

Fall General Faculty Meeting

Agenda

August 8, 2018

- A. Call to Order
- B. Approval of Minutes from the General Faculty Meeting in spring, 2018
- C. Senate Business
 - 1. Revision to Statute, Article V, Section 3: Grounds for Dismissal: Removal of a Faculty Member
Request: Approve

General Faculty Meeting Minutes

Spring 2018

April 25, 2018

Draft

I. Meeting called to order at 2:00 p.m. by Provost Micheal Crafton

II. Approval of minutes from fall 2017 General Faculty

Approved unanimously via voice vote

III. Senate Business, Chair Julia Farmer

A. Policies and Procedures Revisions

Approved unanimously via voice vote

B. Revisions to UWG Statutes

Approved unanimously via voice vote

IV. President's Remarks, Kyle Marrero

A. Budget Updates

Dr. Marrero indicated that he is pleased and appreciative of the budget allocated to UWG. Further, he indicated that we did not raise tuition and thus we did not receive any new tuition funding nor any funds for meritorious salary increases. UWG's priority is to fund the e-tuition undergraduate differential reduction of approximately \$1.63M representing 16.5 FTEs. We always cover faculty promotion and tenure centrally. Our commitment to salaries is still in place. In-range increases can be given if departments have the available funds. It must go through the HR process, have VP approval, and not negatively impact the operating budget of the department.

B. Standout Accolades

Among mentions: UWG will confer 2,670 degrees at its spring 2018 graduation; UWG received a 5.6 million dollar gift from the Richards family and Southwire to fund the new business building, the largest gift in the university's history; Engage West entered its fifth year and has paved way for constructive criticism and changes that promote continuous improvement and growth; UWG received a \$3,264,368 budget allocation, a million more than expected, and, though there will be no tuition increase systemwide and e-tuition differential does come out of the budget allocation, UWG preserved faculty lines previously funded by e-tuition.

V. Academic Affairs Update, Provost Crafton

A. One USG

This program, started one calendar year ago, has been able to provide one-time monetary infusions for those in need.

B. Table-Top Project Outgrowths

1. Teaching Diversity Through Disciplines

This program, provided in Course Den, will provide discipline-specific resources for ensuring inclusion in programs and courses.

2. Wolf Writers

This group of faculty members dedicates time for professional writing in weekly sessions and semesterly retreats.

C. American Democracy Project

Dr. Chapman provided an update on this program's progress here at UWG. A goal for fall is to engage more students in community work and heighten further education about and engagement in various civic duties. A steering committee will work to craft a strategic plan which will include telling the story of our sense of civic engagement here at UWG. A central goal is to send students and faculty to the ADP conference as well.

D. The Big Three

Dr. Crafton reiterated, before moving on, the ongoing initiatives for Academic Affairs: Carnegie classification, which now includes community engagement as an option/opportunity for Promotion and/or Tenure; ADP, as discussed by Dr. Chapman, and, finally, LEAP, which includes as cornerstone practices First-Year Experiences, High-Impact Practices, and Guided Pathways, leading to capstone experiences.

E. New Programs

1. Ed.D. in Higher Administration (COE)
2. Bachelor's of Interdisciplinary Studies (Dr. Andy Walter)
3. Social and Behavioral Health (COSS)

F. Low Cost No Cost Update

Mark Reeves has indicated that the university bookstore will communicate to the Registrar's which courses qualify for the USG's designation, relieving faculty of that obligation.

G. Douglasville Campus Update

Dr. Camila Gant has been named Chief Academic Officer of the Douglasville campus of UWG. Brad Yates will serve as interim chair. Douglasville's need for Mass Communication and General Education courses will be well-served by Dr. Gant's experience.

VI. Celebration and Recognition of Faculty

A. Regents' Teaching Awards

1. The Felton Jenkins, Jr. Hall of Fame Faculty Award Nominee: Dr. Anne McCleary
2. Scholarship of Teaching and Learning Award Nominee: Dr. Jeff Reber
3. The Teaching Excellence Award for Online Teaching Nominee: Dr. Phyllis Snipes
4. The Regents' Teaching Excellence Award for Department or Program Nominee *and* System Winner: B.S. in Early Childhood Education

B. Colleagues Promoted and/or Tenured, by College

1. College of Arts and Humanities

a. Promoted to Professor

- i. Angela Insenga, English

b. Tenured and Promoted to Associate Professor

- i. Kevin Casper, English
- ii. Rosemary Kellison, Philosophy
- iii. Erin Lee Mock
- iv. Molly McCullers, History
- v. Larry Rivers, History
- vi. Bradley Darvas, Theatre

c. Promoted to Senior Lecturer

- i. Stephanie Smith, Art

2. College of Education

a. Tenured Associate Professor

- i. Matt Varga, Communication Sciences and Professional Counseling

b. Tenured and Promoted to Associate Professor

- i. Bertha D'Alba, Educational Technology and Foundations
- ii. Sandra Robbins, Literacy and Special Education

3. College of Science and Mathematics

a. Promoted to Professor

- i. William Kenyon, Biology
- ii. Anne Gaquere
- iii. Li Yang, Computer Science
- iv. Hannes Gerhardt, Geosciences

b. Tenured and Promoted to Associate Professor

- i. Janet Fisher, Biology
 - ii. Nicholas Sterling, Physics
 - 4. College of Social Sciences
 - a. Promoted to Professor
 - i. Soo Jung Moon, Mass Communications
 - ii. Amber Smallwood, Mass Communications
 - iii. Heather Mbaye, Political Science
 - iv. Mark Kunkel, Psychology
 - b. Tenured and Promoted to Associate Professor
 - i. Hazel Cole, Mass Communications
 - ii. Christopher Renaud, Mass Communications
 - iii. Emily McKendry-Smith, Sociology
 - iv. Winston Tripp, Sociology
 - v. Jennifer Weber, Sociology
 - c. Tenured Associate Professors
 - i. Vanessa Griffin, Criminology
 - ii. Marie-Cecil Bertau, Psychology
 - iii. Tugce Kurtis, Psychology
 - iv. John Roberts, Psychology
- 5. Richards College of Business
 - a. Promoted to Professor
 - i. John Upson, Management
 - ii. Minna Halonen-Rollins, Marketing and Real Estate
 - b. Tenured Associate Professor
 - i. Susana Velez-Castrillon, Management
 - c. Tenured and Promoted to Associate Professor
 - i. Salvadore Lopez, Economics
 - d. Promoted to Senior Lecturer
 - i. Michael Hopper, Accounting
 - ii. Heather Bono, Economics
- 6. Tanner Health System School of Nursing

a. Tenured and Promoted to Associate Professor

i. Lisa Robinson

7. Ingram Library

a. Promoted to Professor

i. Shelley Rogers

b. Tenured and Promoted to Associate Professor

i. Miriam Masic-Nauenburg

ii. Charles Sicignano

C. Retirees

1. Jeff Johnson, College of Education

2. Barbara Kawulich, College of Education

3. Daniel Helminiak, College of Social Sciences

4. Chris Aanstoos, College of Social Sciences

VII. Meeting adjourned by Provost Crafton at 3:13 p.m.

Respectfully Submitted,

Dr. Angela Insenga

Professor of English

Executive Secretary of the General Faculty and Faculty Senate

PROPOSED POLICY WITH MARK-UPS
Grounds for Dismissal (Statutes, Art. V, Se. 3)

SECTION 3. Removal of a Faculty Member

A. The President may at any time remove any faculty member for cause. Adequate cause for dismissal will be related directly or substantially to the fitness of the faculty member in his or her professional capacity. ~~Dismissal will not be used to restrain faculty members in their exercise of academic freedom or rights of American citizens.~~

Commented [A11]: Friendly Amendment to retain the sentiment of the final sentence of this paragraph with the following sentence: "Dismissal will not be used to restrain faculty members in their exercise of academic freedom or rights protected by the United States Constitution."

B. The Board of Regents Policy Manual states grounds for dismissal (8.3.9.19 ~~803-09K~~) of tenured faculty. Board Policy (8.3.9.19 ~~803-09L~~) permits institutions to make additions to grounds for dismissal. The grounds for dismissal which follow are institutional grounds are superseded by Board Policy in all cases of conflict. Grounds or "cause" for dismissal may include, but shall not be limited to, the following conduct unbecoming a faculty member: ~~conviction of a felony or a crime involving moral turpitude during the period of employment, or prior thereto if the conviction was willfully concealed; evidence of incompetency, gross inefficiency, Page 9 of 10 demonstrated lack of professional growth, or default of academic integrity in teaching, research or scholarship; intentional or habitual neglect of duty; obstruction or disruption of teaching or any other institutional function; use, possession or distribution of illegal drugs; immoral or obscene conduct; willful violation of Regents' policies and published rules of the institution; teaching under the influence of alcohol or drugs and any other use of alcohol or drugs which interferes with the faculty member's performance of duty; physical or mental incompetency as determined by a medical board or a licensed physician and confirmed by a committee of the Faculty Senate; failure to carry out assigned responsibilities toward students, department, colleagues, or the University; false swearing with respect to official documents filed with the University.~~

1. Conviction or admission of guilt of a felony or of a crime involving moral turpitude during the period of employment—or prior thereto if the conviction or admission of guilt was willfully concealed.
2. Professional incompetency, intentional or habitual neglect of duty, or default of academic integrity in teaching, in research, or in scholarship.
3. Unlawful manufacture, distribution, sale, use or possession of marijuana, a controlled substance, or other illegal or dangerous drugs as defined by Georgia laws; teaching or working under the influence of alcohol which interferes with the faculty member's performance of duty or his/her responsibilities to the institution or to his/her profession (BoR minutes 1989-90, pp.384-385).

Commented [A12]: Friendly amendment to item 3. The agreed-upon language is as follows: "Unlawful manufacture, distribution, sale, use or possession of illegal drugs as defined by Georgia laws; teaching or working under the influence of alcohol which interferes with the faculty member's performance of duty or his/her responsibilities to the institution or to his/her profession (BOR minutes 1989-90, pp.384-385)."

4. Conviction or admission of guilt in a court proceeding of any criminal drug offense (BoR Minutes, 1989-90, pp. 384- 385).
5. Physical or mental incompetency as determined by law or by a medical board of three (3) or more licensed physicians, or as otherwise authorized by law. ~~and reviewed by a committee of the faculty.~~
6. Intentional misrepresentation related to official documents filed with the Institution
7. Disruption of any teaching, research, administrative, disciplinary, public service or other authorized activity.
8. willful violation of Regents' or Institution's published policies and procedures that constitute serious misconduct.

C. Refer to *Faculty Handbook* for procedures regarding dismissal.

PROPOSED FINAL REVISED POLICY
Grounds for Dismissal (Statutes, Art. V, Se. 3)

SECTION 3. Removal of a Faculty Member

A. The President may at any time remove any faculty member for cause. Adequate cause for dismissal will be related directly or substantially to the fitness of the faculty member in his or her professional capacity. Dismissal will not be used to restrain faculty members in their exercise of academic freedom or rights protected by the United States Constitution.

B. The Board of Regents Policy Manual states grounds for dismissal ([8.3.9.1](#)) of tenured faculty. Board Policy ([8.3.9.1.9](#)) permits institutions to make additions to grounds for dismissal. The grounds for dismissal which follow are institutional grounds are superseded by Board Policy in all cases of conflict. Grounds or “cause” for dismissal may include, but shall not be limited to, the following conduct unbecoming a faculty member:

1. Conviction or admission of guilt of a felony or of a crime involving moral turpitude during the period of employment—or prior thereto if the conviction or admission of guilt was willfully concealed.
2. Professional incompetency, intentional or habitual neglect of duty, or default of academic integrity in teaching, in research, or in scholarship.
3. Unlawful manufacture, distribution, sale, use or possession of illegal drugs as defined by Georgia laws; teaching or working under the influence of alcohol which interferes with the faculty member’s performance of duty or his/her responsibilities to the institution or to his/her profession (BOR minutes, 1989-90, pp.384-385).
4. Conviction or admission of guilt in a court proceeding of any criminal drug offense (BOR Minutes, 1989-90, pp. 384- 385).
5. Physical or mental incompetency as determined by law or by a medical board of three (3) or more licensed physicians, or as otherwise authorized by law.
6. Intentional misrepresentation related to official documents filed with the Institution
7. Disruption of any teaching, research, administrative, disciplinary, public service or other authorized activity.
8. Willful violation of Regents’ or Institution’s published policies and procedures that constitute serious misconduct.

C. Refer to *Faculty Handbook* for procedures regarding dismissal.