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Dalton State Faculty Senate: Minutes of Nov 15, 2018, Meeting

Members Present:

Andrea Ridley, Matt Higgs (Senate President), Cheryl Grayson, Gene Powers, Deb Richardson, Gail Ward, Donna Bledsoe, Jane Taylor, Cecile de Rocher, Christian Griggs, Jeff Stanley, Jonathan Gullledge, Cathy Hunsicker, Travis McKie-Voerste, Amy Mendes, Lydia Postell, Lorena Sins, Tami Tomasello, Amy Burger, Susan Burran, Nick Gewecke, Tim Hawkins, Jean Johnson, Annabelle McKie-Voerste, Hussein Mohamed, Samantha Blair, John Asplund (proxy for Mike Hilgemann), Garen Evans, Lorraine Gardiner, Ben Laughter, Bob Haverland, Mary Nielsen (guest), Alicia Briganti (guest), Baogang Guo (guest)

I. Call to Order and Approval of Minutes

Senate president Matt Higgs called the meeting to order at 3:19 pm and established that a quorum was present. He asked for approval of the minutes of the Oct 11, 2018 meeting; Ben Laughter moved to approve the minutes. The motion was seconded. The minutes were approved by voice vote.

II. Academic Calendar

Senate President Matt Higgs opened by informing the Senate that Dr. Jodi Johnson is working on a three-year academic calendar, which is going to be presented at the Fall Faculty meeting.

Dr. Johnson asks for faculty suggestions. Just to let people know, the calendar for Fall 2019 will be similar to Fall 2018.

III. Evaluation Manual Updates

Matt Hipps presented the revisions to the Faculty Evaluation Manual that were approved by the Welfare Committee. These revisions include updated language needed to conform to USG Board of Regents policy changes.

Cathy Hunsicker made a motion to accept the changes to Section 1.1.2 and it was seconded.

Ben Laughter stated that the WSOB faculty were opposed to the change that required schools to submit changes in their standards to the Faculty Evaluation Committee. The new language makes it clear that when there is any disagreement between a school and the Evaluation Committee, the problem would be referred to the VPAA's office. Ben Laughter said the WSOB faculty would prefer to leave the Evaluation Committee out of the process and simply present the changes to the VPAA's office. Christian Griggs explained that the Faculty Evaluation Committee would simply make sure that the changes are compatible with standards across campus. In the event that an agreement cannot be reached, the VPAA will resolve the dispute.

Matt Hipps asked for a vote by hand. The motion was carried 24-1.

A motion to accept the changes to Section 2.2.2 was made and seconded. No discussion followed and Matt Hipps asked for a hand vote. The motion was carried 23-0.

Matt Hipps said the changes in language required due to changes in Board of Regents policy changes did not need approval.

IV. Overload Policy

Matt Hipps presented the revised overload policy. The Welfare Committee and Dr. Chute met to work on revising the policies that were rejected by the Faculty Senate at the Oct 11, 2018 meeting. Ben Laughter made a motion to accept the new policy; the motion was seconded. During discussion, Nick Gewecke made the observation that according to the language of the new policy, math faculty will have a difficult time ever qualifying to teach overloads because math faculty, due to no fault of their own, generally always get low evaluation scores. Christian

Griggs and others noted that there is an OR statement that means that the score on the student evaluations is not the only way to judge whether a faculty member is qualified to teach overloads. Other senators felt that the language was negative and should be revised. Cathy Hunsicker suggested a friendly amendment to change the wording **from** “No faculty member can teach an overload if he or she has below a 4.0 average in the prior year for student evaluations or he or she did not at least meet the requirements for ‘Standard Performance’ in teaching on the prior year’s annual review.” **to** “A faculty member can teach an overload if he or she has attained at least a 4.0 average in the prior year for student evaluations OR he or she has a least met the requirements for ‘Standard Performance’ in teaching on the prior year’s annual review.”

The amended wording was approved, and the revised overload policy was approved by hand vote 30-0.

Christian Griggs pointed out that the new overload policy does not contain any reference to response rates. The Welfare Committee and Dr. Chute agreed that this issue could be handled separately. Either the Welfare Committee or the Evaluation Committee could take up the issue. Ben Laughter called for a special *ad hoc* committee to study resources already available on improving response rates. Matt Hipps agreed that the Welfare and Evaluation committees do have a lot of work to do already, so agreed to the formation of an *ad hoc* committee and asked for volunteers.

V. Committee Reports

a. Faculty Resource Committee

Surveys have been taken in previous years concerning technology needs of faculty. David Brown offers workshops on the kinds of technology faculty have asked for, but in general, people do not attend them, mainly because of time constraints. The Committee is considering a new “certification” in pedagogical technology. Faculty who attend and complete workshops could earn a certificate. It would be something that could count toward goals in the annual evaluation. It would be a way to encourage more faculty participation, as well as provide a tangible award for faculty who master the technology.

VI. USG Faculty Council Report

Senate President Matt Hipps attended the USG Faculty Council meeting and gave a report on what was discussed at this meeting. The highlights are as follows. Anyone wishing more detail on any of these topics should contact Matt Hipps.

a. The overload policies across the system are very inconsistent. At some schools, faculty teach as many overloads as they want; at others, no fulltime faculty teach overloads.

b. The Momentum Year continues to be an important initiative. The system will continue to push for students to take 30 credit hours in their first year and presumably in subsequent years.

c. The system wants to encourage a “Purposeful Mindset” in students regarding general education courses so they can make purposeful decisions about which classes they need to take. It will be implemented in “gateway” courses, mainly in Liberal Arts and STM.

d. The USG Teaching and Learning Conference is in April 2019. There is some discussion of pairing larger and smaller schools to share teaching/learning resources. The new Regent’s Teaching Scholars are being trained to be a resource on each campus. Dalton State will start with five scholars. The goal is to have up to half the faculty at each campus go through training to be a Regent’s Scholar as a resource to other faculty on campus. The Faculty Senate may be involved on nominating faculty to be Teaching Scholars.

e. Gateways to Completion is continuing.

f. A new degree is under consideration. A “Nexus” degree would involve 60 hours, 42 in Gen Ed and 18 in focused upper level courses. It would not be an associate’s degree.

g. Faculty across the system are ignorant of how funding and budgets are determined. Nick Henry will attend the DSC Faculty Senate meeting in February 2019 to answer questions.

h. Raises are still not sufficient across the system.

i. There are currently no new consolidations under consideration across the system.

j. There are many topics of discussion concerning Human Resources in the system. The questions of summer salary, when and how summer salaries are determined, and lack of

consistency in finding out what faculty will be paid for summer classes are all under review. Maternity/paternity leave needs more study.

k. There may be changes coming in the General Education requirements. No details were provided.

l. Faculty are constantly required to do more as “Standard Faculty Responsibilities,” yet faculty do not receive any salary increases or any other tangible benefits for doing more work.

VI. New Business

a. Faculty have been criticized for not attending any of the interviews for chief of staff. If the faculty truly want shared governance, then they have to show up to give input. Matt Hipps suggested that we formally decline to attend meetings, etc. in which we feel we do not need to be involved. When there are meetings involving issues where we feel we need to have input, we need at least one person to attend.

b. Overload Pay. Matt Hipps has presented a draft resolution on overload pay. It was distributed to the Senate for consideration at a later meeting.

c. Student fees. The Senate has questions about how student fees are spent. This will be discussed at the February Senate meeting.

VII. Adjournment and Next Meeting

The next Senate meeting is scheduled for January 10. Matt Hipps asked to move the meeting to January 17. **A motion was made to move the next meeting to Jan 17. The motion was seconded and passed by voice vote.** There being no other business, the meeting adjourned at 4:41 pm.

Respectfully submitted,

Jean M Johnson, Senate secretary