ARMSTRONG STATE UNIVERSITY
FACULTY SENATE MEETING
MINUTES OF NOVEMBER 13, 2017
STUDENT UNION, BALLROOM A, 3:00 P.M.

I. Pre-Senate Working Session (3:00–3:30 p.m.)
II. Call to Order by Senate President David Bringman at 3:30pm (Appendix A)
III. Senate Action
   A. Brief Remarks from Dr. Jennifer Frum, University President

   Thank you, I appreciate the opportunity to speak with you. David sent me a list of topics to address, a lot of them related to consolidation. I am happy to answer questions about other topics as well. The big issue looming over us is appointment letters and salaries. What we realized is there are salary disparities between the three campuses. There are no consistencies in the disparities. In some cases, our salaries are higher and in others GSU’s salaries are higher. We will put into practice some guidelines for making initial decisions about salaries for appointment letters beginning Jan. 1. HR is working on this. If you are sliding into a position in the consolidated institution and you didn’t compete for the position, you will retain your salary. If you competed for the new consolidation position, we will look at your salary and the CUPA minimum. Whichever is larger will be your salary. An objective is not to create rifts. Another is to ensure the process is fair and equitable. There are 8 people across the campuses who do not have positions in the consolidated institution. Some will retire, others did not compete for a position. We are trying to find positions for these individuals. My hope is that after January, we will be able to find positions for all who desire positions. Regarding salary discrepancies, some individuals have a large difference between their current salary and the salary for the position they are going into. We hope to address some of these starting in Spring semester. We of course have to get approval from the Chancellor. We plan for HR at the new Georgia Southern to look at salaries across the campuses. President Hebert will bring this up at his budget hearing in January. I believe he plans to conduct a compensation study. However, a caveat is that there is no new money to address salary discrepancies. We cannot use consolidation money for this. We don’t anticipate additional money from the state for this. You as faculty senators have a duty to communicate the importance of this issue and also the challenges. I believe there is a commitment to address this, but it won’t happen overnight. Perhaps not for two years. Your appointment letters will take effect Jan. 1st. Some administrative staff appointments will begin July 1st. President Hebert and I have been looking at consolidation savings. His priority is initiatives related to student success. He is working with Deans and Dept. Heads to identify areas related to student retention, progression, and graduation. I imagine we may increase the number of advisors, focus on implementing the EAB initiative and taking it to the next level, and strategic investment in growing new programs on this campus. We will likely also see investments in recruiting and general enrollment management. Our Fall, 2017 enrollment was only down about 100 students. We have been told that it was the best enrollment of an institution undergoing consolidation. Regarding campus
physical changes, the signage will be in effect no later than March. They are working on design of signage for buildings and internal signage. The banners will likely be replaced in January. We'll look into what happens with the old banners. President Hebert is very interested in faculty involvement in strategic planning for the new university. I think he would like to see a new strategic plan by July 1st. Associated with this will be a master plan once the strategic plan is in place. You all should be thinking about your own disciplines and potential growth and needs on this campus.

Regarding campus security, we have a number of initiatives going on. One of my priorities since the graffiti on campus is the increased need for more police officers here. I know people have different opinions about the number of armed officers on campus. I cannot dictate that. You as faculty should express your thoughts. We have 3 certified officer positions vacant that we will be interviewing and hiring for. We also hope to expand police presence on the Liberty Campus. SGA had as one of its priorities the improvement of nighttime security and lighting on campus. UPD and facilities have walked the campus at night and assessed lighting needs. We have added new lights, LED lights, new poles, and upgraded lighting around the residence halls. SGA also reported problems with the call boxes. We may repair/replace the call boxes or upgrade the technology. Faculty, staff, and students feel they are not prepared in case of a crisis on campus. UPD is doing train the trainer sessions on classroom door locks and active shooter trainings. We have a campus safety town hall scheduled for the end of the month. We are integrating campus safety into our Navigate sessions. We are open to any other suggestions you may have. It is our priority to make sure everyone feels prepared. I have asked for resources for increased security cameras on campus. We need a surveillance policy that everyone is aware of in the consolidated university. The consolidated university will have a consolidated crisis response plan Jan. 1st. We are open to input and recommendations from this body. I know people are unhappy with the university’s response and my response to the racist graffiti. I regret there was an impression that we were trying to sweep something under the rug or not be transparent. I see how others could have that impression and I really regret that. I will continue to inform people on an ongoing basis about security threats and security initiatives.

Senate President Bringman: Questions from the floor?

Senator: What is that new device being put at the edge of the parking lot going out to the dorms?

Response from Mr. Andrew Dies: It is a license plate reader camera.

Senator: When will we be able to conduct faculty searches?

Provost Curtis: We are going to go forward with searches starting now. We are working with Deans and Dept. Chairs, to decide on timing, particularly with tenure track lines.

President Frum: I know that you all are frustrated by the amount of time this process has taken and the time to get appointment letters, etc. As I looked at the searches that were going on and the hiring that was taking place, I felt Armstrong staff should have been more represented among those hires. I thought some of the search
committees could be more balanced in representation across the campuses. That is why I asked us to reexamine the process. It has taken longer as a result.

Senator: You mentioned taking money to grow programs on this campus, will there be a focus on supporting the programs that support those programs?

President Frum: You all as a faculty senate, in your departments and colleges, need to give some serious thought to what this campus will be in 5-10 years. If it is just a college of professional studies, that is not the intention and may harm our students and the community. There was a deliberate focus on matching our programs with positions we know are growing in the state. We need to get this right and there needs to be a balance. Don’t forget about the liberal arts and non-health related STEM disciplines.

Senator: If we could get some more information about things like the license plate reader and other changes going on on campus, we would appreciate it.

B. Brief Remarks from Dr. Chris Curtis, Interim Provost and Vice-President of Academic Affairs

The space allocation committee has met. We are making every effort to minimize disruption for faculty. Space is at a premium because we are taking Ashmore off-line. I don’t anticipate much movement until July. There may be some moves based on new college affiliations. Academic affairs is driving the space allocations. A question is where we are going to put the College of Public Health. It may go into Solms. Education will stay where they are at. Health Professions will stay where they are at. Searches will start unless it makes sense to postpone. Advanced academic leave applications will start for leave in Spring, 2019. With regard to the Provost search, it is going to be important to have strong faculty representation at the forum and meetings, along with responses to the surveys. We are going into a numbers game already. We need to be getting out there; we need to participate. We asked a month ago to do a concerted effort to do Spring advising and registration early. You can take back to your departments that we are on track to get 75% of students registered by Thanksgiving break. Allowing students to get their finances in order is a good indicator of student retention and success.

Senator: Can your re-state what you said about advanced academic leave?

Provost: The application will be for Spring, 2019. If you have a particular need for Fall, 2018, let me know. GSU faculty have been told their process is on hold.

Senator: Can you comment on timeline for Associate Chair searches?

Provost: I hope we will know by Thanksgiving. We are hoping by the end of this week. That’s been hard. It’s starting to come together.

C. Old Business

1. Recurrent Updates: None

2. Other Old Business
   i. Consolidation Updates and Reports
      a. CIC Update: None
      b. Faculty Governance OWG Update
i. **New Bylaws**: Senate President Bringman: We had some discussion in the first 30 minute working meeting, about concerns about how faculty membership would be allocated across the campuses (Appendix B), that it probably makes sense to postpone voting on the proposed bylaws. If you have suggested wording changes, let us know so we can get that into the agenda for next meeting.

ii. **Transitional Senate in Spring, 2018**: Senate President Bringman: If you are interested in serving in the Fall 18-Spring 19 senate, please consider putting your name forward.

c. **Other OWG Updates**: None

ii. **Armstrong Senate Legacy Bills**: Senate President Bringman: These were powerful bills that the steering committee felt should be forwarded to the new senate. A senator from our campus could put these forward for a vote in the new senate. If you have other bills from committee that you feel should be forwarded, pass those along too.

iii. **Campus Closure Committee**: Senate President Bringman: Let me know if you are interested in serving on this committee.

3. **Workload and Salary**

i. **Departmental Discussions**: Senate President Bringman: Chemistry and Physics has already had a discussion about workload and will be implementing a change starting in Spring. You should be having these discussions in your department about what you would like to advocate for, moving forward.

ii. **Joint ASU-GSU Faculty Salary Committee**: Senate President Bringman: I would like to see our PBF committee represented on this committee. Be thinking about other committees in the new GSU that you would be interested in serving on. We will need to staff many new committees.

4. **Old Business from the Floor**: None

D. **New Business**

1. **Committee Membership and Reports**

   i. **University Curriculum Committee**

      UCC Items from 10/18/17:
Waters College of Health Professions
Dept of Health Science and Kinesiology (Approved 29-0)

Jiann-Ping Hsu College of Public Health
Dept of Community Health (Approved 34-0)
Dept of Epidemiology and Environmental Health Science (Approved 32-0)
Dept of Health Policy and Management (Approved 31-0)
Dept of Public Health, General (Approved 32-0)

College of Science and Mathematics
Dept of Military Science (Approved 32-1)
Dept of Physics and Astronomy
Question: Have minors been removed? Yes, the minors have been pulled back. (Approved 35-0)

UCC Items from 11/01/17: Note this was not done the same way. This was only the programs of study. We are only approving the program of study, not the specific courses.

Programs from College of Arts and Humanities
Motion to approve the items from College of Arts and Humanities? Yes. Second. (Approved 31-0)

Programs from College of Behavioral and Social Sciences
Motion to approve the items from College of Behavioral and Social Sciences? Yes. Second. (Approved 30-0)

Programs from College of Science and Mathematics
Motion to approve the items from College of Science and Mathematics? Yes. Second. Comment: I am concerned three of the programs from this college came forward without signature pages. I would like to make a motion to postpone vote on these three programs to next time. Motion passes – these items for programs of study in BA Geography, BS in Geography, and BS in Mathematics will be postponed for vote until next time.

Programs from Waters College of Health Professions
Motion to approve the items from Waters College of Health Professions? Yes. Second. (Approved 32-0)

ii. Governance Committee: No report.
iii. Academic Standards: No report.
iv. Education Technology: No report.
v. Faculty Welfare: No report.
vii. Student Success: Senate Liaison: We passed 3-4 policies. It is interesting how our joint committee is working. They should be passed through our committee – academic policy, grade forgiveness policy, withdrawing from university policy. Comment from Senate President Bringman – send those to the senate for the agenda if they are passed. If you would like them to voted on for endorsement, let us know.

2. New Business from the Floor: None

E. Senate Information and Announcements
   1. Send Committee Meeting Dates and Minutes to faculty senate@armstrong.edu
   2. Send Changes in Committee Membership, Chairs and Senate Liaisons to governance senate@armstrong.edu and faculty senate@armstrong.edu
   3. Announcements (from the floor). Senate President Bringman: If you can come to any of the senate lunches with the provost candidates, let me know. Please also attend the open forums. This is the academic leader we are hiring and it is important to bring your questions.

IV. Adjournment at 4:38pm.
V. Minutes completed by:
   Wendy Wolfe
   Faculty Senate Secretary Fall, 2017
Appendices
   A. Attendance Sheet
   B. New Senate Representation
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<tr>
<th>Department</th>
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<th># of Seats</th>
<th>Senator(s)</th>
<th>Alternate(s)</th>
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<td>AndiBeth Mincer</td>
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Title
Senate Apportionment and Membership for New Georgia Southern

Motion
To determine the new Senate structure for the institution the OWG 5-1 Faculty Governance
recommends apportioned faculty senate membership based on the current Statues of Georgia
Southern University. In addition to maintaining the current faculty apportionment policy, the
OWG recommends that there will be at least one faculty member serving at the different location
to represent each college, we will have at least one senator from both the Statesboro and
Armstrong campus to serve on faculty senate executive committee. One representative from the
Liberty campus is also recommended.
The SEC moves to add these revisions to senate bylaws on membership to reflect apportionment
for all colleges and senate representative for the Liberty campus.

Rationale
The OWG 5-1 Faculty Governance is charged with consolidating the governance structure for
the new GSU, presented the following recommendations to the CIC on August 7th 2017.

OWG 5-1: Faculty Governance – Co-chairs: Richard Flynn (GSU) and David Bringman (ASU)
The following recommendations were approved by consensus of the CIC with no objections.
1. Recommend consolidation of the two faculty senates with additional seats designated to
represent the ARM and Liberty campuses based on Georgia Southern’s current method of
apportionment: Page 4 of 44 It is important that there be one faculty senate for the new
institution.
2. Under the current apportionment method (spelled out in Article II of the current Georgia
Southern Bylaws) there will be approximately twenty additional senators designated to
represent the ARM and Liberty Campuses. (CIC Meeting Notes August 7th.
Consolidation Website http://consolidation.georgiasouthern.edu/wp-

The motion presented to the current GSU faculty senate is to discuss our framework for moving
forward in consolidating faculty senate members across our different location. Based on the
criteria above the new faculty members representing Armstrong would be 23 senators and 1 from
Liberty campus. Many of our faculty members are shifting between campuses this number may
change pending the number of faculty members that will be housed on the Armstrong campus.
Below represents a chart for senators by college and location to further illustrate how this would
look for voting purposes in Spring 2018 (elections for senators starting in Fall 2018).
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<tr>
<th>College</th>
<th>Faculty GSU</th>
<th>Senators – Statesboro</th>
<th>Faculty Armstrong</th>
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*(last revised 10-31-2017)*

Using the apportionment approach would ensure representatives from different locations of the institution and increase collaboration for a unified faculty voice. Additionally, combining senates will allow colleges and senate representative’s time to collaborate and integrate as needed. Elections for 2019 will adhere to the total number faculty for the entire college across both campuses for apportionment determination of faculty senate members.