Committee Name: Executive Committee of University Senate (ECUS) with Standing Committee Chairs (SCC)
Meeting Date & Time: Friday, April 3, 2026, 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 Chair Emerita)
P	Holly Croft (Library, ECUS Member)
P	Stephanie Jett (CoAS, ECUS Chair)
P	Joyce Norris-Taylor (CoHS, ECUS Vice-Chair)
P	Holley Roberts (Provost)
P	Rob Sumowski (CoE, ECUS Chair Emerita)
R	Andrew Allen (APC Chair)
P	Hedy Fraunhofer (BIPC Chair)
P	Jennifer Flory (FAPC Chair)
P	Talecia Warren (RPIPC Chair)
P	Amy Pinney (SAPC Chair)
Guests	
Serena Semere, 2025-2026 SGA President	
Sam Samiya, 2026-2027 SGA President	

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 Stephanie Jett (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: A draft of the 6 Mar 2026 minutes of the Executive Committee had been circulated to the meeting attendees via email. A **Motion** *to approve the minutes* was made and seconded. **The minutes were approved**.

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. **USG Budget** passed in legislation on 4/3/26 -$90 million of the proposed $123.5 million reduction was restored. The final cut amounts to $34.3 million.
2. **Board of Regents** meeting next week will be held at Columbus State University, April 7-8. Hoping that the Master of AI Strategy will be included on the Academic Affairs agenda.
3. **Rename Department** Proposal to rename the Department of Philosophy, Religion, and Liberal Studies.
4. **Restructure Departments** Draft proposal to restructure the Departments of Chemistry, Physics & Astronomy and Mathematics. This proposal is in draft form and is currently being reviewed and created by a Working Group of department representatives and the COAS Dean's office.

Academic Policy Committee (APC) — Chair Andrew Allen

1. **Meeting** APC had a meeting scheduled for 3 Apr 2026 from 2:00 p.m. to 3:15 p.m.
    a. **No Report** APC had no business to conduct, so its meeting was cancelled.

Belonging and Inclusion Policy Committee (BIPC) — Chair Hedy Fraunhofer

1. **Disability Training** In the April 3 meeting of BIPC, committee member Nancy Mizelle updated the committee on steps taken towards the implementation of faculty and staff training as previously recommended by the Student Disability Resource Center. She noted that the Council of Chairs moved the discussion of training implementation to its upcoming meeting, the last meeting of the academic year.
2. **CIVILITY AND COLLABORATIVE EFFECTIVENESS POLICY** BIPC continued its discussion of the desirability of a civility and collaborative effectiveness policy. Committee members examined existing GCSU policies and continued to debate pros and cons of an additional policy, including the potential need for an institutional anti-bullying policy. After the meeting, member and GCSU Human Resources Director Eric Johansen emailed to committee members a (not to be further distributed) draft for an anti-bullying policy as the basis for future discussions.
3. **ECUS-SCC Discussion**
    a. **CIVILITY AND COLLABORATIVE EFFECTIVENESS POLICY**
        i. Question: Given that this is a faculty evaluation policy rather than a workplace collegiality policy, should the item be moved to FAPC?
        ii. Comment (Provost): Although Academic Affairs is not developing a policy, we do believe there is a need for one.
        iii. Comment: Although there are guidelines in the PPPM, Eric Johansen has concerns that the policy has no teeth. What happens when faculty cross a line, when there is a toxic work environment.
        iv. Comment: A major concern is that faculty could be surveilled.
        v. Comment: Do we create a system of surveillance or deal with the egregious behavior of individuals?
        vi. Comment: Since Department Chairs are supervisors of the unit, then hiring interview questions should address civility and collaboration; and chairs should be trained in dealing with workplace hostility.

    vii. Comment: The institution has a Workplace Violence Policy, and we draw on Georgia Tech's policies on bullying and stalking.
    viii. Comment: BIPC should review college and department faculty evaluation documents that already include collegiality policies.

Executive Committee of University Senate (ECUS) — Chair Stephanie Jett

1. **AI Policy Review Committee** The committee sent the policy revision to the USG for review.
2. **2026-2027 Governance Calendar** ECUS approved the governance calendar and will distribute it to University Senate.
3. **University Senate Handbook Revision** ECUS approved a handbook revision that includes a decision tree for agenda and motions. Since the handbook collects information rather than recommends policy, slate of nominees, or bylaws, the PO will ask President Cox if the Governance Calendar can be approved by ECUS (like the Governance Calendar) rather than a motion sent to Senate and approved or acknowledged by the President.
4. **University Senate Budget and Foundation Updates**
    a. State Account: $3,977.00
    b. Foundation Account: $721.67
    c. Donation Account: $64.17

Subcommittee on Nominations (SCoN) — Chair Joyce Norris-Taylor

1. **2026-2027 Slate of Nominees** The POE introduced the draft slate of nominees, and the committee discussed potential candidates for next year's POE. Follow Up: Joyce Norris-Taylor will ask two EFS if they accept a nomination for POE; and ECUS-SCC (aka SCoN) will vote on the finalized slate via email on Tuesday, April 7.
    a. **ECUS-SCC Action** A **Motion** to approve *the 2026-2027 Slate of Nominees* was approved via email after the meeting.

Faculty Affairs Policy Committee (FAPC) — Chair Jennifer Flory

1. **Faculty Compensation Benchmarking and Academic Affairs Data Request**
    a. Jennifer provided an update on follow-up requests sent to Academic Affairs seeking data previously requested but not yet provided. The current data request focuses on part-time faculty compensation, overload pay, coordinator compensation, summer salary practices, professional development resources, and merit raises.
    b. The committee discussed the status of these data, initially requested in Fall 2o24, noting that the Provost's Office has neither provided the information nor said that the data are unavailable. Members emphasized that access to these data would support clearer definitions of faculty responsibilities and help in finding and addressing equity concerns across units.
2. **Professional Leave Crew** The Professional Leave Crew shared its updates via email on April 3. The committee acknowledged this work and thanked the crew for its efforts and

conclusions. In addition, Sabrina presented a slideshow summary to Senate on April 24. How GCSU Measures Up (Raw Information).

3. **Faculty Workload Policy**
    a. The committee reaffirmed its direction to continue work on faculty workload policy and discussed a targeted clarity update to the PPPM Faculty Workload Policy. The first proposal involved adding an explicit link to the College of Business and Technology (CoBT) workload policy, along with a brief explanation that CoBT teaching minimums may differ due to documented non-teaching workload components, including accreditation requirements. The intent was to increase transparency and ensure that policy reflected current practice.
    b. The committee recommended that Jennifer draft proposed language, consult with Tanya Goette for feedback, and then circulate the language to FAPC for review. Following later discussion at an ECUS meeting, the recommendation shifted toward making the language less specific to CoBT and instead more generally applicable to accreditation-driven workload adjustments across units. Jennifer recommends that FAPC take up this item in Fall 2026.
4. **Items on the Horizon**
    a. We discussed potential confusion in tenure and promotion language referencing “excellence” and its relationship to Likert scores (4–5), and the possibility of minor revisions removing direct references to Likert score thresholds. We had previously removed policy text where “noteworthy” referred to specific Likert scores (4-5) since the USG removed these references. Jennifer inquired about this in the following ECUS meeting. The Provost and Presiding Officer saw intentionality with leaving the “excellence and effectiveness” referring to 4 and 5 on the Likert scale with reference to teaching and recommended against any changes.
    b. Other concerns raised included faculty retention, faculty/staff capacity (e.g., increased CTL requests with fewer staff), and pressures in contexts where lecturers do not have to do service.
5. **ECUS SCC Discussion**
    a. **Faculty Workload Policy**
        i. Question: How do CoE and CoHS account for credit hours, for instance in clinicals?
        ii. Question: How does the Faculty Workload Policy account for accreditation and assessment requirements?
        iii. Comment: Could language be added to the Faculty Workload Policy about exceptions based on accreditation and assessment.
    b. **Items on the Horizon**
        i. Comment: Excellence (4s and 5s) are required for the Teaching in university tenure and promotion policy.
        ii. Comment: Outstanding is not defined in the policy.
        iii. Comment: Each college and department needs to define teaching, research, and service. University-level 4s and 5s are defined as Excellence.
        iv. Comment: 4s and 5s for Teaching are appropriate for our university; that’s who we are and what we spend are time doing. Research and Service can

be adjusted based on a 12 credit hour teaching load. I do not recommend removing the 4s and 5s for Teaching.

Resources, Planning and Institutional Policy Committee (RPIPC) — Chair Talecia Warren

1. **Campus Cats** RPIPC is uncertain if a cat policy is needed. The Oconee Human Society is willing to do Trap Neuter Release for campus cats. The committee will contact Dan Nadler to ask if this is allowable. Two remaining questions are what happens when students feed cats during the academic year but leave for summer and what happens if a student gets injured trapping a cat. If we do create a policy, it must align with the City of Milledgeville policy, which says that if you feed a cat you own it and must get it fixed.
2. **Campus Corner** Emily Jarvis is considering the expansion of Campus Corner to West Campus. Issues include card swipe accessibility and location.

Student Affairs Policy Committee (SAPC) — Chair Amy Pinney

1. **Wellness Day** We wrapped up old business which included a discussion of Wellness Day and further steps on student mental health.
2. **UWill and the Bobcat Code** We revisited UWill and the Bobcat code.
3. **Annual Report** Most of our time was spent on input for the annual committee report.
4. **SGA** SGA is preparing for 13-16 budget hearings with RSOs. The SGA President is preparing the SGA annual report. SAPC will visit a SGA meeting next academic year. SGA is holding a clothing drive on April 20.

VI. Unfinished Business

1. There was no unfinished business.

VII. New Business

1. **Standing Committee Annual Reports** The committee discussed the due date for the annual report.
    a. **ECUS-SCC Action**: A **Motion** *to set the report due date of May 15* was made and seconded. **The due date was approved**.
2. **Steering of Items to Committees**
    a. No items were steered to committees.
3. **University Senate Agenda and Minutes Review**
    a. **Tentative Agenda 24 Apr 2026**
        i. Motions
            1. None
        ii. Reports: Administrative reports and committee reports will also be agenda items.
        i. Supplemental Items of Business: None.
    b. **Tentative Agenda 24 Apr 2026 (Organizational Meeting)**
        i. Motions
            1. SCoN: 2026-2027 Slate of Nominees

        2. Senate Recognitions: Awarding of New Senator Pins
    c. **University Senate Minutes Review** A **Motion** *that the DRAFT minutes of the 27 Mar 2026 meeting of the 2025-2026 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, April 24, 2026, 2:00 p.m., Arts & Sciences 272
    b. University Senate Meeting (Organizational) – Friday, April 24, 2026, 3:30 p.m., Arts & Sciences 272
    c. Governance Retreat – Monday, August 10, 9:00 a.m., Location TBD
    d. ECUS Meeting – Friday, September 4, 2:00 p.m., Parks Hall 301
    e. ECUS+SCC Meeting – Friday, September 4, 3:30 p.m., Parks Hall 301
2. **Tentative Agenda** Some of the deliberation today may have generated tentative agenda items for ECUS and ECUS-SCC meetings. Stephanie Jett 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 4:48 p.m.**

XI. Supporting Documents

1. There are no supporting documents.

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: STEPHANIE JETT (CHAIR), JOYCE NORRIS-TAYLOR (VICE-CHAIR), ALEX BLAZER (SECRETARY)
ACADEMIC YEAR: 2025-2026

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	9/5	10/3	10/31	1/9	2/13	3/6	4/3	P	R	A
Alex Blazer *EFS, CoAS* *ECUS Secretary*	P	P	P	P	P	P	P	7	0	0
Cathy Cox *University President*	R	R	R	R	R	R	R	0	7	0
Nicholas Creel *EFS, CoBT* *ECUS Chair Emerita*	R	R	P	P	R	P	P	4	3	0
Holly Croft *EFS, Library* *ECUS Member*	R	P	P	P	R	P	P	5	2	0
Stephanie Jett *EFS, CoAS* *ECUS Chair*	P	P	P	P	P	P	P	7	0	0
Joyce Norris-Taylor *EFS, CoHS* *ECUS Vice-Chair*	P	P	P	P	P	P	P	7	0	0
Holley Roberts *Provost*	P	P	R	P	P	P	P	6	1	0
Rob Sumowski *EFS, CoE* *ECUS Member*	P	R	R	P	P	P	P	5	2	0
Andrew Allen *APC Chair*	P	P	P	R	P	R	R	4	3	0
Hedy Fraunhofer *BIPC Chair*	P	P	P	P	P	P	P	7	0	0
Jennifer Flory *FAPC Chair*	P	P	P	P	P	P	P	7	0	0
Talecia Warren *RPIPC Chair*	P	P	P	P	P	R	P	6	1	0
Amy Pinney *SAPC Chair*	P	P	P	P	P	P	P	7	0	0