

**GEORGIA INSTITUTE OF TECHNOLOGY  
MEETING OF THE FACULTY EXECUTIVE BOARD**

**MINUTES**

**Meeting of January 26, 2016**

**Held in the Poole Board Room of the Wardlaw Building**

Members Present: Abrams (Ugrad student), Balsam (Secretary of the Faculty, GTRI), Briscoe (GTRI-ATAS), Canellas (Grad student), Clark, Russ (CoC-CS), Cottle (Architecture), Cross (EVPR), Dorsey (Staff Council), Feron (AE), Foster (Modern Lang), Garcia (AE), Grover (Vice-Chair, ChBE), Hall, Bobby (GTRI-CTISL), Hernandez (Chemistry), McIntyre (Business), Nation (GTRI-ELSYS), Peterson (President), Powell (OSP), Pusateri (Staff Council), Riley (ECE), Schumacher (Psychology), Shepler (Chemistry), Williams (USGFC Rep., ECE)

Members Absent: Balch (CoC-IC), Bras (Provost), Hall, Leslie (Staff Council), Lotempio (GTRI-SEAL), Simpson (OSP)

Guests: Bamburowski (Dir. Grad Studies), Black (Grad Studies), Bramblett (Exec Dir, IRDS), Cozzens (Vice-Provost), Herazy (Asst. Provost), Kirkman (Pub Policy), Potts (VP Undergrad Ed), Sharp (Assoc Vice-Provost), Stone (Dir Postdoc Services)

1. **Prof. Martha Grover, Chair**, opened the meeting at 3:06 P.M. She welcomed the new representatives from the Staff Council, Debbie Dorsey, Chair of the Staff Council, Laura Pusateri, Vice Chair, and Leslie Hall, Secretary.
2. Prof. Grover directed the Board's attention to the minutes (**Attachment #1**) of their November 3, 2015 meeting. **A motion to approve was seconded and passed without dissent.**
3. The Chair next called on **President Peterson** to remark on matters of interest to the Georgia Tech community.
  - a) On December 6<sup>th</sup>, The Southern Association of Colleges and Schools' Commission on Colleges (SOCCSCOC) Board of Trustees reaffirmed GT's accreditation. This is a huge undertaking and is a very big deal in the life of a college.
  - b) We are in the process of fall admissions; this will be the 8<sup>th</sup> year in a row that we have the most qualified and most diverse class in the history of GT. The early admits have been issued letters. March 15<sup>th</sup> we send out the letters of acceptance. When Dr. Peterson came in 2009, the economy had issues and the budget was cut. There were 11,400 applications for the freshman class; this year we will have over 31,000 for this year's freshman class. When we switched to the common app, we saw ~43% increase and we have seen ~25%

increase every year since then. 2800 spots. In 2009 we accepted 69% of the applicants and this year we will accept ~30% of the applicants.

- c) Legislature is in session; GT is trying to secure \$47.4 million dollars for the Price-Gilbert Memorial Library Project, trying to secure an additional \$1.6 million for ATDC. University System priorities is to get a carry forward passed with a 5 year cycle being proposed. Secure about \$55M for new formula funding for all of USG; we get about 10% of that so expect ~\$5M.
- d) High performance computing facility is moving forward- we will occupy about half of the space (350,000 square feet). Will be an interdisciplinary, collaborative space and we expect to break ground in the summer.
- e) The Capitol Campaign ended on December 31<sup>st</sup> of this past year, the goal was to raise \$1.5 billion, and we ended up raising \$1.81 billion.
  - We topped the original goal by \$300 million dollars, which is 20% more than expected.
  - Every college and every school within the College of Engineering met their funding goals.
  - Established 103 new endowed chairs/professorships, our goal was 100.
  - Raised \$64 million for the GT Promise Program, the goal was \$50 million.
  - Every college now has an endowed Dean's chair.
  - Constructed 15 major facilities and 5 features (Ex: Tech Green is a feature).
  - Athletics exceeded their goal 3 times, \$275 million dollars for intercollegiate athletics.
  - There were 91,147 donors out of 145,000 living alum.
- f) Discussed the 2011 Office of Civil Rights' "Education Department Dear Colleague" Letter where they stated their expectations were for institutions to adhere to Title IX. The active national discussion going on about how universities are responding, particularly to cases of sexual assault. There are 263 universities nation-wide that are involved in lawsuits regarding sexual assault, and we are not on that list.
- g) Q: There was discussion about 3% raise. A: Yes, that is in the governor's budget for salary increases. We are cautiously optimistic that will come through. The distribution would be merit based.
- h) Info on Financing Facilities: If it is a research building, we try to find a gift. If it is an academic facility we can go to the state legislature and ask them for money. If it is a residence hall, we borrow money; use the rent to pay it off. If it is a non-academic

building, a non-research building then we will use student fees to pay it off (example: CRC, Student Center).

- i) HOPE Scholarship: There is some thoughts about providing a bonus for taking math and science classes. Some high school students are avoiding math and science classes because they want to ensure they will receive the HOPE Scholarship, so there is a proposal in the legislation that will give students who receive a C in a math/science course a 2.5 towards their GPA as opposed to a 2.0. The Regent's would determine which courses qualify

President Peterson asked Dr. Cross if he had any announcements:

- j) He announced that we have started the search for a new VP of the Enterprise Innovation Institute.
  - k) He also stated that we have a Faculty Shepherding Committee for the High Performance Computing Center as we want to repeat the same process we did for the EBB as the faculty were very pleased with the way that building turned out.
4. The chair called on Dr. Susan Cozzens, Vice Provost for Graduate Education and Faculty Development concerning Mutual Expectations between Research Advisors and Advisees. She used the presentation in [Attachment #2a](#) and [#2b](#) is a handout that was provided. Dr. Cozzens said she started this initiative because when she took the job as Vice Provost of Graduate Education, she heard from students and her office also deals with conflict resolution so she was aware of some issues between advisors and advisees. The number one set of issues graduate student have deals with relations between advisors and advisees. She said that faculty stated they were very pleased that this topic was being brought up. It was important to hear from students and from faculty. She started with focus groups with faculty and students together. Then they had forums. The output of that effort was a report and a draft document that includes a page of what Students expect from Advisors and a page of what Advisors expect from Advisees. Respect and communication was top on both lists. This is being reviewed by the Graduate SGA and she wants approval from the Faculty Senate. When this is adopted, she will take responsibility for her office to disseminate this. There is an information session scheduled for April 28<sup>th</sup>.

Marc Canellas commented that the Grad SGA has sent it to the entire Grad Senate that includes ~50 students. They do have some comments on the document to share back. Martha asked for volunteers from the FEB that would be willing to meet with the grad students to help finalize the document.

Elena Garcia commented that Research Faculty (RF) do also mentor and advise grad students so do make sure they are included in the review and training. Dr. Cozzens asked who the appropriate RF are that should be requested to assist with this.

Next steps are to get this approved and then to have training on this topic. Dr. Cozzens said her office has responsibility for new faculty orientation and this year they did take time to train the new faculty about advising. New student orientation is also a good place to offer training about the advisor/advisee relationship.

Part of the study also recommended an anonymous reporting.

The recommendations from the Grad SGA are minimal so the document and recommendations can be ready for the Faculty Senate meeting on Feb. 16<sup>th</sup>.

5. Prof Grover then called on Mr. Marc Canellas, President, Graduate Student Government Association to talk to us about the Graduate Student Survey. He said the survey should be going out on Feb. 8<sup>th</sup> and will last 3 weeks until Feb. 29<sup>th</sup>. He used the presentation in [Attachment 3a](#).
  - a. The survey will go out on February 8<sup>th</sup> and will go until February 29<sup>th</sup>.
  - b. It covers everything from finances, mandatory student fees, time spent on research teaching/school work, sleep, sources of stress, and advising and mentoring.
  - c. This is Georgia Tech's first ever Graduate Experience Survey. There are surveys after completing the degree, but this is the first time that is being taken during the actual graduate experience.
  - d. Students should be encouraged and motivated by staff to take these surveys because:
    - Southern Association of Colleges and Schools has concerns with graduate student assessments.
    - Will provide metrics of performance for mentoring/advising.
    - Synthesized from well-established reports such as Princeton and Berkley's well-being report that has been very well-published. It was adapted to our campus, not just taken from other reports.
    - It will make a difference for others on campus, and a summary of the survey will be provided to students for the specific school that they're in.
  - e. Everything is anonymous.
  - f. The Grad Senate has already taken the survey to make sure it is good.

Goal is to get this completed and analyzed before the end of the semester.
6. Then the chair called on Ms. Sandi Bramblett, Executive Director, Institutional Research & Decision Support, to share interesting Faculty Statistics. She used the presentation in [Attachment #4](#). She brought general information about the GT faculty universe. She shared where we were 10 years ago as faculty as compared with today.
  - a. Georgia Tech's workforce is made up of: 53% Staff, 28% Research Faculty, 14% Tenure Track Faculty, and 5% Other Academic Faculty.
  - b. Tenure-track Demographic-wise, by gender, we are made up of 78% men and 22% women. By URM (Under-Represented Minority), we are made up of 94% Non-URM

and 6% URM. About 13% of our students are URM and about 30% of our students are female.

- c. When looking at change from 2006-2016, we see a maturing of the faculty (obtaining tenure and demographics-wise).
- d. We are seeing more representation for women and for minority.

Q: What is the difference between a Chair and a Professorship? A: Ms. Herazy provided the answer that has to do with the amount of the endowment. A chair is \$1.5M endowment, and a professorship is endowed at \$750K.

President Peterson stated that when we began the Capital Campaign, one in eight professors held an endowed chair or professorship, it is now closer to one in four.

Suggestion that it would be nice to look at twenty years. We are probably good at retaining faculty until they earn tenure. It would be interesting to see the retention rate after faculty earn tenure status.

- 7. Prof. Robert Kirkman was called upon for a presentation from the Task Force on Standing Committees. The presentation and a comparison table ([Attachments #5a and b](#)) were used. This review came out of the Subcommittee on Faculty Definition that was culminated in 2014. This is a semi-final report as this has been given to the Statues Committee to consider.
  - a. Some of the questions we had: What is the faculty business? Over what matters should we have decision making? What should be oversight and what should be advisory. Which tasks are obligatory and which are optimal?
  - b. There are two main categories for the committees: Committees of the Faculty (combined academic/research faculty) and Committees of the Academic Faculty
  - c. There are minor changes being made to Faculty Committee regarding Benefits, Faculty Honors, Welfare and Security. There are also minor changes to the Academic Faculty Committee regarding Institute Undergraduate Curriculum and Institute Graduate Curriculum.
  - d. There are more substantial changes being made to the Faculty Committee regarding Faculty Status and Grievance, Statutes, and Faculty Services (scholarship services). There are also more substantial changes being made to the Academic Faculty in regards to Student Regulations and Student Grievance and Appeal.
  - e. There are existential changes in the Faculty Committee. There is a place holder regarding the Committee on Temporary Faculty. There are also existential changes in the Academic faculty regarding Student Academic and Financial Affairs, Student Activities, Student Honor, and Academic Integrity.

The comparison table shows the Committee membership and responsibilities that exist now in the *Faculty Handbook* and the recommended changes. Prof Kirkman asked the group to please review the recommendations and provide feedback.

8. Prof. Grover asked Prof. George Riley to present the Nomination Committee (**Attachment 6**). He sought approval of the proposed nominations committee for spring 2016 elections.

**The motion for approval was seconded and approved without dissent.**

9. **Ms. Balsam** shared the proposed agenda (**Attachment #7**) for the upcoming meeting of the Faculty, Faculty Senate, and Academic Faculty Senate scheduled for February 16, 2016. She noted that the meeting will be held in the Bill Moore Student Success Center. **The motion for approval was seconded and passed without dissent.**

10. Prof. Grover polled committee liaisons for any reports of matters that should come to the Board's attention. The following were significant highlights not covered elsewhere:

- a. **Debbie Dorsey (Staff Council):** Just had their first meeting of the year last week, they have six new members on the committee and serve for two years.
- b. **Doug Williams:** Nothing new.
- c. **Jen Abrams:** had to leave, but had nothing to report.
- d. **Marc Canellas:** Nothing new as he already discussed the survey.
- e. **Erica Briscoe (Stud Grievance and Appeal):** nothing to report.
- f. **Russ Clark (Faculty Services):** Big topic of discussion is looking at new faculty orientation, concerns around research faculty vs. tenure track. Prepared a report about web accessibility. Michelle Powell stated that OSP provides orientation once per year.
- g. **Mark Cottle (SAFAC)** – nothing to report.
- h. **Paul Foster (Academic Integrity):** Meeting soon.
- i. **Elena Garcia (liaison to Staff Council):** Announced the Staff Council is going to have lunch information meetings on different topics of interest to the campus.
- j. **Bobby Hall (Statutes):** Nothing new.
- k. **Rigoberto Hernandez (Faculty Honors):** nothing to report.
- l. **Doug Nation (Student Regulations):** Meeting is scheduled for Thursday.
- m. **Michelle Powell (Benefits):** Maternity Leave issues. GT Crossroads was launched, new research interface.
- n. **Eric Schumacher (Student Honors):** Increase in cases they've seen this year.

**o. Carrie Shepler (IUCC):** Nothing new.

- a) HOPE Scholarship: Some high school students are avoiding math and science classes because they want to ensure they will receive the HOPE Scholarship, so we are working on legislation that will give students who receive a C in a math/science course a 2.5 towards their GPA as opposed to a 2.0. The Regent's would determine which courses qualify.

11. Prof Grover asked if there was any additional business and hearing none adjourned the meeting at about 5:10 pm.

Submitted by Jeanne Balsam, Secretary  
February 29, 2016

**Attachments**

1. [Minutes](#) of the November 3, 2016 Faculty Executive Board meeting.
2. Mutual Expectations
  - a. [Presentation](#)
  - b. [\*Mutual Expectations between Research Advisors and Advisees\*](#)
3. Graduate Student Survey [presentation](#)
4. [Presentation](#) on Faculty Statistics
5. Standing Committee Task Force
  - a. [Presentation](#)
  - b. [Comparison](#)
6. [Proposed](#) Nominations Committee
7. [Agenda](#) for February 16, 2016 meeting of the Academic Faculty Senate