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### Faculty Senate Minutes

*Georgia Southern University*

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**Senate Executive Committee**  
**January 15, 2021 1:00-3:00 PM**

Members present: Trish Holt, Lisa Abbott, Cary Christian, Cheryl Aasheim, Diana Botnaru, Bill Mase, Jessica Garner, Dee Liston, Bill Wells, Barbara King, Amanda Konkle, Helen Bland  
Guests: Dustin Anderson, Leticia McGrath

Leti McGrath, chair of the Faculty Welfare Committee, was present for the first hour of the meeting to discuss the charges to the FWC including the revision of the Annual Faculty Evaluation. Dustin Anderson shared some history: a December 2019 motion to reject the common form out of CAH; it was not taken up for immediate discussion because it was an issue considered to apply to one college only. The Senate voted for this to go to FWC for revision. Leti stated that the FWC has had the form on its agenda for many months. Spring 2020 discussion in FWC around whether this was under the purview of the FWC; the bylaws state that the FWC is to review evaluation procedures. There has been pushback from members of the committee regarding how it would be possible for them to create a universal form. The item remained on the FWC agenda for Fall 2020; the committee asked if they should still address it, and they were told yes, but to prioritize other things over it. The FWC met on Wednesday, January 13 and began compiling all the different types of faculty evaluations being used by different departments. The FWC has a folder of the various forms currently in use. Trish Holt reported that Dr. Reiber told Diana Botnaru and Leti that his top priority is the NTT document. The major focus needs to be the timeline, the different levels, and giving colleges latitude to evaluate based on the individual's hiring document listing their duties. The committee currently has 4 charges: the NTT policy, the SRIs, faculty evaluation, and chair evaluation. Leti clarified that the charges have been implied but not clearly stated. She stated that the committee completed and submitted the NTT policy, but the meeting with the Provost regarding it had to be cancelled and the committee is waiting to reschedule. Leti understands that the Provost wants some revisions to that policy and suggested that an email stating those changes rather than a meeting might be more expeditious. Leti also met with the Provost and a subcommittee on the chair's evaluation on Monday. Different subcommittees are working on these various policies. The FWC has been discussing SRIs but also remains confused regarding what they need to do to move forward with that; they are discussing with people who worked on that last year. Leti noted that the Faculty Handbook states that the department makes a final decision about evaluation structure and format, and so there is concern about the FWC working on a universal form. The objection was that the form shouldn't be dictating criteria or procedure, and Diana Cone said that the universal form does neither. Dustin stated that they might want to begin by clarifying definitions of criteria, procedure, and form. Cary Christian voiced the FWC's concern that they do not have the expertise to revise the SRIs. Trent Maurer led an earlier charge to recreate the SRIs and it could be helpful to pull in others with expertise in this area, as the charge went to FWC because the committee had previously suggested that this should come from them. Bill Wells suggested that an ad hoc committee to address SRIs makes more sense because this has been on FWC's plate for years. He also suggested that creating an evaluation form should be the work of chairs, deans, and the provost since many will choose to ignore it. Dustin stated that the current new form was sent to Senate as an informational item created by

Deans and Provost, but then Senate didn't like it, so it was sent to FWC to come up with something better. Bill was concerned that faculty evaluations and SRIs seem to appear on the FWC's agenda every year.

Motion to create an ad hoc committee to work on the SRI, with one member on the committee from the Faculty Welfare Committee. Dustin reminded that the ad hoc committee needs to report to the Senate; Cary clarified that the Senate Executive Committee needs to form this ad hoc committee.

Returned to discussion on faculty evaluation form. Jessica Garner raised the question for the Library, because they were told that they had to use the form from the Provost's office this year. She stated that the messaging was inconsistent about who was requiring the form. Dustin stated that different colleges are complaining about new forms. Bill Mase asked if the annual evaluation went through Human Resources because it had at previous institutions he worked at. Leti added that faculty still feel that the forms they are filling out are not giving them the proper venue to describe how they are performing. Bill Wells added that complaints about inconsistency in the form brings the Provost into play. Amanda Konkle reminded us that the Provost had previously stated an intention to move toward an online form. Leti stated that the university previously had an online form that was a nightmare. Bill Wells concurred that this was a nightmare because the university bought the cheapest plan and had no support for running the system. He stated that those programs can work if adequate resources are put into them. Lisa Abbott also spoke to previous negative experience with a universal system. Dustin clarified that the post-tenure review process being undertaken by the university system would be relevant in this discussion.

Barbara King summarized the Librarian's Report. Some committees did not send minutes, but minutes from the GECC, graduate, and undergraduate committees are present. Trish noticed that many committees had questions about the Inclusive Excellence report and that some committees did not feel that preparing an IE plan was an appropriate charge for their committee.

Old Business:

SGA committee member selection: Trish stated that the SGA is currently functioning and the SEC needs to select a committee member for that committee for the remainder of this year. Helen stated that the SGA selects someone to send as the student rep to Senate. Lisa clarified that we also need to send a call to the Senate for someone to serve as the Senate representative to the SGA. Diana suggested issuing a call on the Faculty Senate listserve. Cheryl Aasheim stated that in the past there have been co-representatives, which makes it more palatable to faculty senators to be able to divide the work. Trish said she would add a request for volunteers to the Senate agenda.

Diana Botnaru spoke for the Bylaws Review committee, which will be co-chaired by Lisa Abbott and Diana. They are meeting next week for the first time and hope to meet bimonthly to have

something for the Senate to approve by the end of the term. Diana stated that they do not need to be on the Senate agenda.

SEC voted to leave the Discussion Item submitted on the Faculty Evaluation form on the agenda for discussion.

Trish stated that Brian DeLoach will give a presentation on vaccination pods at Senate if everyone is ok with it. She also stated that Rebecca Carroll and Provost Reiber would like to do a presentation on mental health resources available for faculty.

NCAA Chair Selection. Chris Geyerman currently serves in this position. Jessica Garner stated that it is time for him to come up for either re-election or for someone new to take this position. Jessica also stated that there needs to be time to transition to a new person so that he can train them. Lisa suggested that someone check and see how long he wants to serve in this position. Jessica will do this and report back. Cheryl had previously asked him and he stated that he thinks his term expires in 2021. Cheryl will ask him for definite date of end of his term and if he wants to serve in this capacity again.

SEC Inclusive Excellence Plan. Trish is scheduling a meeting to discuss work on this plan.

Trish forwarded articles on shared governance to discuss with SEC. Diana stated that she does not think faculty and administration define shared governance the same way. She stated that she thinks President Marrero aims for transparency but that faculty have been under stress for a number of years and so the trust piece is difficult. Diana stated that the pieces talk about less formal channels of communication between faculty and administration, and that faculty at Georgia Southern are often told to go through the official and appropriate channels for communication. Trish stated that there are various groups who provide training for Faculty Senates to participate in training. Jessica applied some aspects to the Board of Regents as well.

Dee Liston proposed that we review the January Faculty Senate Agenda and vote on it. The Faculty Senate Agenda was drafted, reviewed, and approved.

The meeting was adjourned at 3:00 PM.

Respectfully submitted,  
Amanda Konkle  
Faculty Senate Secretary