



Guests:

Dr. Pamela Bedwell (Assistant Vice President for Academic Affairs)

Dr. Kevin Cantwell (Chair, Department of Media, Culture, and the Arts)

Dr. Gerald Lucas (Associate Professor of English)

Dr. Neil Rigole (Assistant Professor of Information Technology)

Ms. Loleta Sartin (Assistant Professor of Education; Chair, Academic Affairs Committee)

Dr. Terry Smith (Assistant Professor of Information Technology)

Ms. Nancy Stroud (Vice President for Fiscal Affairs)

Dr. Stephen Taylor (Chair, Department of History and Political Science; Chair, Promotion and Tenure/Post-Tenure Review Committee)



Dr. Fegley asked if workloads will be set in January when the salary adjustments arising from the Vinson study take effect.

Dr. Venn explained that workloads will not yet change. A task force will be formed and input from the College's new President will be needed as well as an examination of the College's financial status. Right now, workloads are set at 4 courses per semester for faculty members with terminal degrees. Lecturers' workloads are 5 courses per semester, and faculty members with Master's degrees have 5 courses per semester unless a chair or dean overrides that requirement. The College will need to look at a different workload model such as that used at Kennesaw State University that allows for a teaching emphasis (4/5 or 5/5 load) or research (3/3) emphasis. All these details are still to be worked out by faculty and administrators and may require faculty members to approach their teaching differently.

Dr. Fegley pointed out that the major issue related to workload was not a discrepancy between campuses but that in his school and department, faculty were told that they could have a 4/4 load but if they had to add a fifth class, they would not receive overload pay.

Dr. Venn clarified that the handling of overloads is specific to each academic unit; while having a Ph.D. does not supersede teaching an overload, there are larger issues to be discussed. Full-time terminal degree holders should not be teaching overloads and the College wants to avoid the prospect that the Board of Regents might raise teaching loads.

Mr. Lowery asked when the work group on this topic would begin meeting. Dr. Venn stated that Dr. Cantwell will distribute a poll on the subject.

Dr. Smith asked whether salary increases resulting from the Carl Vinson study would affect faculty as well as staff. Ms. Stroud stated that increases would apply to all "outliers," whether faculty or staff, but not to administrators.

Dr. Lester asked whether the Carl Vinson study results would be publicly available. Ms. Stroud explained that some results would be made public, and she will follow up to find specifics. Dr. Venn added that CUPA makes public their reports that are organized by position type.

Mr. Lowery asked what the College's operating budget is. Ms. Stroud stated that the total operating budget is around \$98-\$100 million. When "auxiliary" and "sponsored" categ

create an ad hoc committee on administrative evaluations, covering administrators on the career

Dr. Bedwell noted that she was glad that faculty members are addressing the use of social media because her office had had to handle two potential lawsuits arising from misunderstandings of boundaries between faculty and students. This discussion is a chance to educate everyone concerned.

Dr. Shinn added that the magazine *Popular Science* has recently chosen to eliminate comments from its website because of similar problems.

Dr. Rigole stated that he would communicate with the faculty next week about upcoming training sessions and that conversations are ongoing, including on the subject of greater use of Collaborate.

Dr. Bunker asked if there were any questions about Dr. Venn's committee proposals before a vote.

Dr. Bedwell pointed out that the Board of Regents' Diversity Summit and the Diversity Committee are not to be considered one and the same; Dr. Bunker confirmed that the Board of Regents' Summit happens annually whereas the committee is an ongoing opportunity for the College to send a representative to the Summit as well as attending to other diversity issues on the five campuses. The diversity committee will be a standing committee of the Senate and will be populated as soon as possible.

Dr. Spaid asked whether the by-laws of the Senate would have to be modified; Dr. Bunker confirmed that they would be.

Dr. Cantwell suggested that the diversity committee could start as an ad hoc committee and move to standing committee status in the spring.

Dr. Bunker suggested that the Senate could formalize the committee's standing after the SACS visit.

Dr. Spaid moved to create an ad hoc committee on diversity that would become a standing committee in Spring 2014. Mr. Spratt seconded the motion. The motion carried unanimously.

Dr. Bunker asked for a vote on the ad hoc committee for administrator evaluations, noting the particular concern about interim administrators who become permanent without being evaluated by faculty. Questions also arose in the past about the timing of administrator evaluations and what happened to them once they were completed. The committee would need to start work immediately and produce a report by the end of the year.

about their absence at the former Macon State College persist. These evaluations are necessary and the Senate should take part in their development.

Dr. Cantwell added that the Promotion and Tenure/Post-Tenure Review task force recommended

consisting of incorrect email addresses were corrected and those with incorrect addresses were able to vote. Because of 11 incorrect addresses, the voting deadline was extended by 12 hours, but no additional votes were cast during that extension. This type of voting will not take the place of a discussion-based group such as the Senate but is useful in certain circumstances, including emergencies. The voting data indicates that the lowest participation rate was 45% (School of Health Sciences) and the highest participation rate was 68% (School of Liberal Arts). The average was 58%. While the relatively low participation rate is noteworthy, the technology worked successfully. Dr. Cantwell noted that he will put together a poll on workload issues to establish some initial data points for the Vice President for Academic Affairs to use.

Dr. Taylor added that Dr. Cantwell took the initiative in learning the voting software. One problem was that some faculty members' email boxes were full. Post-consolidation, faculty must become more attentive to electronic communication, and eventually, others must be trained to administer the voting software. The Promotion and Tenure/Post-Tenure Review Committee found the technology useful and was able to populate the subcommittees as needed. Due to new policies, the subcommittees will be trained on the Macon and Cochran campuses on Friday, October 11 via Collaborate with the recorded session made available to those who cannot attend and to candidates for promotion, tenure, and post-tenure review. The committee has also agreed on a standard list of interview questions for advance distribution to candidates. The process is on schedule to have subcommittees interview and then vote on candidates by the third Friday in November. The committee is also examining the Faculty Handbook's language on post-tenure review and working on a roster of candidates and a timetable for the spring semester. Those eligible will be notified by the end of the fall semester. More information will be available in November.

Dr. Collins asked how the membership of the subcommittees was decided. Dr. Taylor explained that each subcommittee consists of two elected members plus one member chosen by the candidate unless the candidate is an administrator.

Dr. Collins asked about the election results.

Dr. Cantwell explained that the results went out to the subcommittees and candidates but not to the full faculty. This discussion is the first formal announcement of the results.

Dr. Fegley asked about the rationale for this decision.

Dr. Cantwell pointed out that he did not have the authority to release the information; Dr. Bunker added that those directly affected were notified first. Dr. Cantwell agreed but suggested that the full faculty could have been notified. Dr. Taylor reiterated that the priority was to notify those who would have to act on the results.

Dr. Fegley noted that former Middle Georgia College faculty are unfamiliar with procedures derived from those of the former Macon State College. Dr. Cantwell stated that this procedure is new to everyone and not based on any former procedure from either institution. Dr. Fegley responded that he only found out that he had not been elected when a colleague asked him to



serve on her subcommittee. Dr. Cantwell suggested that an advisory committee would have been useful in this instance.

found 12 “non-designated” smoking areas on the Macon campus. Mr. Swenson contacted the Cochran campus police department to ask about the success of the smoking gazebos on the campus. The Cochran campus has only one “non-designated” smoking area that seems to be used