

**REPORTS FROM THE 19 SEPTEMBER 2025
MEETING OF THE UNIVERSITY SENATE**

PRESIDENT'S REPORT— PRESIDENT CATHY COX

1. NON-DISCRIMINATION POLICY STATEMENT

- a. When the Board of Regents amended its policies last November on Freedom of Expression and Academic Freedom, little attention was given to changes made to the USG's Equal Employment or Non-discrimination statements (see [BOR Policy 8.2.1](#)). However, all institutions have been asked to assure that their policies conformed to USG policy (an August article in The Atlanta Journal-Constitution described such changes by UGA and Georgia Southern, which you can read [here](#)), and the GCSU Executive Cabinet revised the university's non-discrimination policy statement this month to align with the USG's language. A full copy of that policy change is attached to this report.
 - b. The removal of the terms "gender identity" and "sexual orientation" in parentheses after the word "sex" in the USG and GCSU policies does not change the substance of the USG's or Georgia College's non-discrimination policy nor does it mean they will or intend to begin discriminating on those bases. As the USG's general counsel explained, those terms are covered by an included in the term "sex" under Title VII employment discrimination cases according to the precedent established in a US Supreme Court case as well as by the 11th Circuit Court of Appeals, which covers Georgia.
 - c. The US Supreme Court Case of **Bostock v. Clayton County, Ga.** (2019) – an employee was fired from county job after expressing interest in joining a gay softball league; Court held that Title VII which prohibits sex discrimination in employment also reaches claims of discrimination based on sexual orientation and gender identity.
 - d. The 11th Circuit case of **Glenn v. Brumby** (2011) – an employee of the Georgia General Assembly (legislative counsel's office) was fired after informing her supervisor she planned to proceed with her transition from male to female. The Court held that she was protected under Title VII and that "a government agent violated the Equal Protection Clause's prohibition of sex-based discrimination when he or she fires a transgender or transsexual employee because of his or her gender non-conformity."
- 2. NEW ACCREDITING CONSORTIUM** My thanks to Dr. Jett and the University Senate for working quickly to evaluate and submit comments on the draft standards for the new Commission for Public Higher Education (CPHE) this month. I also want to thank Dr. Cara Smith, our Director of Institutional Effectiveness, for working closely with Provost Roberts and the Executive Cabinet and me to submit comments from the university as well. I'll attach a copy to my report of the comments we submitted.
- 3. SEPTEMBER BOARD OF REGENTS MEETING**
- a. The Regents held their September meeting earlier this week by virtual format, in a move that apparently signals a new scheduling model whereby at least a couple of meetings each year will be held online rather than in person.
 - b. In connection with the Georgia Southern and East Georgia College merger, the Regents approved moving East Georgia athletics from NJCAA to NAIA, and will

have to add M/W cross-country to meet the six-sport minimum for NAIA. They reported that student athletes fill more than 50% of the residence halls at the East Georgia campus, so this rationale led to the plan to keep some form of small-college athletics on that campus even after the merger. (With Armstrong merger into Georgia Southern, all athletics were eliminated). The official merger of these two campuses is expected to be approved by SACSCOC at its December meeting.

- c. On the health plan front, Karin Elliott, the Vice Chancellor for Human Resources, notified the Board that the State Health Benefit Plan, which is the actual “owner” of the Pharmacy Benefit plan that also benefits USG employees (Caremark) – is going under a once in a decade or more review. USG wants to remain a part of the State Health Benefit Plan so as to obtain better costs for employees, but the RFP that is going out will give the USG to be an “optional covered population,” which means the USG could go in a different direction if the USG doesn’t like the bid that is selected. So stay tuned for more information in the next month or two on that matter.
 - d. Similarly, the USG is doing a procurement for the “lead record keeper” to provide the most competitive plans for the system’s three retirement plans, the ORP, the 403(b) and 457 plans. If any changes are made, we will hear more on that in coming months.
 - e. The Chancellor made remarks in light of the Utah campus murder of activist Charlie Kirk that for USG campuses to thrive, they must be places where ideas can be shared freely and openly. He emphasized that this commitment extends to every viewpoint and especially when ideas clash.
4. **VICE PRESIDENT FOR FINANCE AND ADMINISTRATION SEARCH** On-campus interviews for two finalists for the Vice President for Finance and Administration search concluded last week. This is a critical hire for the University, and we appreciate all of the time invested by Search Chair, Dr. Mark Pelton, and the Search Committee to identify candidates who might fill this important position.
 5. **PERSONNEL** Charles Norton Jr., a 35-year Georgia Bar member with extensive experience in corporate law, risk management, and litigation oversight through leadership roles at The Coca-Cola Bottlers’ Association and private practice, joined us at Georgia College & State University as associate vice president and general counsel on Sept. 1, 2025.
 6. **USG FACULTY AWARD RECIPIENT** Professor Jehan El-Jourbagy, associate professor of business law and ethics in the College of Business & Technology, was honored with the Felton Jenkins, Jr. Hall of Fame Faculty Award in August. This is a prestigious recognition within the University System of Georgia’s Regents’ Teaching Excellence Awards program that celebrates faculty who exemplify the highest values and standards of teaching. Known for her innovative methods that integrate community service, professional networking, and real-world application into the business ethics and legal curriculum, El-Jourbagy has contributed more than 1,700 hours of service and created transformative opportunities such as study abroad programs, leadership tours, and guest speaker engagements for her students. She will serve as the GCSU Commencement speaker in December.
 7. **UNIVERSITY BUDGET FORUM** The FY 2026 **University Budget Open Forum** will be held on Wednesday, October 1, 2025, from 9:00 a.m. – 12:00 p.m. in the Pat Peterson

Museum Education Room. As a part of our commitment to shared governance and transparent decision making, all campus community members are encouraged to participate. The deans from each of the colleges will present their funding priorities for the coming budget year. Following the deans, the vice presidents will present. This forum is open to the university community and provides an opportunity for understanding the funding needs across the university.

8. **OPEN ENROLLMENT**

- a. USG Open Enrollment will be open to benefit-eligible employees October 27 – November 7, 2024. Enrollment in benefits for the 2026 plan year will take place via OneUSG. USG benefits are centered around you to help you balance your health, work, and financial well-being goals. Attend the in-person Benefits Fair, review your options, and enroll by **November 7**. This is an active enrollment year, which means you are required to take action if you want healthcare coverage for 2026 Open Enrollment. Visit the [USG Benefits Website](#) to learn more. Be sure to complete your certifications to avoid tobacco and working spouse surcharges!
- b. The Office of Human Resources' Benefits Team will be available to assist employees with Open Enrollment questions on several different occasions throughout the two weeks of Open Enrollment; specific dates they will be available will be circulated via FrontPage as Open Enrollment approaches. Contact benefits@gcsu.edu for questions or more information. The Benefits Fair will take place in the Magnolia Ballroom on Wednesday, October 8th from 10:00 AM-12:00 PM.
- c. At the August Board of Regents' meeting, the Regents approved health plans for the coming year. A summary of the approved plan design changes and premiums are available [here](#).
- d. It is highly recommended that employees NOT wait until the last minute to complete their Open Enrollment elections. Often, the OneUSG system lags during the final days as there is a significant increase in web traffic across all 26 institutions in the USG, and wait times when calling the OneUSG Connect - Benefits Call Center (1-844-587-4236) are longer toward the end of Open Enrollment as well.

9. **ETHICS AWARENESS WEEK** Ethics Awareness Week is scheduled for November 3-9, 2025. Ethics Awareness Week is sponsored by the USG each year to reinforce our collective commitment to an ethical culture and our shared values and expectations. Georgia College & State University, along with the other 25 USG institutions and the University System Office, hosts activities throughout the week to raise awareness of the importance of an ethical culture and our shared Core Values: Integrity, Excellence, Accountability, and Respect. Ms. Rhonda Fowler is coordinating various in-person and virtual activities for the week. The week's highlight will be a campus-wide shred event encouraging all departments to organize and purge their documents according to the USG Records Retention Schedule. The USG will host virtual presentations that include a Chancellor's Chat and an Ethics & Compliance Best Practice Virtual Presentation. More details will be communicated in October.

10. **US NEWS & WORLD REPORT RANKINGS** The annual US News & World Report rankings will be released on Tuesday morning, September 23, 2025. I can't give you that information today because it is embargoed until the 23rd but let me just say – the news is

going to be good! ☺ Join us around the Fountain at mid-day for a little celebration activity!

11. **SAVE THE DATES**

- a. ***Senior Preview Day (formerly Fallfest) (More than 500 registered --- Record High)***
Tomorrow! Saturday, September 20, 2025
Front Campus
<https://www.gcsu.edu/admissions/fallfest>
- b. ***University Budget Forum***
Wednesday, October 1, 2025
9:00 a.m. – Noon
Pat Peterson Museum Education Room
- c. ***Family Weekend***
October 3-5, 2025
<https://www.gcsu.edu/parent>
- d. ***Benefits Fair***
Wednesday, October 8, 2025
10:00 a.m. – 12:00 p.m.
Magnolia Ballroom
- e. ***Athletics Alumni Weekend & Hall of Fame/Deep Roots***
October 17-18, 2025
- f. ***Faculty & Staff Fall Festival***
Thursday, October 23, 2025
5:00 p.m. – 7:00 p.m.
Front Campus
- g. ***Open Enrollment***
October 27 – November 7, 2025
- h. ***Ethics Awareness Week***
November 3-9, 2025
- i. ***Hanging of the Greens***
December 4, 2025
5:30 p.m.
Front Campus
- j. ***Winter Commencement***
December 13, 2025
1:00 p.m.
Centennial Center
Keynote speaker: Prof. Jehan El-Jourbagy

PROVOST'S REPORT — HOLLEY ROBERTS

1. **OFFICE OF THE PROVOST**

a. **USG UPDATES**

- i. **New Tracks for RACs** The USO is restructuring the RACs (Regents' Advisory Committees) into Chief Academic Officer Advisory Groups.
- ii. **Core IMPACTS Survey** related to the Career Ready Competencies will be administered on Monday, November 10th.

iii. **USG Microcredentials Guidelines** To ensure that institutions keep pushing toward sustainable micro credentials, I am pleased to announce the release of a new USG implementation guide: “Career-Focused Microcredentials: An Implementation Guide for Institutions.” This guide will assist our institutions in analyzing, designing, and creating micro credentials that align with high-demand career fields and workforce needs in Georgia.

iv. **Posting of Public CV 2.8.2: Posting of Public Curriculum Vitae**

1. In addition to the Board of Regents’ syllabus posting requirement, effective in the spring semester 2026, a public curriculum vitae for all faculty members involved in classroom instruction must be posted online. This public CV should include the following:
 - a. All institutions attended and degrees or credentials earned
 - b. Institutional directory information, such as office address, office phone number, institutional email, and the faculty member’s institutional website, if applicable.
 - c. Statement of teaching and research interests
 - d. Recent publications or scholarly output
 - e. Any additional institutional requirements
2. Institutions should establish a consistent method for listing teaching faculty and providing links to their public curriculum vitae.
3. Public CVs should not include personal information about the instructor, such as the home address or personal telephone number.
4. Academic Affairs will hold a meeting on Monday, September 29th to discuss implementation ideas. More information will follow.

b. **EXTENDED SEARCH FOR THE DEAN OF THE COLLEGE OF BUSINESS & TECHNOLOGY**

- i. Georgia College & State University has extended the search for the Dean of the College of Business & Technology with the assistance of the search firm, Buffkin Baker, through September 30, 2025. You are encouraged to share the opportunity within your professional networks to help identify strong candidates. To submit a confidential nomination, please send the name, title, and institution of the prospect to Dinah DeWitt, dinah@buffkinbaker.com.
- ii. Prospects may view the job description by clicking on this link, https://careers.hprod.onehcm.usg.edu/psc/careers/CAREERS/HRMS/c/HRS_HRAM_FL.HRS_CG_SEARCH_FL.GBL?Page=HRS_APP_JBP_ST_FL&Action=U&FOCUS=Applicant&SiteId=36000&JobOpeningId=288122&PostingSeq=1, and they may apply by sending their resume or CV and letter of application directly to Dinah DeWitt, dinah@buffinbaker.com.
- iii. The following individuals will serve as members of the Search Committee:
 1. Dr. Mandy Jarriel, Search Committee Chair, Interim Associate Provost for Academic Affairs and Director of The Graduate School

2. Dr. Jeannie Pridmore, Chair of Information Systems and Computer Science
 3. Dr. Chris Clark, Professor of Economics
 4. Dr. Mary Rickard, Associate Professor of Marketing
 5. Mr. Seth Walker, Vice President of University Advancement
 6. Ms. Angela Criscoe, Executive Director of the School of Continuing and Professional Studies
 7. Mr. Jonathan Pope, COBT Leadership Board member
 8. Ms. Susan Whittle, Administrative Assistant, Department of Accounting & Business Law
 9. Dr. Nicholas Creel, Associate Professor of Business Law and co-director of the Center for Innovation and Entrepreneurship
 10. Dr. Scott Manley, Chair of Department of Management, Marketing and Logistics
 11. Dr. Faye McIntyre, Interim Dean, College of Business & Technology (ex-officio)
- iv. Questions about the search process should be directed to Dr. Mandy Jarriel, mandy.jarriel@gcsu.edu, as Search Committee chair.
- c. **Important Information and Resources** Below are resources that faculty and staff in Academic Affairs can utilize to stay informed and connected.
- i. **Policies**
 1. **Academic Freedom:** <https://gcsu.smartcatalogiq.com/en/policy-manual/policy-manual/academic-affairs/employmentpolicies-procedures-benefits/faculty-rights-and-responsibilities/academic-freedom>
 2. **Electronic Recording**
Policy: <https://gcsu.smartcatalogiq.com/en/policy-manual/policy-manual/academic-affairs/academic-policies-procedures-and-resources/academic-policies-miscellaneous/electronic-recording-policy>
 3. **Freedom of Expression**
Policy: <https://gcsu.smartcatalogiq.com/policy-manual/policy-manual/campus-affairs/freedom-of-expression-policy>
 4. **Political Policy:** <https://gcsu.smartcatalogiq.com/policy-manual/policy-manual/office-of-human-resources/employee-relations/conflicts-of-interest/political>
 5. **Social Media Policy:** <https://gcsu.smartcatalogiq.com/policy-manual/policy-manual/campus-affairs/social-media-policy>
 - ii. **Campus Safety and Support Resources**
 1. **GCSU Public Safety:** Questions - Non-Emergency – 478-445-4054, GCSU Public Safety Assistance – 478-445-4400
 2. **GCSU Counseling Services** call 478-445-5331, email counseling.services@gcsu.edu
 3. **CARE Team Information:** 478-445-RISK (7475), CARE Team Referral

Link: https://cm.maxient.com/reportingform.php?GeorgiaCollege&layout_id=2

4. **GCSU Emergency Alerts and Systems:** <https://www.gcsu.edu/publicsafety/emergency-systems> (assure that you are signed up to receive alerts)
5. **Law Enforcement Activity:** If Federal, State, County, or City Law Enforcement Appears at Your Classroom or Office
 - a. Do not interfere
 - b. Call GCSU Public Safety: **478-445-4400** or **478-445-4054**
 - c. Notify your supervisor when able
 - d. Ask if they have a warrant
 - e. Request they wait for Public Safety before proceeding
- d. **PROFESSIONAL LEAVE**
 - i. The purpose of Professional Leave at GCSU is to refresh and reinvigorate tenured faculty members; to improve through appropriate activity, the academic qualifications and teaching competence of the faculty; to encourage productive scholarly research; and to stimulate contributions of high caliber in the future that will enhance the stature of both the individual and the University. Applicants must complete the Professional Leave Application and, if approved, recipients will be asked to complete the Faculty Leave of Absence (for HR purposes). Rubrics will be used at the college and provost's level of evaluate proposals.
 - ii. The application deadline is October 15th, 2025.
- e. **FALL 2025 STUDENT SUCCESS AND RETENTION SERIES** You are invited to participate in the Fall 2025 Student Success and Retention Series programming hosted by the Office of Student Success and Career Development. This series is dedicated to advancing student success and strengthening retention efforts at GCSU. The series is open to all faculty and staff, and colleagues from every department are encouraged to join and contribute to these vital initiatives and conversations.
- f. **STUDENT RESOURCES FAIR** Date/Time: September 24, 2025, 10 a.m. – 3 p.m.
*drop-in event Location: MSU Donahoo Lounge
- g. **FALL 2024 FIRST-YEAR RETENTION DATA OVERVIEW AND SOPHOMORE STUDENT PANEL** Date/Time: October 23, 2025, 12 – 1 p.m. Location: Pat Peterson Education Room Registration Link: <https://forms.office.com/r/mnKF7bbQ97> Questions about this initiative may be directed to Dr. Lauren Easom, lauren.easom@gcsu.edu.
- h. **FACULTY FELLOWS LEADERSHIP PROGRAM**
 - i. GCSU is building a Faculty Leadership Academy on existing leadership programs like the Women's Leadership Faculty Fellows Program established in 2019. The Faculty Fellows Leadership Academy program will provide a selected group of current faculty with dedicated time to develop and hone leadership skills and gain a deeper understanding of the challenges and opportunities confronting higher education. The program will specifically focus on leadership concepts individuals face in academic administration.

- ii. This year's program begins in November 2025 and runs through May 2026. Fellows will attend monthly meetings where they will learn from senior administrators on campus as well as visiting speakers from academia, business, and other fields. Participants will be GCSU faculty who hold the rank of associate or full professor who represent all colleges and the library and/or academic administrators with faculty status. A selection committee will review the submissions and make recommendations to the Provost.
- iii. Applicants should submit materials to Rhonda Griffin, Administrative Assistant for the Office of the Provost (rhonda.griffin@gcsu.edu) by Friday, September 26, 2025. The application materials should include:
 - 1. a letter not to exceed two pages presenting evidence of interest in academic leadership, experience in academic governance or administration to date, and what the nominee hopes to accomplish with the support of the program;
 - 2. two letters of recommendation; one of which needs to be from an immediate supervisor. Each recommendation letter is limited to one page in length;
 - 3. a current C.V. or résumé.
- iv. The Leadership Faculty Fellows Program is administered by the Office of the Provost. More information about the program can be found at the website.
- v. Questions about the program may be directed to Dr. Mandy Jarriel or Dr. Liz Speelman.

2. COLLEGES AND UNIVERSITY LIBRARY

a. COLLEGE OF ARTS & SCIENCES

- i. **Searches** The College of Arts & Sciences will be conducting 26 searches this academic year to fill permanent faculty vacancies in preparation for next year's incoming class and to support student success.
- ii. **Recent and Upcoming Events**
 - 1. **Department of Art**
 - a. Saturday, October 11: *Artober at Andalusia* is hosting En Plein Air Community Day from 9am - 1pm. An opportunity for painting and connecting with fellow artists and enthusiasts. Contact Matthew.forrest1@gcsu.edu for more information on participating.
 - 2. **Department of English**
 - a. Wednesday, September 17th: Creative Writing program hosted Michael Garriga as part of the Visiting Writers Series.
 - 3. **Department of Music**
 - a. September 15th & 16th: Hosted Trail Tunes, a Constitution Week Concert and Lecture and a salon recital, with guest artist Nathan Southwick.

- b. Monday September 22nd @ 7:30pm in Max Noah: Guest Artist recital: "Songs of Love, Longing, & Faith" with Yuman Lee and Jerico Vasquez.

4. Department of Psychological Science

- a. Friday, September 26th: Dr. Taylor Elsey from Psychological Science Faculty Showcase Series will be facilitating "Snoozing through College. Why Sleep isn't Optional."

5. Department of Theatre & Dance

- a. September 24th to September 28th: Presents *The Importance of Being Earnest*. Directed by Prof. Jeremy Cudd.
(tickets.gcsu.edu)

b. **COLLEGE OF EDUCATION**

- i. **Collegiate Middle Level Association** Friday, September 27th: The GCSU chapter of the Collegiate Middle Level Association is holding the 21st Annual CMLA Summit. Keynote speakers: Dr. Laurie Barron and Ms. Patti Kinney, Co-Authors of *Middle School: A Place to Belong & Become*. Stephanie Simpson, CEO of the Association for Middle Level Education (AMLE), will also be participating.
- ii. **The Deal Center** continues to provide mini-grant funding for College of Education faculty and students engaged in scholarly endeavors that investigate, support, and advance early literacy.
- iii. **Learn AI** The College of Education community continues to participate in monthly professional learning sessions focused on AI applications in higher education and developing AI-resistant learning experiences.

c. **COLLEGE OF HEALTH SCIENCES**

- i. A newly established Simulation and Translational Research Center marked its opening with an official ribbon-cutting ceremony on Thursday, September 18th.

d. **COLLEGE OF BUSINESS & TECHNOLOGY**

- i. **Visiting Scholars** September 25 – October 1: The CoBT will host two visiting scholars from University of Muenster. In addition to speaking with a number of classes and faculty groups, they will give two presentations:
 - 1. Friday, September 26th: Frank Bone Lecture – International Partnerships
 - 2. Tuesday, September 30th: University-wide presentation, *World War II, The Pope, & Artificial Intelligence*. COBT Center of Technology & Empowerment co-sponsored with the College of Arts & Sciences
- ii. **Executive in Residence** October 7-9th: CoBT's Executive in Residence, Kristina Turner, Deputy State Auditor, will speak with a number of classes and give two external presentations:
 - 1. Tuesday, October 7th: Executive Forum (invitation only)
 - 2. Thursday, October 9th: *Beyond the Bottom Line: Building Resilience Through Purposeful Leadership* (open to the university)

2. **Honors Convocation** Sunday, Oct. 5 at 1:00 PM in Magnolia Ballroom: Honors Convocation, at which new Honors student will be inducted into the Eta Sigma Alpha Honors student association. Dr. Jenny Flaherty, Professor of English and Literature Coordinator at GCSU, will deliver the keynote address. Faculty are invited to attend and to process in their regalia. Please use the [embedded link](#) to register.
- c. **SCHOOL OF CONTINUING AND PROFESSIONAL STUDIES**
- i. **Afterschool Achievement**
 1. **Service-Learning** Afterschool Achievement is seeking to partner with the College of Business & Technology, the College of Education, the College of Arts and Sciences, and the College of Health Sciences to support GCSU service-learning students and to provide supplemental programs to youth during afterschool times 3:30-6:30 pm. If you are interested in partnering, please contact Sequena Stanton, Director of Afterschool Achievement at 478.445.5613. [Afterschool Achievement](#)
 2. **High Achievers Program** - Program Coordinator, Kenneth Daniels, is soliciting support for guest speakers in the HAP speaker series beginning August and to provide supplemental activities for the High Achievers Program. [High Achievers Newsletter](#). To sign up as a guest speaker for the High Achievers Program, please email Program Coordinator, Mr. Kenneth Daniels at kenneth.daniels@gcsu.edu or 478.445.8509.
 - ii. **Academic Outreach**
 1. **Adopt-a-Stream** Friday, October 17: Participate in Adopt-A-Stream Water Monitoring activity. Visit [Academic Outreach CATS Adopt-A-Stream](#) site to learn more. Reach out to Ruth Eilers (ruth.eilers@gcsu.edu) to collaborate and get involved.
 - iii. **Communities in Schools Milledgeville Baldwin County**
 1. **New Location** CISMBC has a new location at The Depot, 610 W. Greene St. Contact Courtney Bentley, courtney.bentley@gcsu.edu to volunteer and get involved.
 - iv. **Continuing & Professional Education**
 1. **New Location** The Department of Continuing & Professional Education has moved to The Depot at 610 W. Greene St. Learn more about the [programs offered through CPE!](#) Have an idea for a program, contact Angie Woodham, Director of Continuing & Professional Education at angie.woodham@gcsu.edu
 - v. **Historic Museums**
 1. **Andalusia** is OPEN! Construction is underway to increase parking, however, don't let it stop you from visiting the Interpretative Center and the home! Tours are offered Tuesday – Saturday, 10 a.m. – 4 p.m. and Sunday, 2-4 p.m.
 2. **Old Governor's Mansion** Friday, October 24, 6 p.m., 7 p.m., 8 p.m.: Georgia's Old Governor's Mansion **Death After Dark**

Tours. [Register now](#) to participate in on These tours fill quickly, so register before they are gone!

4. **OFFICES AND PROGRAMS**

a. **ENROLLMENT MANAGEMENT**

- i. **Virtual Open Houses** The Office of Graduate Admissions is hosting a series of virtual open houses specifically designed for prospective graduate students to create a welcoming environment and sense of belonging.
- ii. **Fall 2025 Freshmen Applications** Georgia College received a record number of freshmen applications - over 8,600 applications were received by the Office of Admissions for the fall 2025 term. GCSU welcomed 1,742 fall 2025 freshmen, the third largest and most academically prepared freshmen class since our institution was designated as Georgia's Public Liberal Arts University in 1996.
- iii. **The Fall 2026 Freshman Application** is open, and we plan to release early action decisions in mid-November.
- iv. **The 2026-2027 Free Application for Federal Student Aid (FAFSA)** will open on October 1, 2025. The GCSU Financial Aid Office will collaborate with Beth Benson, Associate Director of Communications & Marketing to create a comprehensive communication plan to advertise the FAFSA to our students and families.
- v. **Midterm Grades** for all Core IMPACTS courses are due by Wednesday, October 8, 2025, at 9:00 AM. Faculty are strongly encouraged to submit grades for all courses, as this information is essential for early intervention efforts designed to support student retention and success.
- vi. **Student Resources Fair** The Office of Student Success and Career Development will host a Student Resources Fair on Wednesday, September 24th from 10 a.m. to 3 p.m. in the MSU Donahoo Lounge to assist students in connecting with on campus resources.
- vii. **Legislative Internships Lunch and Learn** The Career Center will host a Legislative Internships Lunch and Learn on Thursday, October 9, at 12:00 p.m. in Lanier 140 to share information about the Georgia Legislative Intern Program (GLIP) and the GC in DC program.
- viii. **The Council of Student Ambassadors** inducted 27 new members on September 8. The Enrollment Management Team is grateful to have this strong student group to support their recruitment efforts, particularly as they prepare for Senior Preview Day on Saturday, September 20.
- ix. **Senior Preview Day**, formerly known as Fallfest, will take place on Saturday, September 20. This annual event allows high school seniors to explore academic programs and campus life, as well as learn more about the admissions process. We're expecting another year of record-breaking attendance.

b. **OFFICE OF GRANTS AND SPONSORED PROJECTS**

- i. **Affordable Learning Georgia:** The University Library and the Office of Grants & Sponsored Projects invites all interested faculty and staff to submit an intent to apply and proposal for the Affordable Materials Grants

(AMG). These grants are an ongoing effort to reduce the cost of course materials for students and increase the adoption of Open Educational Resources (OER).

1. The AMG provides support for instructors and professional staff to execute approaches to no-and low-cost materials and contribute to student retention, progression, and graduation. For more information, visit: <https://libguides.gcsu.edu/oer>
 2. There are three categories to consider, and funding varies for each: Transformation, Continuous Improvement, and Research Grants.
 3. Intent to apply forms should be submitted no later than Friday, October 3, 2025. The application deadline for Round 28 is November 3, 2025. For additional information, review the OGSP's "Find Funding" website or email grants@gcsu.edu.
- ii. **Georgia Humanities Council:** Georgia Humanities awards grants for cultural programs that bring together and strengthen communities through dialogue and shared experience. Programs must involve at least one humanities scholar, bring the public together for discussion and exchange, and be designed for and open to public audiences.
1. Applicants can request up to \$2,500 for one year, but the requested amount must be accompanied by a 1:1 cash/in-kind match.
 2. The GHC accepts applications in the Fall and Spring of each year. The application deadline for the Fall cycle is October 6, 2025.
- iii. If interested in applying for funding, please email OGSP at grants@gcsu.edu.
- iv. Office of Grants & Sponsored Projects (OGSP) offers support with funding searches, proposal development, editing, feedback, and submissions. Please be mindful of the reduced staffing in the OGSP and plan accordingly for any upcoming grant submission deadlines.
- c. **STUDENT ENGAGEMENT AND ACADEMIC EXCELLENCE**
- i. **Office of Leadership Programs**
 1. **Usery Forum on Leadership** On Monday, September 15th, from 5 to 6:30 p.m., GCSU Leadership Programs hosted the Usery Forum on Leadership featuring Amanda Rosseter, Executive Vice President, PNC Financial Services Group.
 2. **GEM Autumn Reception & Dinner** On Wednesday, September 17, GCSU Leadership Programs and the Georgia Chamber of Commerce will host the GEM Autumn Reception & Dinner at the Piedmont Driving Club in Atlanta, celebrating the students and mentors of the 2025-26 Georgia Education Mentorship Program.
 3. **TEDxGeorgiaCollege** On Friday, October 17th, GCSU Leadership Programs will host TEDxGeorgiaCollege. Learn more and get tickets at tedxgeorgiacollege.com
 - ii. **The International Education Center**
 1. **Study Abroad** This past year, a record number of GCSU students studied abroad: Just under 300 (292). Students studied in 21 separate nations, six continents, and across 31 majors. 170 students

studied abroad on GCSU faculty-led programs studies in thirteen nations, five continents across 25 majors.

2. **International Internships** Students participated in a record number of international internships that both set GCSU apart from its competitors, contribute to recruitment and retention, and aid dramatically in regional innovation and work-force preparation: 25 students, in six nations, three continents across 9 majors.
3. **International Students**
 - a. GCSU proved yet again to be a destination of choice for globally-mobile students:
 - b. This Fall, GCSU welcomed 22 new students representing eleven different nations.
4. **The International Club** is again a popular social and activity option. About 120 students attended the club's first meeting.

iii. **The Writing Center**

1. **Thursday, October 23rd: WRITING ACROSS THE CURRICULUM FACULTY WORKSHOPS. Featuring Dr. Chris Anson** *Distinguished University Professor of English, North Carolina State University.*
 - a. **Morning Workshop • 9:30-10:45 AM It's In the Design: Creating Effective Writing Assignments [Library 211 Pat Peterson Museum Ed Room]** You get what you assign. This interactive session presents techniques for creating imaginative writing assignments that foster student learning while helping them create more effective papers. Bring a draft assignment to work on!
 - b. **12:00-1:00 PM Brown Bag Q&A with Dr. Chris Anson [Library 376 "CTL Classroom"]** Join Dr. Anson for an informal lunch discussion where you can ask questions about writing pedagogy, share challenges from your own courses, and explore topics that interest you most. Whether you want to dive deeper into morning workshop concepts, discuss discipline-specific writing concerns, or explore other aspects of supporting student writers, this is your chance for personalized conversation with one of the leading experts in writing across the curriculum. Bring your lunch and your questions!
 - c. **Afternoon Workshops, 2:00-3:15 PM Expansion Through Compression: Supporting Writing Across the Curriculum with Tiny Texts [Library 211 Pat Peterson Museum Ed Room]** Discover how very short writing assignments can deepen student learning without adding to your grading load through quick, focused tasks that help students clarify concepts and practice disciplinary thinking.
 - d. **3:30-4:45 PM Generative AI and Writing Across the Curriculum: Opportunities and Challenges [Library 211**

Pat Peterson Museum Ed Room] Explore the pros and cons of AI-based tools in student writing through interactive scenarios. We'll share experiences and consider practical strategies for responding to generative AI in our courses.

- e. *Sponsored by the Office of the Provost and Academic Affairs & the Writing Center*

iv. **The Learning Center**

1. **Recertification** The Learning Center was re-certified under the College Reading & Learning Association (CRLA) International Tutor Training Program (ITTPC) for Levels 1, 2, and 3. This is the highest certification rating with the CRLA! This certification will end October 31, 2028.
2. **Supplemental Instruction**
 - a. Beginning Friday, Sept 5 – Wednesday, October 8th, the LC will be hosting SI Info. sessions for student candidates interested in knowing more about the role and responsibilities of the SI Leader (Supplemental Instruction). Recruiting for spring semester has begun.
 - b. Requests for Supplemental Instruction for spring semester is active; invitations sent out to departments and faculty partners as well as announced in Front Page.
3. **Excel Bootcamps and Algebra Review** workshops launched week 2 of the semester and will be held for students enrolled in partnered courses through early October.
4. **Drop-In Tutoring** in the LC is 95% staffed, SI Leaders partnered with 141 sections that represent over 3,400 seats, the Math Lab is fully staffed and have already had over 750 visits. Hours remain the same for drop-in and math lab: M-R 9a -7p and F 9a-2p.

v. **Mentored Undergraduate Research and Creative Endeavors (MURACE)**

1. **Travel Funding** With the support of the Office of Academic Affairs, under Dr. Bucholtz, MURACE is pleased to announce an increase in **travel support** for students who contribute to creating new knowledge and/or information in their mentor projects, enabling them to attend professional and scholarly events.
 - a. The **first two** student authors/contributors of a project can receive up to **\$600** each.
 - b. The **third** student author/contributor can receive up to **\$300**.
 - c. Travel funding is available for *one academic conference per academic year*.
2. **MURACE D2L course** has been updated for the **2025-2026** academic year.

- a. Faculty mentors can utilize the course to encourage students to self-register for learning the basic steps in research.
 - b. All student researchers will be required to complete the new MURACE Certificates to receive travel funds.
 - c. For more information on our conference funding and for instructions on registering for the MURACE D2L course, please visit [MURACE's Conference Funding webpage](#).
 - vi. **Georgia Undergraduate Research Conference (GURC)**
 - 1. Abstract submissions are currently open for 2025.
 - 2. Due date: October 1.
 - 3. Acceptance date: October 12.
 - 4. [GURC 2025 website](#).
 - 5. This conference provides a great opportunity for students to present their research and creative projects to audiences from around the state.
 - 6. **Research Day 2026** will be held on April 15, 2026. For the first time, classes will be reassigned to allow ALL students, staff, and faculty to attend and participate. Stay tuned for further updates on the submission process.
5. **CENTERS AND INSTITUTES**
- a. **CENTER FOR TEACHING & LEARNING**
 - i. **5-Minute Strategies to Boost Student Wellbeing in Class** - September 26, 3:30 p.m., in the Serenity Den)
 - ii. **Peer Feedback on Teaching** - Now Open! - 9/1 through 9/26 & 10/13 through 11/7
 - iii. **Small Group Instructional Diagnosis** open from 9/29 through 10/10.
 - iv. **SRIS** Deadline to unmark Banner courses for the SRIS is 10/7
 - b. **SANDRA DUNAGAN DEAL CENTER FOR EARLY LANGUAGE AND LITERACY**
 - i. **Governor's Office of Student Achievement** Awarded \$1,052,730 from GOSA (Governor's Office of Student Achievement) to conduct a statewide landscape analysis and lead the selection of Georgia's literacy coaching standards.
 - ii. **Governor's Summit on Early Language and Literacy** Executed the largest Governor's Summit on Early Language and Literacy with 190 attendees from 47 counties. 51% were first-time attendees and survey responses were overwhelmingly positive.
 - iii. **Dinner with the Deal Center Fundraising Gala** garnered unprecedented numbers with 158 attendees, including 11 Georgia legislators. \$42,370 raised in total.
 - iv. **Literacy Coaching Coordinating Committee** Dr. Lindee Morgan was appointed to Georgia's Literacy Coaching Coordinating Committee, established by HB 307.
 - v. **Literacy Plan** Along with GOSA and in collaboration with the Georgia Council on Literacy, Dr. Lindee Morgan and Dr. Paige Pullen are

developing Georgia's Literacy Plan with a draft going to Governor Kemp by the end of the September.

c. **MONTESSORI ACADEMY**

- i. **Montessori Enrollment** 105, and 8 in our Funday Friday Program.
- ii. **Montessori Waitlist** 64
- iii. **Student Workers** Employing 6 GC Student workers
- iv. **Grant** Received Deal Center Materials Grant
- v. **Afterschool Program** Two Music Therapy majors are completing their hours this semester within our Afterschool Program
- vi. **Empathy Study** 10 GC Students are completing the Empathy Study this school year.
- vii. **Denver Study** (School of Nursing) will begin in a few weeks.

d. **FLANNERY O'CONNOR INSTITUTE FOR THE HUMANITIES**

- i. **September Newsletter** <https://secure.smores.com/n/7zdwq>
- ii. **Flannery O'Connor Review Release Party** Sept. 30, 4-5 pm in the Pat Person Museum Education Room: Release Party for Vol. 23 of the Flannery O'Connor Review.. Congratulate Dr. Bruce Gentry on his 22nd and final issue, and welcome in-coming Editor Dr. Matt Bryant Cheney. Refreshments served and copies of the journal for sale.
- iii. **O'Connor Book Club** Tuesday September 23, 7pm: O'Connor book club takes place on Zoom: O'Connor's "The Partridge Festival" and Pete Dexter's novel Paris Trout.

STAFF COUNCIL REPORT — KIMBERLY SCOTT, CHAIR

1. **POSITIONS** We have filled all officer positions and Senate positions.
2. **EMPLOYEE ASSISTANCE PROGRAM** We met with the Account Executive from the Employee Assistance Program this week and we will be brainstorming and implementing some ways to bring awareness to these offerings and marketing the use of the program.
3. **MENTORY NEW STAFF PROGRAM** Staff Council is developing a Mentoring New Staff Program for onboarding and retention. More information will be shared at the next meeting.
4. **UPCOMING EVENTS**
 - a. September 26 @ 6pm- Staff Appreciation Volleyball Game at Centennial Center with free popcorn
 - b. September 30 and October 1- Attending the USG Staff Council Conference at Valdosta State University
 - c. October 8- Benefits Fair 10am-12pm in Magnolia
5. **HOLIDAY PARADE** Staff Council has been asked to facilitate this for the University on December 7th at 3pm
 - a. We are forming a planning committee and would like members of Senate and SGA to partner with us on this campus event
 - b. Looking to have multiple vessels and lots of walkers in the parade to represent
 - c. Potential tent station with hot chocolate/candy
 - d. We would like to host a signup for folks to decorate the day before or be in the parade or to participate in both.

- e. Who in the Senate or SGA is interested in being on the planning committee or part of the decorating/participant in the parade? Can we have interested parties reach out to Kim Scott by October 3rd or 10th?

STUDENT GOVERNMENT ASSOCIATION REPORT — SERENA SEMERE, PRESIDENT

1. **ELECTIONS** The Student Government Association (SGA) began the year with strong momentum, hosting Senate elections during the first two weeks of the semester and welcoming 18 new senators. Our first Senate meeting was held on September 5, followed by our Senate Retreat on September 6.
2. **VACANCIES** At this time, we still have seven Senate seats available: three for freshman senators, three for at-large senators (open to students of any grade level), and one for a senior senator. If you know of a student who may be interested in serving or who has demonstrated a strong commitment to our campus community, please share their name and email with me at serena.semere@bobcats.gcsu.edu so that I may reach out to them personally.
3. **CABINET** In addition to our Senate, we have appointed seven students to Cabinet, including two graduate students. One is serving as the Director of Graduate Affairs and the other as the Director of Service Advancement. We are especially excited to see growing interest from graduate students and to have their voices represented in our decision-making processes.
4. **CONDUCT BOARD** We have also appointed three students to serve on our Conduct Board, the branch of SGA that oversees internal affairs and collaborates with the Office of Student Conduct when needed.
5. **PROFESSIONAL CLOTHING POP-UP THRIFT STORE** Beyond recruitment, all branches of SGA are fully active and working hard to serve the student body. We are also thrilled to announce a partnership with the Office of Sustainability to host a Professional Clothing Pop-Up Thrift Shop on October 6 from 2:00–5:00 PM on Front Campus. To make this event possible, we are collecting donations of professional attire. If you, or someone you know, would like to donate gently used professional clothing, items may be dropped off in Miller Courtroom (410, 302 N Wayne St.), the SGA Office (third floor of the Student Activities Center), or you may contact me directly to coordinate a pickup.
6. **THE YEAR AHEAD** SGA is excited about the year ahead, and we look forward to continuing to represent and support the needs of our campus community.

ACADEMIC POLICY COMMITTEE — ANDREW J. ALLEN, CHAIR

1. **OPERATING PROCEDURES** The Academic Policy Committee adopted operating procedures for the 2025-2026 school year.
2. **COMMISSION FOR PUBLIC HIGHER EDUCATION** The Academic Policy Committee also discussed the proposed accreditation standards of the Commission for Public Higher Education and assembled thoughts to send to ECUS for communication to the University System of Georgia.

ARTIFICIAL INTELLIGENCE POLICY REVIEW COMMITTEE — BRAD FOWLER, CHAIR

1. **AI Policy** The committee created the institutional AI Policy, Motion 2526.ECUS.001.P, which was approved by the US at the start of this meeting.

BELONGING AND INCLUSION POLICY COMMITTEE — HEDWIG FRAUNHOFER, CHAIR

1. **OPERATING PROCEDURES** were discussed (in particular committee membership/roles and voting) and sent out by Hedy Fraunhofer after the meeting for members' approval. The operating procedures were approved unanimously in an email poll of members conducted by Secretary Maria Gordon and have been uploaded to the senate website.
2. **POLICY INVENTORY** The committee discussed its focus for the current academic year. The committee will take inventory of current policies related to belonging and inclusion at GCSU and report findings at the next standing committee meeting on 10/3/2025. Student Life – Michael Snowden; Student Disability Resource Center – Laura Newbern; Veterans' Affairs – Michael Snowden; QEP and Strategic Plan – Mehrnaz Khalaj Hedayati.
3. **PEER INSTITUTIONS** In addition, each committee member will research the website of one higher education institution (e.g. another institution in the USG, COPLAC or an aspirational peer) concerning their published policies on belonging and inclusion. Members have agreed to BIPC@gcsu.edu to indicate which institution they are researching for best practices so we don't duplicate efforts. We will discuss what we found at our next meeting.

EXECUTIVE COMMITTEE OF UNIVERSITY SENATE — STEPHANIE JETT, CHAIR

1. **COMMISSION FOR PUBLIC HIGHER EDUCATION** The comments sent on behalf of the University Senate are included in the supplementary materials of my report.
2. **PUBLIC SYLLABI POLICY** Updates on the **Public Syllabi policy** and Simple Syllabus implementation
 - a. Timeline for posting for **Spring 2026 syllabi** in Simple Syllabus for **Core IMPACTS courses and all education courses ONLY** (not just College of Education, but any education courses [e.g., music ed, math ed, etc.]) is **October 20, 2025** (complies with the availability 7 days before registration requirement).
 - i. Students will have access through the [Public Syllabi link](#), not GeorgiaVIEW, at that time.
 - b. Timeline for posting for **Fall 2026 syllabi** in Simple Syllabus for **ALL COURSES** will be 7 days prior to the start of registration for Fall in March 2026.
 - c. The only things that are required to be posted in Simple Syllabus before registration are as follows:
 1. Auto-Populated Fields of the Simple Syllabus Template:
 2. Course Prefix, Number, and Name
 3. Semester and Academic Year
 4. Course Description
 5. Course Learning Outcomes (as approved)
 6. Academic Honesty/Integrity Statement
 7. Core IMPACTS Statement (if applicable)
 - ii. Faculty-Populated Fields of the Simple Syllabus Template:

1. Required Course Materials: Textbooks (with ISBNs), articles, lab supplies, equipment, course packs, etc.
 2. Grading Policy: Clear explanation of how final grades will be determined, including weighting or point distribution.
 3. Attendance Policy
- d. You CAN make changes/additions to Simple Syllabus after posting, it just requires another approval from your chair.
3. **PUBLIC CURRICULUM VITAE POLICY**
 - a. **BOR 2.8.2 Posting of Public Curriculum Vitae**
 - i. In addition to the Board of Regents' syllabus posting requirement, effective in the **Spring Semester 2026**, a public curriculum vitae for all faculty members involved in classroom instruction must be posted online. This public CV should include the following:
 1. All institutions attended and degrees or credentials earned
 2. Institutional directory information, such as office address, office phone number, institutional email, and the faculty member's institutional website, if applicable.
 - a. Already public on department websites
 3. Statement of teaching and research interests
 4. Recent publications or scholarly output
 5. Any additional institutional requirements
 - ii. Institutions should establish a consistent method for listing teaching faculty and providing links to their public curriculum vitae.
 - iii. Public CVs should not include personal information about the instructor, such as the home address, or personal telephone number.
 - b. I will be at a meeting with the Deans and other academic leaders on September 29th to discuss this policy, so I will keep you posted.
 - c. The policy itself is in the supplemental materials.
4. **OPEN ENROLLMENT** Upcoming **new health insurance premiums and USG's decrease in HSA matching funds**
 - a. Changes summary:
 - i. Increases in deductibles, out-of-pocket maximums, co-insurance and/or co-pays across all USG health care plans.
 - ii. Increases in monthly employee premiums between \$7-\$54 per month, depending on the plan and coverage tier.
 - iii. The well-being program will continue, and an incentive of up to \$100 for employees and covered spouses will be available for completing designated health promotion activities through the health care provider (Anthem or Kaiser).
 - iv. A weight loss support program will be available through Weight Watchers for employees and spouses enrolled in Anthem health care plans. Omada weight management programs will be available for those enrolled in Kaiser plans.
 - v. For employees enrolled in the Consumer Choice HSA plan, the university's matching contribution to the employee's Health Savings Account will be reduced from \$375 to \$325 for employee-only coverage

- and from \$750 to \$650 for family coverage. The in-network individual out-of-pocket maximum for family tiers increases from \$9,200 to \$10,000.
- vi. Dental premiums are set to increase between \$2-\$7 per month based on plan and tier level. There is no change to vision insurance premiums or life insurance premiums for 2026.
 - vii. Tobacco and working spouse surcharges will continue at \$150 per month. Certification of status is required each enrollment year, or the surcharge will apply. Certification must be done during Open Enrollment in OneUSG Connect – Benefits system.
- b. Relevant sources of information
 - i. <https://news.uga.edu/board-of-regents-approves-2026-usg-health-care-plans-premiums/>
 - ii. <https://benefits.usg.edu/>
 - c. **Benefits Fair on Oct 8th from 10 am to 12 pm in Magnolia!**
 - i. Go!
5. **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
- a. It's not JUST about mental health (though that is vital), but so many other things you may need help with from legal services, relocation services for moving or housing, family caregiving consultations, financial services, etc.
 - b. You can learn more by going to [their website](#), but it's 24/7/365 and I cannot tell you how jazzed I am about it.
 - i. From their webpage: "All calls are answered live by professional counselors. Counseling services are available for issues that affect you, your family and your household members."
 - c. Contact **Acentra at 1-844-243-4440 or go to the usg.mylifeexpert.com** (company code: USGCares). That company code is case sensitive, FYI!
 - i. They just launched the **Talk Now feature** that skips some of the barriers between you and crisis care (however that is defined by you) if you need it, so keep that in mind!
 - 1. The chat on the website is a real, live licensed mental health counselor, so that's helpful, too!
 - d. They also have a **new app called Acentra Connect** that let's you access a lot of the same resources. The chat on the app is AI, so keep that in mind.
 - e. And if you're worried about **confidentiality**, don't be. The only reports HR gets from Acentra are total numbers of users NOT any information that can be traced back to you. You don't have to go through HR to access their services either. You can just call them!
 - i. **Caveat:** Four sessions per problem per year, but they do long-term referrals if needed, so don't let that session limit stop you!
 - f. They will be at the **Benefits Fair on Oct 8th**, so go say hi!
6. **AI POLICY** creation by the AI Policy Review Committee (AIPRC)
- a. The motion was passed and should be implemented soon in the PPPM and any applicable changes to the Bobcat Code!
 - b. Thank you to the AIPRC as they worked diligently over the summer putting this together!

- c. This policy compliments the changes to the Student Code of Conduct made by APC in Spring 2025 and brings us in alignment with the BOR policy and guidelines on AI
- 7. **MODIFIED OPERATIONS POLICY**
 - a. The motion was passed and will be implemented soon in the PPPM
 - b. Thank you to FAPC and RPIPC for your time and all those who shared feedback and concerns, thank you for sharing your voices!
- 8. **FACULTY EVALUATION POLICY** Changes to the **definition of “noteworthy”** from 4s and 5s to 3s for IFRs, T&P, and PTR
 - a. It appears that the **USG has already modified their policy language regarding faculty evaluation, tenure and promotion, and PTR** to reflect that **“noteworthy”** does not have to mean 4s and 5s on the Likert scale, so the job of **FAPC** will be to bring our policies into alignment.
 - i. See USG policies [here](#) and [here](#)
 - ii. A quote from the Associate Vice Chancellor (Dr. Laura Lynch), “Now institutions have greater flexibility on interpreting what “noteworthy” means. **Institutions can still elect to have a 4 or 5 count as noteworthy**, but that is no longer a minimum requirement at the system level.”
- 9. **RETURN TO WORK POLICY**
 - a. Modified summer schedule has staff leaving at 12:30 on Fridays
 - b. USG Return to Work policy mandates someone be in the office until 5 pm every work day.
 - i. Who was responsible for staying determined by department/unit and not universally equitable or fair.
 - ii. Staff Council feels it would be a good idea to revise the modified schedule policy because it also doesn’t save on energy costs as it was originally marketed.
 - 1. **RPIPC** may need to review.
- 10. **INSTITUTIONAL MISSION AND VISION REVISION**
 - a. Pressure after Valdosta was asked to read theirs out loud as an example in a USG meeting to remove all “DEI” language from our mission and vision
 - b. Strategic Planning Committee working on it
- 11. **MERIT RAISES**
 - a. Timeline:
 - i. President Cox mentioned merit raises at the last Senate meeting in April.
 - ii. Department managers got guidelines around June 12th then had until June 17th to nominate people to their division heads
 - iii. Individuals who received the raises found out via hand delivered letters around Aug 20th to be effective Sept 1st
 - b. Only 10% of eligible faculty and 10% eligible staff would get it
 - c. President Cox and the HR Director attempted to refuse the money, ask if they could spend it differently, etc., but were told no by the Chancellor.
 - d. Executive Cabinet understood that this information would be problematic for our community and morale, so they made the decision to do it quietly without drawing too much attention so it would have the least amount of impact due to how few people would actually receive a raise.

- i. They acknowledged that their decision to not communicate anything caused an information vacuum that was and is being filled with misinformation, which is a problem.
- ii. They also acknowledged that they were aware that on a campus like ours, there were no good solutions to the problem caused by the USG (like so many times) and they thought they were doing the best and most fair thing they could.
- iii. They made the decision to release the communication through Senate at the retreat to increase transparency.
 - 1. I think they also relied on department chairs to handle things the way they thought best for their departments...
- iv. To quote my chair, "I (and many others) are NOT happy with how this all unfolded from Atlanta. I can assure you that there was significant pushback and clarifications requested about this process, including concerns about how it was poorly named and how it deviated from the previous merit allocation. All to no avail."

12. **SALARY STUDY** Conversation with **Susan Allen** regarding completing a **salary study**

- a. Her office asked and it was not approved by USG, so conducting an "aging study"
 - i. What does that mean (in terms I understand as a non-econ, non-finance girlie)?
 - 1. Aging salary data is the practice of adjusting pay data from previous years' salary surveys and using it to reflect the current market conditions.
 - 2. Aging salary data is the process of "time adjusting" or "trending" compensation survey data by applying a percentage increase to reflect current market conditions and bring older data to a common, up-to-date point in time.

13. **GOVERNANCE CALENDAR**

- a. Adding a calendar revision procedure stating that changes to University Senate governance dates must be approved by ECUS while changes to university and academic events made by the President's and Provost's Offices can be made to the calendar with just PO approval, under the rationale that university and academic events are advertised by University Senate on the governance calendar and this be an easier process.
- b. Requests just need to come from the President and/or Provost's office

14. **UNIVERSITY SENATE WEB PRESENCE** Upcoming changes to the University Senate websites

- a. In the spring, Senate Secretary Alex Blazer met with CIO Brian Watson about senate.gcsu.edu (the current site) and us.gcsu.edu (the archive site), both of which are reaching end of life, to discuss Senate website needs.
- b. At the start of the fall semester, Information & Security Compliance Officer Hance Patrick determined that us.gcsu.edu could no longer be protected from malicious code, so ECUS agreed to put it behind a VPN until a long-term solution could be reached.
- c. Both short-term and long-term solutions are being discussed for both the webpage and the archive, and we will share more information when we have it available.

- d. If you have any questions, please reach out Secretary Alex Blazer.

RESOURCES, PLANNING AND INSTITUTIONAL POLICY COMMITTEE — TALECIA WARREN, CHAIR

1. **MODIFIED OPERATIONS POLICY** Discussed the modified summer operations policy that will be coming to the next senate meeting for a vote through a motion by FAPC. Additional changes to wording after initial meeting were approved by electronic vote and will be presented by FAPC at senate.
2. **PARKING AND TRANSPORTATION POLICY** Discussed the alignment of the 2017 Parking and Transportation Policy with current Parking Procedures- specifically that statements that indicate that faculty and staff should not be charged for parking. The representative for the P&T department requested that we abstain from making policy changes until the department has a chance to evaluate the effect of the current parking changes with a targeted date for discussion at the end of the semester.
3. **PET WASTE RECEPTACLES** Request made from the campus concerning possible addition of pet waste receptacles or at least bags to collect pet waste around center campus. More information about how to assist with this is being sent to the appropriate parties.
4. **OPERATING PROCEDURES** After our meeting, we reviewed our committee's operating procedure for this year and approved it through an electronic vote.

STUDENT AFFAIRS POLICY COMMITTEE — AMY PINNEY, CHAIR

1. **OPERATING PROCEDURES** were approved after consensus was reached.
2. **OFFICER ELECTION** Cara Smith was elected Secretary.
3. **COMMITTEE GOALS** were assessed.
4. **SGA MEETING** A to-do list before next meeting at SGA was created.

SUBCOMMITTEE ON NOMINATIONS — JOYCE NORRIS-TAYLOR, CHAIR

1. **REVISED SLATE OF NOMINEES** Motion 2526.CON.001.O was approved by the US.
2. **ELECTION OVERSIGHT** We have received the corps of instruction list. It has been forwarded to administration and to individual college deans for confirmation. This data will be utilized to ensure appropriate senatorial representation for the 2025-2026 academic year.

UNIVERSITY CURRICULUM COMMITTEE UPDATE — ANGEL ABNEY, CHAIR

1. **University Curriculum Committee August 29, 2025 Meeting**
 - a. Action Items
 - i. **Election of Officers:** Chair: Angel Abney; Vice Chair: Kristine White; Secretary: Alex Berglund
 - ii. **Reviewed and Approved Bylaws and Operating Procedures**
 - iii. **College of Arts & Sciences**

1. A&S: Department of Philosophy, Religion, & Liberal Studies – Name Change for the Global Studies Concentration to International Studies Concentration.
 - a. Sunita Manian represented the change
 - b. Unanimously Approved
- iv. **College of Education**
 1. None
- v. **College of Business & Technology**
 1. None
- vi. **College of Health Science**
 1. Department of Health and Human Performance. Modify existing Concentration. Removing KINS 3243 from the BS in ES Fitness and Performance Concentration. Shifting electives from 13 to 15 hours.
 - a. Jeff Turner represented the change
 - b. Unanimously Approved
- b. Information Items
 - i. **College of Arts & Sciences**
 1. **New Course Proposals**
 - a. Department of Art. ARTS 4835: Contemporary African Art. Effective Spring 2026.
 - b. Department of Art. ARTS 4915. Latin American Art and Film. Effective Spring 2026.
 - c. Department of Art. ARTS 4815. African Art and Islam. Effective Spring 2027.
 2. **Modification of Existing Courses**
 - a. Department of Mathematics. Math 2008. Foundations of Numbers & Operations. Catalog Description. Effective Spring 2026.
 - b. Department of Mathematics. Math 4261: Mathematical Analysis I. Prerequisite Changes. Effective Fall 2026.
 - c. Department of Art. ARTS 1105: Understanding Visual Art. Removal from the catalog. It has already been replaced by ARTS 1100, Art Appreciation. Effective Spring 2026.
 - d. Department of Art. ARTS 2800: The Ancient & Medieval Worlds. Catalog Description Change. Effective Spring 2026
 - e. Department of Art. ARTS 4800: Women and Art. Removal from Catalog. Effective Spring 2026
 - f. Department of Art. ARTS 4870: History of Photography. Catalog Description Change. Effective Spring 2026
 - g. Department of Art. ARTS 4920: Seminar in Art History. Removal from Catalog. Change. Effective Spring 2026
 - h. Department of Art. ARTS 4930: Visual Culture: Critical Perspectives. Catalog Description Change. Effective Spring 2026

- ii. **College of Business and Technology**
 - 1. **New Course Proposals**
 - a. None
 - 2. **Modification of Existing Courses**
 - a. None
 - iii. **College of Education**
 - 1. **New Course Proposals**
 - a. None
 - 2. **Modification of Existing Courses**
 - a. None
 - iv. **College of Health Science**
 - 1. **New Course Proposals**
 - a. Department of Nursing. NRSG 3990: Pediatric Education and Practice in Nursing. Effective Summer 2025
 - b. Department of Nursing. NRSG 4770. Pediatrics in Practice. Effective Summer 2025
 - 2. **Modification of Existing Courses**
 - a. None
- 2. **GRADUATE COUNCIL August 29, 2025 Meeting**
 - a. Action Items
 - i. **Election of Officers:** Chair: Al Mead; Secretary: Krystal Canady; Graduate Student Representative: COB working on identifying one.
 - ii. **Reviewed and Approved Bylaws**
 - iii. **College of Arts & Sciences**
 - 1. None
 - iv. **College of Business & Technology**
 - 1. None
 - v. **College of Education**
 - 1. None
 - vi. **College of Health Sciences**
 - 1. School of Health and Human Performance. Addition of KINS 6813 as alternative to KINS 6803 in program of study for MAT in PE
 - a. Dr. Kevin Hunt from COHS came to meeting to discuss changes from COHS and answer any questions prior to the committee voting.
 - b. Unanimously approved changes as presented.
 - b. Information Items
 - i. Kay Anderson reminded everyone that graduation applications are due September 12th.
 - ii. Discussion included the implementation of a new reporting system aligned with Financial Transparency and Gainful Employment standards.
 - iii. Anticipated data needs may include program-specific pass rates from various colleges
- 3. **GENERAL EDUCATION COMMITTEE August 29, 2025 Meeting**
 - a. Action Items

- i. **Election of Officers:** Chair: Jeff Turner; Vice Chair: Brooke Conaway; Secretary: Owen Lovell
- ii. A proposal was made for C. Smith to collaborate with the teaching departments on redesigning outcomes and rubrics, and to bring the final version back to the GEC for approval.
 - 1. Proposal approved.
- iii. GC1Y/2Y Proposals
 - 1. *New GC1Y: Cultural Dance Perspectives* (J. Freude, Department of Theater and Dance)
 - a. After consideration and discussion, the proposal was approved (with minor changes to SACS requirements and with the addition of GC1Y course description and readings to the syllabus). Changes will go to the GEC chair for verification that they were made, and will then be routed to upper administration.
 - 2. *New GC2Y: Dance, Media, and Culture* (N. King, Department of Theater and Dance)
 - a. After consideration and discussion, the proposal was approved (with the addition of GC2Y course description to syllabus). Changes do not need to go to the GEC chair for verification.
 - 3. *Modification of GC2Y: Climate Emergency*
 - a. Title change to GC2Y: The Environmental Humanities
 - i. Approved
 - b. New section description: “This class examines philosophical, literary and cinematic interpretations of the environment. The class provides students with the tools to understand and analyze varied cultural approaches and contribute to relevant action-oriented discussions concerning the environment as part of a global community.”
 - i. Approved
- iv. Core-related Proposals
 - 1. None
- b. Informational Items
 - i. Additional GC1Y/2Y Business
 - 1. *GC2Y: In Quest of the Heroic + GC2Y: Writing the World*
 - a. Suggested revisions by GEC are still being made; can teach each section once, but need final approval from GEC to teach again.
 - 2. *Modification of GC2Y: Climate Politics title still awaiting chair approval*
 - 3. Reminded Members to Review Bylaws and Operating Procedures on the website.

4. Reminded the committee of the bylaw requiring appropriate rotation of 3-year terms so that 1/3rd of the committee begin new terms each year.
- c. New Business
- i. C. Smith informed the committee that there will be a pilot core assessment of the IMC courses from core IMPACTS: **Institutional Priority; Mathematics and Quantitative Skills; Communicating in Writing.**
 - ii. C. Smith stated that they will take a year to rewrite the institutional learning outcomes for the remaining IMPACTS courses. During this time, they will coordinate with new chairs in history and political science to redesign the area outcomes and rubrics to assess those outcomes.
 - iii. CORExplore proposals:
 1. No CORExplore proposals. There have been discussions with the new Provost around revisiting the use of CORExplore. Evidence that this has not been useful for students, as there are not enough courses/sections offered with regularity to allow students to “explore” the core, students don’t have enough elective hours to take the additional courses, and most faculty don’t even know they are listed as a CORExplore class. The committee agreed we should discontinue the program at this time.
 - iv. J. Turner gave a recap of the syllabus audit findings from Spring 2025. New forms for GEC have been uploaded, and items have been reordered on the GEC website. A new system is being used, which should make GCXY submissions easier. J. Turner tasked the committee to review the new forms and consider adding a question to the GC1Y proposals about how core IMPACTS outcomes of teamwork and time management will be met.
 - v. J. Turner tasked the committee with considering a skeleton critical thinking syllabus that we can provide to new faculty teaching GC1Ys or submitting new GC1Y proposals. We might also consider creating a “sectionless” GC1Y that is agnostic in topic so that new faculty can easily pick up and make their own.
 - vi. J. Turner reviewed the issues with curriculum creep for previously approved GCXY course over time and across new faculty. The committee will consider conducting a syllabus audit every semester to gather comparable data over time. The committee plans its next syllabus audit for Spring 2026 to compare data from the Spring 2025 audit.
 - vii. B. Conaway and J. Turner gave the committee a brief overview of the issues with the GC2Y 4th hour. The following items will be disseminated to the GEC committee for their consideration in future discussions.
 1. J. Turner will send 2025 syllabus audit report
 2. B. Conaway will send the committee’s previous suggestions on how to handle the GC2Y 4th hour