

**Executive Committee Meeting 2 Minutes**  
**September 10, 9:00-11:00am**  
**Meeting Location: Virtual on Microsoft Teams**

**Present:** Steven Wallace (chair); Monica Miller; Javan Frazier; Sabrina Wengier; Chris Hill; Chris Hornung; Julie Lester; Amanda Chase; Richard Binkley; Whitney Hamilton; Vicky Sandoval; Jasmine Brown; Greg George; Duane Day; Kara Svonavec (Governance Historian); Provost David Jenks.

- 1) **Call to Order** 9:00 a.m.
  
- 2) **Roll Call**
  
- 3) **Approval of the Minutes**
  - a. Minutes from meeting on

- The bylaws already allow for promotion based on “equivalent training or experience,” which should be sufficient. Consideration might be made for a “professor of the practice” status, which other schools use for such situations.
- There are disciplines such as Aviation in which very few faculty members have doctorate degrees (though there is a Doctor of Aviation degree); most of the faculty have come to teaching after a successful career in the discipline and are unlikely to pursue a doctorate. Without an alternate route to full professor status, a discipline such as aviation is unlikely to have any full professors.
- Some faculty members who have been at MGA for a long time were hired under different expectations, and they feel punished by the current expectations. However, upon consolidation, many faculty members (especially faculty of color) were encouraged to pursue a terminal degree; changing the expectations now would not be taken well by those faculty who pursued a terminal degree.
- This proposal might make it more difficult to recruit new faculty members who have terminal degrees; several noted that this proposal feels like a step backward.
- The Board of Regents has expressed concern about tenure and promotion being granted too generously; this proposal might threaten MGA’s ability to grant tenure and promotion. Provost Jenks noted that the BOR is in the process of developing new requirements for promotion and tenure pr.-( )Tj33.26(.)Tnd tinurenurete topivelunded(e)-6 (r)-2 (i)-2 (t)-2

## 7) New Business

### a. Report from Senate meeting.

The President of the University spoke about enrollment and COVID-19 numbers. He expressed optimism about the trends of the latter, but said the former was still behind last year's statistics. Some faculty were not convinced that mask and/or vaccine mandates are not necessary; however, the administrators are bound by the BOR's and political leaders' decisions on these matters.

The proposal from Executive Committee was approved.

Dr. Kevin Cantwell called attention to some necessary revisions to the Statutes that the EC must take care of at today's meeting.

### b. Adjustments to By-Laws; eligibility requirements for Senate, membership of Graduate Studies Council

Dr. Wallace presented the revisions to the Statutes that the EC was asked to approve:

- Proposal for the EC to Update the Membership of the Graduate Studies Council in the MGA Senate By-Laws (See Appendix B). Dr. Wallace explained that the Senate By-Laws do not reflect the practice of the Graduate Studies Council. This would likely align the two documents. Furthermore, the up-coming visitors from the accreditation board will be checking that all of our documentation is in order with regard to the Graduate School and Graduate Studies. These items will fix any inconsistencies. First—Sabrina Wengier. Second—Duane Day. Approved unanimously.
- Proposal from Executive Committee to Update the Membership of the MGA Senate in the MGA Senate By-Laws (See Appendix C). Dr. Wallace explained that this is in current practice. Similar statements were included in the 2019 version of the Senate By-Laws but were removed perhaps ta-1 ( t Tw 35ak10 (B)-a (cl)-66 (e )-1014-4 (d)-4 (e (cl)-e4 (ps)nn)-14

- Dr. Wallace explained that the current practice is that chairs and deans are not eligible to serve on the Faculty Senate, and they are counted for representation purposes. This is not currently in the Bylaws, though it was previously. There was a motion to create a Subcommittee to write a proposal regarding chair and dean eligibility to serve on Faculty Senate and be calculated for department and school representation purposes. First—Monica Miller. Second—Sabrina Wengier. Approved unanimously. The Subcommittee will consist of Steven Wallace (ex-officio), Chris Hill, and Monica Miller.
- Proposal to remove the Torch Society Representative from the Student Affairs Committee, as the Torch Society is no longer active. First—Sabrina Wengier. Second—Julie Lester. Approved unanimously.
- Proposal to remove references to Faculty Chair and Vice-Chair (which are now Chair and Vice-Chair of the Senate) in Article 5-D of the Bylaws. First—Sabrina Wengier. Second—Chris Hill. Approved.
- Proposal from Executive Committee to Revise the MGA Statutes (Document available via Teams). Dr. Wallace explained that Dr. Cantwell suggested the revisions, which are needed to keep the Statutes up to date with new graduate program offerings and policies. These revisions must be in place or at least in process before the accreditation review board conducts their review of these programs. Other miscellaneous revisions include language about accreditation, the addition of a presidential cabinet position, and adjustments to the table of contents to match the new items.

There was a motion to create an Ad Hoc Committee to read the Statutes and review the changes proposed by Dr. Cantwell. The Committee will also proofread the Statutes for any grammar or wording issues. First—Sabrina Wengier. Second—Monica Miller. Approved unanimously. The Committee will consist of Kara Svonavec, Chris Hornung, Steven Wallace, and Sabrina Wengier.

8) **Adjourn.** 10:27 a.m. First – Chris Hill. Second – Steven Wallace. Approved unanimously.

Appendix A—Proposed Changes to the Requirements for Promotion to the Rank of Professor

Appendix B—Proposal from Executive Committee to Update the Membership of the Graduate Studies Council in the MGA Senate By-Laws

Appendix C—Proposal from Executive Committee to Update the Membership of the MGA Senate in the MGA Senate By-Laws

Appendix D—Proposal from Executive Committee to Update the Membership of the Student Conduct Board in the MGA Senate By-Laws

Appendix E—Proposal from Executive Committee to Revise the MGA Statutes

## Appendix A

### Proposed Changes to the Requirements for Promotion to the Rank of Professor

#### Proposal:

All faculty members in tenure track positions should be eligible for promotion up to the rank of Professor.

#### Rational:

Middle Georgia State University is an institution with a blended function. It has a primary function as a state university and a secondary function as a state college (BOR Policy Manual 2.8). In the Criteria for Promotion (BOR Policy Manual 8.3.6), it reads:

#### **8.3.6.5 Institutions with a Blended Function**

In addition to the minimum criteria above, promotion to specific ranks requires faculty to have the degree qualifications or the equivalent in training, ability, or experience associated with either the institution's primary or secondary functional sectors depending on which functional sector of the blended function the faculty member is supporting. Neither the possession of a doctorate nor longevity of service is a guarantee of promotion.

Our current promotion system is based off of the requirements of a state university in that we require a terminal degree in the appropriate discipline or its equivalent for promotion to Professor (BOR Policy Manual 8.3.6.3 and MGA Faculty Handbook 4.06.02).

Under the current teaching load policy, faculty with a terminal degree have a requirement of 12 semester hours of classes while faculty without a terminal degree have 15 semester hours of classes (MGA Faculty Handbook 5.03.01). Faculty members without a terminal degree cannot teach Graduate level courses without proper justification according to guidelines provided by the Southern Association of Colleges and Schools Commission on Colleges ([https://sacscoc.org/app/uploads/2019/07/faculty\\_credentials.pdf](https://sacscoc.org/app/uploads/2019/07/faculty_credentials.pdf))

Faculty members without a terminal degree serve the secondary function of the institution. We should apply the requirements of a state college for promotion to the rank of Professor (BOR Policy Manual 8.3.6.4) to them:

#### **8.3.6.4 State Colleges**

In addition to the minimum requirements above, promotion to the rank of professor requires a master's degree in the teaching discipline, or, in rare cases, the equivalent of two years of fulltime graduate or first professional study beyond the bachelor's degree. Longevity of service is not a guarantee of promotion.

Faculty members with at terminal degree can serve both the primary and secondary functions of the University. Faculty members without at terminal degree serve the secondary function. Therefore, there should be no distinction in the Criteria for Promotion for faculty with or without a terminal degree for the rank of Professor.

### **Proposed Changes to the MGA Faculty Handbook:**

Deletions ~~strike through~~

Additions: highlight

4.06 Criteria for Promotion

4.06.01 BOARD OF REGENTS' POLICY

Board of Regents policy requires that each University System institution shall establish clearly stated promotion criteria and procedures that emphasize excellence in teaching for all ~~teaching~~ faculty. These policies will be submitted to the University System Chief Academic Officer for review.

#### 4.06.02 ELIGIBILITY, CRITERIA, AND PROCEDURE FOR PROMOTION AND RETIREMENT UNIVERSITY

##### Eligibility for tenure-track or tenured faculty

To be eligible for consideration for promotion, tenure-track or tenured faculty shall satisfy the following minimum educational qualifications:

1. For promotion to Associate Professor and Professor, the candidate must have a minimum of eighteen semester hours of graduate credit in the candidate's teaching discipline and must hold a minimum of a master's degree. Neither the possession of a master's degree nor longevity of service is a guarantee per se of promotion.
2. ~~To be eligible for promotion to Professor, the candidate must hold an earned doctorate degree or equivalent in training, ability, and/or experience. Neither the possession of a doctoral degree nor longevity of service is a guarantee per se of promotion.~~

##### Appendix A

Definitions of Institutional Missions for State Universities,



operate as an institution with a blended function and a list of institutions currently approved for a

## **Appendix B**

### **Proposal from Executive Committee to Update the Membership of the Graduate Studies Council in the MGA Senate By-Laws**

Proposal:

1. We shall replace all of section Q, subsection 3b. (Graduate Studies Council 'Membership') with the more current description that is found in Articles III and IV of the "Bylaws of the Graduate Studies Council."
2. Remove the ex-officio position for a "member of the Office of Enrollment Management."
3. Add an ex-officio, non-voting, position for the "Director of Graduate Student Policy and Support."

Rationale:

The Senate By-Laws do not reflect the practice of the Graduate Studies Council. This would like align the two documents. Furthermore, the up-coming visitors from the accreditation board will be checking that all of our documentation is in order with regard to the Graduate School and Graduate Studies. These items will fix any inconsistencies.

## **Appendix C**

### **Proposal from Executive Committee to Update the Membership of the MGA Senate in the MGA Senate By-Laws**

## **Appendix D**

### **Proposal from Executive Committee to Update the Membership of the Student Conduct Board in the MGA Senate By-Laws**

#### **Proposal:**

We shall add two positions to the membership of the Student Conduct Board of the MGA Senate. One will be for a graduate student representative, and the other would be for an alternate or extra student representative.

#### **Rationale:**

The Student Conduct Board needs to have representation from the Graduate School. This would allow for adjudication of suspected infractions by a graduate student to include that student's peer in the hearing panel. The other slot would give the chair of the Student Conduct Board more flexibility.

**Appendix E**

**Proposal fr**