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Georgia Southern University Faculty Senate Meeting

September 17, 2019

Executive Summary: For the meeting of the Faculty Senate on September 17, 2019, no action items were brought forward, but several discussions were held. A full account of the meeting is available below.

Helen Bland (JPHCOPH) called the meeting to order at 4:00 p.m. The Senate accepted the minutes of the August 27, 2019 Senate meeting with the understanding that several errors would be corrected. The Librarian's Report was approved, and Finbarr Curtis (CAH) reported that the General Education and Core Curriculum Committee held their first meeting in which he was elected committee chair. Helen Bland (JPHCOPH) then made several announcements which are detailed in the Minutes below.

President Marrero reported on several items. First, he gave an update on Inclusive Excellence and noted several upcoming events related to these initiatives. He spoke about forthcoming changes in faculty and staff awards and announced that faculty can give input in several scheduled listening sessions. He then spoke about enrollment and the importance of the fall mini- mester as an opportunity for enrollment increases. Next, he turned to enrollment, noting that the system gave all institutions a reprieve until November 20th to submit budgets. GSU's formula budget reduction for FY2021 is \$6.95 million. \$3.2 million recurring is set aside, and the university must come up with \$3.8 million to compensate for formula funding. He stated his desire to identify 6.3 million dollars so we will have investment money for the future. He emphasized that a major priority is not to affect students negatively. Dr. Marrero then announced that his investiture ceremony will be held on October 24th on the Armstrong campus and on October 25th in Statesboro. He concluded his report to the Senate with an announcement about a memorial service for Armstrong Emeritus Professor Bob Strozier.

The Senate also received an update from Provost Carl Reiber. He spoke on Core Curriculum reform. He explained that the core curriculum will be cut from 42 to 30 hours. He said that currently we do not have much information on this issue, but he hopes that institutions will be able to choose how to use the 12 cut hours. He then spoke about the recent hurricane evacuation and the necessity of using Folio so classroom work can continue. He noted that two celebrations will be held this year to honor faculty accomplishments, one in October and another in April.

Hereafter, the university will host one event each April. He then spoke on recruitment, noting that dual enrollment is an excellent way for GSU to recruit students.

Dr. Maxine Bryant (PDAC), Chair of President's Diversity Advisory Council, gave a slide presentation on the current work of this council. She also mentioned several upcoming events.

The Senate discussed five RFIs, all available on Share Point for review. By way of announcement, Chris Cartright (CAH) gave an update from the Undergraduate Curriculum Committee pointing out that any items requiring USG approval must be submitted to this committee by February 4.

The Senate adjourned at 5:55 pm.

MINUTES

Officers: Helen Bland (President)Trish Holt (President-Elect) Carol Jamison (Secretary)
Michelle Haberland (Librarian) Dustin Anderson (Past-President and Parliamentarian)

Voting Members Present: Leticia McGrath (CAH) Robert Costomiris (CAH) Jennifer Kowalewski (CAH) James Todesca (CAH) Chris Cartright (CAH) Jack Simmons (CAH) Amanda Konkle (CAH) Lisa Abbott (CAH) Finbarr Curtis (CAH) Solomon K. Smith (CAH) Richard Flynn (CAH) Kevin Jennings (CBSS) Nick Holtzman (CBSS) P. Cary Christian (CBSS) Nancy McCarley (CBSS) Pidi Zhang (CBSS) Barbara King (CBSS) Delores Liston (COE) Nedra Cossa (COE) Fayth Parks (COE) Linda Ann McCall (COE) Lucas Jensen (COE) Nancy Remler (COE) Abid Shaikh (COSM) Ionut Emil Iacob (COSM) Yi Lin (COSM) Hans-Joerg Schanz (COSM) Marshall Ransom (COSM) Jeffery Secrest (COSM) Sungkon Chang (COSM) Traci Ness (COSM) Donna Mullenax (COSM) Jennifer Zettler (COSM) Andrew Hansen (JPHCPH) Barbara Ross (Liberty) Jessica Garner (LIB) Kristi Smith (LIB) Lori Gwinnett (LIB) Mark Hanna (PCB) Chuck Harter (PCB) Stephanie Sipe (PCB) Lowell Mooney (PCB) Bill Yang (PCB) Maliece Whatley (PCB) David Calamas (PCEC) Cheryl Aasheim (PCEC) Rami Haddad (PCEC) Chris Kadlec (PCEC) Hayden Wimmer (PCEC) Jim Harris (PCEC) Wayne Johnson (PCEC) Christy Moore (WCHP) TimMarie Williams (WCHP) Katrina Embrey (WCHP) Jan Bradshaw (WCHP) Chris Hanna (WCHP)

Alternates Present: Lisa Dusenberry Alternate (CAH) Christina Olson (CAH) Youngjoo Lee (CBSS) Barbara Hendry (CBSS) Shelli Casler (COE) Elizabeth Barrow (COE) Allison Lee (PCB) Mary Bester (WCHP)

Voting Members Not Present: Jeffery Riley (CAH) Jorge Suazo (CAH) Tony Morris (CAH) Heidi Altman (CBSS) Christopher Brown (CBSS) Addie Martindale (CBSS) Grant Gearhart (CAH) Daniel Chapman (COE) Cathy MacGowan (COSM) Justin Montemarano (COSM) Shijun Zheng (COSM) Dziyana Nazaruk Senator (JPHCPH) Liberty Jake Simons (PC B) Bill Wells (PCB) Li Li (WCHP) Marian Tabi (WCHP) Gina Crabb (WCHP) Susan Hendrex (WCHP) Anoop Desai (PCEC)

Administrators and Guests: Kyle Marrero (President) Carl Reiber (Provost and VP for Academic Affairs) Diana Cone (Vice Provost) Chris Curtis, (Vice Provost) Christine Ludowise (Associate Provost) Donna Brooks (Associate Provost) Melanie Miller (VP for Student Affairs) Rob Whitaker

(VP for Finance and Operations) Amy Ballagh (Associate VP for Enrollment Management) John Lester (VP for Marketing & Strategic Communication) Curtis Ricker (Dean, College of Arts and Humanities) Ryan Schroeder (Dean, College of Behavioral & Social Sciences) Ashey Walker (Dean of the Graduate College) Stuart Tedders (Dean, Jiann-Ping Hsu College of Public Health) Allen Amason (Dean, Parker College of Business) Mohammad Davoud (Dean, AEP College of Engineering and Computing) Barry Joyner (Dean, Waters College of Health Professions) Ted Brimeier (CBSS) Candace Griffin (Provost's Office) Marcus Mosley (FYI) Terri Flateby (Ass. VP) Amy Smith (Ass. VP Enrollment Managemnet) Ted Engel (Honors Program) John Kraft (CBSS) Olga Amarie (CAH) Brenda Blackwell (CBSS), Teresa Winterhalter (Ass. Dean, CAH)

I. CALL TO ORDER Helen Bland (JPHCOPH) called the meeting to order at 4:04.

II. APPROVAL OF AGENDA - Helen Bland (JPHCOPH) made a motion to approve the agenda for the September 17th meeting. Trish Holt (COE) seconded the motion. The motion passed.

III. APPROVAL OF THE MINUTES Carol Jamison (CAH), Senate Secretary, made a motion for approval of the minutes from the August 26th meeting. Michelle Haberland (CAH) seconded. Senators noted several omissions in attendance and a typographical error. The motion to accept the Minutes passed with the understanding that these corrections will be made.

IV. LIBRARIAN'S REPORT: September 17, 2019 – Michelle Haberland (CAH), Senate Librarian, made a motion to approve the Librarian's Report. Robert Costomiris (CAH) seconded the motion. There was no discussion. The motion passed.

a. General Education and Core Curriculum Committee

Finbarr Curtis (CAH) reported that this committee's first meeting was largely informational. He was elected chair at the meeting. He reminded Senators that Core Assessment reports are due October 1. The committee discussed coming changes to the core but have little information about those changes at this point. Richard Flynn (CAH) noted that the Senate would have to vote on any action items from this committee. There were none. The motion to accept the committee's minutes passed.

V. FS PRESIDENT'S UPDATES – Dr. Helen Bland (JPHCOPH) presented some friendly reminders about Senate conduct. She then gave the following updates: Stephanie Sipe (PCOB) will continue to chair the SRI ad hoc committee, and Faculty and Staff Development listening sessions will be held. Michelle Haberland (CAH) pointed out that there is an error on the Senate Website that lists wrong deadline for RFIs and motions and discussion. The correct deadline is October 7.

VI. ACTION ITEMS - none

VII. PRESIDENT'S REPORT – Dr. Kyle Marrero (President) reported on the following:

1. Dr. Marrero spoke on GSU's Inclusive Excellence initiatives. Dr. Damon Williams' report has been distributed across campus. Dr. Williams will visit campus October 2 and 3 for faculty to engage further with him. President Marrero has held his first meeting with the Student Advisory Committee on Diversity and Inclusion. He will meet with this committee every two weeks. This group will partner with Student Affairs for an October 10 event in which the University Police Department, Statesboro police department and Bulloch sheriff's department will meet with students. A similar event will be held on the Armstrong campus. The search for an Associate Vice President for Inclusion and Diversity has been posted. President Marrero urges Senators to look at Damon William's seven recommendations.

2. Dr. Marrero commended Ava Edwards (Staff Council Chair) and Helen Bland (JPHCOPH) on their excellent work in helping determine the best ways to appreciate faculty and staff. Award ceremonies are scheduled for September 23rd on the Armstrong campus and September 25th in Statesboro. Twelve pillar awards will align with the twelve pillars of GSU's strategic plan. Twenty-four awards will be granted, as well as a team award and an employee of the year award. The employee of

the year will win a free parking space. We will also honor both faculty and staff for their years of employment.

3. Dr. Marrero spoke about enrollment. He stated that the nonpayment drop date has passed as has the date for reinstatement. Our next opportunity to enroll students is for the Oct 14th mini- mester. This date corresponds with our deadline for submitting our census. The university needs to hit 327,000 credit hours to be flat and a head count of 26,408 head count. However, credit hours are more important.

4. He then explained that we are now working through the prioritization process regarding budget. All USG institutions were granted an extension until November 20th, a four-week reprieve. Budget reduction based on enrollment decline is just short of 7 million dollars. Our initial reduction was 3.8 million dollars. Moving forward, Dr. Marrero explained that we want to make sure we cover any enrollment decline and can also cover promotion, tenure, and health benefit increases. Our E-tuition reduction is \$567,000 recurring. The faculty and staff equity goal is to move the base amount to 70% of the floor or 90% of Peer Median and for staff moving them to 93% of the first quartile. To do so will require one million dollars, recurring. He states his desire to identify 6.3 million dollars so we will have investment money for the future. He emphasized that a major priority is not to affect students negatively. We do not want to hamper student support services. Students' time to degree must not be impacted by any decision made; following priorities include student success services; enrollment management; operational effectiveness. We need to continue working on enrollment strategies, and we need to ensure continued operational effectiveness. We will look through this filter as we plan the budget.

5. Dr. Marrero announced that his investiture ceremony will be held on October 24th on the Armstrong campus and on October 25th in Statesboro. He plans to have six speakers to speak on six values of our strategic plan. The Armstrong event begins at six pm. The actual investiture will be at 10:00 am in Statesboro. The investiture will be tied to homecoming events.

6. Finally, Dr. Marrero acknowledged that a memorial service will be held tonight for Armstrong professor emeritus Robert Strozier.

Questions and Discussion:

Lisa Abbot (CAH) asked if classes would be cancelled for the investiture on the 25th. Dr. Marrero replied that it would not be mandatory to cancel classes, but professors could choose to do so.

Michelle Haberland (CAH) asked how close we are to meeting goals for headcount and enrollment. President Marrero responded that the university is currently 400 under head count and 4000 credit hours short.

VIII. PROVOST'S REPORT – Dr. Carl Reiber (VPAA)

Dr. Reiber reported on general education core reform. He explained that a committee of provosts had been tasked with revising the core. This committee gave the recommendation to cut core hours to thirty. He explained that we are waiting for more information. Christine Ludowise (Provost's Office) is our representative. Dr. Reiber is meeting with Student Governance and Academic Affairs to receive feedback.

He then spoke about GSU's hurricane plan. He stated that the general consensus was that we should aggressively push out the message to use Folio during any time that the university needs to be closed. Some faculty were concerned about making up days. The reason we are using Folio is so we don't have to make up missed days due to inclement weather. We will send the message to students that campus closure is not course closure or a holiday. Course work will continue online.

Dr. Reiber discussed two faculty success celebrations that will be held this year. The first one will be in October to honor faculty accomplishments from last year. In April, President Marrero will have his awards ceremony, and in academics, we will celebrate other successes of faculty. We will also recognize department and college awards. He reiterated that there will be two faculty success ceremonies this year, and afterwards only one to be held each April.

Midterm courses are a way to help student credit hours and head count, Dr. Reiber explained. It is important to expand these offerings. Also, we are looking at dual enrollment as a great way to recruit students. We need to work in the community and school districts to engage students and encourage them to come to GSU.

Dr. Reiber met with deans this morning. Deans have presented to him prioritized faculty lines that are most important to expand programs and allow progression. Deans will receive documents later this week to further budget plans.

Questions and Discussion:

Wayne Johnson (CEC) asked if the provost would be willing and able to provide colleges with faculty travel for peer-reviewed conferences and presentations. Dr. Reiber replied that his office will do what it can within budget constraints. He has met with deans who are now adjusting the budgets. How a dean chooses to spend money is up to the college. Some faculty are deeply engaged and generate research funding on their own. Others, such as junior faculty, may need

more support. He stated that his office has pushed more money out to colleges and contact your deans for further discussion.

Jim Harris (CEC), in referencing the reduction in the core curriculum from 42 to 30 hours, noted that the committee that is cutting the core does not know what they are cutting. He asked if this was correct. Dr. Reiber responded that yes, this is fundamentally so. They want to pare back hours to 30 but haven't defined the cuts. Dr. Reiber noted that some things can't be cut such as freshman English, Georgia History, and math (state legislation mandates certain courses). Other elements will be addressed at the system level with input across the state. He would like GSU and other institutions to have latitude to do what is best for their institutions, but the final decision is up the General Education Core Committee.

Jim Harris (CEC) followed up by noting that it isn't wise to cut the fat until you know how much fat there is. A butcher doesn't do this, he explained.

Chris Cartright (CAH) observed that most faculty have concerns about the process through which core changes are taking place. What are best avenues for us to ensure that there is faculty representation in this process? What is our representation and how can we ensure they are heard? How can we advocate for a strong academic basis emphasizing that don't want a less rigorous liberal arts education. Dr. Reiber said there will be webinars, conference calls, and other venues in which we can actively participate. Also, we have a voice with the Faculty Senate. We will advocate for what our institution feels is appropriate. He noted that one goal is to incorporate more descriptive categories. For instance, he asked, how many people know what Area F is? The Chancellor's office has looked nationally at general education core courses, and we have a fairly large number in comparison. We have the opportunity to use the twelve hours that are cut to our advantage. Michelle Haberland (CAH) inquired about the timeline for core revision. Dr. Reiber replied that changes at the system level will occur within a year, but other approvals would likely take the next year for implementation.

Returning to the topic of hurricane campus closure, Donna Mullenax (COSM) asked if, when campus closed, online classes also closed. Dr. Reiber replied that students should have continued coursework online or through Folio. Donna Mullenax followed up by noting that her teaching assistant was unable to log time while the university was closed. Dr. Reiber said this could be addressed. He added that there are other complications that also need to be addressed.

Lisa Abbott (CAH) asked if there will be faculty input on the Faculty Evaluation Form. She is a creative scholar, and she expressed concern that this form does not recognize creative scholarship. She expressed frustration that this is the fourth or fifth format redo she has experienced. Helen Bland (JPHCOPH) explained that the template came from a committee at the request of faculty over a year ago and had one administrative representative from each college.

At the beginning of this year, templates were sent to the SEC for feedback. Much of the feedback was that the templates were just boxes and departments and colleges determine how to fill them. The SEC reviewed the forms and most of the SEC members were fine with the forms. Richard Flynn (CAH) said that the SEC does not have the authority to act on this. Departments should approve all evaluative forms. To have this come down by administrative fiat is not indicative of shared governance. Diane Cone (Provost's Office) explained that templates and forms do not

dictate content. She said that content is determined by departmental and college guidelines. Richard Flynn (CAH) said that this response did not satisfy him. Helen Bland agreed to set up a mechanism for faculty input and told Richard Flynn that the Senate will follow up on his concerns. Later in the discussion, Helen Bland requested the Richard Flynn put in an RFI to get more information on the forms.

IX. Presentation on Inclusive Excellence – The Year Ahead – Dr. Maxine Bryant (PDAC), Chair of President’s Diversity Advisory Council

Dr. Bryant presented a Power Point slide show detailing GSU’s Exclusive Excellence plan, which is based on Pillar Three of the university mission. The Diversity Advisory Council is defining Inclusive Excellence for our campus. Her committee read Dr. Williams’ report and brought forward the mission to create an inclusive campus environment. GSU is creating a cabinet level office to ensure that this goal is met. Dr. Bryant then listed the following actions that are underway as we move forward to meet these goals: the creation of adversity officer who sits on the cabinet, create college-level diversity councils, and create educational opportunities focusing on diversity, equity, and inclusion.

Questions and Discussion;

Barbara Hendry (CBSS) said that while she appreciates the efforts of the committee, she finds it troubling and ironic that with the reform of the core curriculum, we are now in the business of possibly cutting disciplines in social sciences and humanities whose primary goal is to understand history of racism, sexism, and other forms of discrimination. Stephanie Sipe (PCOB) asked about the origins of the groups and committees working on these initiatives. Is there opportunity for representation from all colleges and campuses? Dr. Bryant responded said that the Diversity Council grew out of a group on Armstrong campus. Teresa Winterhalter (Ass.

Dean, CAH) noted that everyone was invited last fall when a call for participation was sent out. In the spring, listening sessions were held and all campuses were informed via email. Christy Moore (WCHP) inquired about a bulletin board in Victor Hall on the Armstrong campus that was perceived as racist. Dr. Bryant responded that it was taken down within hours of being put up and was created without malice. Dr. Moore responded that the bulletin board should never have been put up in the first place.

Chris Cartright (CAH) noted that the inclusive excellence initiatives at GSU began after a few specific incidents which reflect ideological perspectives that are incongruous with the values of public universities. He asked if our focus on inclusion implies that we accept and tolerate all ideological perspectives, and if so, how will this comply with our efforts to ensure that minoritized faculty, staff, and students feel included in our campus culture? Helen Bland (JPHCOPH) asked him to send this question forward as an RFI. He agreed to do so.

X. SENATE EXECUTIVE COMMITTEE REPORT

a. RFI – Transparency of Limited Terms being Converted to Assistant Professors

Question:

Why were lecturers and senior lecturers not given the same opportunity as the limited term faculty to become assistant professors?

RATIONALE(S): As you are aware, recently some non-tenure track limited-term folks were directly appointed to non-tenured Instructor positions rather than Lecturer positions. It has been explained to me that this Instructor position is equivalent to a non-tenured Assistant Professor rank, and promotion to Associate Professor (and beyond) is now possible for these folks.

Additionally, I have been told that these folks received a pay increase that was not considered for those of us with similar rank and experience. Many of us have some concerns about the lack of transparency in this decision, the lack of equity in the consideration of ensuing pay increases, any consequences this decision could have concerning future pay adjustments, and the other implications that could occur moving forward with people serving in an equal capacity but with different ranks and therefore compensations.

Helen Bland (JPHCOPH) read the response from Dr. Reiber:

Dr. Reiber: Georgia Southern University had been in significant violation of USG policy regarding Limited Term Faculty (LTF) and length of employment. USG policy limits LTF to two years of employment. Georgia Southern University had over thirty faculty who had been employed for more than two years and as such should have been terminated June 30, 2019 based on USG policy. To avoid terminating these long standing and productive faculty, the Office of the Provost chose to convert LTF who had been employed for more than three years to a corresponding regular faculty rank. Those LTF who had earned a master's degree were converted to the rank of Lecturer and LTF who had earned a PhD were converted to the rank of Non-Tenure Track Assistant Professor. This was in keeping with the institutions policy on degree, rank and career ladder (i.e. promotion eligibility). The conversion of LTF with a PhD to the rank of Non-Tenure Track Assistant Professor was also intended to stay in compliance with both USG and SACSCOC policy regarding the 20% cap on Student Credit Hours taught by lecturer. Georgia Southern University is very close to the maximum allowed percentage.

Donna Mullenax (COSM) stated that senior lecturers are frustrated because they were not given the opportunity for this promotion. Dr. Reiber responded that the university had a compliance issue that needed to be corrected. We did as much as we could afford. We will again look at PhDs this budget cycle, he said. We cannot convert all eligible lecturers to non-tenure track assistant professors because of budget constraints, but we are trying to move forward systematically and in a fair manner. The career ladder for lecturers is different than that of non-tenure track faculty, so we must have those conversations. We are looking at this now as budget process rolls out. Donna Mullenax (COSM) then asked if the two positions be evaluated differently. Dr. Reiber responded that the handbook lists standards of promotion for non-tenure

rack and for lecture advancement. The new rank of principal lecturer is being worked out in departments. There are criteria in place, but they are college and department specific.

b. RFI – Faculty Salary Study Regarding the Lecturer Line (response on Share Point)

Question:

As the faculty study results have come back, questions have formed among the lecturers and senior lecturers as to how they were classified. Were lecturers and senior lecturers grouped together? If so, why? Where did the \$37000 number come from? Who were we compared to?

Rationale: Assistant Professors, Associate Professors and Professors were kept separate in this study. It appears to us that the lecturers were grouped with the senior lecturers because we are getting the same numbers on our letters. We do not feel it is fair if lecturers were placed in the same category as senior lecturers.

Response: Helen Bland (JPHCOPH) replied that Michael Toma's report shows that lecturer levels were looked at differently. This report is available online.

c. RFI – Student Names on Class Rolls (moved to Student Success Committee, charged to bring an actionable item to general FS meeting)

Question:

Is there a way we can have student's names on class rolls reflect their chosen name rather than given name?

RATIONALE(s):

This question is primarily directed to protect students who are trans-gendered and going through the transitioning process. Due to their age many have not yet filed to legally change their given names. Therefore on the first day of class they face being "outed" when their name is called to confirm attendance. While "John Smith" may be presenting as Joanna Smith, this moment of identification in class reveals that she is trans-gendered. This can put these students at risk for bullying. Faculty have no way of knowing that a student goes by another name unless that student tells them. This puts the onus completely on the shoulders of the student, who may not be comfortable speaking to the faculty member beforehand. If we could have the option for students to have their preferred name on the rolls it would solve this concern for faculty and students alike. I have included two articles that discuss the issue of transgendered students on college campuses.

Response: Helen Bland (JPHCOPH) explained that this issue is currently under consideration by the Faculty Senate Student Success Committee and will be discussed at next Senate meeting

d. RFI – Student Conduct Board/Academic Dishonesty (moved to appropriate personnel, waiting on response) (p.26)

Question:

Why has the responsibility for Academic Dishonesty review been moved from the Student Conduct Board to the Provost's Office? Who in the Provost's Office will review the many cases of this that were previously handled by a board of faculty? Which pillar does this support?

RATIONALE(S):

<https://students.georgiasouthern.edu/conduct/resources/faculty/academic-dishonesty/> There is a quickly constructed message indicating a new form for reporting academic dishonesty, with little to no explanation of how these cases will now be reviewed in the Provost's Office.

Response: Helen Bland (JPHCOPH) said that the SEC has moved this issue to the Dean of Students and is waiting for a response to share at the next Senate meeting.

e. **RFI** – Inversion (moved to Faculty Welfare Committee, charged to bring an actionable item to general FS meeting)

Title: Inversion

Yes, faculty understand the salaries cannot be fixed overnight. However, I have had many faculty approach me about the inversion problem. As staff are being brought up to appropriate salaries and new hires are being paid to entice them in, what will be done to support those of us that have been here for a long time. Several faculty expressed frustrations along the following lines:

1) New lecturers being hired at a pay less than \$1000 under senior lecturers. Several senior lecturers have expressed frustration to me because they did not get a salary study raise, yet the new hires are making almost as much as they are now. Some of these senior lecturers have been around for 15+ years.

2) Similar frustration has been expressed by faculty in the tenure faculty line where the new hires are being paid more than associate professors or full professors. 3) The third frustration being presented is how the limited term people that were converted to "permanent" lecturers and assistant professors. Several faculty have claimed that the non-tenured track assistant professors are being paid more than the senior lecturers.

To sum up, what is being done with inversion as many faculty are getting frustrated with the inversion they are perceiving.

Response: Helen Bland (JPHCOPH) said that this RFI has been moved to the Faculty Welfare Committee and may be discussed at the October Senate meeting.

Questions and Discussion:

Traci Ness (COSM) asked if non-tenure track lines used to convert lecturers to assistant professors would affect the hiring of new tenure-track assistant professors. Dr. Reiber (Provost) explained that we have had limited term faculty who had been teaching for us for as many as sixteen years. He said that this isn't right because the salary is disturbingly low. We sought to rectify this by converting some lines as appropriate. These faculty members were already teaching and factored into the regular teaching load and rotation of programs, so no, they don't bias the departments from hiring tenure-track faculty. Traci Ness then asked as a follow-up whether these faculty are included in the count of lecturers. Dr. Reiber said that they are not.

They are no longer lecturers and do not count in the 20% lecturer line. Finbarr Curtis (CAH) asked about budget savings for non-tenure track as opposed to tenure-track hires. He stated that we do not want to cut tenure-track lines. Helen Bland (JPHCOPH) remarked that this issue goes beyond the RFI under consideration. She asked Dr. Finbarr to submit his question as a new RFI.

Dustin Anderson (CAH) told Senators that Michael Toma's report is available on the Human Resources tab of the myGS website.

XI. OLD BUSINESS – none

XII. ANNOUNCEMENTS AND UPDATES: Vice-Presidents & Committee Chairs

Chris Cartright (CAH) reported that the Undergraduate Curriculum Committee met last week, but minutes were not yet approved. The Committee had some curricular items which were approved and sent through CIM. He instructed Senators to go to the Committee's page on the Faculty Senate website to find their calendar which gives dates for curricular approval. The committee added it is important to get as many items as possible through by February 4 if those items need USG approval. He also reminded Senators that units wishing to expand programs to another campus must go through CIM for approval through the appropriate curricular committee.

XIII. ADJOURNMENT

A move to adjourn the meeting was made and seconded. The meeting adjourned at 5:55 p.m.

**Respectfully submitted,
Dr. Carol Jamison (Senate Secretary)**