

**Middle Georgia State University
Faculty Affairs Committee
September 22, 2023**

(1) Call to Order

The Faculty Affairs Committee (“the Committee”) was called to order at 9:00am on Friday, September 22, 2023 on Microsoft Teams.

(2) Roll Call

Present

- Buffenmyer, Luke
- Camara, Louis
- Causey, Kelly
- Frazier, Javan
- Fuller, Dawn
- Hagler, James
- Hornung, Chris (Chair)
- Jenks, David (Provost)
- Lanning, Rebecca
- McRae, Rod
- Seol, Jongho
- Wallace, Steven
- Watson, Annie (Recorder)
- Whiddon, Kelly

Not Present

- Bryan, Jeffrey
 - Funches, Amanda
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(3) Approval of the Agenda

Steve Wallace moved to approve the meeting’s (amended) agenda.

- **James Hagler** seconded the motion.
 - The motion **passed unanimously**.
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(4) Election of Recorder

Annie Watson volunteered to be the recorder.

Steve Wallace moved to close nominations.

11 students enrolled - Faculty member will receive 11/12 or 91.6% of the calculated total; and

10 students or fewer enrolled - Faculty member will receive 10/12 or 83% of the calculated.

Classes with fewer than 10 students enrolled must be approved in advance by the Provost and the VP of Finance, Business & Operations.

Provost David Jenks joined the meeting. He stated that during the chair's meeting last year, one of the chairs asked a question about science labs that were low-enrolled but drove campus presence. Faculty members that were told they were going to teach face-to-face courses with four students would end up receiving lower pay than faculty members assigned online courses (which were seen as less effective). For those particular lab courses, they brought the salary up to the full rate (with a low impact overall

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Jenks noted that if this group or any subcommittee wanted to take on a task to create plans to ensure equity among summer pay across departments, etc., he would be happy to look at it. He also ensured that there will be

Chris Hornung updated the Committee that the recommendation the Committee had put together last year to address inconsistencies in the CVIG salary update was sent to the Provost's office but that there had not been a reply.

Steve Wallace suggested that the Committee could move to send an agenda item to the Senate for them to talk about this. It was originally sent to the Provost because we wanted to work with the administration, but it's possible that the Senate should discuss this (as a campus-wide body).

- **Rebecca Lanning** responded that when there is not a clear recommendation, she hesitates to send it to the Senate.
- **Wallace** proposed that Lanning's report on the CVIG numbers could be sent to the Senate for informational purposes.

Hornung added that when the report was sent to the Provost's office, it's possible that the idea was that Amanda could take a look at it and run some numbers to see what the financial impact would be.

- **James Hagler** concurred but wasn't sure if the report had been sent to her.

Louis Camara moved to review the time in service recommendations (to allow the new members of the Committee a chance to catch up on the work of the previous academic year).

- **Lanning** seconded the motion.
- The motion **passed unanimously**.

Hornung offered to disseminate the report to the Committee, to be discussed in October's meeting.

(6) New Business

Chris Hornung introduced the charges for this year's Committee:

1. Report out on progress made last year on the charges in the comment box and suggest next steps.
2. Oversee the process of awarding institutional faculty awards for scholarship, service, and teaching; and seek additional ways to honor the work of the faculty.
3. The Faculty Affairs Committee shall maintain the Faculty Handbook and coordinate with the Senate to ensure that changes affecting the Faculty Handbook are approved by the Senate, the President and are reflected in the Faculty Handbook.
4. Review and accounting of all agendas and minutes of the committee for 2022-23.

He volunteered to take care of reporting on last year's progress, called for any new ideas for faculty awards, and noted that reviewing the handbook with a fine-toothed comb would be unnecessary given last year's detailed review.

Rebecca Lanning suggested that the Committee look for ways to honor faculty that don't entail new official awards. Working with Rod's office to create more informal ways to honor faculty more frequently would be great.

- **Hornung** asked if anyone would be interested in forming a subcommittee to examine this.
- **Lanning** volunteered to chair such a committee.

Luke Buffenmyer moved to form a subcommittee to examine this issue.

- **Lanning** seconded the motion.

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