COMMITTEE NAME: EXECUTIVE COMMITTEE OF UNIVERSITY SENATE (ECUS) WITH STANDING COMMITTEE CHAIRS (SCC)
MEETING DATE & TIME: FRIDAY, JANUARY 9,2026, 3:30-4:45 P.M.
MEETING LOCATION: ONLINE

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 (SGA President)	

Legend
<mark>Highlighted text denotes follow-up.</mark>
Bold text denotes action or recommendation.

I. Call to Order: The meeting was called to order at 3:33 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 31 Oct 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. **Board of Regents Update** The job abandonment policy has been updated to 10 days.

2. **Mission Statement Revision** The revised mission statement was approved by Executive Cabinet
3. **Public CV** All instructors must post their CV by Monday, January 12.
4. **University Budget Hearings** with Chancellor Perdue are scheduled.
5. **ECUS-SCC Discussion**
    a. **Board of Regents Update**
        i. Question: Does the 10 day deadline apply to 10-month faculty during the summer?
        ii. Answer: No, the policy does not apply to faculty.

Academic Policy Committee (APC) — Chair Andrew Allen

1. **Meeting** APC had a meeting scheduled for 9 Jan 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. **Policy Review** In the meeting on January 9, BIPC identified and decided to contact GCSU offices that work on student well-being, inclusion and belonging to ascertain if policy updates or new policies would be helpful for their work. We will start with inviting David Anderson of the Student Disability Resource Center to an upcoming meeting (depending on his availability) to discuss faculty support and training initiatives, existing collaborations with Facilities (Operations and Planning) to support physical access to campus buildings, and other potential policy needs.

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

1. **Budget** We can use state money for professional development, such as a leadership conference or other faculty development. Should SCC be interested, we will schedule a ECUS-SCC retreat for mid-February.
    a. State Account: $3,977.00
    b. Foundation Account: $721.67
    c. Donation Account: $64.17
2. **Decorum** We will remind members of decorum in a professional environment of university leaders, and the Parliamentarian will remind Senators of debate guidelines.

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

1. **Election Oversight** We are receiving election results from colleges and departments.
2. **At-Large Position Election** The procedure will commence in early February. Since ECUS-SCC will not meet until mid-February, the procedure will be revised and voted upon electronically.

Faculty Affairs Policy Committee (FAPC) — Chair Jennifer Flory

1. **Faculty Evaluation**

a. **Context**
    i. The Provost expressed concern about expanding criteria from three to five categories. She noted that schools that keep evaluation criteria embedded have fared better than those formally adopting five categories.
    ii. Given the extensive work completed by the Provost's Post-Tenure Review (PTR) Task Force in 2022, she suggested removing language tying "noteworthy" to a 4 or 5 on the Likert scale rather than restructuring categories.
b. **Deliberation**
    i. Holley provided context to the concerns.
    ii. The committee reviewed a version of policy edits that delete references tying "noteworthy" to Likert 4–5, and noted one additional USG-required item remains to be incorporated.
c. **Action/Vote** After extended discussion, the following motion passed unanimously.
    i. **Motion (Approved)** That the University Senate endorse the proposed revisions to the GCSU Faculty Evaluation Policies and Procedures to align with the revised USG policy by:
        1. Removing any language that ties "noteworthy" to receiving a 4 or 5 on the Likert scale in post-tenure review; and
        2. Recommending that departments and colleges define "noteworthy" in their promotion and tenure documents, including evidentiary expectations.
2. **FAPC Working Group**
    a. **Kick Off** Last week.
    b. **Membership (by Unit)**
        i. College of Arts & Sciences (CoAS): 4
        ii. College of Business & Technology (CoBT): 2
        iii. College of Education (CoE): 2
        iv. College of Health Sciences (CoHS): 2
        v. Library: 1
    c. **Working Group Members (Faculty)** Scott Butler, Jamie Downing, Jehan El Jourbagy, Jennifer Flory, Marcia Henry, Sabrina Hom, Paula Knight, Bekir Mugayitoglu, Suzanna Roman Oliver, Amy Sumpter, Aric Wilhau
    d. **Working Group Members (Administrators)** Mandy Jarriel, Winston Tripp
    e. **Objectives and Crews**
        i. Workload Crew
            1. Confirm current teaching load by college/library.
            2. Compare GCSU loads with peer/aspirant institutions.
            3. Recommend a simple, equitable university workload policy.
        ii. PTR Recognition Crew
            1. Develop a concise list of recognition and rewards for positive post tenure reviews to recommend to Academic Affairs.
        iii. Professional Leave Crew

1. Review the Professional Leave policy, procedures, and rubric for alignment with USG policy; ensure equity and clarity across colleges and departments.
   f. **Operational Note**
      i. There is a concern about the cadence of meetings and output.
      ii. The Working Group will address cadence and scope at the kick off, and shift tasks back to FAPC as needed—especially items from the Workload Crew.
3. **Tentative Agenda for February Meeting** Check with Hedy Fraunhofer regarding disability accommodations and support for faculty.

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

1. **AI Policy Review** IT created a report for RPIPC to review.
2. **Publication Costs** Shandra Walker, Dean of the University Library, brought the issue of the high cost of journals to the committee's attention. RPIPC seeks clarity from ECUS-SCC if this item is within RPIPC's scope or should be steered to FAPC.
3. **Campus Corner** The committee seeks clarity from ECUS-SCC if Campus Corner falls under RPIPC's or SAPC's scope.
4. **ECUS-SCC Discussion**
   a. **Journal Costs**
      i. **ECUS-SCC Action**: The committee decided the item remain with RPIPC.
   b. **Campus Corner**
      i. Comment: This is an advising and advocacy issue rather than a policy one.
      ii. Follow UP: Amy Pinney will poll SAPC about the question.

Student Affairs Policy Committee (SAPC) — Chair Amy Pinney

1. **Wellness Center Pool** We wrapped up our attention to the pool, and that item is now off the agenda
2. **The Max** We got an update for SGA regarding complaints about The Max; the update includes concern about recent TikToks. We received assurances that the administration is well aware of the issue, and changes are taking place. We will check on this item one more time.
3. **Student Mental Health Services** Again, we discussed the long wait times for student mental health services (SGA knows that the university is trying to hire more counselors). The committee will continue to address concerns about student mental health at our February meeting.
4. **SGA** is holding a town hall in February – one of the topics is student mental health.
5. **Bobcat Code** We got an update on the Bobcat Code, and efforts to make is align with other university documents; that issue will continue to reside with SGA
6. **February Meeting** Our February meeting will be at the Serenity Den, where we will continue our conversation about student mental health.
7. **ECUS-SCC Discussion**
   a. **The Max**

i. Comment (SGA President): The issue is very concerning to students because we're spending so much money on dining.
    ii. Comment: There has been a recent leadership change within Sodexo.
    iii. Comment: Campus leadership is taking the issue very seriously since contract bidding is approaching.

Student Government Association (SGA — President Serena Semere

1. **Fall Semester** The Student Government Association had an eventful conclusion to the Fall semester. We participated in the Milledgeville Christmas Parade, representing Georgia College and engaging with the local community. In addition, SGA hosted Monster on Campus, a finals preparation and stress-relief event designed to support students during exam week.
2. **Senate** We also closed out the semester strong in Senate, passing a total of $4,600 in bill allocations to Registered Student Organizations (RSOs) on campus to further support student engagement and programming.
3. **Town Hall** As we enter the new semester, SGA is preparing to host a Town Hall event, with one of our key discussion topics being student mental health. The insights gathered from this event will guide our efforts as we return to SAPC to develop a strategic plan on how we can better support students and identify actionable steps to improve their overall well-being and campus experience.

VI. Unfinished Business

1. There was no unfinished business.

VII. New Business

1. **USG Faculty Council Updates ─ Rob Sumowski, Voting Representative**
    a. **Online Monthly Meetings** October 21, 2025, December 16, 2025
    b. **Fall Meeting with Chancellor Perdue and USG Administration** November 13-14, 2025 at Georgia Tech. The key meeting during Fall Semester 2025 was this session with Chancellor Perdue and USG administrative staff.
        i. **Highlights: November 13-14 Meetings with Chancellor Perdue, Ashwani Monga, and Karin Elliott from USG** Most USG institutions are grappling with many of the same concerns we have discussed at GCSU: the rollout of merit pay during Summer 2025, the Commission for Public Higher Education (CPHE) and whether it will be mandated at all USG institutions, inconsistencies in the calculation of summer pay, faculty evaluations, the definition of the term *noteworthy* and where it should fit within the Likert scale, the need for a USG-wide salary study, and the handling of Artificial Intelligence (AI).
        ii. **Chancellor Sonny Perdue Key Points**
            1. **AI Concerns** USG will offer access to TurnItIn Clarity beginning in January 2026 to assist institutions in AI detection. A goal will be

not just to stop the use of AI by students but to also provide instruction on how to use AI appropriately.

2. **The Commission for Public Higher Education (CPHE)** is the new accreditation option at USG institutions' disposal. Georgia Southern and Columbus State are currently using CPHE. The Chancellor anticipates that most of our institutions will continue to use SACS-COC. He noted that SACS has streamlined many of its more cumbersome processes in response to the emergence of CPHE and he speculated whether the presence of CPHE may have actually inspired SACS to become streamlined, more efficient, and more institution-friendly. The Chancellor says he has no plans to mandate whether institutions should use CPHE or SACSCOC. He stated he does "not wish to mandate any accrediting agency based on some ideological view."

3. **Higher Education Compact** The Chancellor noted that USG will not sign onto the current administration's higher education compact. He said he does not feel the feds are a quality road map in mandating what USG should do.

4. **Summer 2025 Merit Raises** The Chancellor acknowledged that he wasn't sure USG did the best job communicating how to handle merit raises. He said USG should also better train evaluators on who should received merit raises. He stated he was open to USGFC's suggestions and ideas on how better to handle future rollouts. He thinks there may be merit raises again next year. USG will try to figure out a better way to handle merit raises next time. He noted that different campuses do performance evaluations in different ways. He said USG will try to handle future merit raises in a more standardized way.

5. **USG Administration** acknowledged concerns with the definition of the term *noteworthy* and where it should fit in with the Likert scale. It is anticipated this will be up to each institution's discretion.

6. **Salary Inconsistencies and Salary Study** USG recognizes that newer hires are coming in at higher salaries than faculty who have been here a while. He would like to see USG come up with a unified job description across institutions (which he noted would make merit pay easier), though he also acknowledged that positions with the same title may be very different across fields and across institutions. He stated this is complex and that there are many positions that may not compare well with each other.

7. **Chancellor Perdue anticipates a 2026 USG-wide Salary Study** for faculty and staff to being in January 2026 with a consultant leading it. USGFC also has its own salary study committee. The Chancellor offered USGFC a role during discussions about salary inconsistencies.

8. **USG has discussed the possible merger of USG's health plan** with the state health benefit plan used by P-12 institutions. Because there are differences in the programs, it would cost the state $175 Million to merge us with the other plan. Covering GLP weight loss drugs alone would cost $33 million. Such a switch would result in substantial increases in USG employees' health premiums.
9. **During the 2026 GA General Assembly**, USG will request that institutions be allowed to continue to keep money from fiscal year to fiscal year rather than implementing a "use it or lose it" policy. He would like to see institutions be able to build up strategic reserves.
10. **Faculty Visas** Research I universities have concerns about faculty from out of the country running into problems renewing their visas in light of shifting policies regarding immigration. The USG is willing to assist such faculty if they need USG to formally sponsor them in their efforts to renew visas.

iii. **Faculty Evaluation** And in the FWIW category, here is an interesting note from the State University Sector Committee Meeting: Some institutions use a single rubric to evaluate faculty at all levels. According to its USGFC representative, Dalton State utilizes one rubric to evaluate faculty in the following positions: lecturer, assistant, associate, and full professor.

2. **Steering of Items to Committees**
   a. Journal Costs was steered to RPIPC.
3. **University Senate Agenda and Minutes Review**
   a. **Tentative Agenda 23 Jan 2026**
      i. Motions
         1. FAPC: Faculty Evaluation Revision
      ii. Reports: Administrative reports and committee reports will also be agenda items.
      i. Supplemental Items of Business
         1. Nikki Simpson: Academic Early Alerts
         2. Cara Smith: Bobcats First
   b. **University Senate Minutes Review** A **Motion** *that the DRAFT minutes of the 14 Nov 2025 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. **Senator Attendance Records** Remember to record attendance in minutes There was no open discussion.

IX. Next Meeting

1. **Calendar**
   a. University Senate Meeting – Friday, January 23, 3:30 p.m., Arts & Sciences 272
   b. ECUS Meeting – Friday, February 13, 2:00 p.m., Parks Hall 301
   c. ECUS+SCC Meeting – Friday, February 13, 3:30 p.m., Parks Hall 301
   d. University Senate Meeting – Friday, February 27, 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 4:41 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				4	0	0
Cathy Cox *University President*		R	R	R	R				0	4	0
Nicholas Creel *EFS, CoBT* *ECUS Chair Emerita*		R	R	P	P				2	2	0
Holly Croft *EFS, Library* *ECUS Member*		R	P	P	P				3	1	0
Stephanie Jett *EFS, CoAS* *ECUS Chair*		P	P	P	P				4	0	0
Joyce Norris-Taylor *EFS, CoHS* *ECUS Vice-Chair*		P	P	P	P				4	0	0
Holley Roberts *Provost*		P	P	R	P				3	1	0
Rob Sumowski *EFS, CoE* *ECUS Member*		P	R	R	P				2	2	0
Andrew Allen *APC Chair*		P	P	P	R				3	1	0
Hedy Fraunhofer *BIPC Chair*		P	P	P	P				4	0	0
Jennifer Flory *FAPC Chair*		P	P	P	P				4	0	0
Talecia Warren *RPIPC Chair*		P	P	P	P				4	0	0
Amy Pinney *SAPC Chair*		P	P	P	P				4	0	0