

Faculty Senate Meeting Minutes

September 9, 2022

Approved September 16, 2022

1. Call to Order

Called to order at 1:05pm by Chair Reber.

2. Roll Call

Present:

Brandenburg, Caramanica, Carmack, Chambless, Cheng, Corley, Croft, Davis, DeWeese, Dutt, Dyar, Edelman, Elman, Erben, Evans, Gault, Graffius, Green (Katy), Green (Kim), Hadley, Jara-Pazmino, Khan, Kniess, Kramer, Lee (Gavin), Lee (Sungwoong), Lew Yan Voon, MacKinnon, Mason, McClenny, McLean, Olivieri Parker, Overfield, Richter, Riker, Roberts, Rollins, Scullin, Sheppard, Shin, Snipes, Swift, Sykes, Talbot, Van Valen, Weber, Wei, Williams, Wofford, Yoder

Absent:

Banford, Barrett, and Shoemake

3. Minutes

A) The June 10, 2022 Faculty Senate Meeting Minutes were approved electronically on June 17, 2022.

4. Administrator Reports

A) Report from the President

- *President Kelly attended the Chancellor's investiture this morning. Chancellor Perdue's first policy speech highlighted several items of note including the importance of career readiness for students, and data collection and analysis.*
 - *The USG emphasized the connection between education and postgraduate outcomes. To this end, the BOR recently released a new website including salary data projected by degree program and university. This kind of data is emblematic of the type of consumer-based metrics that will be used by the institutions in the USG. UWG must be certain that the correct structures are in*

place so that no student slips by. The needs and expectations of students drive the design of the institutions, and this is the way that decisions will be made moving forward.

- *The [BOR recently terminated 215 programs in the USG](#). Institutions must find metrics that matter from the perspective of stakeholders across the university.*
- *UWG was celebrated in the BOR meeting yesterday for our engagements with the National Institute of Student Success at Georgia State University. We are creating a student success infrastructure that helps students overcome barriers to graduation. Drs. Jill Drake and Karen Own will be reviewing UWG diagnostics in this regard. The President stated that UWG must “Try to be a university of the many and not the few.” As such, learning analytics are critical: receiving data and being able to use it all of the time, seeing the lifecycle of a student continuously, and eliminating administrative steps that could hinder progress. The President will continue to share information as it is learned.*
- *Yesterday the BOR made a decision regarding testing. It extended the testing waiver in the following cases: if a student has a 3.2 and above GPA, the SAT and ACT will be optional; if a student has a 3.0 – 3.1 GPA, state colleges and universities will pursue steps to assist student access. This is a limited waiver and not a policy: it will be revisited in one year.*
- *UWG is in a better position now than in the last two years, with recruitment efforts starting in eighth grade and shifting focus on transfer students, including creating a pathway from Georgia Highlands to matriculation at UWG.*
- *The President thanked faculty for their attendance at events, particularly those supporting students.*
- *Question and Answer Period:*
 - *Q: Regarding the testing waiver: is there any concern for the implications of this model if it is permanently implemented?*
 - *A: The President stated that there is a robust national debate regarding this concern. The economy in Georgia is not the same as other places, so this must continually be revisited. Large numbers of students simply refuse to take tests, which is different than previous*

student cohorts. The President encourages feedback from those with expertise.

B) Report from Provost Preston.

- *Provost Preston reported that UWG participated in the recent Carroll County workforce development summit. This partnership helped provide context for the university within the region: in the next two years, one thousand jobs will be created and seven thousand jobs are projected in the next nine years. By the year 2050, the population is expected to grow by 23%, 44%, and 66% in this and the neighboring two counties, respectively. UWG is well-placed geographically at doorstep of Atlanta to contribute to workforce development. Companies are interested in getting the best talent, and UWG's QEP selection in the past year helps to promote this in the next decade by providing meaningful connections for students.*
- *The Provost shared numerous academic highlights:*
 - *Next week, the History Program is holding "The Forgotten Pandemic" talk – this kind of presentation contextualizes the value of history and related academic programs in practice.*
 - *Dr. Hong and their students created a Carrollton community map including one hundred fifty-six different locations – this will be useful for new students, faculty, and staff, and is part of the UWG Placemaking goal.*
 - *The Nexus in Computing and the B.S. degree in Computing launched this fall, providing a 40% growth in credit hour production for the university.*
 - *The UWG Education Program is the largest producer of certificates in the state.*
 - *Communication, Film, and Media became the first School in the state of Georgia to be an Audacity radio affiliate.*
 - *Next week is first intercollegiate debate tournament for the academic year, including collaborators from Jamaica.*
 - *The School of Communication, Film, and Media is creating digital content for UWG, with the goal of creating one hundred fifty pieces of content highlighting events, faculty, and staff. They are working on nine promotional projects for, the Physics Program, Georgia Legislature*

internships, the Admissions Showcases, the Master's in Criminology, and the Spark Program in the College of Education.

- *The University College Washington Monthly rated UWG “best for student voting” in their 2022 honor roll.*
- *Nursing admitted their largest cohort ever into the B.S.N. this year, up significantly from the past three years.*
- *Richard's College of Business was recently rated by the U.S. News and World Report as number one in the state of Georgia for their online M.B.A. The College is also launching an Employer of the Week program. In their first session with Southeast Transit, twenty-nine students participated. UWG is connecting students to careers, which speaks to the Chancellor's goals mentioned earlier by President Kelly.*
- *The Ingram Library increased its operating hours until 2am for studying and collaborative availability for students.*
- *Regarding service excellence: Drs. Owens, Drake, and Ziegler met this morning and discussed the need for faculty to be supportive to students that encounter problems or issues. Let Chairs and Deans know of areas that could be improved so that UWG can apply best practices and raise standards in accordance with the National Institute for Student Success.*
- *Regarding excess capacity and credit-hour declines: the Provost will be working with Deans to shift resources into areas of growth and to work for ways to address declines. The Provost will talk with the Faculty Senate Budget Committee about this issue. The Provost is committed to working transparently with faculty.*
- *The Provost discussed the multi-year process currently underway regarding equity analysis in promotion and tenure and will create a working group for this matter. The Provost is also exploring ways to provide competitive salaries to faculty, possibly shifting resources as needed.*
- *Regarding faculty periods of leave: the Provost is exploring expanding workload adjustments related to periods of leave regarding projects and research for the upcoming cycle. Leave requests should be submitted by December 1 to the Provost's Office. Industry connection leaves, such as collaborating with*

organizations, helps with stakeholder currency and facilitates implementing best practices and content at the university. Faculty are encouraged to think creatively regarding industry connections and potential periods of leave. This initiative broaden industry expertise, which is tied to the UWG QEP. There is still a seven year cycle for leave requests, but workload adjustments can happen at any time.

- *Follow-up from Dr. Preston via email, September 12: “While I propose that the terms ‘leave’ and ‘absence’ can create an incorrect perception due to the fact that faculty continue to work and create valuable outcomes, I agree that faculty under this system can be geographically away from campus while they conduct their modified duties, focusing on research or other approved work.*
 - *From UWG: <https://www.westga.edu/administration/provost/faculty-resources> (then navigate to the "Miscellaneous Faculty Forms" section).*
 - *From USG: <https://www.usg.edu/policymanual/section8/C224/> (8.2.7.4 Educational and Professional Leave)*
- *Since the UWG form does not require the leave of absence be related to research and the existing form asks for ‘purpose of leave’ more generally, the current process/form allows for diverse reasons for workload adjustment and/or leave from on-campus expectations. Further, the USG language allows for educational and professional development leave. Thus, if a faculty member has an opportunity to do work at a company or nonprofit to develop skills, knowledge, and ability that could then be brought to UWG (in or beyond the classroom), then the existing process supports including these more diverse experiences.”*
- *Regarding promotion and tenure and administrative timelines/updates: the Provost stated that Faculty Handbook updates submitted earlier this calendar year were submitted for review by the USG system. Feedback provided stated that eight areas need to be addressed in more detail (from Dr. Stuart Rayfield). The document will be edited and brought through shared governance again. Anyone*

currently in the promotion and tenure process will use the existing non-modified version, and this practice will continue in the upcoming cycle. There is a goal for promotion and tenure review to be completed by October so that by January 1 the new measures will be in place. The previous promotion, tenure, and review procedures had a ten year timeline, and the new version uses a five year then one year plus one year timeline (ten reduced to seven years). There will be a grace period as well as a period of crossfade to allow for this transition.

5. Committee Reports

Executive Committee (Jeff Reber, Chair)

Information Items:

1) General Information Updates

- *Faculty are encouraged to consult the UWG Faculty Senate website as resource. Before bringing questions to the Faculty Senate or Senate Committees, faculty should visit the relevant website pages and research items currently under discussion or part of the purview of each committee.*
- *Senators are expected to provide reports and seek action items from constituents and are encouraged to find time on Program meeting agendas to ask for items.*
- *Each Committee Chair makes and prioritizes items on their committee agendas. Let Chairs know if items may need to involve upper administration.*

2) Committee Chair General Updates:

- *Committee I: Undergraduate Programs Committee. On an ongoing basis, this committee assists with processing and reviewing items for the Faculty Senate and Curriculog.*
- *Committee II: Graduate Programs Committee. Faculty are encouraged to provide any items for graduate programs.*
- *Committee III: Academic Programs Committee. Faculty are encouraged to bring any items as needed.*
- *Committee IV: Faculty Development Committee. Bring any items directly to Chair Farooq Khan and he will work with Dr. Reber. Revisions of faculty handbook will be addressed.*

- *Committee V: Institutional Planning Committee. Faculty are encouraged to bring any items as needed.*
- *Committee VI: Facilities and Information Technology Committee. Faculty are encouraged to bring any items as needed.*
- *Committee VII: Student Affairs and Intercollegiate Activities. Faculty are encouraged to bring any items as needed. Items from last year are still being addressed such as eSports.*
- *Committee VIII: Budget Committee. Faculty are encouraged to bring any items regarding the budget as needed.*
- *Committee IX: Rules Committee. This committee oversees rules, policies, regulations, and procedures across the university. Items from last year are still being addressed.*
- *Committee X: Diversity and Internationalization Committee. The Committee welcomes relevant ideas from all faculty as the overall agenda for this year is still being devised. The Committee is currently conducting an inventory of international faculty: this will assist in making appropriate recommendations regarding the faculty hiring process, creating an inclusive campus, and addressing issues of curricula.*
- *Committee XI: Teaching, Learning, and Assessment Committee. Revisions of SEIs have been processed. Faculty are encouraged to reach out with questions regarding technology or any other matter appropriate to this committee.*

Committee I: Undergraduate Programs Committee (Kim Green, Chair)

Action Item:

A) Richards College of Business

1) Department of Management

a) [Nexus program in Supply Chain Management](#)

Request: Add

This Nexus program is new two year degree to fast-track students into careers. This is the third Nexus program at UWG. The College does not need additional resources for this sixty credit program: the program is composed of Core areas A-E, with the remaining

credits being experiential and upper-division. Students who transfer this program to an out-of-state university receive an Associate's Degree credential. Questions were raised regarding the overall success rate for Nexus graduates from UWG: this is unrelated to this particular item at present, but will be researched for general faculty information.

Item approved with 48 in favor, 1 opposed, and 2 abstentions.

Committee IX: Rules Committee (Jamie Brandenburg, Chair)

Action Item ([Figure 1](#)):

A) UWG Academic Policies and Procedures Manual

1) By-Laws of the Faculties and Faculty Senate: Article III.A. Meetings

Request: Modify

This modification provides ways to accommodate COVID and other emergencies if needed by allowing for virtual and/or hybrid Faculty Senate meetings.

Item approved unanimously.

6. Old Business

7. New Business

8. Announcements

9. Adjourn

The meeting was adjourned by Chair Reber at 2:14pm.

Respectfully submitted by Laura McCloskey Wolfe

Art Program Faculty Member and Executive Secretary

Figure 1

UWG Academic Policies and Procedures Manual

Modification of the By-Laws of the Faculties and Faculty Senate Article III.A. Meetings

This item will be brought to the General Faculty for a vote in April 2023 according to Article IV, Section 3 of the UWG Academic Policies and Procedures Manual.

APPROVED REVISED VERSION

A. MEETINGS

Regular meetings of the Senate shall be held at least twice in each semester of the academic year on dates determined by the Senate. Meetings may be held virtually or in a hybrid format, as needed. Special meetings may be called by the President of the University and shall be called upon written application of five (5) senators or any ten (10) members of the General Faculty. Written notice of the time, place, and agenda of senate meetings as well as proposals for consideration at the senate meeting shall be sent to each General Faculty member at least forty-eight hours in advance of the meeting. Official copies of the minutes shall be made available to the University community from the Web page of the VPAA. One paper copy shall be retained in the Archives at the University Library.