

**Darton State College
Faculty Senate Meeting**

J-133

November 30, 2016

Members Present and Represented (by proxy): Larry Anderson, Jason Armstrong, Ed Bagley, Nancy Beamon, Laura Blackwell, Sarah Brinson, Tonya Curles, Elizabeth Delancy, Rich Foreman, Carol Ann Ham, Benjamin Horn, Deanna Howe, Ulf Kirchdorfer, Michael Mallard, Michael May, Caryl Nemajovsky, Cheri Reece, Debra Richardson, Sharon Sewell, Shane Smith, Cindy Summerlin, Preston Sweet, Jennifer Strickland, and Sandra Vargovich.

Streaming Guests: Kristi Reynolds, Kristin Speegle, Lyndasu Crowe, Tina Burgess, George Carter, D, and Frank Malinowski.

Guests: Jan Rodd and Jenny Collins

Absences: Doug Wyatt

1.0 Business Meeting: Called to order at 3:03PM.

2.0 Moment of Silence: Chair C. Ham asked for and held a moment of silence in remembrance of Dr. Walter Merritt and dedicated the meeting to his memory.

3.0 Approval of Minutes: Senator E. Bagley made the motion to accept the minutes, Senator J. Armstrong seconded, all voted, minutes approved unanimously.

4.0 Unfinished Business:

4.1 Committee Reports:

4.1.1 Student Services: Chair C. Ham and Dr. Evers have not had a chance to meet. Both hope to do so either the week of or the week after finals to come up with a plan for the rest of the year.

4.1.2 Tenure: On 11/16 the committee met, discussed, and voted to approve eight pre-tenure, two tenure and four post tenured faculty candidates. The committees' recommendations have been sent to the Deans and the VPAA. The Tenure and Promotion task force met during our faculty senate meeting.

4.1.3 Nominating Committee:

4.1.3.1 Pay Equity: This committee came out of the East campus faculty senate. This committee will be tasked with data collection of the pay structure on both campuses to see what currently exists. Jason Goodner and Jason Armstrong are members on the committee. Chair C. Ham asked the senate for two more volunteers. Rich Foreman and Mike Mallard agreed to serve on this committee.

4.1.3.2 Handbook: Chair C. Ham noted that Dr. Kadhi puts a lot of weight on this document. She stressed that there will be many subcommittees formed because this is a large undertaking. Ed Bagley, Laura Blackwell, Kelly Castro, and Bumini Anderson are members of this committee.

4.2 Door Locks: Plant ops will assess both campuses. The plan is to begin implementation in June/July 2017. Chair C. Ham followed up on this delayed

timeline and has yet to hear back on anything. She was informed plant ops is looking into having one master key for all door locks on both campuses.

4.3 Organizational Chart:

4.3.1 Dean Search committee & timeline: Chair C. Ham noted the Interim Deans are currently in place. Names are not finalized on the organization chart yet; however, names need to be finalized possibly by Dec 1st before the accrediting bodies vote to finalize the consolidation. SACS votes Dec 8th and the BOR votes Dec 9th. The plan is for the new Deans to begin on June 1st or July 1st 2017.

4.3.2 Update on USG Faculty Senate Meeting from Rich Foreman:

4.3.2.1 Low performing programs: Senator R. Foreman clarified that the USG reporting of low performing programs is for informational use to the institutions only, it is not a recommendation or mandate to close such programs. Chair C. Ham and Dr. Fontenot noted that the institutions are looking into these programs to see why they have low enrollment and create resolutions to improve these programs. One of the solutions is to eliminate degrees and create tracks. For example, have one bachelor's degree in education and multiple tracks students can follow. There is a possibility low producing programs could be recommended for elimination.

4.3.2.2 Summer pay: Senator R. Foreman stated that the USG accepted the motion the faculty senate voted on last month regarding summer pay and a resolution needs to be written to reflect this.

4.3.2.3 Dreamers: Senator R. Foreman stated our faculty senate should make a statement on how faculty feel about the case. Chair C. Ham stated this will be discussed later on the agenda.

4.4 Vote to merging the two senates: Once BOR votes on Dec 9th we are consolidated as one institution and cannot run two faculty senates. OWG 67 (Faculty Governance) has proposed combining the two senates. The senates will meet (physically and/or via streaming) twice per month, alternating campuses on where the meetings are held, the meetings will follow the bylaws and constitution of the campus the meetings are held on, and both executive boards will set the agenda together. The task force will create new by-laws and constitution for the new senate using Darton's documents as a foundation. These documents are newer and align with USG policy. Eligibility requirements will need to be determined by February so elections can be held in April. The task force members include (from Darton): Jerimiah Pitts, Victoria Smith-Butler, Matt Brown, David Latona, Carol Ann Ham, (from ASU): Amir Saheb, Patricia Jenkins, Brian McAllister, Judith Rosenbaum-Andre, and Jerry Daniel . The ASU (East) campus has already voted on agreeing to blend the senates. Chair C. Ham noted this is actually a resolution that was introduced in the last senate meeting and just needs a motion. Senator R. Foreman made the motion to accept, Senator D. Richardson seconded. All voted to accept.

5.0 New Business:

5.1 Admissions/Marketing: Chair C. Ham voiced that legally we cannot advertise as the "new ASU" until the consolidation is voted on. Chair C. Ham learned that the two colleges are strategically marketing until then. Senator R. Foreman voiced that it's a

disservice to the students not to inform them of when registration is especially with the decline in enrollment in fall. Chair C. Ham noted that is a valid point and faculty must also consider that Al Case (the Director of Admission) leaves Dec 21st and the Enrollment Management position is currently vacant.

5.2 Prior Learning Task Force: Chair C. Ham noted that a prior learning task force needs to be created. This committee will be tasked with creating policies on what will be accepted and what the procedure for the students will be to obtain credit for prior learning. Jason Armstrong, Sarah Brinson, and Wendy Kennedy are certified in prior learning. Chair C. Ham has asked Judith Rosenbaum-Andre and Kevin Scott to send a list of four faculty from the ASU (East) campus to be on this committee.

5.3 : Overload Committee: Dr. Kadhi looked at Fort Valley State's course load and Chair C Ham gave the example of 5 courses with 30 students in each course as a standard workload. With this model, any faculty would need to have greater than 150 students before any overload pay would be administered. This model was not taken well by the East (ASU) campus. Dr. Kadhi does not believe in overloads when classes are under enrolled. The senate asked that he pull back from this type of blanket policy and let the committee look at the data. Ed Bagley is the Chair of this committee. The committee met and created a resolution that a "one policy fits all" does not apply for our institution. The committee agreed that each Schools' Dean/Chair should be the one to determine the number of students in each course and the number of courses that could be safely taught by each instructor. This policy is temporary and will only apply to spring and summer 2017 semesters until the issue can be researched properly. Senator E. Bagley voiced that a policy needs to be written and specific for each School. Overload pay needs to be driven by the course and specific to each CRN#, with each CRN# having a defined percent of students to be considered a full class. Chair C. Ham made the motion to unanimously suspend the rules so that the senate can vote on this issue. Senator R. Foreman seconded the motion. All voted in favor of suspending the rules. Senator Mike Mallard made the motion to accept the overload committees' resolution with Rich Foreman's edits. Motion seconded by Senator E. Delancy. All senators voted: 15 senators to accept the resolution, with 2 abstentions noted.

5.4 OWGs: Chair C. Ham noted that some faculty felt OWGs made recommendations without consulting other members of the OWG, thus having no voice on the matters. If faculty members feel this is occurring or if any OWG has not yet met, please contact Carol Ann Ham. Chair C. Ham informed the senate that the CIC needs to continue to be in place since the institution is currently working in the recommendation phase of the consolidation and will be needed during the implementation phase as well.

5.5 Other:

5.5.1 Certificates: Chair C. Ham stated that certificates that do not tie into a degree cannot receive federal financial aid to pay for them. We have several certificate programs that are impacted by this rule. Chair C. Ham indicated that certificate programs have to go through a curriculum review and demonstrate justification in order to be tied to a degree program in order to be paid for through federal aid. Senator A. Foster noted the institution needs to consider that once the students' major coursework is complete, the minor work would not be paid for. The institution needs to assess and determine which degrees the certificates will best fit in as Area

F electives or as a minor in other degrees. On Dec 9th the curriculum committee will meet to find places for the certificates. Chair C. Ham noted that she has talked with Marcia Hood, Kevin Scott, and Dr. Kadhi about finding proper placement for the certificate programs. Interdisciplinary studies is a good degree for fall through courses that will not fit anywhere else and possibly the certificate programs.

5.5.2 Voice vote on the Dreamers case for USG Faculty Senate: Chair C. Ham informed the senate that Georgia does not offer in-state tuition to undocumented students who graduated from a Georgia high school. Financial Aid is not awarded to illegal residents. The USG is considering a change in policy for the Dreamers case and the USG faculty senate gave support to offer in-state tuition to the Dreamers. The Dreamers were brought illegally into Georgia as children; they attended and graduated from a Georgia high school, yet they are not eligible for in-state tuition at any USG institution. Discussion commenced. Some faculty felt the Dreamers should not be allowed to continue to break the law and receive in-state tuition. Some faculty questioned if undocumented residents should be treated any differently than the international athletes attending the institution. Chair C. Ham clarified that the only true difference is the documentation. Victoria Smith-Butler, not present, (President of the USG faculty Senate) asked our senate to make a vote for or against the Dreamers' case for her to present at the next USG senate meeting. Chair C. Ham asked the senate to vote of yay or nay regarding undocumented students in Georgia who qualify for Georgia residency to qualify for instate tuition. Voting commenced: 15 senators voted for, and two voted against offering the Dreamers in state tuition.

6.0 General Discussion:

6.1 Dr. Carvajal's Update: Chair C. Ham asked Dr. Carvajal how long he intended to stay with the institution. Dr. Caravel stated that he has to remain until the BOR votes to consolidate the institutions and then he may stay on for a while. He is currently a candidate for the Presidency at Valdosta State University. Dr. Dunning could request Dr. Carvajal stay to assist with the transition this spring.

6.2 Dr. Kadhi's Update: Chair C. Ham discussed most of the information from Dr. Kadhi throughout the senate meeting. Dr. Kadhi is very much policy driven, so the senate needs to be sure any policy that is written is also in the handbook.

6.3 Faculty Senate Mixer: The mixer on the Darton (West) Campus went well. There may not be a mixer on the ASU (East) Campus.

6.4 Open Discussion:

6.4.1 Senate length: ASU (East) Campus senate only runs August to April – a lot of changes can occur at the hands of administration if there is no faculty voice. The senate needs to think about how to handle the summer months for 2017 (May-July).

6.4.2 OWG work: Chair C. Ham anticipates the senate will have a lot to vote on come spring when all the OWG recommendation work is completed.

6.4.3 Student Go Fund Me Page: Senator S. Brinson notified the senate that students affected by the financial aid issues that now owe fees prior to graduation have created a Facebook page. Chair C. Ham voiced that some

students are eligible for other aid that will reduce the fees that they will owe. These students will have until March to pay the fees. Chair C. Ham agreed to call the CFO at ASU, Shawn McGee, for more information. In the future, the financial aid and advisor faculty need to help communicate to the students that are graduating in fall to not accept full financial aid awards when their program of study is not a full load if their final semester is fall.

6.4.4 Other Scholarships: Senator E. Delancy voiced that students cannot complete for foundation scholarships that are merit based if they do not follow through accordingly. Chair C. Ham states she would look into this further.

6.4.5 Concluding remarks. Chair C. Ham acknowledged that everyone is suffering from consolidation fatigue but to hang in there. She thanked everyone for their hard work and reminded the senate “we still have a place at the table” when it comes to input regarding what the “new U” will be, and this is “a good thing.”

6.5 Vote for January meeting: All voted for Jan 18th at 3pm

7.0 Adjournment: Senator E. Bagley made the motion to adjourn, Senator P. Sweet seconded the motion. All present voted in favor. Meeting adjourned at 4:58pm.