

Franklin College Faculty Senate
Minutes of the meeting on Tuesday, May 3, 2022

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

Members Present: Toyin Alli, Adam Barb, Benjamin Britton, Joel Caughran, Pilar Chamorro Fernandez, Brian Condie, Gauri Datta, Inge DiBella, Le Guan, Timothy Gupton, Cindy Hahamovitch, DeLoris Hesse, Joe Kellner, Kendall Marchman, Soroya McFarlane, Vasant Muralidharan, Chris Peterson, Jordan Pickett, Laurie Reitsema, Amy Ross, Bala Sarasvati, Matthew Shipes, Leslie Gordon Simons, Anne Summers, Cynthia Suveg, Alberto Villate-Isaza,

Proxies: Natalie Cohen for Clifton Buck, Robert Hawman for Steve Holland, Julie Van Weelden for Emily Mouilso

Members not present: Michael Bachmann, Liming Cai, Carmen Comeaux, Maduranga Dassanayake, Vince Du, Imi Hwangbo, Caner Kazanci, Emily Koh, Kristin Kundert, Sidney Kushner, Nancee Reeves, Rohan Sikri, Frans Weiser, Hang Yin

Approval of the minutes of the March 1, 2022. Minutes were unanimously approved as distributed.

Dean Dorsey's Remarks:

- **Welcome to the final meeting of the 2021-2022 academic year.** Thank you Dr. Hahamovitch for your service over the past year and I look forward to continue working with the Faculty senate in the coming year.
- **Commencement activities**
 - We will have our commencement activities on Friday May 13 with the undergraduate ceremony in the evening at 7:30pm in Sanford Stadium and the graduate ceremony will be in the morning at 9:30 am in Stegman Coliseum. Please visit commencement.uga.edu for protocols and I hope to see you there.
- **Follow-up on Associate Dean Mote's remarks from March 1**
 - The General Assembly and the Governor signed into law raises for State employees (the cost-of-living adjustments). They were included in the amended FY 22 budget as well as the FY23 budget, and those \$5,000 raises are for all full-time state funded employees. The faculty should have seen the first part of those raises in your end of April paycheck. For the faculty, those raises will be paid out both in April and in May. If anybody has questions, there was a memo sent around campus with the details of how that distribution would occur. Those raises have been made permanent for next year.
 - There was funding provided by the provided by the General Assembly to be used to eliminate the special institutional fee. This is a fee that all students at the university paid, both undergraduate and graduate students. They will no longer pay that fee. The General Assembly and the Governor approved increases for the USG that will backfill the lost revenue from those fees and so there's no net change for the University of Georgia, but it does mean going forward that the students might have to pay those fees, which amount to \$450 per semester.
 - The board of regents did not approve any tuition increases for any of the USG institution so there'll be no tuition increases for our students for the coming academic year.
 - Questions

- Benjamin Britton: Will the wages of part-time employees reflect the cost of living increase as a percentage of the full time salary?
 - Dean Dorsey: I think the answer is yes. Any increases for part time employees did not get the funding from the state, so we will have to find that funding internally within the college's budget. I think we are planning for some increase for the part time employees. I'm not sure whether it will be prorated but there will be a planned increase.
 - Thomas Mote (visitor, Associate Dean): That is correct. It isn't the same amount as for full time faculty, but we do recognize the importance of the part time instructors and there will be an increase in their salary that will be funded from the College budget this next year.
- Cindy Hahamovitch: There is a sign on letter from United Campus Workers in support of raises for part-time employees. Please share this with your departments. <https://actionnetwork.org/forms/pledge-to-fight-for-dignity-for-part-time-faculty>
- Leslie Simons (Sociology): Is this planned to be a permanent raise for the part-time employees?
 - Dean Dorsey: The intention would be that going forward if we've increased the amounts for the part time employees, we would maintain that or increase it over time. It is not a one-time bonus.

President Hahamovitch's Remarks

- **I want to thank you all for the work that you've been doing.** The Senate has taken up issues that are not the normal things on the agenda, whether it was the Baldwin Hall Report or the Tobacco Resolution. We voted in favor of the abolition of the Special Institution Fee and joined with other faculty Senates in doing that and I'm sure that had an effect on the on the Board of Regents decision. Keep in mind that what we do is important.
- **Ben Britton is your President-elect, but only for Fall.** He will be away in the spring, so somebody else is going to need to step up to be president in the second half of the academic year. We also need a president-elect. This nomination will occur during the first meeting in the Fall.
- **Committee structure.**
 - The Curriculum Committee had an overwhelming number of course proposals, course changes and program changes to evaluate. Franklin college organizes these requests through the CAPA system, and that system is cumbersome and inefficient. In addition, course and program changes are not uniform across departments, and this leads to unnecessary and redundant work by the committee. Due to these and other issues, we propose to make the following short-term and long-term changes:
 - Short term changes: Ben Britton and the Executive Committee will enlarge the size of the Curriculum Committee, so that there are three people representing each of the five divisions of Franklin college and then those groups would only consider the courses in their respective divisions. While we try to protect the junior members of the Senate by keeping them off committees, that won't be possible if we're going to enlarge the scale of the committee.
 - Franklin College needs to create a web portal for curriculum proposals. The curriculum committee will begin its approval process in the Fall. This website needs to be available in the summer.

- The Dean's Office in its regular meetings with department heads at the start of the year needs to make sure that department heads understand that course proposals need to be vetted at the department level either by a departmental curriculum committee or a departmental undergraduate program committee.
- In the long term we'd like to see the CAPA system reformed and the new submissions of changes to majors and minors and new programs all look uniform, so the committee knows what they are comparing and where to find the information they need. A better system will streamline the duties of the Curriculum Committee.
- These long-term changes will allow the Curriculum Committee to evaluate course offerings in the honors program and interdisciplinary studies, duties that they currently do not have time to do.
- The Planning and Evaluation Committee is supposed to evaluate whether Franklin college is making good progress on the strategic plan. I asked Dean Dorsey to send me a sample of what past Planning and Evaluation Committees have done and he said he's never received one since being the Dean. That committee has not had a job and some of them may find themselves on the Curriculum Committee next year as a result and we might want to use an ad hoc committee to deal with things when they come up.
- The plan is to share the document we sent with Associate Dean Martin-Williams and Dean Dorsey and ask them to address it. If it is not addressed sufficiently, we and take these measures up as a resolution in the Fall.
- **Recommendations**
 - We don't know what's going to happen with our new Chancellor. There's certainly more legislative attention to the curriculum and every university in the USG system has had to send information about what positions on campus are designed to enhance diversity. It's important that the Faculty Senate have the time take seriously its charge to guard our autonomy and our power in this body. My recommendation to you all is that you try to find ways to make the committee work light work so that you can concentrate on making this body important and powerful in the University.

Committee Reports:

- **Executive Committee:** No new business reported
- **Academic Standards:** (Vasant Muralidharan and Gauri Datta): Five appeals approved, three in April and two in March.
- **Curriculum Committee** (Cindy Hahamovitch, read from the report provided by Professor Bala Sarasvati):
 - 2 new courses
 - 5 course changes
- **Planning and Evaluation:** No new business reported
- **Faculty Affairs:** (Alberto Villate-Isaza): The Faculty Affairs Committee will hold its remarks for the discussion on academic freedom.
- **Planning and Evaluation:** No new business reported

New Business:

Election of Proposed Committee Chairs for AY 2022-23

- The following nominations were approved unanimously:
 - Academic Standards Committee: Vasant Muralidharan, Cellular Biology

- Curriculum Committee: Joel Caughran, Chemistry
- Executive Committee: Alberto Villate-Isaza, Romance Languages
- Faculty Affairs Committee: Amy Ross, Geography
- Planning and Evaluation Committee: Clifton Buck, Marine Sciences

Proposal for an Area of Emphasis in the Romance Languages, A.B. program - Cecília Rodrigues, Department of Romance Languages *(Proposal approved unanimously)*

- Cecilia Rodrigues: The Portuguese program has had a minor for many years, but this is our effort to offer a major as an area of emphasis within the Romance Languages major. We've had a federally funded Portuguese flagship program for over a decade and UGA undergrads are taking a lot of credits in Portuguese, both at UGA and abroad. We want to give them a degree that reflects all the effort that they have put into their coursework. This proposal is almost identical to the recently revised Italian studies area of emphasis and it's also consistent with other majors in Romance Languages.
- The proposal was approved unanimously

Discussion and vote on Tobacco Surcharge Resolution *(Resolution passed unanimously, motion to send the Resolution to the University Council for inclusion in their next meeting was passed unanimously)*

- Joseph Kellner: As it stands, anyone who's on health benefits is automatically classified as a smoker and reclassified each year as a non-smoker. Being classified as a smoker entails a \$100 monthly surcharge for you and \$100 for each dependent. This classification resets each year. We can safely assume that there are many people paying the surcharge who are not smokers. We don't have any problem with the surcharge *per se*, as the money goes towards anti-smoking or smoking cessation programs. However, there are many people who don't smoke that are charged. In our previous resolution, we demanded:
 - Make it a pass through yes, no question as you renew or apply for benefits
 - Refund anyone who has been classified in error
 - Advertise this refund process to everyone on benefits.
 The revised resolution focuses on fixing the enrollment process. We want a mandatory yes-no selection for tobacco use rather than automatically enrolling as a smoker.
- Cindy Hahamovitch: We should mention that the earlier resolution from the Senate, and of course the union's efforts, have already resulted in some positive changes. For example, the messaging is much clearer and a glitch in the system has been fixed. We're still trying to get the benefits office at USG to find out how many people were affected and to refund the people who were charged in error. This resolution reaffirms that we want a yes or no question and that no one is assumed to be a smoker.
- There were no questions or comments and the Resolution passed unanimously. After passing, Benjamin Britton made a motion to send the Resolution to the Executive Committee of the University Council to place on their agenda for their next meeting. This motion was seconded by Tim Gupton. The motion passed unanimously.

Discussion and vote on Academic Freedom Resolution *(Resolution passed)*

- Cindy Hahamovitch: This resolution came to us from Jennifer Ruth at Portland State who is trying to push back against the recent interference in curricula at both the K-12 and university level and has been modified to fit our circumstances.
- Alberto Villate-Isaza: The Faculty Affairs Committee and other senators concerned with the threats to academic freedom that has been happening nationally and in the state of Georgia have

submitted this resolution. Based on the joint statement by the AUP and the AACU, as well as templates by the University of Portland and DePaul University, we've written a document to specific issues to UGA. We are now presenting it to the Senate for discussion and vote. The committee would like to note that this resolution will link us to other colleges and other universities around the US and will put UGA within a wave of colleges universities that are expressing their concern about threats to academic freedom.

- Discussion
 - Chris Peterson: What do you know about laws or regulations that have teeth versus what is just being talked about, and can you give us a two minute summary of where Georgia is?
 - Alberto Villate-Isaza: Recently the Georgia State Legislature passed a Bill specifically curtailing the teaching of critical race theory and diversity issues in K-12. Specific-examples-can-be-found-here: <https://www.theguardian.com/education/2022/apr/05/georgia-passes-bill-restricting-discussion-race-schools>; <https://newschannel9.com/news/local/georgia-governor-signs-crt-ban-parental-rights-bill-into-law-as-election-looms>). We feel that it is important for us to voice our support of academic freedom and to express our concern for what is happening here in Georgia and in the country as a whole.
 - Cindy Hahamovitch: The critical race theory bill was HB 1084 and originally affected both K through 12 and higher education. The legislature stripped out the higher education component, and it bans the teaching of critical race theory at schools. Another bill, which was a Parent's Bill of Rights, allows parents to challenge any teaching in the classroom at the K through 12 level and forces teachers to send home anything that they've used in the classroom. Yet another creates Free Speech Zones on campuses but may be an effort to confine free speech to certain places on campus and not allowed in other places. USG campuses have been asked to provide information from speakers who came to campus as well as whose job involves promoting diversity of any sort. Abraham Baldwin College, which is a historically black university, had to produce different information explaining some of their special diversity programs. This has not come down on us here at the UGA campus, though administration has had to produce information about diversity on campus.
- The vote to adopt the Resolution passed 28 for, 0 against, 1 abstention

Old Business: None

Meeting was adjourned at 4:20pm

Respectfully submitted,

DeLoris Hesse

Franklin College Senate Secretary and Senator for Cellular Biology