Faculty Senate
Meeting Minutes
August 16 2013

In Attendance:
Jesse Bishop, Stacy Brown, Jayme Feagin, Mark Gatesman, Blanca Gonzalez, Libby Gore, Jim Graham, Tom Harnden, Sharryse Henderson, Teresa Hutchins, Mark Knauss, John Kwist, Kimberly Linek, Bronson Long, Vincent Manatsa, Shea Mize, Jasmine Olander. No official roll call was not taken; please email Sharryse Henderson if you were inadvertently left off this list.

Call to Order: Teresa Hutchins called the meeting to order at 9:00 am and welcomed everyone to the first meeting of the 2013-2014 Faculty Senate. She also thanked each member for their willingness to serve.

Old Business: At our brief meeting in May, we elected the following officers:
- Teresa Hutchins, President
- Laura Ralston, Vice President
- Shea Mize, Parliamentarian
- Kerin Miller, Secretary

New Business:

A. Election of Secretary. Because Kerin Miller has left the college, a new secretary must be elected. Jessie Bishop was nominated but he respectfully declined. Sharryse Henderson was nominated and agreed to serve. Motion to close nominations was made and seconded. Vote to elect Sharryse Henderson as secretary was unanimous.

B. Proxy voting. The group discussed the option of allowing voting by proxy when a senate representative is unable to attend. Currently, the bylaws do not address proxy voting so if this were going to be an option, the bylaws would need to be amended which requires a vote by the full faculty. Blanca inquired whether the bylaws require a majority vote of all senate representatives or of a quorum. Shea indicated it was based on a quorum. Several senate representatives felt proxy voting would be problematic because 1) senators are elected and proxies are not and 2) some divisions have only one or two faculty members on a given campus so finding a proxy that could represent the interests of that campus division would be difficult and could lead to a lack of representation. It was then discussed whether virtual meetings via Collaborate or Skype might be a better option. Some of the challenges with Collaborate and Skype were discussed (bandwidth, setting an alarm when someone needs to “ask a question”, etc.) and addressed. The group agreed virtual meetings would be a better option than proxies and also provide a way for those individuals to “attend” from home or even watch the meeting after the fact if they are in class or have other obligations. Teresa volunteered to meet with Sarah Hepler for BB Collaborate training so that this option can be utilized at future meetings.

C. Issues involving Lecturer Positions: the former Faculty Advisory Council asked the senate to consider the status of the Lecturer positions. Several senate representatives stated that they too were asked by colleagues to bring up lecturer issues. The following concerns were discussed by the group: 1) No policies or procedures are in place for promoting a lecturer to senior lecturer when they reach their 6 year maximum. Many lecturers are at their 4 year mark and are unsure as to what they need to do to prepare for “promotion” to senior lecturer. 2) Several senate representatives stated that the lecturers feel “abused” because
they are teaching a 6/5 schedule and are still expected to participate on committees, with advising, professional development, etc. and for less money than they were making as full-time temporary faculty. 3) There seems to be a major lack of clarity and consistency in what the expectations are for the lecturers from one division to another (office hours, contact hours, etc.). It was determined that the Faculty Senate needs to make recommendations for changes to the GHC Statutes so a committee was appointed to generate a list of recommendations. Committee Members: Shea Mize, chair; Tom Harnden; and Jim Graham. If others would like to be involved with this committee, please contact Shea.

D. **E-Learning Policies:** Several faculty teaching online courses are concerned about the new E-Learning Policies. A group of e-learning faculty met informally this summer to discuss their concerns. As a result of that meeting, Jessie Bishop met with Dr. Watterson and Dr. Langston and was told the e-learning policies were “fluid” and were simply an attempt to maintain consistency in our courses and ensure academic integrity. Others stated that Jeff Linek, director of e-learning, said the policies were only a draft and undergoing updates. Most senate representatives agreed that posting draft policies on the GHC website was poor judgment and suggested it was more than just a draft. Additional concerns were discussed: 1) Master courses could not be altered and as a result, limited or reduced academic freedom; 2) In-person testing was the only means to ensure academic integrity, other options are not being explored; 3) policies are confusing and counterproductive; and 4) lack of clarity in what the policy says versus how people are interpreting the policies. It was determined that a committee should be created to work on formalizing a list of recommendations. Committee Members: Jessie Bishop, chair; Tom Harnden, and Libby Gore. If others would like to be involved with this committee, please contact Jessie.

E. **Faculty Meetings and In-services:** Many faculty have expressed frustration with the current formatting of the Faculty/Staff In-service and Faculty Meetings. The two day format is problematic because: 1) it requires faculty to travel to Cartersville on back to back days, 2) the length of the sessions are unreasonable, 3) the concurrent sessions offered during the in-service do not help faculty to improve teaching, 4) too much (or too little) time passes between faculty meeting/in-service and the start of classes, and 5) the awards portion of the in-service are entirely too long. Some questioned where our contract requires us to attend in-service. Further frustration came from 6) the fact that HR plans the in-service and may not consider faculty preferences in planning and 7) that HR’s evaluation process did not allow for anonymity so people did not feel free to express their true feelings about the quality of the in-service. Several suggestions came from the group including combining the in-service and faculty meeting into a one-day event, video casting the concurrent sessions for people to attend at their leisure, include compliance training as part of in-service, allow video-conferencing so people don’t have to travel both days. A list of recommendations will be generated and distributed for further discussion.

F. **Lack of Faculty Raises:** It was brought to the senate’s attention that despite the fact faculty have not received a raise in 5 years some administrators were given significant pay increases during the last three to four years. The following examples were obtained from [www.open.ga.gov](http://www.open.ga.gov) and were shared with the group:

- **HR Director:** went from approximately $60K in 2009 to $85K in 2012.
- **Director of Public Relations:** went from approximately $60K in 2009 to $70K in 2012.
- **Director of Accounting:** went from approximately $61K in 2009 to $75K in 2012.
- **Chief Information Officer:** went from approximately $43K in 2009 to $59K in 2012.

Many senate members stated that they were bringing home less money now than they did five years ago due to increases in taxes and insurance. Plus, inflation has increased but
faculty salaries have not kept pace. Several senate members questioned the purpose and results of the compensation study and why those at the top appear to have benefited most despite that we were told it was being done to help the “secretaries” and others who were significantly underpaid. One or two senate members stated they were told the increases listed above were because their positions were restructured to include more responsibilities. Senate members argued that faculty jobs also included more responsibilities in recent years but yet no pay increases. It was acknowledged that many staff got incremental raises but not the thousands of dollars seemingly given to a select few. It was decided that more research of the college budgets would be necessary to make a case for the faculty. Libby stated that the budgets are stored in the library for open access however the previous year’s budgets aren’t available and are rumored to be “a mess”. A motion was made and seconded to invite Dr. Watterson to an upcoming meeting to answer the senate’s concerns regarding inequitable distribution of raises. Vote was unanimous. Teresa will invite Dr. Watterson to attend the September meeting and in the meantime, Teresa and others will review the college budgets housed in the library to get more detailed data regarding salaries.

Business from the Floor: Teresa called for other business from the floor, none was given.

Next Meeting: Teresa reminded everyone of the next senate meeting on September 20th, 2013 at 8:00 am. All senate meetings are held on the third Friday of each month.

Adjourn: Motion to adjourn was made and seconded. Meeting was adjourned at 10:08 am.

Respectfully submitted,
Sharryse Henderson, secretary