

Dr. Maritza Bell-Corrales, Professor of Spanish

Mr. Richard Binkley, Assistant Professor of Aviation Science and Management

Dr. LaVette Burnette, Associate Professor of Communication

Dr. Kathleen Burt, Senate Recorder, Assistant Professor of English

Ms. Vanessa Paige Crump, Associate Professor of Spanish

Ms. Shannon Daly, Assistant Professor of Nursing

Dr. Lorraine Dubuisson, Associate Professor of English

Ms. Rebekah Hazlett-Knudson, Assistant Professor of Psychology

Ms. Kassi Hill, Assistant Professor of Nursing

Dr. Sheree Keith, Professor of Communication

Dr. Richard Kilburn, Assistant Professor of Mathematics

Dr. Charles Matson, Parliamentarian of the Faculty Senate, Professor of Respiratory Therapy

Dr. Mary Mears, Associate Professor of English

Dr. Anthony Narsing, Professor of Management

Dr. Evaristus Obinyan, Assistant Professor of Education and Behavioral Sciences

Dr. John Pattillo, Associate Professor of Biology

Dr. Kimberly Pickens, Professor of Biology

Dr. Vicky Sandoval, Assistant Professor of Information Technology

Dr. Kara Svonavec, Lecturer of History

Mr. Kirby Swenson, Chair of the Faculty Senate, Assistant Professor of Biology

Dr. Stephen Taylor, Professor of History and Political Science

Mr. Edwynn Wallace, Vice President of the Faculty Senate, Associate Professor of Physics

Dr. Steven Wallace, Associate Professor of Mathematics

Dr. Lily Wang, Professor of Mathematics

Dr. Kelly Whiddon, Associate Professor of English

Ms. Kathy Wilcox, Assistant Professor of Nursing

Mr. Adam Craig, Instructor of Aviation Maintenance and Structural Technology

Dr. Greg George, Associate Professor of Economics

Dr. Chris Hill, Assistant Professor of Mathematics

Ms. Tamatha Lambert, Director of Library Services

Ms. Stephanie Tolliver-Epps, Assistant Professor of Nursing

Mr. Robert Torres, Lecturer of Aviation Maintenance Technology

Dr. Kevin Cantwell, Associate Provost

Dr. Kevin Floyd, Associate Dean of Computing and Professor of IT

Dr. Alex Koohang, Dean of Computing & Professor, Peyton Anderson Endowed Chair in IT

Dr. Debra Matthews, Associate Provost and Professor Of English

Dr. Michele Scordato, Assistant Professor of Clinical Social Work

Dr. Shane Trayers, Chair of the Executive Committee, Associate Professor of English

Mr. Swenson called the meeting to order at 10:02 am.

Mr. Swenson reviewed the approval of the previous meeting's minutes by e-vote on Feb. 20, 2020.

Mr. Swenson asked for a motion to approve the agenda. Dr. Taylor made the motion; Dr. Patillo seconded. The motion was approved.

Dr. Blake said that there is a lot of critical things going on within the institution right now. First, the documentation required to elevate the institution to level 5 will be sent out this week. This will prove transformational for the institution, and Dr. Blake expressed his thanks to those faculty and staff involved in the process now getting underway.

Dr. Blake pointed out the MGA is at a census point, and that the headcount is expected to be strong, maybe 5% growth over this time last year, which could put MGA in the top 4-5 institutions in the state. Dr. Blake noted that credit hours will be reviewed in May, and MGA might appear down, which could potentially be explained by moving 100 courses from First to Second Session. This would not have a long-term impact but will result in numbers looking lower in the short term. Overall the enrollment picture is great.

Dr. Blake announced that in about seven weeks time we will have the budget, and although the situation appears promising, he prefers to wait until he has the details in hand since it is a political season and there are other factors to consider. Dr. Blake stated his preference for a model where cost falls more on the system budget than on student tuition dollars. He said that there was a \$5 million request specifically for Aviation before the Assembly, specifically to be used to replace older aircraft.

Dr. Blake also reviewed the critical hire process introduced by USG requiring any staff or faculty with administrative duties making above \$40,000 to have approval by the USG. Eight or nine have gone up from MGA, and all have been approved, but there is a 37% denial rate. Dr. Blake wants MGA to be aware that if a position is not pure faculty, which is exempt, the hire has to be approved by himself as University President as well as the USG.

Dr. Blake also commented that MGA is overall in a good place, including with relationships in the community. He gave an example that he himself had been named as an honorary commander at the Warner Robins AFB, which illustrates good external relations.

Dr. Blake asked if there were any questions.

Dr. Dubuisson what the situation was with the proposed changes to dual enrollment. Dr. Blake said that the bill was still going through the legislative process, and that the system supports it, but it was still undergoing some changes. Currently, it would restrict dual-enrolled students to 30 hours unless there was a special exemption, only students with a certain GPA would be allowed to participate, it would limit courses to the Core, and include limits as to which grade or year a student had to be in to participate. Dr. Blake suggested that this law could cost MGA 60-80

Dr. Scordato came to present an update on revisions to the Faculty Handbook. She reminded the Senate that as Dr. Cantwell had suggested, Academic Affairs has been charged by the Provost to revise the Faculty Handbook in preparation for SACS accreditation of the requested level change. The ad hoc committee from Academic Affairs started working in November, and the most recent round of revisions was done this past February. All work was being done in consultation with Dr. Cantwell and University Counsel Waters.

First, following academic reorganization effective July 1, 2019, the entire document was edited to remove references to the former College of Arts and Sciences, and to remove references to College as an organizational unit.

Next, in November, a series of updates were made to individual sections:

2.05: Accreditation statement for MGA revised according to guidance from Associate Provost Cantwell.

4.02.02 Section 1A: Revised according to guidance from Associate Provost Cantwell. Added statement to indicate that authorization from the Provost will be given in accordance with the faculty credentialing guidelines. Language was changed to be consistent with USG policy concerning time spent at rank.

5.04.09: Revised according to guidance from Associate Provost Matthews. Edited to make the No-Show Reinstatement Policy comparable to the one for “late add” requests, which includes both the Bursar’s Office and the Financial Aid Office.

6.16: Revised language to avoid conflicts of interest according to guidance from University Counsel Waters. Removed circular policy links to USG.

6.18: Updated title of section according to guidance from University Counsel Waters.

6.18.01: Updated section with text from University Counsel Waters. Eliminated separate section for consulting guidelines

6.18.02: Updated section numbering due to removal of separate section for consulting policy

Lastly, in February, another round of revisions were made:

4.02.02 Section 1E, F: Revised according to guidance from Associate Provost Cantwell. Added statements to indicate that credentialing forms must be completed and approved before on campus interview (E), and that credentialing forms and transcripts must be included in internal forms (F).

6.13: Removed reference to parking decals/hang tags

Dr. Taylor made the motion to consider; Dr. Dubuisson seconded.

Dr. Wallace pointed out that renaming Academic Assembly to Core of Instruction was done, but had not been added into the Statutes yet.

The revisions were approved by voice vote.

Dr. Burnett came to present the progress of her three person committee concerning Faculty Mentorship. The recommendation was to have faculty volunteers, and the program overseen by the Provost's Office. This reflects some things already done in practice, but the committee felt they should be put into writing. Dr. Kilburn moved to consider; Dr. Mears seconded.

Dr. Wallace expressed concerns that this proposal could lead to more work for overburdened

department-level, and program-level service is evaluated. Each school would also have to keep a record of a roster of the membership of all school-level, department-level, and program-level committees, and maintain and publish the minutes of the meetings of all school-level, department-level, and program-level committees.

Dr. Taylor noted that some departments have this kind of thing already, like Nursing and Teacher Education, and that it was a useful resource to have. Dr. Matson made a motion to consider the proposal; Mr. Wallace seconded.

Dr. Kilburn suggested that because schools now housed departments with different handbooks, it might be an option to simply put those existing documents together in a single location. Dr. Patillo pointed out that the Provost has already directed Deans and Chairs to produce this sort of handbook. Dr. Taylor said that this proposal also sets up a handbook committee to ensure faculty review.

The question was asked whether or not the Provost's Office would be bound by these requirements when considering promotions and tenure. Dr. Taylor said that this would be a derivative from the institutional Faculty handbook, much like the Senate Bylaws are derivative of BOR policy. Dr. Dubuisson said that the proposal might be helpful in documenting service work. Dr. Patillo asked for confirmation that what the Senate was currently actually considering was charging Faculty Affairs with this, and Dr. Taylor said, yes, that would be who would be working out the details. If the Senate voted to approve, that would put this proposal on the record, at least in the queue of things for Faculty Affairs to work on.

Mr. Swenson called for a voice vote; with one vote in opposition, the proposal was passed.

Mr. Wallace came to present his proposal to the Senate concerning how promotion and tenure is awarded to faculty without terminal degrees. Mr. Wallace pointed out that MGA serves two functions, as both a state college and a state university. At a state college, faculty with an MA degree but not a doctorate can gain promotion to full Professor, while at a university the rule is only faculty with a terminal degree can be promoted to full Professor. Mr. Wallace proposed that the Senate recommends allowing faculty at MGA with MAs only to be allowed to be granted the rank of full Professor. Dr. Taylor made the motion to consider the proposal; Dr. Dubuisson seconded.

Dr. Wallace asked when the policy had been made requiring a terminal degree or PhD, and the response was when MGA was made a state college because people had contested it. The point was made that currently full time faculty who do not have a terminal degree are paid less, and are required to teach more classes, along with the same service and scholarly requirements as faculty with terminal degrees. The suggestion was made that Faculty Affairs might be the best group to charge with addressing this issue. Dr. Wallace wondered that since MGA was consolidated was it ever the case that that language was not there in the policy. The answer was that the language

is there in the Statutes and BOR policy for a state university that faculty without the terminal degree can get tenure but not full Professor. Dr. Kilburn said that it seemed like the current policy created a second-class and that's how a school dies, and he wondered where the policy had come from in the first place. Dr. Whiddon suggested the policy might be intended to encourage people to get their PhDs, especially because it could be tied to school rankings and had some financial benefits. Dr. Obinyan asked if the college function was still a part of the institutional name. The answer was no, but it was a part of our mission.

Mr. Binkley said that in his field, Aviation, it was actually very difficult to find faculty with PhDs, and sometimes even with MAs. He said that few people had the time. Dr. Patillo asked if a terminal degree in Aviation was different than other fields, and the response was no, that an MA was not considered terminal in Aviation. Dr. Keith said that there was something of a loophole about substituting training and experience in some cases for the terminal degree. It was pointed out that the situation is different for different departments, since for example in Nursing they often have more students, and no time for pursuing a doctorate. Dr. Burnette said that since schools differ, we might be able to use some kind of standardization if this fit with BOR policy. Mr. Wallace said that that was not part of BOR policy, but it was a part of our designated mission as he'd already pointed out.

The question was asked if there was some kind of precedent for what was being discussed. The response was that we are not certain, but at consolidation, faculty were brought in who did not have terminal degrees but did have tenure. The point was made that promotion was a different thing though. Dr. Wallace said the second class citizen faculty was not ok with him, but that there needed to be more work on this before the Senate could really proceed. Dr. Taylor agreed that we were not going to solve the issue today, and suggested that more research was needed, and that we should probably consult with Counsel for the legal side of things. He suggested that Faculty Affairs might be best tasked with those things because they would be in a better place to work out the details. Dr. Dubuisson suggested that idea might be if the two sorts of faculty were equal, then the person without the terminal degree might be less motivated to invest in the extra

