

East Georgia State College Faculty Senate

Meeting Minutes

September 6, 2024

9:00AM via Teams

Type of meeting: Regular Meeting

Meeting Facilitator: Breana Simmons, President

- I. Open Pre-meeting discussion
- II. Call to order (9:00am) – regular meeting: Meeting attendees: President Breana Simmons, Dr. Catherine Whelan, Dr. David Chevalier, Christian Kraus, Natasha Goss, Dr. Ren Denton, Deborah Lee, Dr Carmine Palumbo, and Dr. Christine Xie.
- III. Roll call: See list of attendees.
- IV. Greeting of Visitors: Visitors Dr. Catherine Whelan and Dr. David Chevalier
- V. Approval of minutes from April and Adoption of Agenda: Motion and second to approve April minutes were passed, and the September 2024 Agenda was approved as well.
- VI. Committee Reports: None
- VII. Open Issues: None
- VIII. New Business
 - a. Changes to EGSC Statutes: Statues were reviewed and offer for discussion on changes was extended. As there was no discussion, the changes to the statues were approved.
 - b. Updates to Faculty Senate Bylaws: Motion and second to create a committee for considering changes to APCC membership (whether or not we want chairs and/or having a faculty member running the committee) and how those meetings are run. A start date for the new representatives should be added, etc. President Simmons offered to chair the committee to consider changes. Dr. Denton offered to help with this task for Humanities, and the other departments will provide a member for the committee. Faculty will vote on the changes.
 - c. Overload Compensation Policy: Discussion of the current overload compensation policy was opened without a motion as agreed to by no disagreement from faculty. Dr. Denton raised faculty concerns over the failure to compensate faculty for teaching overload

courses in the semester during which they were taught. Dr. Whelan reiterated that the “new” policy brings EGSC “in line” with how other institutions in the system pay for overloads. Dr. Denton noted that the concerns she is hearing are more related to the lack of transparency with how the compensation practices are being handled. Dr. Whelan assured the senate that they were “tracking” the assignments of overloads to ensure that faculty are paid for the courses that they teach. Dr. Simmons just reiterated that a great deal of faculty concern stems from “PTSD” from failure in the past of the college to accurately pay faculty for the courses they teach. Dr. Palumbo raised a question about whether or not the “plan” is to have faculty teach overloads that they don’t get paid for in the fall only to be assigned underloads in the spring. As there is no actual policy (outside of payroll) to deal with this, there is no faculty committee appointed to consider these changes to pay. Dr. Whelan suggested that a possible way to address the concerns is to establish a “workload policy.” Professor Goss agreed that this was a good idea and suggested that the senate seek input from faculty on the establishment of an official “workload policy,” and the other senators agreed. President Simmons reviewed how we sent out a survey of faculty for input on previous issues senate were considering, and Dr. Whelan offered to send the initial draft of statements she has to help get the conversation started. Senate agreed that was a good place to start. Further discussion on the fairness of “banking hours” within an academic year to distribute hours for faculty to decide how their hours are used and paid for. Dr. Palumbo also discussed the fact that a lot of the overloads have ballooned over the last couple of years. Motion and second for Christian to send out the survey of faculty were made and passed.

- d. Faculty Annual Evaluation Form: President Simmons called for motion and second to form a committee to edit the FAE form. Discussion was had that there were portions of the form that faculty and evaluators both agreed needed to be addressed. President Simmons mentioned a few specific portions and Dr. Chevalier agreed with those, and Dr. Denton also noted some possible redundancies, but there are now two new chairs and their roles as evaluators should be supported by greater clarity in this form’s utility. Dr. Denton agreed to chair this committee, and Dr. Whelan offered that APCC (as a sub-committee of Faculty Senate) could also be tasked with working on this task. It was noted that this could also streamline the workflow between senate and APCC since they have to approve the changes prior to senate considering the changes anyway. Certain current and past members of APCC were considered as possible members of the committee. Motion and second were made to approve the committee formation and the motion passed.
- e. PT and PTR Committees: President Simmons noted that some faculty members were asking if there were any changes to these procedures and the formation of the committees. She noted that since the deadline for submission of the dossiers were so close, we would wait until Spring to consider changes.

- IX. Unfinished Business: Deborah Lee stepped down as Parliamentarian and President Simmons called for nominees for a new Parliamentarian (whose primary job is to run the FS meetings in the absence of the President). Discussion of possible nominations was had, and Deborah just made note of the fact that she felt uncomfortable in the position because she was just not knowledgeable enough on how to run the meetings. Dr. Denton self-nominated for the office, and it was seconded. Dr. Denton's role as Parliamentarian passed.
- X. Adjournment: Prior to adjournment, Christine asked a question about whether or not faculty up for PT or PTR should know who is on their committee or who is on the list prior to agreeing to be on the committee. Some discussion on this was had, and it was noted that there was nothing in the rules that required the committee be "secret." Dr. Whelan noted the privacy of the potential candidates as the main reason for why committee members were kept "secret" in the past. Call for motion and second to adjourn was made at 10:13 AM and meeting adjourned.