

Franklin College Faculty Senate

Minutes of the meeting on Thursday, October 5, 2021

The meeting was called to order at 3:30 PM via Zoom, Cindy Hahamovitch presiding.

Members Present: Toyin Alli, Michael Bachmann, Adam Barb, Benjamin Britton, Liming Cai, Joel Caughran, Pilar Chamorro Fernandez, Carmen Comeaux, Brian Condie, Gauri Datta, Inge DiBella, Le Guan, Cindy Hahamovitch, DeLoris Hesse, Steve Holland, Imi Hwangbo, Joe Kellner, Emily Koh, Kristin Kundert, Sidney Kushner, Kendall Marchman, Soroya McFarlane, Emily Mouliso, Chris Peterson, Jordan Pickett, Nancee Reeves, Laurie Reitsema, Amy Ross, Bala Sarasvati, Matthew Shipes, Leslie Gordon Simons, Cynthia Suveg, Alberto Villate-Isaza

Proxies: Catherine Edwards for Clifton Buck, Sarah Blankenship for Vince Du, Scott Dougan for Vasant Muralidharan, Peter O'Neill for Frans Weiser

Members not present: Maduranga Dassanyake, Timothy Gupton, Caner Kazanci, Rohan Sikri, Anne Summers, Hang Yin

Approval of the minutes of the September 9, 2021 Minutes from both meetings were unanimously approved as distributed.

President Cindy Hahamovitch's Remarks:

- Updates on resolutions passed at the previous meeting:
 - [Resolution regarding the University System of Georgia's policy not to mandate vaccines or wearing masks in public buildings on USG campuses and to ban faculty from requiring masks in classrooms and labs this Fall 2021.](#)
 - Sent to Executive committee of University Council (UC) for discussion and vote
 - Did not pass

- Resolution "[A Call for Increased Local Control of Campus Health and Safety Measures, Including Measures Necessary to Address COVID-19](#)"
 - Sent to the UC executive committee for discussion and vote
 - Passed by an overwhelming majority
- UC has sent on a letter asking the Board of Regents (BOR) to better address the problem of the pandemic.
- Facilities committee of UC requested that Dean Dorsey publicly state his support for a mask and vaccine mandate
- A professor at Georgia State University has made a claim to the EEOC after having been denied an ADA exemption despite comorbidities. Dr. Hahamovitch recommends that people with comorbidities request exemptions if they have not done so already. If refused, they should appeal and make similar claims to the EEOC in hopes that it will be forwarded to the Department of Justice.

Dean Dorsey's Remarks. Dean Dorsey was not able to attend the Senate meeting due to a teaching obligation. Associate Dean Jean Martin-Williams relayed these informational items:

- **Dean Search**
 - Matthew Auer, Dean of Public and International Affairs, is chairing the Franklin College Dean search committee. He and a consultant, Paul Chou from Korn Ferry, are holding two town hall meetings to gather thoughts on this search. The town halls are in the form of webinars and seek everyone's perspective on the search as well as about the experience and skills desired in a Dean. The results will be shared with the Provost.
 - The webinars are scheduled for October 8 at 9am and October 13 at 2pm via zoom. Faculty, staff and students are encouraged to attend and provide their input. In addition, everyone is invited to complete a short Qualtrics survey. https://ugeorgia.ca1.qualtrics.com/jfe/form/SV_08H7U9Yk1b6WY2W
- **Promotions and Tenure**
 - All College P&T committees have met. Candidates and Department Heads have been notified and dossiers will be moving to the University level later this month.
 - No final information on USG's post-tenure review policy changes. Some revisions to the new policies are being made that are intended to make faculty

involvement and due process clearer. Particularly noteworthy is that the new policies will state that each institution will create policies to enact the new processes as a part of faculty shared governance. These will incorporate due process mechanisms.

- **Search authorizations have been sent to department heads**
 - These include Franklin positions that are part of the new Presidential hiring initiative in artificial intelligence
 - In total, the College is conducting around 40 new faculty searches this year

Committee Reports:

- **Executive Committee:** (Leslie Gordon Simons, Sociology) No new business reported
- **Academic Standards:** (Gauri Datta, Statistics) The committee considered two appeals, both approved.
- **Curriculum Committee** (Bala Sarasvati, Dance):
 - 10 new courses
 - 12 course changes
 - 1 Graduate certificate in Music
 - 1 Undergraduate certificate in Music
- **Faculty Affairs:** (Sidney Kushner, Genetics) There are prospective changes in the BOR policy, particularly of post-tenure review. Faculty Affairs is writing a request that the BOR does not approve these changes. This will be on the agenda for discussion in the November meeting.
- **Planning and Evaluation:** (Kristin Kundert, Theatre and Film) No new business reported

New Business:

1. **Proposal for an Undergraduate Certificate in Film and Media Scoring – Adrian Childs, Hugh Hodson School of Music** *A motion to approve this proposal passed unanimously, 36-0-0.*
2. **Proposal for a Graduate Certificate in Film and Media Scoring – Adrian Childs, Hugh Hodson School of Music** *A motion to approve this proposal passed unanimously, 36-0-0.*
3. **Discussion and vote on [Resolution regarding Tobacco Surcharge Errors and Refunds](#) –Joseph Kellner, History** *A motion to approve this resolution passed with 36 in favor, 1 opposed, and 0 abstentions.*

- The benefits system is set up such that employees and dependents are by default enrolled as smokers for which there is a \$100 monthly surcharge. The USG administrator for health care benefits has not responded to requests to change this. In 2019, there was an error and everyone had to opt out twice. This opt-out tobacco use surcharge is unnecessarily complicated and people often unknowingly pay the surcharge. The resolution calls for
 - Modification of the system such that non-smoker is the default
 - Establish a clear process for refunds for those paying in error
 - Alerting all employees to the existence of accidental surcharges
- **Discussion:**
 - Joel Caughran (Chemistry): this may be set up in this fashion due to legal reasons
- **Vote:**
 - A motion to approve this resolution was made and seconded. The resolution passed with 36 in favor, 1 opposed, and 0 abstentions.

4. Concurrent discussion on two agenda items and vote on the proposed resolution:
[Memo for discussion of Senate response to USGBOR proposed changes regarding 1. Post Tenure review and Annual Review Standards and Process, 2. Procedures for Dismissal of Faculty Members, 3. Institutions' Authority to Grant Tenure](#) *and*
[Resolution requesting USG Board of Regents to Permit Necessary Discourse and Study of its Proposed Changes to Section 8.3 of the Policy Manual](#) **Cindy Hahamovitch, History** *A motion to approve the resolution passed with 35 in favor, 0 opposed, and 1 abstention.*

- On September 9, 2021, The BOR indicated that they are considering changes to the policies governing dismissal. The changes include removal of faculty from employment before the end of their contract. This suggests that the protections of tenure are being removed and a tenured faculty member could be terminated without cause. The Faculty Conference of the UC at UGA has met and passed four resolutions
https://docs.google.com/document/d/1_DGjqDG7WjBBdOhvd2klO2ovY-C3sw8OLivVMwiPeDA/edit in response to the BOR proposed policy.
- There are other changes, such as tenure and post-tenure review including an additional criterion of student success, that need further clarification.

- The BOR has already modified these resolutions in response to state-wide faculty concerns. As of 3:30 pm, BOR resolutions no longer refer to terminating faculty without cause.
- The BOR will be voting on these measures on October 13. Given that there are edits and modifications being made to their proposed policies at this late date, and that faculty governance committees from the Georgia system have not had time to make suggestions to this document, we would like the BOR to table their vote until their November meeting.

Discussion

- Sidney Kushner (Genetics): It is an excellent idea to pass a resolution asking them to table this vote for now, so that there can be more input from the faculties of the various institutions. It strikes the Faculty Affairs Committee that the BOR is addressing a problem that doesn't exist and they should justify these changes. In addition, to be evaluated on student success is remarkably vague and needs to be clarified.
- Cindy Hahamovitch (President, History): Though the tenure process may not be perfect, this new proposed system does not seem to solve any problems and may create more.
- Imi Hwangbo (Art): What is the likelihood that the BOR will table this vote? Sidney Kushner: There have already been changes made, so the BOR appears to be paying attention to the opinions they are receiving, both from faculty and the media.
- Scott Dougan (Proxy for Vasant Muralidharan, Cellular Biology): How will this resolution be transmitted? Cindy Hahamovitch: I will write a cover letter and send it to the chair of the BOR as well as President Morehead.

Vote

- A motion to approve the resolution was called and seconded. The resolution passed with 36 in favor, 0 opposed, and one abstention.

Old Business: None

Meeting was adjourned at 4:12

Respectfully submitted,

DeLoris Hesse

Franklin College Senate Secretary and Senator for Cellular Biology