

COMMITTEE NAME: EXECUTIVE COMMITTEE OF UNIVERSITY SENATE (ECUS) WITH STANDING COMMITTEE CHAIRS (SCC)

MEETING DATE & TIME: FRIDAY, OCTOBER 4, 2024, 3:30-4:45 P.M.

MEETING LOCATION: PARKS HALL 301

ATTENDANCE:

MEMBERS		“P” denotes Present, “A” denotes Absent, “R” denotes Regrets
P	Alex Blazer (CoAS, ECUS Secretary)	
R	Cathy Cox (University President)	
P	Nicolas Creel (CoBT, ECUS Member)	
P	Stephanie Jett (CoAS, ECUS Vice-Chair)	
P	Joyce Norris-Taylor (CoHS, ECUS Member)	
P	Holley Roberts (Provost)	
P	Lamonica Sanford (Library, ECUS Member)	
R	Rob Sumowski (CoE, ECUS Chair Emerita)	
P	Andrew Allen (APC Chair)	
P	Corey Claxton (DEIPC Chair)	
P	Jennifer Flory (FAPC Chair)	
R	Brad Fowler (RPIPC Chair)	
R	Amy Pinney (SAPC Chair)	
GUESTS		
	Mikkel Christensen (RPIPC Vice-Chair)	
	Amelia Malcom (SAPC Vice-Chair)	

Legend

Highlighted text denotes follow-up.

Bold text denotes action or recommendation.

I. Call to Order: The meeting was called to order at 3:31 pm by Nicholas Creel (Chair).

II. Approval of Agenda: A **Motion** to approve the agenda was made and seconded. **The agenda was approved as circulated.**

III. Approval of Minutes: As this was the first meeting of the year, there were no minutes to approve.

IV. Reports

University President — President Cathy Cox

1. **Regrets, No Report** As President Cox had extended *Regrets* and was unable to attend this meeting, there was no President’s Report.

University Provost — Provost Holley Roberts

1. **Wildcat Screening** Wednesday, October 9, from 6-8 – FREE for all students, faculty, staff, and community
2. **Money Talks Event** Wednesday, October 9th sponsored by the Secretary of State's Office
3. **Representative Mike Collins and Senator Rick Williams** were on Campus on Tuesday, October 1 to visit the Bobcat Incubator and new space for the Institute for Entrepreneurship and Academic Innovation
4. **Herty Renovation** Exploring spaces for the biology and chemistry labs. Everyone should be prepared to be impacted by the Herty renovation.

Academic Policy Committee (APC) — Chair Andrew Allen

1. **Meeting** APC had a meeting scheduled for 4 Oct 2024 from 2:00 p.m. to 3:15 p.m.
 - a. **No Report** APC had no business to conduct, so its meeting was cancelled.

Diversity, Equity, and Inclusion Policy Committee (DEIPC) — Chair Corey Claxton

1. **Meeting** DEIPC had a meeting scheduled for 4 Oct 2024 from 2:00 p.m. to 3:15 p.m.
 - a. **No Quorum** As quorum was not established, APC did not meet.
2. **Recommended Syllabus Statement** DEIPC sent the statement to Human Resources for review.

Executive Committee of University Senate (ECUS) — Chair Nicholas Creel

1. **SGA Representation** What can be done to get SGA to appoint people to offices sooner?
2. **Budget Updates** I requested more frequent budget updates from the Provost, particularly given that we are expecting the coming budget cycles to be much better than years past
3. **Herty Hall** I also asked the Provost to begin discussions on how campus will be reconfigured during the Herty Hall restoration
4. **Campus Climate Survey** University Faculty/Staff/Administration Climate Survey Issues
 - a. Micheal Snowden might be doing this, Veronica did one in 2019.
 - b. listening tour from President Cox will have some transcripts and or summaries to look to
 - c. Some other issues to consider include:
 - i. Timeline for rollout?
 - ii. Who will administer it?
 - iii. What costs might be considered & possibly covered in rolling it out?
 - iv. Who will get access to the data?
 - v. How and when will we release the results from the analysis of the data?
5. **Non-Degree Programs** Other issues that arose in the conversation included a discussion of the [NYT piece on CalTech's non-degree programs](#)
 - a. Following up with continuing and professional education assuaged worries about 3rd party providers here at GCSU.
6. **Governance Calendar** Due to the movement of President's Cox's February State of the University address, ECUS shifted governance meetings in February 2025. The approved

calendar will be distributed to University Senate, the website will be updated, and the electronic calendar will be revised.

7. **Budget**
 - a. State Account: \$3835.20
 - b. Foundation Account: \$93.75

Subcommittee on Nominations (SCoN) — Chair Stephanie Jett

1. **Election Oversight**
 - a. **Apportionment** with and without administration included in the Corps of Instruction were prepared and shared with ECUS and ECUS-SCC. SCoN (ECUS-SCC) will vote on whether or not to include administrators in the Corps of Instruction list. Apportionment is the same with and without administrator inclusion.
 - b. **Election Oversight Materials** (letters to the deans and library director, apportionment, corps of instruction list), appendices) were prepared and shared with ECUS and ECUS-SCC. SCoN (ECUS-SCC) will vote on these materials.
 - i. Once approved, letters will be sent to the College Deans and Library Director to start the elections process.
2. **ECUS-SCC Discussion**
 - a. **Apportionment**
 - i. **ECUS-SCC Action A Motion** to approve the apportionment without administration included in the Corps of Instruction list was made and seconded. **The motion was approved.**
 - b. **Election Oversight Materials**
 - i. Comment: The Senator Database incorrectly lists Bryan Hall's term ending in 2025. The election materials should be corrected to reflect that Bryan Hall's term ends in 2027 instead of 2025; and the number of senators elected by CoAS should be 9 instead of 10.
 - ii. **ECUS-SCC Action A Motion** to approve the election materials as amended was made and seconded. **The motion was approved.**

Faculty Affairs Policy Committee (FAPC) — Chair Jennifer Flory

1. **Faculty Emeritus Policy** FAPC discussed the timeframe and did not take a vote, feeling that it would be better to wait until after the ECUS-SCC meeting to see what is likely to be approved. The committee preference seemed to be five years. Jennifer Flory will do an electronic vote for the motion after the ECUS-SCC meeting.
2. **SRIS and Annual Evaluation Policies** Cynthia Alby gave Suzanna Roman-Oliver a sizable list. Jim Berger is meeting with Dr. Jarriel on Monday to see where they might place the list of links.
3. **Faculty Compensation Study** We discussed the criteria for data collection and settled on the lists below. Email to Provost Roberts after the meeting:
 - a. I hope this message finds you well. FAPC is currently working on a Faculty Compensation Study and requires specific data to complete this effort. Our primary objective is to ensure that our institution maintains equitable and fair

compensation practices. This comprehensive study will help identify any disparities among faculty members, which is vital for fostering a fair and positive work environment. Ensuring that faculty members feel valued and fairly compensated is crucial for their morale and job satisfaction. By undertaking this study, we aim to foster a culture of fairness, transparency, and excellence within our institution. The insights gained will be instrumental in shaping our compensation policies and ensuring that we continue to support and reward our faculty effectively. Thank you very much for your time and assistance. Please let me know if you need any further details or if there is someone else I should contact regarding this request.

- b. Could you kindly provide the following information:
 - c. Lists of the following with data as indicated
 - d. [Part-Time Faculty](#)
 - i. Name
 - ii. Department
 - iii. College
 - iv. Description of load
 - v. Salary per credit hour
 - vi. Years of GCSU experience
 - e. [Program Coordinators, Directors of Centers, etc. \(anyone on an MOU\)](#) (including historical data for positions that have lost funding)
 - i. Name
 - ii. Department
 - iii. College
 - iv. Coordination Area
 - v. Compensation
 - vi. Duties
 - vii. Administrative support
 - viii. Definition of program
 - ix. Definition of coordinator
 - x. Policies re: compensation vs. counting toward service or double dip
 - f. [Overload Policies](#) (by college and department)
 - i. Salary per credit hour
 - ii. Other compensation
 - iii. Impact on tenure and promotion decisions
 - iv. Policies re: compensation vs. counting toward service or double dip
4. [Professional Leave Policy](#) We discussed the policy and practice of professional leave in the different colleges and departments. We wondered why there is a cap if departments show costless coverage, especially since faculty research is such an important aspect of faculty evaluation. Email to Provost Roberts after the meeting:
- a. I hope this message finds you well. I am writing on behalf of FAPC to seek clarification on a specific aspect of our [Faculty Professional Leave policy](#). According to the policy, the department chair's recommendation must include specific information on how the workload of the faculty members on professional leave will be managed during their absence. If this coverage is inexpensive or costless, could you please explain why there is a cap on the number of leaves

funded by Academic Affairs? Understanding the rationale behind this cap will help us better plan and support our faculty members' professional development. Thank you for your time and assistance. I look forward to your response.

5. **ECUS-SCC Discussion**

a. **Faculty Emeritus Policy**

- i. Comment: The grandfather policy has been removed; there is nothing in the current policy, which went into effect in 2021, that would allow faculty members retired for many years to apply for emeritus status.
- ii. Comment: It appears that this policy is being revised because of two applications.
- iii. Comment (Former Chair): 30 days to apply is difficult.
- iv. Comment (Provost): One year prior to retirement and one year after retirement seems generous.
- v. **Follow Up: Jennifer Flory will bring the one year before and one year after retirement recommendation to the committee for review and potential vote.**

b. **Minimum Class Size**

- i. Comment: There are rumors of chairs cancelling classes of nine students or less.
- ii. ECUS-SCC Recommendation: Request a cancelled class report from the Registrar's Office to determine if the rumor is true.

Resources, Planning and Institutional Policy Committee (RPIPC) — Chair Brad Fowler

1. **Meeting** RPIPC had a meeting scheduled for 4 Oct 2024 from 2:00 p.m. to 3:15 p.m.
 - a. **No Report** RPIPC had no business to conduct, so its meeting was cancelled.

Student Affairs Policy Committee (SAPC) — Chair Amy Pinney

1. **Listening Tour**

- a. Members of SAPC attended the first meeting of SGA at 2:00 in the Dogwood room, on the 3rd floor of the Student Activities Center.
- b. President Hawkins gave a wonderful introduction of SAPC. Chair Dr. Amy Pinney addressed the Student Government Association, explaining the scope of SAPC according to the bylaws, and outlining our shared hopes and goals for collaboration. Each member of SAPC introduced themselves, then President Hawkins echoed these shared hopes and goals.
- c. During the meeting, we learned that SGA officers do not have an office space.

2. **ECUS-SCC Discussion**

a. **Listening Tour**

- i. Comment: Contact Amy Whatley in Student Life to find space for SGA Senator office hours.

VI. Unfinished Business

1. There was no unfinished business.

VII. New Business

1. University Senate Agenda and Minutes Review

a. Tentative Agenda 18 Oct 2024

i. Motions

1. FAPC: Faculty Emeritus Policy

ii. Reports: Administrative reports and committee reports will also be agenda items.

i. Supplemental Items of Business: None.

b. University Senate Minutes Review A Motion that the DRAFT minutes of the 20 Sep 2024 meeting of the 2024-2025 University Senate be circulated for university senator review was made and seconded. **The motion to circulate the minutes was approved.**

VIII. Open Discussion

1. There was no open discussion.

IX. Next Meeting

1. Calendar

a. University Senate Meeting – Friday, October 18, 3:30 p.m., Arts & Sciences 272

b. ECUS Meeting – Friday, November 1, 2:00 p.m., Parks Hall 301

c. ECUS+SCC Meeting – Friday, November 1, 3:30 p.m., Parks Hall 301

d. University Senate Meeting – Friday, November 15, 3:30 p.m., Arts & Sciences 272

2. Tentative Agenda Some of the deliberation today may have generated tentative agenda items for ECUS and ECUS-SCC meetings. **Nicholas Creel will ensure that such items (if any) are added to the agenda of a future meeting of ECUS or ECUS-SCC.**

X. Adjournment

1. As there was no further business to consider, a Motion to adjourn the meeting was made and seconded. **The motion to adjourn was approved and the meeting adjourned at 4:20 p.m.**

XI. Supporting Documents

1. There is one supporting document.
 - a. *GovCal_2024-25 (2024-10-04) FINAL.docx*.

Distribution: First, these minutes will be sent to committee members for review; second, they will be posted to the Senate website.

COMMITTEE NAME: EXECUTIVE COMMITTEE OF THE UNIVERSITY SENATE (ECUS) WITH STANDING COMMITTEE CHAIRS (SCC)

COMMITTEE OFFICERS: NICHOLAS CREEL (CHAIR), STEPHANIE JETT (VICE-CHAIR), ALEX BLAZER (SECRETARY)
ACADEMIC YEAR: 2024-2025

AGGREGATE MEMBER ATTENDANCE AT COMMITTEE MEETINGS FOR THE ACADEMIC YEAR:
“P” denotes Present, “R” denotes Regrets, “A” denotes Absent

Acronyms	EFS = Elected Faculty Senator CoAS = College of Arts and Sciences; CoB = College of Business; CoE = College of Education; CoHS = College of Health Sciences										
Meeting Dates	9/6	10/4	11/1	1/10	2/14	3/7	4/4	P	R	A	
Alex Blazer <i>EFS, CoAS ECUS Secretary</i>	P	P						2	0	0	
Cathy Cox <i>University President</i>	R	R						0	2	0	
Nicholas Creel <i>EFS, CoBT ECUS Chair</i>	P	P						2	0	0	
Stephanie Jett <i>EFS, CoAS ECUS Vice-Chair</i>	P	P						2	0	0	
Joyce Norris-Taylor <i>EFS, CoHS ECUS Member</i>	P	P						2	0	0	
Holley Roberts <i>Provost</i>	P	P						2	0	0	
Lamonica Sanford <i>EFS, Library ECUS Member</i>	P	P						2	0	0	
Rob Sumowski <i>EFS, CoE ECUS Chair Emerita</i>	P	R						1	1	0	
Andrew Allen <i>APC Chair</i>	P	P						2	0	0	
Corey Claxton <i>DEIPC Chair</i>	R	P						1	1	0	
Jennifer Flory <i>FAPC Chair</i>	P	P						2	0	0	
Brad Fowler <i>RPIPC Chair</i>	P	R						1	1	0	
Amy Pinney <i>SAPC Chair</i>	P	R						1	1	0	