

University Senate Retreat - May 8, 2008  
We Can Climb So High Sessions -- Overarching Themes

**Overall**

Communication

Community

Parity

Equity

Efficiency

System Enhancement

Humane Environment

Welfare

Stewardship

Fairness

Stakeholders

Effective

Efficiency

Transparency

System-Wide Issues

**Breakout Group 1**

communication - multiple channels, transparency, closing loops

Community - a part of (perception), individual responsibilities, coordination among, sharing info with, inclusivity

Parity - fair distribution of resources, accountability, expectations aligned w. evaluations

**Breakout Group 2**

Mission Enhancement

Equitable Resource Allocation & Stewardship

Transparent communication

**Breakout Group 3**

Assessment

Communication

Transparency

**Breakout Group 4**

Provide information for clarity, efficiency & equity to build a supportive inclusive community

**Breakout Group 5**

Faculty welfare

Student success

Community cohesion

System-wide issues

**Breakout Group 6**

Equity (attend to fairness, financial process inclusive)

Continuity (year round session-to-session, level-to-level, communication process)

Accountability (assessment for improvement)

The three above intersect at Responsive Senate

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Issue Cards that were Priority Items**

	Committee	Topic	Description
1	FAPC	Faculty Workload	The affect of mandatory advising on teaching/work load. Equity in advising load. Staff support for advising. Examine the BoR mandate on advising requirements that will be implemented in fall of '08 and make recommendations for its implementation. Take a look at the COPLAC model.
2	FAPC	Faculty Availability During Summer	Most faculty are not available during summer for advising. Would like to see departments come up with a plan of action to address someone being available during the summer to assist students. To see faculty (FAPC) incorporate training for faculty who are advising students. Utilizing the Registrar's and Admissions offices. Faculty advising should definitely be part of new faculty orientation.
3	FAPC	Workload, Faculty Awards, Bylaws	Faculty workload, faculty awards, bylaws.
4	APC	Intellectual Diversity	How should GCSU respond to state level pressures to create a requirement for demonstrated intellectual diversity. Academic Bill of Rights & Responsibilities.
5	APC	Transfer Students	Assess transfer student success. When can they enter the university (how late)? How do we improve communication between enrollment, departments and students. Review admission standards. GPA not enough of a story.
6	APC	Advising Policy	From BoR. Discovery of policy pieces missing. Work with SGA to stabilize the committee membership.
7	APC	Open access to classes/'reserved' Sections of core classes	Why are sections of certain classes saved for a particular group of students? For example, Honors Math students have space reserved for them in a non-Honors math class. The issue is transparency. Some core classes are reserved for particular majors (e.g. Chemistry sections of Math courses). These reservations do not appear on BANNER but students cannot enroll in these classes.
8	CAPC	Assessment	We must be pro-active in assessment. Say assess the existing core or we'll be in big trouble. General assessment pieces that can be used by all programs. Tracking students after completion of 4-year program (with alumni org - need data). Build new programs with assessment piece.
9	CAPC	Academic challenge	Some students do not feel challenged in core classes. Can we measure "challenge?"
10	RPIPC	Campus recycling	development of policy with focus.
11	RPIPC	Master planning	Revising master planning of facilities.
12	RPIPC	Summer budget	Calculation of summer "profits" - overhead applied to all classes regardless of where they meet (e.g. study abroad), impact of minimum class size, scholarships/assistantship charges to schools/departments even if they have no control over allocation of these.
13	RPIPC	Performance evaluations/merit allocations	Clearly defined and specific detailed policies and procedures for performance evaluations and merit allocations. Enforcement of those policies and procedures. There seems to be no clear understanding of performance evaluations and how the relate to merit allocations and how merit allocations should be decided. The current process is not working at the department level.
14	SAPC	Part-time graduate student fees	Examine the part-time graduate student fees
15	SAPC	Book purchases for students	Ethics of requiring students to buy expensive books that are outdated in a year.

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16 SAPC	SABC budget process	it isn't working. Is there accountability? How does the process work? Is it effective? Require leadership training? Transparency & clarification
17 ECUS	Summer meetings	University Senate is over 8 months. Is there a need to move to a 12 month calendar? Completing work between April & August, how best to do?
18 ECUS	Communication	Getting information to those that request it/ completing the loop. What other channels of communication would recipients prefer in addition to email?
19 ECUS	Alignment of USG and campus communication	Could there be better alignment of calendars placed on institutions by the USG and BoR relative to the standard processes that occur on campus?

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## Issue Cards that were non-Priority Items

Count	Committee	Topic	Description
1	FAPC	Advising Requirements	Examine the BoR mandate on advising requirements that will be implemented in Fall of 08 and make recommendation for its implementation. Take a look at the COPLAC model.
2	FAPC	Workload	teaching load ≠ workload. Mandatory advising? Equity in advising load - staff support? Review previously developed drafts and University Instructional Workload Policy.
3	FAPC	Tenure of non-teaching faculty	Policy & procedures needed for instances where administrators are hired in w/faculty status and put on tenure-track or given tenure within an academic department. Who decides on the "deals." What is the role of the faculty in the decision? What are the responsibilities (who determines the responsibility) for those admins who are on a tenure-track and/or promotion track for the department (academic)?
4	ECUS	Advising	Regents' 3-stage response (we had one week to respond)
5	CAPC	Assessment	General assessment pieces that can be used by all programs. Tracking student after completion of 4-year program (with alumni org - need data) - Build new programs w/assessment piece (workload issue)
6	RPIPC	Campus-Wide Recycling Program	Policy with focus - recycling bins, what comes out as an institutional focus & what comes out as policy the actual focus of committee
7	FAPC	Election of Supervisors	more support for leaders - democracy
8	FAPC	Faculty Awards	no comments
9	FAPC	Bylaws	no comments
10	ECUS	Assessing ability to meet demand for state policies	GCSU needs to coordinate its services to respond to state policies. Assessing our ability to meet demand in areas such as nursing/health services & education is paramount. (written in blue on card - not biggest but quality, info. Changes mission, budget proposal process, goals have to be mapped to strategic goals.)
11	ECUS	Recycling	University owning up to "green initiative" - what on campus do we do to contribute to the problem, what can we do to become part of the solution.

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12	RPIPC	Code of Conduct, Code of Ethics	Develop one for Employees, Students have one already
13	RPIPC	Campus Software Distribution	Student technology advisory group wants to examine the distribution of hardware and software across campus. Support is also a concern
14	RPIPC	Telecommunications Policy	Develop a telecommunications policy for GCSU
15	RPIPC	Purchasing Guidelines	Purchasing cards rules are Byzantine
16	ECUS	Administrative Evaluations	Better and <u>Confidential</u> 5-year review process, formative process that is transparent, annual reviews also important as it builds to 5-year review (PART IV)
17	SAPC	Smoking on Campus	A non-smoking campus versus a designated area for smoking (SGA and Staff Council)
18	SAPC	Animal "Adoptions" by Students	Consciousness -raising efforts required <Give Center>
19	ECUS	Evaluation of Faculty, Administrators and Staff	Collecting evaluation data beyond the formalized for administrators - look at alternative methods; confidentiality an issue, this applies to e-evals as well
20	ECUS	Internationalization	Various departments are going to be putting forward "internationalization" proposals; what about GCSU-wide program a la GA TECH? Does CAPC have a role to play in the general internationalization initiative (based on GA TECH Program); CAPC will review any program, course, or certificate programs that evolve
21	ECUS	Student Processes	Mapping Student Processes to University Senate Processes (i.e. student bills or issues must be taken care of by the end of the year); Student proposals would be routed through ECUS for appropriate committees (academic calendar APC)
22	ECUS	Assessment	Build new programs of Assessment piece (this is a workload issue)
23	ECUS	Assessment	Tracking students after completion of 4-year program (send to alumni.org - we can work with them)

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24	CAPC	New Programs	Long Range vision for new programs the university should consider; where are we (GCSU) going? Do we need to build the sciences classes in religion critical state needs for education and nursing? How committee procedures might connect to program approval? Standardized documentation of new course program proposals
25	ECUS	Confidentiality of Academic Administrative Evals	Homogenizing the process; currently the process is not anonymous
26	ECUS	Workshops	Accounting for workshops within our workload; A reporting issue largely, faculty time for workshops within workload document
27	FAPC	Post-tenure appeal process	Examine the appeal process for post-tenure review; specifically in regards to the appeal only reaching the level of department chair
28	ECUS	Communication	How to communicate better with university committees; Poll preferences for communication -- "meaningful body" -- counteract "learned helplessness"
29	ECUS	Summer Matters	How do we deal with urgent matters that arise over periods when Faculty/Students/Staff may not be on campus or able to respond in a timely manner?
30	ECUS	Emergency Governance Input	There needs to be a process for shared governance during the summer months (a) perhaps called meetings of ECUS (b) this would require informing ECUS of this extended duty; EXAMPLES (a) Student advisory change of major (b) Budget demands from BoR
31	ECUS	Student Advisory Budget Committee (SABC)	SABC Budget Process -- it isn't working! Is there accountability? How does the process work -- is it effective? Leadership Training? Pre-Request Workshop -- (1) Transparency - standards (2) Should university pay? Should students pay? (3) Clarified who gets \$ (4) No reprisal - here is our case