REPORTS FROM PRESIDENT COX AND PROVOST SPIROU
22 JANUARY 2022 MEETING OF THE UNIVERSITY SENATE

PRESIDENT'S REPORT

1. **CLARIFICATION OF PRESIDENT'S ROLE ON SENATE MOTIONS**
   a. I want to make sure we are in agreement on the President's appropriate role in responding to Senate motions that are adopted and forwarded to me for review.
   b. As I understand it – and please let me know if you see this differently – when a motion or resolution calls for an action to take place at or within the University, I would either approve or veto the motion/resolution. When the motion or resolution expresses the Senate's view on something (as in last month's endorsement of the Diversity Action Plan), I would "acknowledge" the motion/resolution because the Senate has a right to express its opinion or viewpoint on matters related to governance of the University, and I would not want to cloud or diminish that right in any way by "approving" or not approving such matters.
2. **STATE OF THE UNIVERSITY ADDRESS**
   a. On Friday, February 4, I will deliver the annual State of the University Address. The event is scheduled to begin at 2:00 p.m. in Russell Auditorium. We will offer the program in-person and through a "livestream" option.
   b. Immediately following the State of the University Address, we will have our annual faculty/staff Service Recognition Ceremony. I encourage you to attend, either in-person or online, and congratulate your colleagues being recognized for their years of service to the university. A reception will be held after the Service Recognition Ceremony on the lawn in front of Russell Auditorium.
3. **COVID UPDATES** We are clearly in another surge of the coronavirus with its contagious Omicron variant leading the spread. Testing, vaccines and booster-vaccines are available regularly through the Baldwin County Health Department during these first weeks of the semester. As our Student Health Services Center adds additional staff in early February, we will try to bring more of those services back on campus.

First & second week Covid count data provided by GCSU Student Health Center				
	Fall 2020	**Spring 2021**	**Fall 2021**	**Spring 2022**
Students	257 - 265	9 – 6	159 - 117	63 - 56
Employees	2 - 2	4 – 4	4 - 10	18 - 15

Only one hospitalization has been reported to our Student Health Services Center staff, back in August 2020.

4. **STATE BUDGET UPDATE**
   a. Many of you may have heard Acting Chancellor Teresa MacCartney quoted in the news over the past week saying that Gov. Kemp's proposed budget is the strongest she's ever seen for higher education. And in fact, he has submitted a robust budget for higher education to the Legislature as the 2022 legislative session gets underway.
   b. The Governor has proposed a $5,000 pay raise for all state employees beginning in this fiscal year (which could mean an effective date as early as April of this year, if adopted).
   c. He is also proposing some $260 million to eliminate the "special institutional fee" that all 26 state institutions have been charging students in varying amounts to

offset budget cuts the legislature imposed during the Great Recession. Here at Georgia College, our special institutional fee is $275 per semester for fulltime students – so if this proposal is included in the final budget, that would save every Georgia College student and their families $550/year in their tuition and fees. The fee generates more than $4 million toward our budget – so it would be net-neutral to us. It simply means the state would be restoring money to our operational budgets that it cut out before, and students would no longer have to make this up out of their pockets.

d. The Governor's budget also includes some new funding to support high-need programs like additional nursing programs, and we will have to wait to see whether this flows down to our nursing program. There is interest by one legislator to find targeted help for our Certified Nurse Midwife program, and we're working to see how that might develop.
e. As you all know, the Governor's budget proposal is a major step in making these items become a reality, but the House and Senate actually have to pass the budget. The good news is that Speaker of the House David Ralston has publicly stated his support for the $5000 pay raise for state employees, so that gives additional heft to getting that proposal to the finish line. But anything can happen to these proposals, and the Chancellor's office is working hard to support them. We will keep you informed as the legislative session moves forward.

5. **VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT SEARCH** The search for Georgia College's next vice president for university advancement will be kicking off in the next few weeks. Vice President Lee Fruitticher has agreed to chair the search, and will work in coordination with WittKieffer Executive Search Firm. The following have graciously agreed to serve on the search committee:
    a. Ashley Banks, Staff Council Representative
    b. Max Crook, GCSU Foundation Board
    c. Lee Fruitticher, VP for Finance & Administration & Search Chair
    d. Robert Fuller, Alumni Board
    e. Elizabeth Hines, university Advancement
    f. Omar Odeh, Associate Vice President for Strategic Communications
    g. Logan Parker, Student Government Representative
    h. Michael Stratton, Dean, J. Whitney Bunting College of Business
    i. Rob Sumowski, University Senate Representative
    j. Sarah Whatley, Executive Assistant to the Vice President for Student Life

    Our goal is to have this position filled by this summer. Additional details about this search can be found at https://www.gcsu.edu/advancement-search.
6. **CHIEF DIVERSITY OFFICER & EXECUTIVE DIRECTOR OF THE OFFICE OF INCLUSIVE EXCELLENCE SEARCH**
    a. Vice President Shawn Brooks has agreed to chair the search for Georgia College's next chief diversity officer. Dr. Brooks will be submitting a call for proposals from search firms in the next few weeks. More details about this search to come, and we also hope to have this position filled by this summer.
    b. I was pleased to announce earlier this month that Dr. Jennifer Graham has agreed to serve as Interim Chief Diversity Officer. Dr. Graham will continue to advance inclusiveness and diversity across our campus. I have full confidence in Dr. Graham's ability to facilitate the work in this critical area and to prepare the Office of Inclusive Excellence for both the challenges and opportunities that lie ahead.

c. We have decided to move the Title IX Coordinator's position into the Office of Inclusive Excellence, and to make it a fulltime position. Dr. Graham will be leading a search for a new fulltime Title IX Coordinator in the coming weeks. I believe that Title IX deserves fulltime attention here at Georgia College, not just because of the investigative work coming out of any complaints filed in this area, but to be able to have a dedicated person who can invest in the educational work that would benefit our campus year-around. The new Title IX Coordinator would also handle all matters related to the Clery Act.

7. **HOMECOMING** Homecoming festivities are scheduled to begin on Monday, February 21, through Saturday, February 26. This year's theme is the Golden Twenties, a celebration of the era of the Roaring 20's. The Homecoming Concert's featured act will be announced soon. We of course will be monitoring the pandemic conditions so that we can do our best to keep our students, campus community, and alumni safe during these special events. For more information, please visit www.gcsu.edu/homecoming.
8. **SAVE THE DATES**
   a. ***State of the University Address***
      Faculty and Staff Service Recognition Ceremony
      Friday, February 4, 2022
      2:00 p.m. – Russell Auditorium
   b. ***Homecoming***
      February 21 – 26, 2022
   c. ***Spring Fling – Faculty/Staff Picnic***
      Wednesday, April 6, 2022
      More details to follow
   d. ***Celebration of Excellence***
      Friday, April 15, 2022
      9:00 a.m. – Russell Auditorium
   e. ***Spring Graduate Commencement***
      Friday, May 6, 2020
      Centennial Center
   f. ***Spring Undergraduate Commencement (2 ceremonies)***
      Saturday, May 7, 2020
      Centennial Center

PROVOST'S REPORT

1. **A USG PROVOST MEETING** with Dr. Stuart Rayfield, Interim Executive Vice Chancellor for Academic Affairs took place on January 4th. The discussion included:
   a. Focus on student success.
   b. Connect academic programs to the needs of the State of Georgia.
   c. Momentum Summit V-March 10, 2022 (institutional teams)
   d. Provost sector meetings and individual meetings with Dr. Rayfield will be scheduled during the semester.
   e. PTR work continues and more feedback will be provided soon.
   f. Legislative session begins on Monday, January 10, 2022.
   g. COVID related guidelines will continue for the Spring 2022 semester.
   h. Mental Health Initiative (see https://www.usg.edu/mentalhealth/institution_info).
   i. ACT/SAT is required for Fall 2022. USG is working to schedule a January test day at University of Georgia and Georgia Southern University.

2. **ACADEMIC FORECAST** The Office of the Provost is preparing the annual Academic Forecast which is due to the USG on February 1, 2022. The forecast also includes information about low enrolled programs, deactivations and terminations, etc. On March 17, 2022, the Provost will meet with USG-Academic Affairs staff to review the submission and respond to any questions.
3. **BOARD POLICY 8.3 PROVOST TASK FORCE UPDATE**
    a. A 12-member Provost Task Force with 8 members from the University Senate will review existing university policies and then identify and recommend changes to ensure that Georgia College is compliant with BOR approved updates to Board Policy 8.3 (October 12, 2021). Recommendations from the task force to the Provost are expected by February 1, 2022 (the deadline maybe adjusted due to USG guidelines).
    b. On January 14, 2022, the Provost met with the Presiding Officer Elect of the University Senate and the Co-Chairs of the Provost Task Force charged with aligning GC policy with changes to USG policy 8.3 Post Tenure and Annual Review. An update on the PTR initiative was shared. On January 18, the Provost also updated the PTR Task Force members. Finally, on January 20, the Provost met with the Council of Chairs.
    c. According to recent communications from the USG, all institutions will be receiving specific implementation guidelines for USG policy 8.3. That information will be shared with the Task Force to aid its work. As we await this information, the current timeline includes (draft):
        i. PTR Task Force finalizes its report by February 1, 2022 (this may change depending on the USG guidelines).
        ii. PTR Task Force presents its report at a Q&A session for faculty.
        iii. PTR Task Force submits report to Provost.
        iv. Provost submits report to President for final review.
        v. Revisions to 8.3 – Post Tenure and Annual Review document is submitted to the USG for review.
        vi. Following feedback from the USG, the Post Tenure and Annual Review document is submitted by the Provost to the University Senate for review and approval.
    d. Currently, our goal is to establish the broader Georgia College policies related to 8.3 (as informed by the BOR policy and USG guidelines) by the end of the Spring 2022 semester. During the Fall 2022, colleges and departments will employ the Georgia College PTR guidelines to finalize the implementation of changes (i.e., annual review process, student success evaluation, etc.).
    e. Please note that the above is a draft and maybe adjusted following receipt of USG guidance.
4. **INDIVIDUAL FACULTY REPORTS** As a reminder, the IFRs are due to Department Chairs, per the process below:
    a. **General Procedures**
        i. The faculty member completes the Individual Faculty Report (IFR) and submits it to the chairperson on January 21 [or the first business day following January 21 should January 21 be a Saturday or Sunday] of the academic year to which it applies.
        ii. The chairperson reviews the IFR, and, along with other relevant information writes the Department Chairperson's Evaluation of Faculty Performance (DCEFP), and sends it to the faculty member.

b. The Office of Academic Affairs will be pulling data from the Faculty Success depository (formerly Digital Measures) on February 21 to begin accumulating all the scholarship and creative works that have been accomplished by faculty in CY2021. Please help ensure faculty input their information so we have an accurate view of all the scholarship and creative works that have been accomplished this past year. If you have any questions do not hesitate to contact your Dean.

5. **THE SPRING NEW FACULTY ORIENTATION (NFO)** was held on January 5, 2022. In addition to traditional orientation topics, the NFO includes GC specific information, such as *GC Journeys.* All incoming faculty are required to attend NFO.
6. **GC'S 25TH ANNIVERSARY OF THE LIBERAL ARTS MISSION** The next event to celebrate the 25th GC designation as Georgia's Public Liberal Arts institution of higher education will take place on January 27, 2022: "25 Years of Liberal Arts in the Health Sciences" (College of Health Sciences).
7. **UPCOMING CENTER FOR TEACHING AND LEARNING PROGRAMMING** Please contact the Center for Teaching and Learning for additional information.
   - **a.** Recording Videos Using Recording Software (Kaltura)/ Using Technology Devices for Video Recording Presentations and How-to Videos (January 26 @ 2:00 p.m.)
   - **b.** Flipping the Classroom (February 10th @ 3:30 p.m.)
   - **c.** Community Building in a Digital Environment (February 15th @ noon)
   - **d.** Getting Ready for the Mid-Term Grading: Taking Full Advantage of the D2L Grade Book (February 16th @ 3:00 p.m.)
   - **e.** Developing Student Critical Thinking Through Higher-Order Questioning (February 25th @ 3 p.m.)
   - **f.** Engaging Students and Facilitating Interaction Using Technology (March 9th @ 3:00 p.m.)
   - **g.** Teaching with GeorgiaVIEW: Tips, Tricks, and New Tools to Enhance Teaching and Class Management (March 16th @ 2:00 p.m.)
   - **h.** Digital Access: Using Apps in Office365 to Support T&L (April 12th @ 3:30 p.m.)
   - **i.** Housekeeping Tips and Best Practices for Course Maintenance in D2L (April 14th @ 3:00 p.m.)
8. ***GC JOURNEYS* PLANNING MINI-GRANTS** up to $5,000 are available for departments to analyze the department/program's current GC Journeys plan and to create an action plan for institutionalizing, strengthening, and/or expanding students access to Transformative Experiences (High-Impact Practices) within the department's curriculum. This year's award recipients are:
   a. Department of Accounting
   b. Department of English
   c. Department of Management, Marketing, & Logistics
   d. Department of Psychology
   e. Department of World Languages and Cultures
9. **THE RENOVATION OF SPECIAL COLLECTIONS** continues. The new space is expected to be completed around the early part of February 2022. It will greatly expand the University Archives operations and will showcase GC's various collections. The University Library will hold an opening reception to celebrate the unveiling of this exceptional, new institutional resource.

10. **UNIVERSITY LIBRARY FACULTY** are teaching this semester a GC1Y course titled *Critical Information Literacy*. The faculty are also working on developing more courses to the Core curriculum.
11. **RECONSTRUCTION ERA DIGITAL HUMANITIES PROJECT** A Collaboration between the College of Arts and Sciences, the University Library, and the Provost's Office on a Reconstruction Era project from a Digital Humanities perspective is currently under development.
12. **COLLEGE OF HEALTH SCIENCES PODCAST** A weekly podcast is being developed by the College of Health Sciences to allow faculty in that college to share their research.
13. **COVID-19 SYLLABUS STATEMENT FOR SPRING 2022** The health and safety of our community will always remain our top priority. Although not required, we strongly encourage students to get a COVID-19 vaccine. Similarly, unvaccinated individuals are also strongly encouraged to continue wearing a mask or face covering in the classroom as well as at social gatherings. Vaccinated individuals should also consider wearing a mask or face covering while indoors. Please consult the university's website for COVID related updates and resources.
14. **MAKERSPACE** The College of Education and the College of Business are collaborating on a space in Kilpatrick that will include the MakerSpace with plans to conceptualize and launch an Innovation Center. The goal is to engage students and faculty across all colleges.
15. **THE NEXT JOHN H. LOUNSBURY LECTURE SERIES EVENT** is scheduled to take place on February 28, 2022.
16. **THE INTEGRATED SCIENCE CENTER** is now open and in use following faculty moving to the new space during the holiday break.
17. **NEWALL SCHOLAR** Dr. Carla Walker is on campus this semester and will be teaching GC2Y: *Indigenous Sacred Dance and Religious Histories.*
18. **ASSOCIATE DEAN OF THE COLLEGE OF ARTS AND SCIENCES** The college will welcome a permanent Associate Dean, Dr. Winston Tripp, on February 01, 2022. Thank you to Dr. Cook for her exemplary service to the Office of the Dean in the College of Arts and Sciences.
19. **COLLEGE OF BUSINESS GRADUATE ADMISSIONS POLICIES** The College of Business faculty are reviewing all admissions policies in the graduate programs. The College of Business Deans from USG institutions with the WebMBA are discussing admissions policies to the program.
20. **B.S. IN FINANCE** The proposed B.S. in Finance has been approved by the College of Business and will be sent to the University Curriculum Committee.
21. **THE COLUMN SOCIETY** A College of Business series of professional learning workshops and experiences, The Column Society, will offer information on soft skills, interviewing, volunteering, and more.
22. **LEGENDS OF HONOR** The Honors College is preparing to hold the three Legends of Honor presentations this spring.
23. **FIRST YEAR SEMINAR AND ORIENTATION** The Office of Transformative Learning Experiences and the Office of Student Life are working together to determine student needs in First Year Seminar and Orientation. Student Life is creating workshops for RAs to hold in their buildings. Topics include: diversity & inclusion, alcohol/drug use, hazing, interpersonal violence, campus resources, and more.
24. **TREK PILOT PROGRAM** The Office of Transformative Learning Experiences is working with Department Chairs and the Academic Advising Center to organize another TREK Pilot program for Fall 2022.

25. **CIVITAS** The university will be employing Civitas to serve students and improve retention.
26. **A STAFF LEADERSHIP PROGRAM** is currently under development and is expected to begin in March 2022 – December 2022. The program will be organized and delivered by Leadership Programs.
27. **THE CAREER CENTER** has developed two non-credit courses to track undergraduate internship experiences, which will be considered by the University Curriculum Committee at an upcoming meeting.
28. **VIP: VERTICAL INTEGRATIVE PROGRAMS** GC is participating in VIP: Vertical Integrative Programs, which is a research consortium.
29. **THE OFFICE OF GRANTS AND SPONSORED PROJECTS** will have a faculty liaison for spring semester 2022 to support faculty grant applications.
30. **THE GRADUATE SCHOOL** will have ad spots in the middle Georgia area before, during, and after the Super Bowl.
31. **INTERNATIONAL STUDENTS** GC welcomed 14 new international students from 11 nations this spring. The International Education Center is working closely with the students.
32. **ENGAGEMENT SCHOLARSHIP CONSORTIUM (ESC)** GC will continue to strengthen its work regarding community engagement. GC is now part of the Engagement Scholarship Consortium (ESC). The Annual Conference of ESC will be held at the University of Georgia this fall. For more information, see their website here.
33. **COLLEGE LIAISON PROGRAM** Each GC College will be assigned an Admissions Counselor who will act as a liaison to Admissions and will work with Department Chairs to plan recruitment activities. The goal will be to:
    - **a.** Develop departmental or college emails for sophomore/junior name buys (emphasis on undersubscribed majors).
    - **b.** Plan virtual events to highlight programs, faculty, and current students.
    - **c.** Plan campus events to promote the college/departments.
    - **d.** Keep college and departments informed of changes in Admissions.
    - **e.** Plan opportunities for the college/departments to present to admissions staff on updates, new initiatives, new programs, etc.
34. **ADOPT AN ADMIT MENTOR PROGRAM** Admissions is compiling a list of African-American and Latino/Hispanic students who have been admitted to GC for the Fall of 2022. The goal is to identify mentors (faculty or staff) who will build relationships and guide them toward enrolling at GC. The mentor will be asked to:
    - **a.** Communicate with the student one to two times per month from February through May – preferably a phone conversation.
    - **b.** Connect the student to needed resources at GC – Financial Aid Office, Advising, etc.
    - **c.** Encourage the student to deposit - discuss why a GC education is unique/valuable and why the college or department would be a good fit for them.
    - **d.** Encourage the student to POUNCE, complete Housing, and attend Orientation.
    - **e.** Provide a kind/listening ear and support the student as they transition from HS to college.
35. **RESEARCH GRANT INITIATIVE FOR IMPLEMENTATION RESEARCH TO IMPROVE EARLY LANGUAGE AND LITERACY OUTCOMES** The Sandra Dunagan Deal Center for Early Language and Literacy awarded the third Research Grant Initiative for Implementation Research to Improve Early Language and Literacy Outcomes. The initiative provides University System of Georgia institutions and state agencies with funds to conduct research on early language and literacy programs for children birth to 8 years old. The

projects must incorporate research on the implementation of early language and literacy practices for children birth to age eight that create the conditions for all children to be on the path to third grade reading proficiency. Each organization received up to $50,000 for their projects, which run from January 1, 2022–December 31, 2022. This year's awardees included Augusta University, Dalton State College, University of Georgia Research Foundation, Inc., and the University of West Georgia.

36. **PRIVILEGE AND OPPRESSION CLASSES** Late yesterday, we received a request from the USG to confirm and, if applicable, update the institutional submission to the January 2021 questions. Specifically,
    a. Are any classes within the Georgia public school system or the University System of Georgia teaching students that possessing certain characteristics inherently designates them as either being "privileged" or "oppressed?"
    b. Are any classes within the Georgia public school system or the University System of Georgia teaching students what constitutes "privilege" and "oppression?"
    c. Are any classes within the Georgia public school system or the University System of Georgia teaching students who identify as white, male, heterosexual, or Christian are intrinsically privileged and oppressive, which is defined as "malicious or unjust" and "wrong?"

    The Office of the Provost is working with the college deans to assemble the requested information and respond in a timely manner.
37. **COVIDTESTS.GOV** is a website launched by the United States government providing every home in the U.S. an opportunity to order 4 free at-home COVID-19 tests at no charge; the tests typically ship within 7-12 days of ordering. For more information, please visit https://www.covidtests.gov/.
38. **QEP PROPOSALS AND TOPIC SELECTION (SPRING 2021)**. The due date for initial proposals is February 18, 2022. For more information about the development of the QEP please see:
    a. Call for Proposals page: https://irout.gcsu.edu/qep/qep-proposals.html
    b. Timeline for Topic Selection: https://irout.gcsu.edu/qep/qep-prop-timeline.html

    For more information, see the QEP website https://irout.gcsu.edu/qep/
39. **THE QEP ADVISORY COMMITTEE** will review proposals based on the following criteria:
    a. Prioritization of importance and relevance based on evaluation and analysis of university data
    b. Strongest focus on student learning and success
    c. The number and population of students impacted
    d. The viability and capability of a comprehensive, ongoing assessment plan to demonstrate short-term and long-term success and continuous improvement.

    For more information about the QEP please see https://irout.gcsu.edu/qep/ and feel free to contact Dr. Cara Smith, Office of Institutional Research and Effectiveness.
40. **THE ANIMAL WELFARE ASSURANCE** application submitted by the Office of the Provost in September 2021 received approval from the Office of Laboratory Animal Welfare (OLAW) in accordance with the Public Health Service (PHS) Policy on Humane Care and Use of Laboratory Animals (Policy), revised 2015.