

Faculty Senate Minutes
March 30, 2018
Approved April 27, 2018

1. Call to order

Chair Farmer convened the meeting at 3:02 p.m.

2. Roll call

Present:

Barbour, Bertau, Bohannon (Drummond, sub.), Chwialkowska, Cormican, Dutt, Edelman, Elman (Cuomo, sub.), Fleming, Fujita, Green, Guo, Henderson, Hipchen, Hoang, Hong, Johnson, Khodkar, Lee, McKendry-Smith, Merrem, Miller (Loicano, sub.), Moon, Neely, (Sutton, sub.), Perryman, Reber, Remshagen, Robinson, Schroer, Self (McCord, sub.), Schoon, Sterling, Varga, Trotman-Scott, Stuart, Tweraser (Hunt, sub.), Vasconcellos, Velez-Castrillon, Welch, Williams, Willox, and Zamostny.

Absent:

Dahms, DeFoor, Morris, Pencoe, Rutledge, Smallwood, Stanfield, Webb, and Zot.

3. Approval of Minutes from February 23, 2018

Minutes unanimously approved by voice vote.

4. Committee Reports

Committee I: Undergraduate Programs Committee (Nick Sterling, Chair)

Action Items:

A) College of Arts and Humanities

1) History Department

a) [Bachelor of Arts with a Major in History, General](#)

Request: Modify

Item unanimously approved

b) [Minor in History](#)

Request: Modify

Item unanimously approved

2) English and Philosophy Department

- a) [ENGL 1101L: English Composition Lab](#)

Request: Add

Item unanimously approved

B) College of Education

- 1) Early Childhood through Secondary Education Department

- a) [Post-baccalaureate Initial Certification in Elementary Education](#)

Request: Modify

Item unanimously approved

C) College of Science and Mathematics

- 1) Mathematics Department

- a) [MATH 1111L: Support for College Algebra](#)

Request: Add

Item unanimously approved

D) College of Social Sciences

- 1) Political Science Department

- a) [POLS 4520: International Relations Theory](#)

Request: Add

Item unanimously approved

- b) [Bachelor of Science with a Major in Organizational Leadership](#)

Request: Modify

Item unanimously approved

- c) [Minor in Public Administration](#)

Request: Modify

Item unanimously approved

- d) [International Security Studies Certificate](#)

Request: Add

Item unanimously approved

- e) [Bachelor of Science with a Major in Political Science](#)

Request: Modify

Item unanimously approved

- f) [Bachelor of Arts with a Major in Political Science](#)

Request: Modify

Item unanimously approved

E) Interdisciplinary Studies and Honors College

1) XIDS 2002: First-Year Seminar Proposals

Request: Add (approves topic proposals for AY 2018-19)

Item unanimously approved

2) XIDS 2100: Walt Disney and the American Way of Life

Request: Add

Item unanimously approved

Information Item:

A) Jeff Zamostny will serve as chair of UPC during AY 2018-19

Committee II: Graduate Program Committee (Susan Hall Webb, Chair)

Action Items:

A) College of Education

1) Communication Sciences and Professional Counseling Department

a) [Master of Education with a Major in Professional Counseling, School Counseling Track](#)

Request: Modify

Item unanimously approved

b) [CEPD 7121: Issues and Trends in Professional School Counseling](#)

Request: Add

Item unanimously approved

2) Literacy and Special Education Department

a) [Master of Education with a Major in Special Education and Teaching, General, Online](#)

Request: Modify

Item unanimously approved

Information Item:

A) Colleen Vasconcellos will serve as chair of GPC during AY 2018-19

Committee III: Academic Policies Committee (Emily McKendry-Smith, Chair)

Action Items:

A) Undergraduate Student Catalog

1) Undergraduate Academic Policies and Class Absence (**Figure 1**)

Request: Modify

Item unanimously approved

Information Item:

A) Nancy Pencoie will serve as chair of APC during AY 2018-19

Committee V: Institutional Planning (Katy Green, Chair)

Information Item:

A) Felix Tweraser will serve as chair of IP during AY 2018-19

Committee VIII: Intercollegiate Athletics and University Advancement Committee

(Ashley Smallwood, Chair)

Information Item:

A) Lisa Robinson will serve as chair of IAUA during AY 2018-19

Committee X: Rules (Susan Welch, chair)

Information Item:

A) Susana Velez-Castrillon will serve as chair of Rules during AY 2018-19

Committee XI: Diversity and Internationalization (Lara Willox, Chair)

Action Item:

A) UWG Faculty Senate Resolution on Diversifying the Faculty (**Figure 2**)

Item unanimously approved

Committee XII: Teaching, Learning, and Assessment Committee (Jennifer Edelman, Chair)

Information Items:

A) Committee Response to the USG's "low-cost/no-cost" course materials designation requirement, beginning in fall 2018

1) UWG faculty are sensitive to student financial situations. Therefore, we support faculty decisions that provide students with the best educational resources at reasonable prices. This means that faculty retain their rights under academic freedom to select materials that best meet the course learning objectives. For example, faculty should feel free to use open educational resources (OERs), traditional textbooks, and other educational materials based on their expert judgement and pedagogical

concerns. However, faculty are not required to meet the low-cost/no-cost designations for courses.

The chair of the Senate will take faculty concerns and questions regarding this subject to the next meeting of the USG Faculty Council, when it meets with the Chancellor and Vice-Chancellor for Academic Affairs at the end of this month.

B) John Morris will serve as chair of TLA during AY 2018-19

5. Old Business

A) Revisions to the Use of University E-Mail List, policy 10.2.4, Jane Simpson (**Figure 3**)

Request: Approve

2 nay votes, 40 yea votes—item passed

6. New Business

A) USG Faculty Council Proposed Summer Salary Resolution, Chair Farmer

The chair of the Senate will take faculty concerns on this topic to the next meeting of the USG Faculty Council, when it meets with the Chancellor and Vice-Chancellor for Academic Affairs at the end of this month.

7. Announcements

A) Senate Liaison Reports

1) The Institutional Technology Steering Board announced April 27th as the deadline for end-of-year fund requests.

8. Adjournment

Chair Farmer adjourned the meeting at 4:47 p.m.

Respectfully Submitted,

Angela Insenga

Associate Professor of English

Executive Secretary of Faculty Senate and the General Faculty

Figure 1

Proposed Revised Policy Undergraduate Academic Policies and Class Absence

Class Absence

Instruction begins the first day of class. In face-to-face courses, if students fail to attend the first day and have not contacted the instructor to explain their absence, they may be dropped during the Drop/Add Period to make room for other students.

In fully online or hybrid courses each instructor has the authority to specify in the syllabus what qualifies as attendance at the first class meeting and during the Drop/Add Period to drop students who fail to meet that requirement. Instructors may require students to attend a face-to-face meeting, to log in to the online course-delivery system by a specified date, or to take other specified steps at the beginning of the session. For those courses that meet for the first time after the end of the Drop/Add Period, see Faculty Handbook Section 204.

Class attendance policies are determined by each instructor for his or her courses and may be found in the syllabus. Since course policies differ, students are responsible for understanding attendance requirements for each course. Failure to comply with those requirements may significantly affect grades.

Students are expected to attend each class meeting. Students absent from class while officially representing the University or observing religious holidays should generally not be penalized in the calculation of final grades, as long as they provide advance notice and expeditiously make arrangements to complete any missed work.

University-sponsored activities include but are not limited to the following: intercollegiate athletic competitions; musical/theatrical/art performances or exhibitions associated with a degree program; debate competitions; and research conferences. Activities not considered to be university-sponsored include participation in clubs, even if they are affiliated with UWG, or events associated with social organizations such as fraternities or sororities.

Regardless of the reason for the absence, each student is responsible for the material covered in class, for completing any assignments, and for making specific arrangements with the instructor for any work missed. The degree to which missed work can be made up will depend upon the nature of the work and its intended purpose. Make-up is at the discretion of the instructor.

However, instructors should be aware that students missing classes for university-sponsored activities or religious holidays should be given all appropriate courtesies and opportunities to make up missed work. Students are responsible for alerting their professors about any expected absences prior to those absences.

Figure 2

UWG Faculty Senate Resolution on Diversifying the Faculty from the Diversity and Internationalization Committee

Background:

Whereas UWG Senior Leadership has demonstrated a commitment to serving our diverse student population through multiple initiatives and strategies such as the Engage West! Initiative, the creation of a Chief Diversity Officer position, the formation of the President Commission on Campus Inclusion, the President Student Advisory Council on Diversity, The Diversity Champions Action Committee, The Faculty Senate Diversity and Internationalization Committee, and several other organizations and initiatives;

(https://www.westga.edu/administration/president/assets-president/docs/Working_Diversity_Statement_fall_2015.pdf,
<https://www.westga.edu/administration/president/vision-mission-and-values.php>);

UWG considers the opportunities afforded by an inclusive learning environment, and the authentic interaction among people from various backgrounds and persuasions to be essential elements in achieving excellence in academia, and cites inclusiveness as one of our core values (UWG Vision, Mission and Values, (<https://www.westga.edu/administration/president/vision-mission-and-values.php>); and

UWG Strategic Plan calls for the development of "specific initiatives aimed at enhanced recruitment, retention, compensation, and development of high-quality faculty from diverse backgrounds" (Strategic Imperative 2B) (https://www.westga.edu/administration/president/assets-president/docs/StrategicPlan_Brochure_pages.pdf).

Whereas UWG has a highly diverse and engaged student population with nearly half (50%) of the student body reporting a minority race/ethnicity (not White), and 37% reporting as African American;

UWG has maintained positive enrollment growth over the last decade due in large part to the growth in the Black/African-American student population, while other peer institutions in the USG suffered declining enrollments;

UWG is one of the few schools that can proudly boast that there is no equity gap for African-American students' 6yr graduation rates, which are 2.2% higher than that of White students (<http://www.info.usg.edu/>);

UWG's African American students' 4-year graduation rates continue to lag 4.4% behind that of White Students and 2.2. behind the institution rate ((<http://www.info.usg.edu/>); and

UWG seeks to continue to grow its student enrollment in an environment where greater proportions of Black, Hispanic, and Asian high school students will be graduating from the State of Georgia than Whites (<https://knocking.wiche.edu/state-profiles/>);

Whereas, UWG faculty population is 18% reporting a minority race/ethnicity (not White), and 7% reporting as African Americans (UWG 2017 Fact Book);

Diversity of faculty has been shown to create an environment that fosters the recruitment and retention of a more diverse student body, faculty, staff, and administration, as well as provide greater benefits for all students, including improving the institution's ability to train students to thrive in a culturally competent world ([Does Diversity Make a Difference? Three Research Studies on Diversity in College Classrooms](#));

Diversity of faculty is positively associated with departmental rankings in research universities <http://dx.doi.org/10.1007/s12108-013-9183-8>;

A diverse and representative faculty is important for providing role models and mentors for the success of diverse students (<https://www.aaup.org/issues/diversity-affirmative-action/resources-diversity-and-affirmative-action/role-faculty-achieving-and-retaining-diverse-student-population>).

Whereas current research on faculty excellence and diversity suggests that gaps in equity, access and inclusion in hiring are linked to institutional practices and patterns of unconscious biases that can be productively addressed through interactive training that helps committees successfully hire more diverse and excellent faculty https://wiseli.engr.wisc.edu/docs/BiasBrochure_3rdEd.pdf;

A vast body of research on implicit bias has shown that implicit bias is likely present in all aspects of the search process and perpetuates the systemic lack of progress in diversifying the faculty. (see, Smith, D., Turner, C., Osei-Kofi, N., & Richards, S. 2004. Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty. *The Journal of Higher Education*, 75(2), 133-160, at <http://www.jstor.org/stable/3838827>; and for a list of other studies, visit <https://facultyhiring.uoregon.edu/special-concerns/>);

The evidence both from extant research and from our own anecdotal data indicate that in addition to our inability to attract minority faculty, those who accept positions at UWG face additional burdens, such as a) being consistently called upon to serve as mentors to minority students due to the small number of minority faculty; b) being consistently called upon to serve on diversity committees regardless of their disciplines or expertise; and c) being questioned about their research foci, which often concentrates on the real-life, current, and pressing issues of minorities but is often not valued in traditional publications. (Aguirre Jr, A. 2000. Women and Minority Faculty in the Academic Workplace: Recruitment, Retention, and Academic Culture. ASHE-ERIC Higher Education Report, Volume 27, Number 6. Jossey-Bass Higher and Adult Education Series; <https://www.insidehighered.com/advice/2015/06/26/essay-diversity-issues-and-midcareer-faculty-members>); and

Diversity recruitment advertising has been found to be an effective tool for branding the institution as one that values diversity, in addition to increasing and diversifying the applicant pool (see, *Searching for Excellence & Diversity: A Guide for Search Committee Chairs, a guide developed by the Women in Science & Engineering Leadership Institute (WISELI) at the University of Wisconsin Madison*).

Recommendations

Therefore, the Faculty Senate, in support of UWG's culture of inclusion and collaboration, urges appropriate institutional actors to act in pursuit of the following objectives:

- 1) UWG's commitment to supporting its diverse student body shall be exemplified through the implementation of clearly-defined and legally-sound processes towards diversifying the faculty across all academic units (best practices' examples include but are not limited to):
 - a. support and accountability for deans and faculty search committees in instituting training that broadens perspectives and addresses unconscious biases;
 - b. job descriptions that reflect UWG's values, including the value of inclusiveness;
 - c. active recruitment of faculty that will diversify the applicant pool;
 - d. consistent processes and reviews of the faculty search process;
 - e. selection and hires of faculty with demonstrated commitment/experience to serving a diverse student population and in alignment with UWG values;
- 2) Beginning with the 2018-2019 Academic Year, faculty hiring processes (inclusive of search committee membership, applicant pool, and hires) shall be tracked and reported (to include gender and other historically underrepresented groups). This annual report shall include a report on any initiatives at UWG designed to improve faculty representation of underrepresented groups and benchmark trends in employment and promotion rates;
- 3) Implementation of and accountability for onboarding and mentoring programs to support junior faculty in timely progression towards promotion and tenure; and
- 4) All elected faculty senators serving on the Senate lead by example and participate in search training that helps minimize unconscious biases.

Figure 3



- **UWG PROCEDURE NUMBER: 10.2.4, Use of University E-Mail Lists**
- **Authority: UWG POLICY: 10.2 (University Communications)**

- UWG recognizes that electronic mailing lists serve as an important and influential means for positive communication and professional development. The intent of this policy is to clearly communicate the expectations for UWG faculty, staff, and students regarding the appropriate use of UWG-Hosted E-Mail Lists. The Vice President of University Advancement, pursuant to the authority of UWG Policy 10.2, establishes the following procedures for University E-Mail Lists:

- **Scope and Purpose**
- This procedure applies to all current and emeritus UWG faculty, and staff. E-Mail Lists are established for the convenience of UWG employees. Each “***UWG-Hosted E-Mail List***” will be assigned a Moderator for purposes of ensuring compliance.

- **Definitions**
- ***ALL Employees*** – E-Mail List for notifications and announcements for **official “UWG-Related” business** relevant to University employees. Subscription is automatic, and subscribers should not opt-out. Posting to this E-Mail List will be limited to administrative staff authorized by the President or the Vice Presidents; replies will be disabled. Any employee who seeks clarification on the message should contact the sender directly.
- ***ALL Faculty*** – E-Mail List for discussion and information relevant to faculty and pedagogy. The Provost’s office will establish guidelines for subscription, posting, and expected use.
- ***Events Calendar*** – Service used to announce faculty, staff, students, UWG organization-sponsored and UWG-Hosted events (for those events targeted to University audiences); these events may be announced on the “***All Employees***” electronic mailing list at the discretion of the President or Vice President responsible for hosting the event.
- ***Moderator(s)*** – Employee(s) assigned by any committee appointed by the Vice President of University Advancement, or in the interim by the Chief Public Relations Officer, to monitor and ensure compliance with a “***UWG-Hosted E-Mail List***”.

- **UWG Items of Interest** - E-mail list for University employees to share helpful information and resources for use by other employees (e.g. Community Events, vendor recommendations, discussions relevant to UWG, etc.); it is not considered either “**UWG-Hosted**” or “**UWG-Related**”, but merely a convenience for UWG employees to exchange useful information and resources for the UWG community. It should not be used for political speech or non-“**UWG-Related**” items. Furthermore, it is not to be used for financial gain or promotion; please refer to “**UWG Marketplace**” as an alternate forum for those purposes. Subscription is not automatic to “**UWG Items of Interest**,” interested employees will need to opt-in by visiting the list at [this site](#).
- **UWG-Hosted E-Mail Lists** – an electronic distribution list that facilitates communications via e-mail; for the purposes of this Procedure only, “**UWG-Hosted E-Mail Lists**” refers only to e-mail addresses utilizing “@westga.edu” unless otherwise stated herein. Authorized UWG-Hosted E-Mail Lists are identified as “**All Employees**,” “**All Faculty**,” “**UWG Items of Interest**,” and “**UWG Marketplace**.”
- **UWG Marketplace** – E-Mail List for University employees for purposes related to selling and commercial promotion; it is maintained off-site and users may not use their “westga.edu” account to participate; UWG-Marketplace E-Mail List is not maintained or controlled by the University.
- **UWG-Related** - for purposes of this procedure, “**UWG-Related**” shall mean a relationship that is subordinate or coordinated with, or by, the University of West Georgia (e.g., University Units, faculty or staff committees, student interest groups, etc.)
- **Work West Bulletin** – Publication created by University Communications and Marketing to announce “**UWG-Related**” events to all employees; it is not an electronic mailing distribution list. Please send your requests for posting to the Work West Bulletin to: report@westga.edu. The Work West Bulletin will be sent to “**All Employees**” to inform employees of important work-related items.
- **Examples of Appropriate Postings for official University Messaging**

<ul style="list-style-type: none"> • All Employees 	<ul style="list-style-type: none"> • Benefits, construction projects, office schedules, ITS issues, weather advisory, policy/procedures, FLSA, Clery Act notifications, emergency messages, graduation, town halls, E-Time deadlines, Athletic event announcements, bookstore events/sales, lectures, concerts, UWG sponsored drives (toy drive, blood drive, A Day, etc.), Wellness events, homecoming events, meeting/town hall notices, etc.
<ul style="list-style-type: none"> • All Faculty 	<ul style="list-style-type: none"> • Faculty Senate/Subcommittee items, pedagogy information, communications from the Provost's Office

<ul style="list-style-type: none"> • UWG Items of Interest 	<ul style="list-style-type: none"> • Pedagogy articles, community events, lost/found objects, discussions/questions of general interest to employees, etc.
<ul style="list-style-type: none"> • UWG Marketplace 	<ul style="list-style-type: none"> • Vendor recommendations, items for sale/trade, animal adoptions, homes for rent/sale, etc.

- **D. Procedures**

- **Subscription.** UWG employees will be subscribed automatically to “**All Employees,**” but employees will have to opt-in to subscribe to “**UWG Items of Interest**” and “**UWG Marketplace.**” The Provost’s Office will set the means for subscribing to “**All Faculty.**” All UWG employees are expected to comply with this procedure, and all other relevant and applicable laws and policies each time the employee uses one of the “**UWG-Hosted E-Mail Lists**”.
- **E-mail address designation.** For “**All Employees,**” **All Faculty,**” and “**UWG Items of Interest,**” employees must use their assigned individual Westga e-mail address. No group or committee addresses will be allowed to subscribe. For “**UWG Marketplace,**” Westga e-mail addresses are not allowed.
- **Opt-in/Opt-out.** For the “**UWG Items of Interest**” E-Mail list, employees must **opt-in** by visiting the list site at: <https://groups.google.com/a/westga.edu/group/uwg-items-of-interest-list/>. Employees may **opt-out** of “**UWG Items of Interest**” by leaving the group. The “**All Employees**” list includes a means to leave the group (Google default), but it is not recommended.
- **Attrition.** Employees will be removed from all E-Mail Lists at the time of separation from employment, with the exception of “**UWG Marketplace**”, in which decisions will be made by the administrator of that E-Mail List.
- **Violations.** UWG reserves the right to limit further exchanges on any posting, or to limit posting rights to any E-Mail List or from any E-Mail List member who fails to abide by federal or state laws, UWG or Board of Regents policy, these procedures, or any guidelines established pursuant to UWG policy or procedures. Subscribers who violate this Procedure, or any other UWG policy or procedure, may be prohibited from posting to the E-Mail Lists, and other actions may be taken as appropriate under applicable policy or law. The Chief Public Relations Officer may impose these restrictions at the request of a Vice President or the President.

- **E. Guidelines**

- The committee appointed by the Vice President of University Advancement (or if no committee has been appointed, the Chief Public Relations Officer) is authorized to establish guidelines for participation in “**UWG-Hosted E-Mail Lists**”. Other University units may develop additional procedures specific to the unit, but in the event any conflicts arise between the versions, the provisions stated herein will control.

- ***Issued by the Vice President of University Advancement, the ____ day of _____, 2017.***

- _____

- Signature, Vice President of University Advancement

- Reviewed by President: _____

UWG-HOSTED E-MAIL LIST GUIDELINES

Authority: UWG PROCEDURE NUMBER: 10.2.4 (Use of University E-Mail Lists)

UWG POLICY NAME: University Communications

STATEMENT:

All “*UWG-Hosted E-Mail Lists*” shall adhere to these guidelines and UWG policies and procedures.

CONTEXT:

This policy applies to:

- All University of West Georgia current and emeritus UWG faculty, and staff.

OBJECTIVES:

The purpose of E-Mail Lists is to distribute information about the University of West Georgia, its various divisions, affiliated entities, and programs, as an official source of information, with a broader focus on engagement and interaction. This set of guidelines serve to project a professional image of UWG.

BEST PRACTICES:

1. Please be considerate of the inboxes of others, and use time and bandwidth responsibly. This is not the place to blog.
2. This is an open list and opinions expressed are those of the individual poster, not the University. Respect each other and you will be treated with respect. Please make sure that each message you post lists your full name. Anonymous posters are a violation of UWG Procedure 10.2.4.
3. Personal attacks including name calling or disparaging remarks are unacceptable and WILL lead to loss of posting privileges on the first offense. Comment on CONTENT, not on the CONTRIBUTOR. Personal attacks do not help make a point; they only hurt the conversation.
4. Factual information and observations are preferred. While it may be acceptable to post information respectfully countering another’s observation, it is inappropriate to get into an extended debate on the E-Mail List. Extended discussions should be taken offline between interested parties.
5. This is an E-Mail List, not an online forum. Once you hit send, your message is delivered into the individual email inboxes of every subscriber on the list. There is no way for the E-Mail List Moderator or anyone else to delete a posting after the fact that has been downloaded from the server. The burden is on each person posting to be sensitive to the contents of their messages.

6. Do remember that information posted on the lists is available for all to see. Posts are subject to applicable law, including defamation, libel, and slander laws.
7. Topics of a political nature may be posted only if they relate to a University event. Please be aware that state law prohibits employees from campaigning for a political candidate with state property. Political topics are highly discouraged and will be subject to further scrutiny for compliance with procedures.
8. Business advertising is not allowed. Post any such related items to “**UWG Marketplace**”. Use the following link to go to the UWG-Marketplace Guide and Subscription/Comment form: [UWG Marketplace Guide and Subscription/Comment Form](#). If you have any trouble subscribing to the group, please be sure to read the Marketplace Guide and then use the linked form to submit a comment.
9. Items for sale or rent or inquiries about buying or renting items are not allowed. Please post to “**UWG Marketplace**”. Free items or services may still be in violation of UWG policy, so it is recommended that you post the availability of such items or services to “**UWG Marketplace**”.

ACKNOWLEDGEMENTS OF USE:

All Employees List

This list is to be used only for notifications and announcements related to official university business and relevant to all or most employees of the university. By sending your message, you agree to abide by all UWG Policy and Procedures, and specifically UWG Procedure 10.2.4, Use of University E-Mail Lists and associated guidelines.

E-mails intended to share non-university items of interest, pose queries, and send notifications should be sent instead to the “**UWG Items of Interest**” e-mail list.

You received this message because you are subscribed to the official UWG “**All Employees**” E-Mail List.

To post to this E-Mail List, send email to all-employees-list@westga.edu.

Visit this E-Mail List at <https://groups.google.com/a/westga.edu/group/all-employees-list/>.

All Faculty List

This list is to be used only for notifications and announcements related to official university business and relevant to all or most faculty of the university. By sending your message, you agree to abide by all UWG Policy and Procedures, and specifically UWG Procedure 10.2.4, Use of University E-Mail Lists and associated guidelines.

E-mails intended to share non-university items of interest, pose queries, and send notifications should be sent instead to the “**UWG Items of Interest**” e-mail list.

You received this message because you are subscribed to the official UWG “**All Faculty**” E-Mail List.

To post to this E-Mail List, send email to all-faculty-list@westga.edu.

Visit this E-Mail List at <https://groups.google.com/a/westga.edu/group/all-faculty-list/>.

UWG Items of Interest List

This list is to be used for announcements and discussions and to share non-university items of interest, pose queries, and send notifications considered helpful and relevant to UWG employee subscribers. By sending your message, you agree to abide by all UWG Policy and Procedures, and specifically UWG Procedure 10.2.4, *Use of University E-Mail Lists* and associated guidelines.

You received this message because you are subscribed to the official ***UWG Items of Interest*** E-Mail List.

To post to this E-Mail List, send email to uwg-items-of-interest@westga.edu.

Visit this E-Mail List at <https://groups.google.com/a/westga.edu/group/uwg-items-of-interest-list/>

You may unsubscribe or leave the group as indicated within the message.