

**Armstrong State University**  
**Faculty Senate Meeting**  
**Minutes of September 21, 2015**  
**Student Union, Ballroom A, 3:00 p.m.**

- I. Pre-Senate Working Session (3:00–3:30 p.m.)
- II. Senate President Desnoyers-Colas called the meeting to order at **3:31** p.m. (see Appendix A).
- III. Senate Action
  - A. Approval of Minutes from [August 17, 2015](#) Faculty Senate Meeting
    1. APPROVED without corrections.
  - B. Brief remarks from Dr. Linda Bleicken, President
    1. Met with SGA earlier today also to discuss Friday's incident (still under investigation by GBI). Acknowledges sometimes the process is frustrating (in terms of time). We have in place our crisis communication plan. It is one we review yearly. Was revised and approved earlier this year. Some of the elements were followed beautifully and others not as beautifully as they might. Are we as practiced in using it as we might be? No (haven't had to deal with situations like this often). Students frustrated over timing of first blast message. We will get better with implementing this plan, although we hope not to have many more instances for its use. We should think of ourselves as a campus community. Focus now is training to make our processes better and counseling for our students. Student affairs staff, housing, counseling and other offices involved over the weekend – all were dedicated to counseling and supporting our students. For our students, this is their home. This is important for us to recognize. We hope to regain the feeling that this is our home and place of safety.
    2. Senate President Desnoyers-Colas asks about the panicked tone of the message – all caps, etc. (relaying students' comments/concerns that have come to her) which led students to be alarmed and not sure where to go. Allison Hersh, Director of Marketing and Communications responds she had mistakenly sent out the active shooter template in the first blast message. She corrected it with a second blast message, but she has felt badly ever since. It was an error.
    3. Senator asks if there is training beyond the active shooter film. President Bleicken responds: SGA is showing the film again and it is for everyone (not just students). On the 29<sup>th</sup>, there will be a tabletop Active Shooter training for the joint leadership team. These events were already on the books before the incident last week. President Bleicken notes she asked for feedback and suggestions from students at the SGA meeting earlier today. Senator asks if this is an arms-free campus. President responds that it is against the law to have a firearm on our campus. We do have a quirky element in our state law that states it is OK to have a firearm in your car. Right now our law enforcement personnel are dealing with a challenging situation.
    4. Senate President-Elect Padgett asks about the time lag between the incident and the blast message. President responds there is a process such that the

911 call goes first to the police department and then the info is sent to campus. Chief Wilcox responds about the timeline – 911 call, contact made with campus police, campus locked down, Chief Wilcox gets Chatham officers on campus to make sure the situation had been controlled, and then asked Ms. Hersh to implement communications plan. Didn't want blast message to cause students to go out and circulate around a potentially unsafe campus wondering what is going on. Would the situation have been different at noon? Yes. However, at nighttime, officers are short on numbers and alerting students more quickly such that more students were out and if scene was not secure, that would have been problematic. Senator asks about Learning Commons and ability to lock it down (no ability now as it operates on an electronic lock). Chief Wilcox responds that that is something they are now discussing. Senator suggests that students be reminded to update their Blast contact info.

C. Brief remarks from Dr. Robert Smith, Provost and VP for Academic Affairs

1. Working hard to grow enrollments for mini-mester. At present ahead of this time in 2014. Dean search for CST is underway. Working to approve a number of faculty searches (some approved today). Senator asks about unfilled positions in LLP. These will be reviewed (COLA) soon.

D. Old Business

1. Outcome of Bills/Resolutions

- i. [FSB 2014-05-12-01](#) Institutional Accountability, Transparency and Communication

- a. Joint Leadership Team summaries

- i. Senator inquires about website update schedule changes in JLT summaries from July and August – when did this work begin? Senate President Desnoyers-Colas asks Ms. Hersh to explain the process. Ms. Hersh notes this project is very complex and detailed. Ready to launch this weekend. Site is gorgeous. Has incredible improvements. Huge project. Has practically killed our entire team. We couldn't launch it until it was ready. We appreciate your patience. Work began a full year ago (design phase first – that went smoothly. Development phase is where delays were encountered.). Six or seven people working on it for 6-7 months. Consultant has made good on fixing the problems they contributed to. Senator asks if this has prepared us to make these changes more quickly/smoothly? Ms. Hersh responds yes, we have learned lessons we can apply next time, but also acknowledges the complexity and enormity of this update.

- b. Faculty and Staff Vacancy Report 8.10.15
  - c. Faculty and Staff Vacancy Report 8.14.15
- 2. USG Faculty Council
  - i. USGFC Meeting at Armstrong – update
    - a. USGFC meeting has been rescheduled to Oct. 24<sup>th</sup> and will be held here at Armstrong. The chancellor and vice-chancellor will both attend. They want to discuss the resolution passed by the USG schools and to address the concerns voiced in the resolution.
  - ii. AAUP Meeting in October
    - a. Senate President Desnoyers-Colas will be attending the AAUP meeting, although not representing the senate in an official capacity. They will be hosting the foremost expert on shared governance. He will be discussing AAUP's involvement on teaching senates about shared governance. The AAUP is thinking of drafting their own resolution in support of USG's resolution (mentioned above). The AAUP meeting will be held in Atlanta (GSU is sponsoring).
- 3. Senate Committee Lists and Vote
  - i. All senate committees APPROVED
  - ii. Educational Technology designates Beth Childress as chair
  - iii. Planning, Budget, and Facilities designates Catherine MacGowan and Debra Hagerty as co-chairs
  - iv. Student Success designates Barbara Serianni as chair
  - v. Academic Standards and Faculty Welfare have yet to elect committee chairs
- 4. Bill Regarding Charge to Grievance Committee
  - i. Senate President Desnoyers-Colas clarifies that an earlier version of the bill was mistakenly sent to the secretary to be included in the agenda. Senators were referred to the updated version sent separately via email. Senate President Desnoyers-Colas points out that she drafted an earlier bill but held off on revision until reviewing the climate survey results. She referred also to research literature on the topic, as presented last senate meeting. She wanted to make sure this was not an anecdotal issue, but the campus climate survey and published literature suggests we need a policy to address academic bullying. Since the grievance committee deals with complaints/concerns, this seems the appropriate committee to draft such a policy.
  - ii. Senator noted that LLP has not had a chance to meet to discuss the bill. He also points out that his understanding is that Grievance Committee never meets because complaints are dealt with up the appropriate chain (per the university policy) and it gets addressed at that level. Senator notes that the policy specifies that USG policy has to be followed. Wouldn't our Grievance

Committee's hands be tied on implementing this change? Senate President Desnoyers-Colas responds she doesn't believe that is the case.

- iii. Senators note some confusion in the wording of the bill. A friendly amendment is made to change the wording of the last sentence to: "The Armstrong Faculty Senate requests that the University Grievance and Conflict Resolution procedures be changed by the Grievance Committee to include a grievance or disciplinary review process policy for the University Grievance Committee to use for review and discipline of academic bullying hazing and bullying complaints/disputes made about any administrator, faculty and staff members by faculty, staff, and students"
- iv. Senator moves to call the question (23 to 12, discussion continues)
- v. Senator points out, why not have this in place? If we don't need it, great, but if we do need it what harm can come from having a policy in place? She sees academic bullying happen in her department.
- vi. Senator points out there are concerns about the low response rate on campus climate survey and points to 14% response rate regarding concerns about bullying.
- vii. Senator shares that a colleague was harassed by a student and it went up the channels and went nowhere.
- viii. Senator wonders what happens if a disgruntled student might pursue this action (filing a grievance about bullying by a faculty member) out of their frustration with a grade, for example. Is there any protection for faculty being targeted by students in situations like this?
- ix. Senator expressed concerns that this creates a vague policy that could be misused - as a sword rather than a shield. For example, what if a faculty member characterizes a colleague's idea as "crazy", could that faculty member file an academic bullying grievance?
- x. Senate President Desnoyers-Colas responds that this is a topic that has been operationalized and studied in the research literature. She notes that the issue is that we don't just represent ourselves, we represent our departments and colleges.
- xi. Senate votes: 24 yes, 8 no FSB\_2015-09-21-02\_Bullying and Hazing APPROVED (Appendix B)

5. Other Old Business

- i. University Committee Representation
  - a. No updates

6. Old Business from the Floor

- i. No Old Business from the Floor

E. New Business

1. Committee Reports and Charges

- i. University Curriculum Committee

- a. Meeting Minutes and Curriculum Changes
  - i. COLA-HIST: no discussion, APPROVED.
  - ii. Blanket removal of prerequisite requirement of eligibility for ENGL 1101: no discussion, APPROVED
- ii. Governance Committee
  - a. No updates
- iii. Academic Standards
  - a. No updates
- iv. Education Technology
  - a. No updates
- v. Faculty Welfare
  - a. No updates
- vi. Planning, Budget, and Facilities: Senate Liaison Provided Updates from last Meeting
  - a. Provost will re-form and re-charge a Salary Study/Salary Adjustment Committee to complete an updated salary study and to discuss concerns that have been raised about issues such as salary compression.
  - b. It was clarified that the July 2015 adjustments (to 93% of CUPA midpoints) was based on data from the last salary study, not from CUPA data from Spring, 2015.
  - c. The average % raise for VP's at Armstrong for 2015-2016 was .55%
  - d. Update on AACRAO management consultant, Michele Sandlin's recommendations for Strategic Enrollment Management Plan: she will return to advise on admissions processing.
  - e. Information provided about Sodexo janitorial services contract replacement with GCA and resultant impact on staff. Proposals were graded without looking at cost. On this occasion, the highest graded proposals were also lowest cost. We are required to take lowest bid, but GCA was also graded highly on their proposal. Sodexo employees encouraged to apply to GCA and because they are new to GCA, were offered starting salary of 8.50 an hour, along with required benefits. Some employees were able to negotiate for more.
  - f. Construction updates: Tennis courts – construction begun and is hoped to be completed by April. Funding was assisted with money from handover of residence halls to Corvias for management. Student Success Center – due to increased

construction costs in Savannah area, even low bidder (with deductive alternatives considered) is over allotted funds. Bidder has agreed to negotiate. Hope to have it complete Fall, 2016. Liberty Center ribbon cutting Dec. 10th.

- vii. Student Success
  - a. No updates

- 2. Other New Business
  - i. No New Business
- 3. New Business from the Floor
  - i. Senate President Desnoyers-Colas announces that she has been trying to attend to faculty accomplishments (e.g., sent via email announcement) and to send a congratulatory email on behalf of the senate.

#### F. Senate Information and Announcements

- 1. International Collaboration with Bangkok University
  - i. Felix Hamza-Hup is a Fulbright Scholar at Bangkok University this semester. He is interested in establishing collaborations between Armstrong and BU (and other universities in that area) and will be meeting with the VP for international affairs at BU soon. Please email him if you are interested or have ideas for collaborations.
- 2. Search Committee Updates
  - i. No updates
- 3. Send Committee meeting dates and minutes to [faculty.senate@armstrong.edu](mailto:faculty.senate@armstrong.edu)
- 4. Send Changes in Committee chairs and senate liaisons to [governance.senate@armstrong.edu](mailto:governance.senate@armstrong.edu)
- 5. Announcements (from the floor)
  - i. No announcements

IV. Adjournment at **5:02** p.m.

V. Minutes completed by:

Wendy Wolfe

Faculty Senate Secretary, 2015-2016

Appendices

- A. Attendance Sheet
- B. FSB\_2015-09-21-02\_Bullying and Hazing

Appendix A

**Faculty Senators and Alternates for 2015-2016 (Senate Meeting 09/21/2015)**

Department	College	# of Seats	Senator(s) and Term Year as of 2015/2016		Alternate(s)	
Adolescent and Adult Education	COE	2	Kathleen Fabrikant (3)	x	Anthony Parish	
			ElaKaye Eley (3)		Brenda Logan	
Art, Music and Theatre	CLA	3	Rachel Green (2)	x	Emily Grundstad-Hall	
			Deborah Jamieson (3)		Benjamin Warsaw	x
			Elizabeth Desnoyers-Colas (3)	x		
Biology	CST	4	Jennifer Broft Bailey (1)	x	Sara Gremillion	
			Brett Larson (3)	x	Jennifer Brofft-Bailey	
			Aaron Schrey (2)		Michael Cotrone	x
			Jennifer Zettler (2)	x	Scott Mateer	
Chemistry and Physics	CST	3	Brandon Quillian (1)	x	Catherine MacGowan	
			Donna Mullenax (2)	x	Lea Padgett	
			Clifford Padgett (2)	x	Will Lynch	
Childhood and Exceptional Student Education	COE	2	Kelly Brooksher (1)	x	Bob Lloyd	
			Anne Katz (3)	x	John Hobe	
Computer Science & Information Tech	CST	1	Hongjun Su (1)	x	Frank Katz	
Criminal Justice, Social and Political Science	CLA	2	Dennis Murphy (1)	x	Michael Donahue	
			Becky da Cruz (2)	x		
Diagnostic and Therapeutic Sciences	CHP	2	Shaunell McGee (3)	x		
			Pam Cartright (2)	x	Rhonda Bevis	
Economics	CLA	1	Nick Mangee (3)	x	Yassi Saadatmand	
Engineering	CST	1	Wayne Johnson (2)	x	Priya Goeser	
Health Sciences	CHP	2	Lesley Clack (1)	x	Joey Crosby	
			Janet Buelow (3)	x	Rod McAdams	
History	CLA	2	James Todesca (1)		Felicity Turner	x
			Michael Benjamin (2)	x	Allison Belzer	
Languages, Literature and Philosophy	CLA	5	Bill Deaver (3)		Nancy Tille-Victorica	x
			Carol Andrews (2)	x	Nancy Remler	
			Jane Rago (2)		Annie Mendenhall	x
			Christy Mroczek (1)	x	Rob Terry	
			James Smith (2)	x	Deborah Reese	
Library	CLA	1	Aimee Reist (1)	x	Ann Fuller	
Mathematics	CST	3	Selwyn Hollis (1)		Sungkon Chang	x
			Paul Hadavas (3)	x	Sean Eastman	
			Joshua Lambert (3)	x	Tricia Brown	
Nursing	CHP	3	Sherry Warnock (1)	x	Carole Massey	
			Gina Crabb (1)	x	Luz Quirimit	
			Jeff Harris (3)		Jill Beckworth	
Psychology	CST	1	Wendy Wolfe (2)	x	Nancy McCarley	
Rehabilitation Sciences	CHP	2	David Bringman (1)	x	AndiBeth Mincer	
			Maya Clark (2)		April Garrity	

## Appendix B

### Academic Bullying and Hazing Bill

Whereas faculty incivility in the form of colleague targeted academic bullying and hazing ultimately fosters a hostile work environment by cultivating and enabling an academic climate of intimidation, marginalization and exclusion

Whereas the results of Armstrong's recent Campus Climate Assessment Project revealed that members of several constituent groups were differentially affected by exclusionary, intimidating, offensive, and/or hostile conduct,

Whereas Faculty staff and students survey respondents identified that exclusionary, intimidating, offensive, and/or hostile conduct often involved faculty as the source of the exclusionary conduct

And whereas the continued cultivation of collegiality through mutual respect, civility, and dignity is essential for furthering positive higher education interaction between all levels of faculty, staff, students and administration

The Armstrong Faculty Senate requests that the University Grievance and Conflict Resolution procedures be changed by the University Grievance Committee to include a grievance or disciplinary review process policy for the University Grievance Committee to use for review and discipline of academic bullying hazing and bullying complaints/disputes made about any administrator, faculty and staff members by faculty, staff and students