

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

MEETING DATE & TIME: FRIDAY, SEPTEMBER 5, 2025, 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)	
R	Nicholas Creel (CoBT, ECUS Chair Emerita)	
R	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)	
P	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, 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 3:30 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 4 Apr 2025 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. **Public Syllabi Policy** Successful implementation for fall 2025. Many thanks for all of the efforts to meet this requirement!
2. **Public Curriculum Vita Policy** We will need to meet this policy requirement by Spring Semester 2026.
3. **Budget Hearing** Academic Affairs review of unit requests in Dean's Council meeting on September 10th and University Budget Hearing is on October 1st from 9:00-12:00pm in Pat Peterson.
4. **The Arts and Sciences Building** was approved as a Small Capital Project by the USG.
5. **Convocation** will occur on Friday, September 12, at 4:00pm. Faculty line up at 3:30pm. Dinner on Front Campus afterwards.
6. **Reception for Dr. Costas Spirou** on September 15, 2025 from 1:00-3:00pm in Heritage Hall.
7. **ECUS-SCC Discussion**
 - a. **Public Curriculum Vita Policy**
 - i. Comment (Provost): My preliminary thinking is that we would not need to link to a CV because the faculty profiles on departmental contact pages provide sufficient information.
 - ii. Question: How would recent faculty publications be addressed?
 - iii. Answer (Provost): Publications could be included in the biographical narrative.

Academic Policy Committee (APC) — Chair Andrew Allen

1. **Operating Procedures** The Academic Policy Committee adopted operating procedures for the 2025-2026 school year.
2. **Commission for Public Higher Education** The Academic Policy Committee also discussed the proposed accreditation standards of the Commission for Public Higher Education, assembling thoughts to send to ECUS for communication to the University System of Georgia.

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

1. **Operating Procedures** were discussed (in particular committee membership/roles and voting) and sent out by Hedy Fraunhofer after the meeting for members' approval. The operating procedures were approved unanimously in an email poll of members conducted by Secretary Maria Gordon and have been uploaded to the senate website.
2. **Policy Inventory** The committee discussed its focus for the current academic year. The committee will take inventory of current policies related to belonging and inclusion at GCSU and report findings at the next standing committee meeting on 10/3/2025. Student Life – Michael Snowden; Student Disability Resource Center – Laura Newbern; Veterans' Affairs – Michael Snowden; QEP and Strategic Plan – Mehrnaz Khalaj Hedayati.
3. **Peer Institutions** In addition, each committee member will research the website of one higher education institution (e.g. another institution in the USG, COPLAC or an aspirational peer) concerning their published policies on belonging and inclusion. Members have agreed to BIPC@gcsu.edu to indicate which institution they are

researching for best practices so we don't duplicate efforts. We will discuss what we found at our next meeting.

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

1. AI Policy

- a. Brad Fowler (guest and AIPRC Chair) discussed the creation and refinement of the AI Policy Based on USG guidelines (attached)
- b. Needs to be sent to USG by Oct 1st, hence the work done by the committee over the summer.
- c. ECUS voted to approve the policy as presented (also attached), and will be moved to US on the 19th for a vote.

2. Faculty Evaluation Changes to the definition of “noteworthy” from 4s and 5s to 3s for IFRs, T&P, and PTR

- a. It appears that the **USG has already modified their policy language regarding faculty evaluation, tenure and promotion, and PTR** to reflect that **"noteworthy"** does not have to mean 4s and 5s on the Likert scale, so the job of **FAPC** will be to bring our policies into alignment.
 - i. See USG policies [here](#) and [here](#)
 - ii. A quote from the Associate Vice Chancellor (Dr. Laura Lynch), "Now institutions have greater flexibility on interpreting what "noteworthy" means. **Institutions can still elect to have a 4 or 5 count as noteworthy**, but that is no longer a minimum requirement at the system level."
- b. FAPC is reviewing all IFR, T&P, and PTR policies to bring in alignment with USG policy, but larger conversation regarding what “noteworthy” means at GCSU still needs to be had

3. Public Syllabi

- a. See provost's report, but hiccups are being worked out and timeline for Spring 2026 for CORE and all CoE syllabi = Oct 20th (week ahead of registration opening on Oct 27th)
- b. ALL courses for Summer 2026 and Fall 2026 = March timeframe (dates TBD based on Academic Calendar – one week prior to registration)
- c. Provost also shared that they received an update on the public **posting of CVs** before our meeting:
 - i. Public CVs should include:
 1. All institutions attended and degrees or credentials earned
 2. Institutional directory information, such as office address, office phone number, institutional email, and the faculty member's institutional website, if applicable.
 3. Statement of teaching and research interests
 4. **Recent** publications or scholarly output
 5. Any additional institutional requirements
 - ii. Institutions should establish a consistent method for listing teaching faculty and providing links to their public curriculum vitae.
 - iii. Public CVs should not include personal information about the instructor, such as the home address or personal telephone number.

- iv. Must be implemented for **Spring 2026**
 - v. Most of this information is already public via department webpages, but not all
4. **Merit Raises**
- a. Timeline
 - i. Pres mentioned at last Senate meeting in April
 - ii. Department managers got guidelines around June 12th then had until June 17th to nominate people to their division heads
 - iii. Individuals who received the raises found out via hand delivered letters around Aug 20th to be effective Sept 1st
 - b. Only 10% of eligible faculty and 10% eligible staff would get it
 - c. President Cox and the HR director attempted to refuse the money, ask if they could spend it differently, etc., but were told no by the Chancellor.
 - d. Executive Cabinet understood that this information would be problematic for our community and morale, so they made the decision to do it quietly without drawing too much attention so it would have the least amount of impact due to how few people would actually receive a raise.
 - i. They acknowledged that their decision to not communicate anything caused an information vacuum that was and is being filled with misinformation, which is a problem.
 - ii. They also acknowledged that they were aware that on a campus like ours, there were no good solutions to the problem caused by the USG (like so many times) and they thought they were doing the best and most fair thing they could.
 - iii. They made the decision to release the communication through Senate at the retreat to increase transparency.
 - 1. I think they also relied on department chairs to handle things the way they thought best for their departments...
 - iv. To quote my chair, "I (and many others) are NOT happy with how this all unfolded from Atlanta. I can assure you that there was significant pushback and clarifications requested about this process, including concerns about how it was poorly named and how it deviated from the previous merit allocation. All to no avail."
5. **Return to Work Policy**
- a. Modified summer schedule has staff leaving at 12:30 on Fridays.
 - b. USG Return to Work policy mandates someone be in the office until 5 pm every work day.
 - i. Who was responsible for staying determined by department/unit and not universally equitable or fair.
 - ii. Staff Council feel it would be a good idea to revise the modified schedule policy because it also doesn't save on energy costs as it was originally marketed.
6. **Mission/Vision Revision**
- a. Pressure after one school (Valdosta) was forced to read theirs out loud as an example in a USG meeting to remove all "DEI" language from our mission and vision.

- b. Strategic Planning Committee is working on the issue.
- 7. **Bobcat Code** I found out through Jennifer Graham and Desaree Henriquez that the **Bobcat Code** had to get a facelift in a rather tight time frame before the start of the semester
 - a. USG changes (will send with report) and had to be in a downloadable format (not just as a webpage)
 - b. Mostly conduct hearing and sexual misconduct procedural changes, but major overhaul to the hazing policy as a result of the Max Gruver Act and Stop Campus Hazing Act
 - c. Had to create an entirely new hazing policy that was directly sent through the USG so no room for shared gov conversations, but letting SAPC know
- 8. **Cost of Living Adjustments and Pay Scale**
 - a. Our current pay scales have not been adjusted to accommodate the 3 or 4 COLAs that have been implemented by the Governor.
 - b. Need to be adjusted as we currently have employees that received all and are not at top of their pay scale or even being compensated at the next pay grade up from their offer letter.
 - i. When/If they leave, the directive from HR is to go back to original budget, pay grade, and to not give over the mid.
 - ii. That position salary offer can potentially be 5k++ less than the person that held the position previously.
 - iii. I do not see where this makes sense when it was a COLA adjustment in the first place and signed in to order because the positions were being paid too little in comparison to the cost of living. Why would the salaries ever go in reverse?
 - c. Conversation with Susan Allen regarding a **salary study**
 - i. Was not approved by USG, so conducting an “**aging study.**” What does it mean to “age salary survey data”?
 - 1. “Aging salary data is the practice of adjusting pay data from previous years' salary surveys and using it to reflect the current market conditions.
 - 2. Aging salary data is the process of "time adjusting" or "trending" compensation survey data by applying a percentage increase to reflect current market conditions and bring older data to a common, up-to-date point in time.
 - 3. This is done by multiplying the original salary data by an annual aging or movement factor, often based on sources like the Employment Cost Index (ECI), to estimate wage changes and maintain competitiveness in compensation planning.
- 9. **Auxiliary Services** The role of shared governance in **Auxiliary Services**
 - a. Conversation with Susan Allen regarding distinguishing between policy and procedures on their end. Policies need shared governance input, but procedures don't always.
- 10. **Constituent Concern** “Upcoming **new health insurance** premiums and USG's decrease in HSA matching funds. Would be nice to receive some direct communication from GCSU administration as well as understanding about the changes. Yes, I can search for

information on my own, but **hearing from local voices is helpful.**” Info released on Aug 22.

- a. Summary of changes:
 - i. Increases in deductibles, out-of-pocket maximums, co-insurance and/or co-pays across all USG health care plans.
 - ii. Increases in monthly employee premiums between \$7-\$54 per month, depending on the plan and coverage tier.
 - iii. The well-being program will continue, and an incentive of up to \$100 for employees and covered spouses will be available for completing designated health promotion activities through the health care provider (Anthem or Kaiser).
 - iv. A weight loss support program will be available through Weight Watchers for employees and spouses enrolled in Anthem health care plans. Omada weight management programs will be available for those enrolled in Kaiser plans.
 - v. For employees enrolled in the Consumer Choice HSA plan, the university’s matching contribution to the employee’s Health Savings Account will be reduced from \$375 to \$325 for employee-only coverage and from \$750 to \$650 for family coverage. The in-network individual out-of-pocket maximum for family tiers increases from \$9,200 to \$10,000.
 - vi. Dental premiums are set to increase between \$2-\$7 per month based on plan and tier level. There is no change to vision insurance premiums or life insurance premiums for 2026.
 - vii. Tobacco and working spouse surcharges will continue at \$150 per month. Certification of status is required each enrollment year, or the surcharge will apply. Certification must be done during Open Enrollment in OneUSG Connect – Benefits system.
- b. Relevant sources of information
 - i. <https://news.uga.edu/board-of-regents-approves-2026-usg-health-care-plans-premiums/>
 - ii. <https://benefits.usg.edu/>
- c. I recommended to Provost that she ask **HR to send out information regarding the changes prior to open enrollment period**

11. **Governance Calendar** Procedures for modifying the **Governance Calendar**

- a. Adding a calendar revision procedure stating that changes to University Senate governance dates must be approved by ECUS while changes to university and academic events made by the President's and Provost's Offices can be made to the calendar with just PO approval, under the rationale that university and academic events are advertised by University Senate on the governance calendar and this be an easier process. Requests just need to come from the President and/or Provost’s office.

12. **Budget Updates**

- a. **State Account: \$3,977.00**
 - i. Spent \$790 on facility for retreat
 - ii. What do we want to do with this money? (Will discuss more in Oct)
 - iii. Can’t be used for food or swag.

- iv. Can be used to purchase books or other professional development options.
- v. Could shoot for a mid-year or end-of-semester retreat?
- b. **Foundation Account: \$TBD** (Foundation budget hasn't been approved by the trustees yet)
 - i. Spent \$1278.33 on food for retreat

Faculty Affairs Policy Committee (FAPC) — Chair Jennifer Flory

1. **2025-2026 Operating Procedures** approved.
2. **Modified Operations Policy** The committee did not vote on the policy and shared the following questions and concerns: 1) Will a statement about the contingency plan be in the required syllabus statement? 2) As there seems to be no caveat regarding availability, are virtual office hours required?
3. **Professional Leave** We recommend to Academic Affairs that Faculty Advisory Committee be made up mostly of faculty, with some representation from EFS on FAPC. Ad Hoc Committee (Mandy Jarriel; Amy Sumpter; Jamie Downing; Jehan Eljournbagy; Suzanna Roman-Oliver; Marcia Henry; Scott Butler; Paula Knight) will proceed with reviewing and recommending revisions to current policy and then draft rubrics for use next year. Also, review equity and access across colleges.
4. **Commission for Public Higher Education** Request for Comments Regarding **Draft Accreditation Standards**. FAPC given opportunity to add comments to Presiding Officer Stephanie Jett's letter.
5. **Tenure and Promotion Policy** Realign **tenure and promotion criteria** with the **Board of Regents' five-category model** by reviewing GCSU's more stringent requirements. Draft and recommend to the University Senate **updated evaluation criteria that fully integrate USG expectations and guard against inflationary pressures** on faculty assessments. We will review existing policy and align with USG policy. We will also take a look at criteria for promotion from lecturer to senior lecturer.
6. **Post-Tenure Review Policy** To align with the USG policy statement, continue discussion aimed at creating a **transparent framework for recognizing and rewarding faculty with positive post-tenure review outcomes**—whether through formal recognition, merit pay, promotion, educational leave, or other incentives. **“The results of a positive post-tenure review should be linked to recognition or reward. Faculty members who are performing at noteworthy levels should receive recognition for their achievements.** Each institution will prescribe how the review results will be related to possible rewards such as formal recognition, merit pay, promotion, educational leave, etc.” Will discuss at future meetings. Academic Affairs is looking at Faculty Initiatives to redirect rewards for Noteworthy Post-Tenure Review.
7. **Resubmit Request for Information from Academic Affairs** covering part-time salaries, coordinator stipends, overload pay, summer-salary provisions, breakdowns of administrative support, service counts, and coordinator duties.
8. **ECUS SCC Discussion**
 - a. **Modified Operations Policy**
 - i. Comment: There is a difference between campus closure and modified operations, but the document creates confusion regarding when the campus is closed and when it is in modified operations.

- ii. Comment: If a staff member has applied for vacation, then campus closure can affect that request. If a staff member is home without a laptop when natural disaster strikes, then that person is forced to take vacation time during a natural disaster.
 - iii. Comment: It should be understood that these faculty, staff, and student responsibilities are only in effect if circumstances permit.
 - iv. Question: Does this policy include campus closure? Is there one policy for campus closure and a separate policy for modified operations?
 - v. Comment: We want to protect instructors who are in a situation without power, water, and internet.
 - vi. Follow Up: Jennifer Flory will share ECUS-SCC feedback with FAPC, revise the policy, and hold an electronic vote on the policy in order to ensure that the policy can be voted on by University Senate at the September meeting.
- b. **Post-Tenure Review**
- i. Comment: The Provost's Office is considering ways to reward a positive PTR, such as a summer research grant.

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

1. **Modified Operations Policy** Discussed the modified summer operations policy that will be coming to the next senate meeting for a vote through a motion by FAPC.
2. **Parking and Transportation Policy** Discussed the alignment of the 2017 Parking and Transportation Policy with current Parking Procedures, specifically that statements that indicate that faculty and staff should not be charged for parking. The representative for the P&T department requested that we abstain from making policy changes until the department has a chance to evaluate the effect of the current parking changes with a targeted date for discussion at the end of the semester.
3. **Pet Waste Receptacles** Request made from the campus concerning possible addition of pet waste receptacles or at least bags to collect pet waste around center campus. More information about how to assist with this is being sent to the appropriate parties.
4. **Operating Procedures** After our meeting, we reviewed our committee's operating procedure for this year and approved it through an electronic vote.
5. **ECUS-SCC Discussion**
 - a. **Parking and Transportation Policy**
 - i. Comment: Auxiliary Services are seemingly not subject to policy review. The 2017 policy has been overridden and will be removed from the Policy Manual.

Student Affairs Policy Committee (SAPC) — Chair Amy Pinney

1. **Operating Procedures** were approved after consensus was reached.
2. **Officer Election** Cara Smith was elected Secretary.
3. **Committee Goals** were assessed.
4. **SGA Meeting** A to-do list before next meeting at SGA was created.
5. **ECUS-SCC Action**

- a. A **Motion** to extend the meeting 15 minutes was made and seconded. **The motion was approved.**

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

1. **Revised Slate of Nominees** Motion documents are submitted for approval.
2. **Corps of Instruction** The 2025-2026 Corps of Instruction was received from Neil Jones. The list will be sent to deans for review.
3. **ECUS-SCC Action**
 - b. **Revised Slate of Nominees** A **Motion** to approve the revised slate of nominees was made and seconded. **The motion was approved.**

VI. Unfinished Business

1. There was no unfinished business.

VII. New Business

1. **Commission for Public Higher Education**
 - a. Comment: The main concerns are ambiguity in terminology and lack of assessment.
 - b. Question: What does accountability to the states mean? Who determines the appropriateness of a university's mission?
 - c. Comment: The diversity of viewpoints is in direct conflict with current admissions policies.
 - d. Follow Up: Jennifer Flory and Talecia Warren will send their committees feedback to the PO for inclusion in the University Senate response, and the PO will send the finalized version of the University Senate response to University Senate.
2. **Steering of Items to Committees**
 - a. No items were steered to committees.
3. **University Senate Agenda and Minutes Review**
 - a. **Tentative Agenda 19 Sep 2025**
 - i. Motions
 1. ECUS: AI Policy
 2. FAPC/RPIPC: Modified Operations Policy
 3. SCoN: Revised Slate of Nominees
 - ii. Reports: Administrative reports and committee reports will also be agenda items.
 - i. Supplemental Items of Business: None.
 - ii. Senate Recognitions: New Senator Pins
 - b. **University Senate Minutes Review**
 - i. A **Motion** that the DRAFT minutes of the 25 Apr 2025 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.**

- ii. A **Motion** that the *DRAFT minutes of the 25 Apr 2025 organizational 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, September 19, 3:30 p.m., Arts & Sciences 272
 - b. ECUS Meeting – Friday, October 3, 2:00 p.m., Parks Hall 301
 - c. ECUS+SCC Meeting – Friday, October 3, 3:30 p.m., Parks Hall 301
 - d. University Senate Meeting – Friday, October 17, 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. **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 5:00 p.m.**

XI. Supporting Documents

1. There are seven supporting documents.
 - a. *Supporting_ECUSReport_BORPolicyManualRevisedPolicieswithMarkup_2025-08-12.pdf* BOR Policy Manual Revisions mentioned in the Presiding Officer report, Mission/Vision Revision section.
 - b. *Supporting_ECUSReport_CPHEDraftAccreditationStandardsRequestsforComments_2025-08-19.pdf* Commission for Public Higher Education request for comments mentioned in New Business.
 - c. *Supporting_ECUSReport_CPHEUniversitySenateResponse_Draft_2025-09-05.pdf* University Senate draft response to Commission for Public Higher Education request for comments mentioned in New Business.
 - d. *Supplement_ECUSReport_FY2026TopPerformerGuidelines&Timeline_2025-08-11.pdf* Merit Raises guidelines mentioned in the Presiding Officer Report, Merit Raises section.
 - e. *Supplement_ECUSReport_SACSCOCPrinciplesofAccreditation_2024.pdf* SACSCOC Principles of Accreditation in support of the Commission for Public Higher Education request for comments in New Business.

- f. *Supplement_ECUSReport_Section2.8PostingofPublicSyllabiandCV.pdf* USG Academic and Student Affairs Handbook Policy mentioned in the Presiding Officer Report, Public Syllabi.
- g. *Supplement_ECUSReport_USGPolicyAnnouncements_2025-08-12.pdf* BOR Discipline of Students Policy mentioned in the Presiding Officer Report, Bobcat Code.

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 <i>EFS, CoAS</i> <i>ECUS Secretary</i>	P							P	0	0	
Cathy Cox <i>University President</i>	R							0	1	0	
Nicholas Creel <i>EFS, CoBT</i> <i>ECUS Chair Emerita</i>	R							0	1	0	
Holly Croft <i>EFS, Library</i> <i>ECUS Member</i>	R							0	1	0	
Stephanie Jett <i>EFS, CoAS</i> <i>ECUS Chair</i>	P							1	0	0	
Joyce Norris-Taylor <i>EFS, CoHS</i> <i>ECUS Vice-Chair</i>	P							1	0	0	
Holley Roberts <i>Provost</i>	P							1	0	0	
Rob Sumowski <i>EFS, CoE</i> <i>ECUS Member</i>	P							1	0	0	
Andrew Allen <i>APC Chair</i>	P							1	0	0	
Hedy Fraunhofer <i>BIPC Chair</i>	P							1	0	0	
Jennifer Flory <i>FAPC Chair</i>	P							1	0	0	
Talecia Warren <i>RPIPC Chair</i>	P							1	0	0	
Amy Pinney <i>SAPC Chair</i>	P							1	0	0	