advisory Board/Student Success Collaborative: uses intrusive advising and predictive modeling to help guide students. The president commented that of 8000 freshmen applications, 20% said they were pre-med majors;
- Strategic Enrollment Plan: is being implemented, aligning demographics for purposeful growth. A target of 12,206 students was met for last fall, with 12,600 for fall of 2015 and 13,100 for fall of 2016;
- Capital Campaign: we are in the feasibility testing phase for the campaign;
- ITS consultant is coming here the last two months of the academic year to talk about software. What is sustainable? Best practices? Where to head? The idea is to create a plan, not to just plug holes.

Successes include:

- Record fundraising: \$7.1M raised in gifts and pledges;
- Record enrollment projected again;
- Record levels of retention: 70.8% of freshmen to sophomores retained last year. It is 74.2% now, which is an increase of 3.4% in one year!
- National rankings continue to be achieved;
- Athletic success: winning teams in football, basketball, baseball, and golf. Dr. Marrero remarked that student athletes have a 52% (six-year) graduation rate, compared to 40% for the overall student population;
- SACSCOC reaffirmation;
- Record raises. Dr. Marrero stated that equity and merit need to continue to improve; equity doesn't fix compression issues. What are meaningful increases? The president does not want to base raises on length of service alone; full professors need reviews so increases for them can happen (and compression is avoided). He will be talking with the Faculty Senate Budget Committee about this issue.

LDI: The president stated that the purpose and outcome of the leadership institute trainings is constant, reliable communication. Trust and communication were the main issues facing senior leadership, so the LDI targets training of leadership skills through workshops, presentations, and assignments, developing SMART goals and focusing on what assessment truly is. The president talked about the implications of the Myer-Briggs Golden Personality Test. He stressed that the goal of LDI is “building community.” The sessions were videotaped and are available for faculty to view online. The first year focused on developing the “toolbox,” whereas next year the administration will be reaching out to faculty and staff to bring them in. (The “people on the ground doing the heavy lifting” is how he phrased it.) The focus will be on engagement and development of all our people, not just propping up current supervisors.

## **VI. Provost’s Remarks—Dr. Micheal Crafton, Provost and VPAA**

Dr. Crafton reflected on completing his first year as the provost after a few complimentary remarks about President Marrero. Here are some highlights of his remarks:

- Education Collaborative: this is pretty rare in the U.S.; this is the only known one in Georgia.
- A Nobel Peace Prize World Summit will be held in Atlanta on Nov. 15-19. The Nobel Laureates will come together in a meeting that’s on the size/importance of the Olympics. The USG has charged President Marrero to lead the effort of scholarly presentations (70 submissions; 26 reviewers; 8 presentations selected).
- Academic Affairs has been busy. They’ve not gotten everything done from the Fall’s goals, but made some progress on all initiatives except the University Professorships, which will take a little longer. Dr. Crafton commented briefly on the following initiatives:
  - Four new advisory groups;
  - He mentioned a few new leadership roles: Denise Overfield, Cathi Jenks, Deb Cobia, Nadya Williams for Debra MacComb;
  - He went to four campuses this year to talk about LEAP (liberal education), and said that it is getting more traction;
  - Provost Fellows Program: this will be implemented over the summer for Fellows next year;
  - He said working with the Faculty Senate was a delight and he complimented Elizabeth Kramer’s leadership;
  - He went to a little more than half of the academic departments and plans to complete visits next year;
  - Courageous Conversations: the provost commented that the work toward inclusion seems to be frequent and deep enough to achieve a critical mass necessary for change;
  - Sustainability efforts are remarkable;
  - COE has a new degree on Wellness and Health and great increases in graduate enrollment;
  - Nursing has expanded its Newnan cohort by 10 students;
  - COSM has \$1.9M for a massive renovation of the Biology Building, and a new dean search is on;
  - COAH has Michael and Andrea Stone Visiting Artists Series;
  - COSS has an Adult Education Initiative;
  - RCOB has a strategic plan that involved everyone;
  - He mentioned prestigious faculty awards for Lisa Osbeck (recipient of the APA’s Arthur Staats Award) and Greg Fraser (Guggenheim Fellowship)

- “Engage West, Faculty Edition”: the leadership training has had the effect of making some employees feel left out. He likened the faculty to physicians in a hospital: they are co-leaders. He emphasized that next year it’s about faculty and staff. He noted that “faculty are engaged in teaching, scholarship or creative activities, or community. Some of us are more focused in one area than another, but we are engaged in these three arenas and the next phase of Engage West, Faculty Edition is dedicated to shining a light on those areas of engagement, noting them and celebrating them, and developing the co-leadership of this University with those areas of engagement.”
- Dr. Crafton emphasized that miracles happen every day in the classroom.

## **VII. Closing Remarks—Dr. Kyle Marrero**

Dr. Marrero stated that he and Dr. Crafton care about the faculty, and that together we have a team dedicated to our development.

He said that the budget allocation was good news: we got what we asked for. Tier 1 will be completely funded (\$1.5M, with a 9% graduate tuition increase). The budget won’t fund all of Tier 2. (See the December minutes of the Faculty Senate for details.) Tier 3 is based on an undergraduate tuition increase of 2.5%. Tier 4 is growth money, and they’re analyzing that. He noted that \$350K are recurring costs that we have to do.

## **VIII. Adjournment**

The meeting adjourned at 4:05 p.m.

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