

Faculty Senate Meeting Minutes
Monday, August 19, 2024
University Center 260 & Microsoft Teams
11:15am - 1:00pm

Attendees (**senators denotes in bold**): Celeste Walley-Jean, James Pete, Ashlee Spearman, **Anthony Hannah, Samuel Maddox**, Pinar Gurkas, Eric Bridges, Charlie Harris, **Erica Gannon, David Pena, Adam Kubik, Erin Nagel**, Keith Miller, Antoinette Miller, Paul Melvin, Michelle Furlong, **Kendolyn Smith, Caroline Sheppard, Stephen Burnett**, Cephas Archie, **Larry Menter, Stacey Reynolds**, Lindsay Chandler, Georj Lewis, **Kate Cotter-Reilly, Michael Lindsay**, Adam Tate, Ade Thompson, Adel Novin, Alexander Hall, Allie Reece, Aloysious Amin, Amirrah Beeks, Amy Blank, Andrea Jacques, Angela Hollis, Anita Whiting, Anna King, Anthony Hannah, Antoinette France-Harris, Antwan Akien, Arianne Adams, Ashlee Spearman, Ahsley Washington, Barbara Hennie, Batavia Sumlin, Brian Goldman, Brian Hunt, Brianna Vick, Bridgette McDonad, Brigitte Byrd, Byron Jeff, Caitlin Harris, Cantice Greene, Carin Lightner-Laws, Carol White, Carolyn Walcott, Cassandra Parker, Catherine Matos, Ceimone Henderson-Strickland, Cephas Archie, Charles Elfer, Charles Henderson, Charlie Harris, Chen-Miao Lin, Chizara Jones, Christie Burton, Christina Grange, Christopher Kodani, Christopher Stotemyer, Christopher Ward, Chyrel Lynn Panlilio, Clint Edmunds, Comfort Obi, Conner Wright, Corlis Cummings, Corrie Fountain, Craig Hill, **Crystal Marchant**, David Gilbert, David Greenebaum, David Murray-Stoker, **David Pena, David Williams**, Deborah Davis, Denise Allen, Dennis Attick, **Dennis Miller**, Devon Ellis-Grant, Diane Day, Dmitriy Bezosko, Don Stansberry, Dwayne Hooks, Ebrahim Khosravi, Eckart Werther, Elicia Collins, Elizabeth Taylor, Elizabeth Tillman, Eliot Krop, Elnora Farmer, Emanuel Abston, Emily Surber, Erica Dotson, Erica Gannon, Erin Nagel, Everett Sullivan, Feechi Hall, Frederick Bloom, George Nakos, Grace Nteff, Gwendolyn Harold, **Hae Ryong Chung**, Heather Eddy, Heather Hutton, Heidi Benford, Irene Ngonga, Jacob Chacko, Jamal El-Amin, James Pete, Jason Davis, Jason Guthrie, Jelinda Spotorno, Jennifer Harris, Here Boudell, Jermaine Rolle, Jesse Zinn, Jessica Conrad, Jillian Morgan, Joe Johnson, Joe Trachtenberg, Joey Helton, John Meyers, John Phelps, Joie Hain, Jonathan Harris, Jordan Steele, Joshua Clark, Joshua Meddaugh Justin Spurley, Kamran Moghaddam, Kandice Fowlkes, Karen Young, Keith Driscoll, Kelli Nipper, **Ken Nguyen, Kendolyn Smith**, Kenja McCray, Kevin Chancy, Kevin Demmitt, **Kimberly Campbell**, Kimberly Johnson, Kirill Sheynerman, Kitty Deering, Kristoffer Johnson, LaSonia Espino, Latasha Adams, Latonia Alexander, Laura Herndon, Leah Pieper, Leon Prieto, Lindsay Chandler, Lou Orchard, Louisa Catalano, Lucretia Portwine, Marcia Bouyea-Hamlet, Marcia Butler, Margaret McAlister, Margaret Thompson, Mario Norman, Mark Daddona, Marko Maunula, Marla Cineas, Mary Lamb, Mary Miller, Matthew Carter, Matthew Hutcherson, Mattgew Sansbury, Matthew Smith, Md Rokonzaman, Melanie Poudevigne, Mesa Davis, Michael Ryan, Michelle Furlong, Monay Sanders, Montrese Fuller, Muhammad Rahman, Naquilla Thomas, Narem Reddy, Nayab Hakim, Neena Smith-Bankhead, Nichelle Gause, Nick Henry, Pamela Gordon, Patricia Smith, Patrick Coleman, Paul Melvin, Penelope Cliff, Pinar Gurkas, Rebecca Morgan, Reginald Porter, Richard Bell, Robert Vaughan, Ronda Hughes-Oguagha, Rosann O'Neill, Russell Wheeler, Sandra Pisen, Sanjay Lal, Sara Harwood, Scott Stegall, Sean Vogt, Shakil Akhtar, Shakyra Rivers, Shannon Cochran, Shannon Montgomery, Sharrell Porter, Sharren Thomas, Sheryne Southard, Shontelle Thrash, Shuju Bai, Sonya, Gaither, Stacey Reynolds, Stephanie Bennett-Walker, Stephanie Vasquez, Stephen Burnett, Stephen Klusza, Steven Anderson, Steven White, Tammy Wilson, Taralyn Keese, Tashira Jones, Terri Summers, Terry Appleberry, Thomas Cornwell, Thomas Garsombke, Thomas Lewis, Thomas McLlwin, Todd Janke,

Tomas Merchan Rodriguez, Toye Wheeler, Tuní Acosta, 3 Unknown Users, Ursula Gordon, Victoria Foster, Vinod Vincent, Vivian Padin-Irizarry, William Hearn, Xueyu Cheng

1. **Introduction of Senators**—Online and in person
2. **Approval of Minutes**—Approved
3. **Remarks and Q&A, Dr. Georj Lewis, President**—Updates from USG and some capital updates: Some of you may have read that our systemwide economic performance is 21 this is calculated directly and indirectly our was \$287 million; last year was \$307 million. We had less operating expenses. We talked about how a student with a bachelor's degree will make \$1 million more in their lifetime. Master's degree \$1.6 million more. The research is pretty clear. A letter was sent from the chancellor with concern about students in the USG. There have been issues with FAFSA and a letter was sent to the board of education. The Harry S. Downs update has been listed on the capital project lists. The folks from business and operations will be contacting departments to talk about the budget and that process. As we talk FY26 state appropriation should be flat. FY26 budget will start getting worked on in September and be finished by the end of the calendar year. There will be an extended cabinet meeting tomorrow. Strategic planning is narrowing down the best software to track our progress. We're down to two. Enrollment—big numbers right now, which is good, but we need to get students to pay. Thank you to everyone and your efforts. More than 270+ students on a waitlist and that has been drastically improved over the last several days. Campus updates: provost search is moving and should launch this week if not today. There are dates on his calendar already in November/December for finalists to be on campus. As you are aware our interim provost has returned to her former position. There is a requirement that the campus works with the chancellor to fill the position. Things need to keep going and to ensure business continuity Celeste will manage day to day in Academic Affairs until we get someone. Thank you, Celeste. Announcements from IT after Labor Day it is having a laptop program for students where they can check out a device through the end of the semester. Students will be held accountable to bring those back by the end of the semester. 10-digit dialing is required for ITS and the Library. IT has updated the wireless configuration in the library. Good news: move in went well. The convocation, meet and greet, was well received. Occupancy in Laker Hall and Village is up—that is important. Weekend welcome events have been well attended so far. Many have asked about services Atrium has started. Arianne Jones is our nominee for woman athlete of the year. First nominee since 2016. Fundraising last year, we raised \$3.3 million by June 30th 2024. Thank you to those who have donated.
Can you talk about the provost leaving? It was a personal decision and a surprise. Timeline for interim with chancellor? It's part of the process to consult them, but they won't necessarily choose for us. We would probably prefer someone from inside the campus and or system. ASAP to get that figured out—in a week. Or a couple of months? It takes a couple of weeks just to have the transition. Momentum is going in the right direction, but we don't know any dates specifically.
There is usually payment for faculty for extra students in classes. Was that not something that happened this semester? This was communicated to the deans about 2 weeks ago—there's not the budget for it and so that's why. Overload is still being compensated, but not

per head.

When is the eyesore of the construction going to be finished? We have been talking and I have been told 90 days.

When is drop date? Today. On Friday the number was 600. Today it's not 600, but I don't have the number right now. I will ask Nick Henry for the exact number.

Laptop program—is this for any/all students. They must have a laptop that they cannot afford to repair or replace.

The issues with FAFSA, what can we tell students who need help with that. Direct them to the financial aid office. The payment date has been pushed back because of it. We are utilizing all of the time that we have to allow students to pay. 8/29 payment date.

Can someone please hose off the dam coming in from Spivey? It's really gross/filthy.

Can there be some improvement in the process for students who have enrolled in synchronous online class? At least 8 students in a synchronous class have expressed surprise that they had to attend class twice a week. Somehow make it more clear to students that these are synchronous classes. I will have to check with the team to see if that clarification exists within the module.

What's the process to obtain the loaner laptops? Connect with The HUB and they will handle it.

On the provost—there seems to be an issue with faculty affairs that we have provosts leaving so frequently. What can we do to correct it? There are 2 issues. Issues with pay and budget for the overload—the pay per student in the state of Georgia is something that is unique to the president. Again, it was a budgetary issue. With the provost, we've had some unique situations throughout the year. I don't have an answer to the most recent departure. This is important for us to come together and work through this. I keep focusing on our outcome, who we are working with, and the students we have here. Yes, we need to address the situation in the provost's office. I do think the Faculty Affairs issue is important. There were other discussions about overloads and summer payment and the leadership team has discussed how the faculty needs to be paid appropriately. Faculty morale is really important, and it is a top of mind issue in Academic Affairs. Paying people would help everything, but we just don't have the budget to do that. So, what other ways can we support faculty? Is it perfect? No, but students are important to us, and we understand that we can't serve students without faculty. The deans and previous provosts were advocates for you all, but the budget just isn't there. Summer pay—we were waiting for 60,000 of funds and that was all allocated to summer faculty. It didn't look good on paper, but we committed to making that happen. There were 3 or 4 positions that we gave away from academic affairs that we gave away to the colleges. There were 3 additional positions that were allocated to Academic Affairs that we hadn't budgeted for. None of these things are easy and we take a hard look at how we are spending funds and we have made hard decisions.

Instability and leadership changes. We have a lot of things that we are trying to help our students with, reorganizations. We really aren't getting reasons for why this turnover is happening. We are highly educated people. So, if we are not given reasons or context, then we are going to try to understand it on our own. The lack of context and trust and to why it's happening. I can't speak to context because I don't know why that decision was made.

Continuity wise Dr. Fountain is still committed to leaving notes, etc. for the next provost.

Celeste is here, Dr. Archie is here and we are trying our best to keep things moving forward.

We can't predict another person's behavior and whether or not they will stay—we hope they will. What systemic factors are leading to this happening over and over. The full development of a transition plan is still happening. We are focusing on what will help our faculty be successful, not just now, but going forward. The workshops that we've had, the faculty fellows, etc. is all a recommitment to support our faculty. Part of our focus over the summer was how to accurately respond to faculty morale. What we have done is we had a summer workshop with the cabinet had a difficult discussion about things that need to be addressed on campus, like morale. How do we move those things in the right directions? The situations where we've had vacancies have been very different. The reason why we don't have context is because we really don't have context. I'm as anxious about not having those reasons as you might be. If people are making these reasons up, that's not helpful. I can't share what I don't have.

It's difficult to accept there's no budget when administration positions continue to multiply. A more balanced approach to budgeting inclusive of prioritizing expenses would prioritize those and how are integral they are to education. Is the budget cut a permanent thing for headcount? That's an interesting question, it was just for now when we discussed it. At the end of the meeting--Drop will be about 200.

4. **Remarks, Provost's Office—Celeste**—Welcome back, it has been an interesting start to the semester. It's nice to have everyone back. Welcome to the new senators and chair. Your willingness to serve is very important. This is one of the most engaged faculty senates that I've worked with over the past couple of year. Thank you to everyone who worked to clear those waitlists. Academic Affairs is committed to the priorities that Dr. Fountain talked about during faculty planning week. ASPIRE--she has a meeting with programs, program faculty, and chairs and deans and giving them the feedback and will begin creating timelines and goals, etc. The system will require an update, so we need to get to that sooner rather than later. Getting volunteers from deans for working groups for core IMPACTS. As you recall the senate made an ad hoc committee. Those members will be working with the working groups. Once they go over everything there will be recommendations made to the senate. Honors program we will be posting a job posting for honors positions. Thank you Dr. Hall for his commitment to this program. Looking at faculty fellows one should be found by next week. Thank you, Sherry Southerd, for being interim leader of CELT while we work on the search. I hope you have a wonderful and smooth semester.

5. **Subcommittee Reports/Election of Officers—we need to get new senators onto committees.**

a. University Curriculum Committee

David Pena

Michael Lindsay

b. Academic Policy Committee

Kendolyn Smith

Larry Menter

c. Faculty Affairs Committee

David Williams

Stephen Burnett

- d. Student Affairs Committee
Sam Maddox
Anthony Hannah
- e. Graduate Affairs Committee
Larry Menter
Sam Maddox

6. **Old Business** - Senate vote on non-voting representative for Senate Affairs Committee—Dr. Maddox—We have to put to a vote for us to have students on the committee. Right now, it doesn't have students, but we want to add students--3 additional committee members. I think that makes sense. We need to be mindful of procedures. This would be a by-laws change and there is a suggestion of some written language to this. The language will be resent out to have the vote next meeting.

7. **New Business**

- a. Discussion on administrator and dept. chair evaluations—Back in 2022 we were discussing a timeline, etc. of administrator evaluations. At the time it was said that those evaluations would come out fall 2023. However, those evaluation results appear to have not gone back to the administration. The reality is that there have been 3 provosts since that went out and it has gotten lost in transition. The results were shared with deans, but it seems didn't share with department chairs. Dean evaluations Dr. Demmitt he decided to not provide an administrative review on because he felt he didn't have enough information to do so.

It seems like the chairs have asked the deans for this information but haven't gotten it. We will go back and look to see when the file was shared with the deans. It was shared in December/January.

I think once the decision was made not to evaluate the deans, the deans may have assumed that the process was on hold until we got a new provost. The consensus was that everyone should see them, but the issue was what should the process be? We need to figure that out.

Talking about faculty morale—we asked for this. It happened, but then was just left on a shelf. Communications about the process really haven't gone out. I hear you. The intention was to provide evaluations and feedback. The process broke down because the position that was supposed to be handling it has been in flux. We have to be better at defining the evaluation process and how that happens, when it happens, etc. General concern over these being dropped. We are waiting for the new provost/interim to create a plan. Why are we waiting until we have a permanent provost? Why can't we go ahead and do it anyway? We have the information. We can have a discussion on how we can use that information and what might be reasonable.

It was a big project, and we followed the guidelines from USG, but those guidelines were influx, and a committee came up with a plan. They were delivered and talked through it all with Dr. McLeod and found a couple of missteps from the USG and were going to ask the senate to work on it immediately. Maybe the deans need it again? Usually, we do the evaluations in the fall so that the reviews are available for our annual reviews in January. All administrators received evaluations—at least in the College of Business. If it's an

evaluation of administration there are more admins outside of Academic Affairs. There were fundamental flaws in the tool as well since it was rushed out. The deans in the COB never got the initial feedback results.

From a process perspective why don't we put in a policy for "in the case of not having a <leadership position>" so that decisions get made when there's not leadership in place. We advise the president and provost. That is what faculty senate is supposed to do. Everything we do/decide can only happen with the support of the administration. There is no power for us to do anything if they do not follow our recommendations. So, what are we doing on this moving forward? Next steps will be communicated. We are talking about 2 things—what to do with the feedback that we have already received and what to do going forward.

- b. **Discussion on required syllabus statements**—The question was, especially this semester there were updates to put in the syllabus that came at the last minute. There wasn't enough time to get it into the syllabus in time. Can changes to syllabus/syllabus statements be sent out earlier? Can they all be put together as well? Do all colleges have a standard syllabus? Yes. All of these different syllabus statements make syllabi 19 pages long. Links in D2L for all syllabi would be a simple addition so that students can access the information. Then the individual departments can update as needed and students will see that when they click on the department links. Some of the the information is already set up, so it's just a matter of getting is set up properly. So, a conversation needs to happen with CELT.

Adjourn—at 12:48pm