

East Georgia State College Faculty Senate

Meeting Minutes

January 31st 2025

9:00AM via Teams

Type of meeting: Regular Meeting

Meeting Facilitator: Breana Simmons, President

- I. Call to order (9:00am) – regular meeting
- II. Roll call: Present members were President Breana Simmons, Dr. Carmine Palumbo, Christine Xie, Dr. Ren Denton, Natasha Goss, and Christian Kraus
- III. Greeting of Visitors:
- IV. Approval of minutes from December and Adoption of Agenda: Meeting called to order at 9:04 AM and minutes were reviewed and approved and the agenda was approved.
- V. Committee Reports
 - a. Faculty Evaluation Rubric: Changes to the rubric were shared and reviewed. Ren Denton explained the additions and changes to the rubric. There was some extended discussion on the portion of the rubric related to faculty's ways of proving that they are doing what they should be doing as faculty members, which had been streamlined and more general rather than so specific. The changes made to the annual report amounted to only cleaning up the language and eliminating repetition and redundancies. Motion to submit changes to APCC were made and approved.
 - b. Teaching Load Survey: Responses to the teaching load survey were presented and discussed. In general, there was a sense that faculty were afraid to respond to the survey for fear of reprisal from upper-level administration. Out of 38 faculty members, there were only 11 responses, and even many of the respondents noted that they did not feel that their responses really mattered because administration was going to ignore what the faculty thinks and do what they intend to do regardless. Dr. Palumbo expressed the concern that there will be (and there already has been) intentional manipulation of faculty schedule to allow for faculty to not be paid for teaching overloads...via a vie scheduling overloads in the fall and scheduling fewer than required hours in the spring so that the faculty does not have a full schedule so they don't get paid for the overload the taught in the fall. It was also expressed that the workload policy changes were already implemented without the policy having gone through approval channels. By all appearances, it seems that administration has no interest in acknowledging shared governance of the college and the approval of policies that faculty are required to abide by. The actual responses to the survey were shared and discussed. It was noted that President Simmons did some checking other USG

institutions to see if, in fact, the same policy was being used, and it does seem that (where the policy could be found in those institution's handbooks) the same policy is being used. It was discussed whether or not senate should share the responses with administration and it was acknowledged that it was faculty senate's job to ensure that faculty's voice is heard. It was decided that a summary draft memo would be crafted and sent to faculty to get a sense of their approval or disapproval of sharing the general displeasure with the policy known to administration. Dr. Palumbo and Christian Kraus will work on that memo and send to faculty.

VI. Open Issues

- a. 8-week classes: Math/Science chair sent an email with questions for faculty to give feedback on the 8-week course additions to the schedule. There is a general displeasure faculty has expressed about the effectiveness and success of the 8-week class model. Dr. Palumbo expressed the futility of fighting the implementation of at least some number of 8-week classes because all USG institutions offer at least some number of them. It is acknowledged that scheduling and course load nightmares will inevitably exist when faculty are scheduled for a mix of 8- and 16-week course loads. Natasha also noted that the upper-level courses tend to have more success because they are full of more motivated and focused and success oriented.
- b. Town Hall Meeting: The general lack of "on the record" comment on the meeting, it was noted, says a lot about how faculty feels about the current state of the college. There was a statement (of confusion and displeasure) expressed regarding the seeming disconnect between existing in a state of budget crisis and facing faculty position cuts while simultaneously adding upper-level administration and select faculty in other areas to teach in areas where course programs are being added. It was also acknowledged that it does look "bad" to see business faculty being added and administration added when administration is telling faculty that there will be faculty cuts in the same breath. It was also noted that there is a general lack of understanding about the rationale behind administration's position and actions.

VII. New Business

- a. Change in Degree Requirements for the BBA: Changes in requirements were presented, discussed, and approved.
- b. BBA New Concentration – Logistics and Supply Chain Management: New concentration was presented, discussed, and approved.
- c. New Courses for BBA program – nine new course proposals: New course additions were presented, discussed, and approved.
- d. eCore Proposal: A proposal to allow faculty to teach more than one eCore course per semester was presented and discussed. On the justification that since it has been acknowledged that faculty is underpaid at EGSC, faculty should be allowed to teach as many eCore classes that they can reasonably handle to make up for the lack in adequate pay. A motion to ask APCC to consider a policy to allow faculty to teach more than one eCore course per semester was passed, and Dr. Boudreaux will be asked to draft the policy change and present to APCC.

VIII. Unfinished Business: There was no unfinished business to discuss.

IX. Adjournment: Motion and second to adjourn the meeting at 10:25 AM