

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

MEETING DATE & TIME: FRIDAY, NOVEMBER 5, 2021, 3:30-4:45 P.M.

MEETING LOCATION: WEBEX

ATTENDANCE:

MEMBERS		“P” denotes Present, “A” denotes Absent, “R” denotes Regrets
P	Alex Blazer (CoAS, ECUS Chair Secretary)	
P	Hauke Busch (CoAS, ECUS Chair Emeritus)	
R	Cathy Cox (University President)	
P	Jennifer Flory (CoAS, ECUS Vice-Chair)	
P	Catherine Fowler (CoHS, ECUS Chair)	
P	Karl Manrodt (CoB, ECUS Member)	
R	Lyndall Muschell (CoE, ECUS Member)	
P	Lamonica Sanford (Library, ECUS Member)	
P	Costas Spirou (Provost)	
P	Nicholas Creel (APC Chair)	
P	Linda Bradley (DEIPC Chair)	
P	Sabrina Hom (FAPC Chair)	
P	Damian Francis (RPIPC Chair)	
P	Gail Godwin (SAPC Chair)	
GUESTS		
Shea Council (Administrative Assistant of the 2021-2022 University Senate)		
Carolyn Denard (Chief Diversity Officer and Member of the 2021-2022 DEIPC)		

Legend

Highlighted text denotes follow-up.

Bold text denotes action or recommendation.

I. Call to Order: The meeting was called to order at 3:30 pm by Catherine Fowler (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 1 Oct 2021 minutes of the Executive Committee with Standing Committee Chairs 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 Costas Spirou

1. **University Retention Committee** This is the second year of the University Retention Committee. During the first committee meeting a review of the current retention and graduation data was conducted as well as the final report from last year with long term and short-term strategies. An update was provided on short-term strategies, TREK, and the implementation of Civitas. The committee was asked think about the top 2-3 priorities to set this year.
2. **The Presidential Scholars Competition** takes place on Friday, December 3. Please encourage faculty and staff to participate by assisting with interviews.
3. **The RACAA** meeting took place at Columbus State University (October 27-28) and included an update on Budget, Fintech Academy, and COVID. Additional discussion about the implementation of post tenure review and annual evaluations took place (i.e., integration of student success). We will need to begin the process of addressing the recently approved USG policies as that information becomes available.
4. **GC's 25th Anniversary of the Liberal Arts Mission** Celebrate the 25th GC designation as Georgia's Public Liberal Arts institution of higher education:
 - a. The GC Journeys Symposium (October 29) had 77 participants.
 - b. The COE will host "The Value of Liberal Arts in Preparing Teachers and Leaders as Architects of Change" on November 9 from 5:00-6:30pm in Peabody.
5. **The Study Away Program** will be rebranded as "American Portrait." More information will be forthcoming from the International Education Center.
6. **The Inaugural Hall of Fame Ceremony** of the College of Health Sciences included 2 inductees.
7. **Renovations to Special Collections** are moving forward and should be completed this month.
8. **Georgia Undergraduate Research Virtual Conference** 34 students and 14 faculty mentors will participate in the Georgia Undergraduate Research Virtual Conference this weekend.
9. **Women's Leadership Faculty Fellows** This year's Women's Leadership Faculty Fellows have been selected:
 - a. Dr. Linda Bradley, Professor of Literacy Instruction, College of Education.
 - b. Dr. Mary Magoulick, Professor of English, College of Arts and Sciences.
 - c. Angela Criscoe, Associate Professor of Film, Television, and Digital Media Production, College of Arts and Sciences and Interim Executive Director of the School of Continuing and Professional Studies.
 - d. Dr. Sabrina Hom, Associate Professor of Philosophy and Liberal Studies and Coordinator of the Women's and Gender Studies Program.
 - e. Dr. Libby Murphy, Professor of French and Chair of World Languages and Cultures, College of Arts and Sciences.
 - f. Dr. Kristina Dandy, Professor of Psychology, College of Arts and Sciences.
 - g. Dr. Krystal Canady, Associate Professor of Nursing, College of Health Sciences.
10. **The Southeastern Model of the African Union (SEMAU)** took place November 3-6, 2021 on our campus. This is the 24th Annual Conference of SEMAU. For more information, please see the [program](#).

11. **SACSCOC** Georgia College received a communication from SACSCOC that our application for differential review was approved (10-year reaffirmation). This is great news for GC!
12. **ECUS-SCC Discussion**
 - a. **BOR Tenure Changes**
 - i. Comment: I hope that we'll be discussing an appeals process for those who receive a negative post-tenure review.

Subcommittee on Nominations (SCoN) — Chair Jennifer Flory

1. **Election Oversight**
 - a. The CoB election process and constituency designations was received 10/22/21.
 - b. The CoB Strategic Management Committee decides how the University Senate seats given to the CoB will be allotted. Currently, there are 4 departments in the CoB so each department elects one senator, and the other two senators are elected by the CoB faculty at-large.
 - c. We are still awaiting info from CoAS and CoHS. I will send reminders to the deans and associate deans in the next week.
2. **BOR Tenure Changes** Dr. Tristan Denley, Vice Chancellor for Academic Affairs, participated in a Q&A with GC faculty. Faculty asked questions. We received some answers and didn't receive other answers. We asked for a delay in voting on the tenure changes but the vote was not postponed.
3. **USG Faculty Council**
 - a. The Executive Board has drafted a resolution (based on resolutions passed by other institutions in the USG), and this resolution passed and was sent directly to the Chancellor and USG Administration related to the Tenure and Promotion policies.
 - b. I am a member of the State University tier in the USG Faculty Council. I will also be serving on a subcommittee yet to be determined. I will share information about any of these committees as we meet.
4. **Tobacco Surcharge**
 - a. I am presenting a "Resolution to Fix the OneUSG Benefits Enrollment System, and Refund Employees to Whom the Tobacco Surcharge Was Applied In Error." This was passed unanimously by Georgia Gwinnett College Faculty Senate and Kennesaw State Faculty Senate, attached below. I ask that this topic be directed to RPIPC.
 - b. Two accounting professors at Kennesaw State University published a study on the USG's tobacco surcharge. The study does some great legwork: it assesses smoking rates, looks at the literature on surcharge programs and their efficacy, and includes some data requests they made. Their conclusion: the current system is ineffective, needlessly punitive, and should be opt-in.

Executive Committee of University Senate (ECUS) — Chair Catherine Fowler

1. **Motions** Awaiting President’s action on 2122.FAPC.003.P To revise the Qualifications for Faculty Appointments in the Faculty Handbook, 2122.FAPC.002.R Motion to request local campus authority to require masks in the classroom; 2122.ECUS.001.R A Call for Increased Local Control of Campus Health and Safety Measures, Including Measures Necessary to Address COVID-19.
2. **University Senate Handbook** The revision is complete and a motion for adoption will be sent to Senate.
3. **Governance Calendar** The draft is pending.
4. **BOR Tenure Changes** Guidance is needed on implementing the changes.
5. **Diversity Action Plan** Dr. Carolyn Denard, Chief Diversity Officer, shared the Diversity Action Plan.
6. **COVID Clinics** There will be two vaccination clinics in November.
7. **Meeting Format** The format (face-to-face or online) of the January 2022 governance meetings are to be determined.

Academic Policy Committee (APC) — Chair Nicholas Creel

1. **No Meeting** As there was no business, the committee did not assemble for its scheduled 5 Nov 2021 meeting.

Diversity, Equity, and Inclusion Policy Committee (DEIPC) — Chair Linda Bradley

1. **Diversity Action Plan Statement of Support** Following a robust, positive discussion of *Advancing Diversity and Inclusion 2022-2025: Diversity Strategic Plan for Georgia College*, the Diversity, Equity, and Inclusion Policy Committee voted unanimously on October 1st to support the plan and to bring it before the University Senate as a key source of information. We encourage all stakeholders to participate in the implementation of this plan moving forward. As we present this statement of support to ECUS and the University Senate, we hope you will join us in endorsing this important work to foster diversity, equity, and inclusion within our campus community and beyond.
2. **Policy Issues Related to Diversity and Inclusion** The committee discussed a number of policy issues. The committee intends to take action on a prioritization plan for the policy topics below as they relate to the implementation of the revised Diversity Action Plan 2022-2025. Specific topics included:
 - a. Policies for diversity training for faculty, staff, and students. Engaging, discussing, thinking, and speaking with inclusive understandings.
 - b. Policies regarding accessibility, including a specific web link for faculty, students, staff, community to voice concerns and complaints regarding diversity.
 - c. Policies that unite DEIPC and SGA regarding diversity and inclusion
 - d. Opportunities of partnership with other University Senate Committees on specific policy initiatives related to Diversity, Equity, and Inclusion at GC
 - i. For example, working with RPIPC in policies related to accessibility of Inclusive Excellence Day – rather than invited – policy for training and/or onboarding across campus. Working with HR or OIE.
 - e. Policy Potential for Diversity Action Plan Implementation

- i. Retention policies that support best practices for students, staff, and faculty.
- ii. Meet with or invite Senate Committee representatives share current issues to facilitate the pressing diversity and inclusion.
- iii. Student body connections and recruitment.

Faculty Affairs Policy Committee (FAPC) — Chair Sabrina Hom

1. **Part-Time Faculty Pay** We reviewed data on pay from CoAS, CoB, CoE, and CoHS. We discussed the hourly rate assuming that faculty are working 8.5hrs/week for each 3-hour class, and concerns about the quality and consistency of instruction given the low rate of pay, the commute, and the likelihood that successful teachers will find other work. The prospect of working with full-time, tenure-track faculty is a selling point for the university and a point of pride, so faculty were concerned about how reliance on part-time labor could affect our reputation and recruitment. It was pointed out that chairs facing significant difficulties need to take it to the Council of Chairs. We would like to ask chairs for information on the following:
 - a. Do they use part-time faculty, how many, and what are the long-term trends?
 - b. If they do hire adjuncts, what rate of pay do they think would be appropriate to attract qualified and successful employees?
2. **Limited Term Lecturers** A related question: members would like to discuss increasing numbers of limited-term faculty and ask how these fit with the mission of the university, given what is likely to be a lack of long-term commitment.
3. **Search Committees** The committee would like to remind search committee chairs, especially those at the university level, to communicate information such as the identity of committee members transparently.
4. **Academic Freedom** We briefly discussed academic freedom issues and will research to identify existing policy at GC.
5. **Course Evaluations** We will invite Cynthia Alby to discuss at our next meeting
1. **ECUS-SCC Discussion**
 - a. **Academic Freedom**
 - i. Comment: ECUS recommends investigating any cases or problems of academic freedom violations on campus as well as defining academic freedom.
 - ii. Comment: The definition of academic freedom and the institutional policy statement are located at <https://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Faculty-Rights-and-Responsibilities/Academic-Freedom>.

Resources, Planning and Institutional Policy Committee (RPIPC) — Chair Damian Francis

1. **No Meeting** As there was no business, the committee did not assemble for its scheduled 5 Nov 2021 meeting.

Student Affairs Policy Committee (SAPC) — Chair Gail Godwin

1. **No Meeting** As there was no business, the committee did not assemble for its scheduled 5 Nov 2021 meeting.

VI. Unfinished Business

1. **None**

VII. New Business

1. **Steering of Items to Committees**
 - a. Tobacco Surcharge issue and resolution was steered to RPIPC.
2. **University Senate Agenda and Minutes Review**
 - a. **Tentative Agenda 19 November 2021**
 - i. Motions
 1. DEIPC: Diversity Action Plan Resolution
 2. ECUS: University Handbook Revision
 - 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 6 Oct 2021 of the 2021-2022 University Senate be circulated for university senator review was made and seconded. **The motion to circulate the minutes was approved.** A **Motion** that the DRAFT minutes of the 15 Oct 2021 of the 2021-2022 University Senate be circulated for university senator review was made and seconded. **The motion to circulate the minutes was approved.**

VIII. Open Discussion

1. **None**

IX. Next Meeting

1. **Calendar**
 - a. University Senate Meeting – Friday, November 19, 3:30 p.m., Webex
 - b. ECUS Meeting – Friday, January 7, 2:00 p.m., Webex
 - c. ECUS+SCC Meeting – Friday, January 7, 3:30 p.m., Webex
 - d. University Senate Meeting – Friday, January 21, 3:30 p.m., Webex
2. **Tentative Agenda** Some of the deliberation today may have generated tentative agenda items for ECUS and ECUS-SCC meetings. Catherine Fowler 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 4:41 p.m.**

XI. Supporting Documents

1. There is one supporting document.
 - a. *SupportingDocument-KennesawSUBenefitsResolution.pdf*
 - b. *SupportingDocument-TobaccoSurchargeStudy.pdf*
 - c. *SupportingDocument-USGFCBORTenureResolution.pdf*

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: CATHERINE FOWLER (CHAIR), JENNIFER FLORY (VICE-CHAIR), ALEX BLAZER (SECRETARY)

ACADEMIC YEAR: 2021-2022

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	9/3	10/1	11/5	1/7	2/11	3/4	4/8	P	R	A	
Alex Blazer <i>EFS, CoAS, ECUS Secretary</i>	P	P						2	0	0	
Hauke Busch <i>EFS, CoAS, ECUS Chair Emeritus</i>	P	P						2	0	0	
Cathy Cox <i>University President</i>	NA	R						0	1	0	
Jennifery Flory <i>EFS, CoAS ECUS Vice-Chair</i>	P	P						2	0	0	
Catherine Fowler <i>EFS, CoHS ECUS Chair</i>	P	P						2	0	0	
Karl Manrodt <i>EFS, CoB ECUS Member</i>	P	P						2	0	0	
Lyndall Muschell <i>EFS, CoE ECUS Member</i>	P	P						2	0	0	
Lamonica Sanford <i>EFS, Library ECUS Member</i>	P	P						2	0	0	
Costas Spirou <i>Provost</i>	P	P						2	0	0	
Nicholas Creel <i>APC Chair</i>	P	P						2	0	0	
Linda Bradley <i>DEIPC Chair</i>	P	P						2	0	0	
Sabrina Hom <i>FAPC Chair</i>	P	P						2	0	0	
Damian Francis <i>RPIPC Chair</i>	P	P						2	0	0	

Gail Godwin <i>SAPC Chair</i>	P	P						2	0	0
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