

# Faculty Affairs Policy Committee

## Annual Report | Academic Year 2025–2026

|                       |                                                                          |
|-----------------------|--------------------------------------------------------------------------|
| <b>Committee Name</b> | Faculty Affairs Policy Committee (FAPC)                                  |
| <b>Academic Year</b>  | 2025–2026                                                                |
| <b>Officers</b>       | Chair: Jennifer Flory   Vice-Chair: Sabrina Hom   Secretary: Amy Sumpter |

### Committee Charge

**Membership.** The Faculty Affairs Policy Committee shall have no fewer than eleven and no more than thirteen members: no fewer than nine and no more than eleven members from the Corps of Instruction faculty, at least seven of whom are elected faculty senators; the Chief Academic Officer or designee; and one member appointed by the University President.

**Scope.** FAPC considers policy relating to faculty welfare, including authorities, responsibilities, rights, recognitions, privileges, and opportunities. Its scope includes academic freedom, workload, compensation, recruitment, retention, promotion, tenure, recognitions, development, and instructional support. The committee also advises on procedural matters affecting faculty welfare.

### Committee Calendar

FAPC met on September 5, 2025; October 3, 2025; October 31, 2025; January 9, 2026; February 13, 2026; March 6, 2026; and April 3, 2026.

### Executive Summary

During 2025–2026, FAPC advanced three policy recommendations and conducted sustained advisory work on faculty workload, compensation, professional leave, faculty evaluation, post-tenure review recognition, and faculty capacity. The committee approved a Modified Operations Policy; revised faculty evaluation policies and forms to align with updated University System of Georgia language; and revised the Faculty Professional Leave Policy and associated application materials. The committee also established three working groups to study workload, professional leave, and recognition for positive post-tenure review outcomes.

The committee's work relied on comparative research, constituent feedback, consultation with ECUS and Academic Affairs, and review of institutional and USG policy. Deliberations identified recurring concerns about access to reliable institutional data, equity across academic units, the cost and staffing implications of policy changes, and the need for clear and internally consistent policy language. Several advisory matters remain appropriate for follow-up in 2026–2027.

### Committee Membership and Record of Attendance

The committee had 12 members; seven constituted a quorum.

| Member / Status                                   | 9/5 | 10/3 | 10/31 | 1/9 | 2/13 | 3/6 | 4/3 |
|---------------------------------------------------|-----|------|-------|-----|------|-----|-----|
| Jennifer Flory — Chair; elected faculty senator   | P   | P    | P     | P   | P    | P   | P   |
| Sabrina Hom — Vice-Chair; elected faculty senator | P   | P    | P     | P   | P    | P   | P   |
| Amy Sumpter — Secretary; elected faculty senator  | P   | P    | P     | P   | P    | P   | P   |
| Bekir Mugayitoglu — elected faculty senator       | P   | P    | R     | P   | P    | P   | P   |
| Jamie Downing — elected faculty senator           | P   | P    | P     | P   | P    | P   | P   |
| Aric Wilhau — elected faculty senator             | P   | P    | R     | P   | P    | P   | P   |

| Member / Status                                | 9/5 | 10/3 | 10/31 | 1/9 | 2/13 | 3/6 | 4/3 |
|------------------------------------------------|-----|------|-------|-----|------|-----|-----|
| Suzanna Roman-Oliver — elected faculty senator | P   | P    | R     | P   | P    | P   | P   |
| Marcia Henry — elected faculty senator         | A   | R    | P     | A   | P    | R   | P   |
| Paula Knight — elected faculty senator         | A   | P    | P     | P   | R    | A   | P   |
| Winston Tripp — Presidential Appointee         | P   | R    | P     | P   | P    | P   | P   |
| Christopher Clark — Academic Affairs Designee  | P   | P    | R     | P   | R    | P   | P   |
| Jim Berger — Volunteer                         | R   | A    | P     | P   | R    | P   | P   |

## Motions Brought to the Senate Floor

### 2526.FAPC.001.P — Modified Operations Policy

|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Motion statement</b>                     | To approve the Modified Operations Policy as outlined in the supporting document.                                                                                                                                                                                                                                                                                                                                                      |
| <b>Committee vote</b>                       | 8 approve, 1 reject, 1 abstain; two members had no vote recorded.                                                                                                                                                                                                                                                                                                                                                                      |
| <b>University Senate action</b>             | Recommended to the University President for approval on September 19, 2025.                                                                                                                                                                                                                                                                                                                                                            |
| <b>Presidential / implementation action</b> | Approved by the University President effective September 23, 2025; implementation was marked complete on October 17, 2025.                                                                                                                                                                                                                                                                                                             |
| <b>Committee work and rationale</b>         | FAPC reviewed faculty responsibilities during modified operations, including contingency language in course materials, use of standardized syllabus language, flexibility when emergency conditions limit faculty availability, and whether virtual office-hour expectations should be qualified by feasibility. The committee coordinated its review with RPIPC and supported language that preserved flexibility during emergencies. |

### 2526.FAPC.004.P — GCSU Faculty Evaluation Policies Revision

|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Motion statement</b>                     | To approve proposed revisions to specified GCSU faculty evaluation policies and forms, including the Faculty Review System, Tenure Policy and Procedure, Promotion Policy and Procedure, Georgia College Approved Faculty Evaluation Policies and Procedures, Common Likert Form, and Department Chair/School Director Evaluation of Faculty Performance.                                                                                                  |
| <b>Committee vote</b>                       | Approved unanimously on January 9, 2026.                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>University Senate action</b>             | Recommended to the University President for approval on January 28, 2026.                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Presidential / implementation action</b> | Approved and acknowledged by the University President on February 18, 2026. Implementors were directed to reflect the revisions in the PPPM and referenced forms and documents.                                                                                                                                                                                                                                                                            |
| <b>Committee work and rationale</b>         | FAPC reviewed USG revisions that removed the direct equivalence between “noteworthy” and scores of 4 or 5 on a five-point Likert scale. The committee considered the number and type of evaluation categories, teaching expectations, local definitions of noteworthy performance, and the need for clarity in department and college promotion-and-tenure documents. After further consultation and revision, FAPC approved the final motion unanimously. |

## 2526.FAPC.003.P — GCSU Faculty Professional Leave Policy Revisions

|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Motion statement</b>                     | The Faculty Affairs Policy Committee moves that the University Senate approve the revisions to the Faculty Professional Leave Policy and associated application materials as circulated.                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Committee vote</b>                       | Approved unanimously by FAPC following consultation with ECUS.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>University Senate action</b>             | Approved by voice vote on March 27, 2026, with no dissenting voice.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Presidential / implementation action</b> | Pending/not documented at the time of reporting.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Committee work and rationale</b>         | The revisions added purpose language supporting professional development as teachers and scholars; clarified return-to-service obligations of one year after a one-semester leave and two years after a two-semester leave; and removed “seniority” from the procedures because the term was interpreted inconsistently and faculty feedback did not support using seniority or rank as a criterion. Because the online motion database was not fully operational during the March workflow, the motion and its disposition are documented through circulated materials and University Senate minutes. |

## Other Significant Deliberation (Non-Motions)

**Faculty workload, overloads, and coordinator compensation:** The Workload Crew gathered information across colleges, reviewed comparator practices, and developed options for campus discussion. Deliberation addressed uneven workload practices, overload and coordinator compensation, the possible removal of double sections in CoAS, adjunct costs, staffing and curricular effects, and accreditation-related differences in the College of Business and Technology. FAPC repeatedly requested institutional data on overloads, coordinator responsibilities and compensation, part-time salaries, summer salary, merit raises, faculty development allocations, and related metrics. The requested data were not fully available by year end. Academic Affairs announced an intended faculty workload audit.

**Professional leave access and benchmarking:** The Professional Leave Crew studied the number and rate of leaves at peer and aspirant institutions, reviewed GCSU policy and application expectations, and considered equity for units in which faculty are difficult to replace. The group found that several aspirant institutions offered higher leave rates than GCSU. Deliberation also addressed the role of budget constraints, faculty representation on advisory committees, scholarly and teaching-development rationales, application products, and clear public guidance for applicants.

**Post-tenure review recognition:** The PTR Recognition Crew developed possible monetary, material, development, workload, leadership, and public-recognition options for positive post-tenure reviews. Feasibility concerns included recurring costs, equity of access, adjunct and course-coverage costs, leadership capacity, and whether symbolic recognition would be meaningful. The final list was reviewed by the relevant administrator and sent to Academic Affairs as submitted.

**Faculty evaluation and promotion matters:** In addition to the policy motion, the committee discussed lecturer-promotion eligibility, whether departments and colleges should define noteworthy performance, COAS tenure-and-promotion wording concerning “excellence” and Likert scores, and how annual-evaluation scores are reported to the USG.

**Faculty capacity, retention, and support:** Members discussed faculty numbers relative to a larger incoming class, reductions in support staffing, increased demand on the Center for Teaching and Learning, service expectations for lecturers, disability accommodations and support for faculty, and retention questions for contingent and limited-term faculty.

**Governance and policy administration:** The committee considered whether a PPPM change log or policy-history mechanism was available; whether faculty-affecting procedures should proceed through shared governance; the

consistency of search, appointment, and election practices for academic leadership; and the need for chair training in evaluating teaching.

## Ad Hoc Committees and Other Groups

**Professional Leave Crew — Leader: Sabrina Hom:** Reviewed professional leave policy, procedures, rubric, comparator practices, and faculty feedback. Its work produced Motion 2526.FAPC.003.P and a benchmarking report. Policy-development work was completed.

**PTR Recognition Crew — Leader: Aric Wilhau:** Developed possible recognition and reward options for positive post-tenure review outcomes, gathered informal and comparative information, received administrative feedback, and forwarded the final list to Academic Affairs.

**Faculty Workload Crew — Leader: Jennifer Flory:** Confirmed and compared workload information, assembled policy options, and considered implications for equity, cost, staffing, curriculum, and accreditation. The group completed a substantial preliminary study, but the larger workload and compensation questions remain open and should continue in 2026–2027.

The broader working-group membership included Scott Butler, Jamie Downing, Jehan El-Jourbagy, Jennifer Flory, Marcia Henry, Sabrina Hom, Paula Knight, Bekir Mugayitoglu, Suzanna Roman-Oliver, Amy Sumpter, Aric Wilhau, Mandy Jarriel, and Winston Tripp.

## Committee Reflections

FAPC spent most of its time on policy alignment and faculty-welfare issues within its charge: evaluation, professional leave, workload, compensation, recognition, retention, and instructional support. The working-group model was effective because it allowed several complex issues to advance concurrently and encouraged evidence gathering beyond regular meeting time. Consultation with ECUS, Academic Affairs, constituents, and comparator institutions improved the quality of recommendations and clarified policy pathways.

The most significant limitation was access to timely and sufficiently detailed institutional or comparator data. Delayed or unavailable information constrained the committee's ability to holistically evaluate institutional faculty compensation and workload.

## Committee Recommendations

- Continue the workload and compensation study for purposes of equity and access, with particular attention to overload assignments and pay, coordinator duties and compensation, part-time salaries, summer salary, faculty development allocations, and transparent metrics that protect individual confidentiality.
- Coordinate with Academic Affairs on the announced faculty workload audit and make the findings available to FAPC for policy or advisory review.
- Monitor implementation of the Faculty Professional Leave revisions and continue to examine access and equity across academic units, including continuity planning for programs in which faculty are difficult to replace.
- Follow up with Academic Affairs on the PTR recognition recommendations and identify options that are meaningful, feasible, and equitable.
- Preserve and update the committee's comparator research, working papers, and policy history; explore a reliable PPPM change log or similar record of policy revisions.
- Continue attention to faculty capacity, retention, disability support, service distribution, and the effects of support-staff reductions on faculty work.

## Recommended Items for Consideration at the Governance Retreat

- Identify two or three achievable annual priorities.

## Appendix: Committee Operating Procedures

FAPC approved its operating procedures on September 5, 2025. The document retained the following practices for 2025–2026:

- Meetings were held virtually by Zoom, normally for no more than 75 minutes unless extended by motion.
- Deliberation was informal for advisory matters. Robert's Rules of Order Newly Revised governed formal motions, policy recommendations, voting, and matters not otherwise addressed by Senate bylaws or committee procedures.
- A majority of the committee membership constituted a quorum. All committee members were voting members unless explicitly designated otherwise, and a majority of voting members present was the normal threshold for approval.
- The chair presided, prepared and distributed tentative agendas and available supporting materials, recorded regrets, represented the committee to Senate and ECUS, entered motions in the online database, advertised meetings, and transferred committee records.
- The vice-chair assumed the chair's duties when needed. The secretary recorded meetings, prepared draft minutes with the officers, circulated minutes for committee review, incorporated revisions, and posted approved minutes within the Senate timeline.
- Members could propose agenda items. The chair circulated a tentative agenda at least seven days before the meeting when practicable, and the committee finalized the agenda at the beginning of each meeting.
- Members were expected to communicate openly, consult the committee before speaking on its behalf, copy the committee on official communications, and identify concerns of broad institutional impact within FAPC's scope.
- Meeting participants were to be identifiable. Recording was not permitted without the consent of all present.
- Operating procedures could be amended by majority vote at a scheduled meeting when members received advance written notice of the proposed change.

Committee communication tools included the FAPC email list and the committee's University Senate web presence. The approved procedures also incorporated the applicable University Senate bylaws concerning membership, scope, committee functions, annual reports, meeting notice, quorum, and officer responsibilities.