

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

MINUTES

Meeting of May 10, 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), Cottle (Architecture), Feron (AE), Garcia (AE), Grover (Chair, ChBE), Hernandez (Chemistry), Lotempio (GTRI-SEAL), Mudrinich (Ugrad VP SGA), Nation (GTRI-ELSYS), Nukuna (Ugrad Pres SGA), Pusateri (Staff Council), Riley (Vice-Chair, ECE), Shepler (Chemistry), Williams (USGFC Rep., ECE)

Members Absent: Balch (CoC-IC), Bras (Provost), Clark (CoC-CS), Cross (EVPR), Dorsey (Staff Council), Foster (Modern Lang), Hall, Bobby (GTRI-CTISL), Hall, Leslie (Staff Council), McIntyre (Business), Peterson (President), Powell (OSP), Schumacher (Psychology), Scripka (Grad Pres SGQ), Simpson (OSP)

Guests: Cozzens (Vice-Provost), Durham (Assist. VP and Chief of Staff), Herazy (Asst. Provost), Sharp (Assoc Vice-Provost), Stone (Dir. Postdoc Serv),

1. **Prof. Martha Grover, Chair**, opened the meeting at 3:05 P.M.
2. Prof. Grover directed the Board's attention to the minutes (**Attachment #1**) of their April 7, 2016 meeting. **A motion to approve the minutes was seconded and passed without dissent.**
3. The Chair introduced the newly elected student leaders. Nagela Nukuna, Undergraduate SGA President, Shane Mudrinich, Undergraduate SGA VP, David Scripka, President Graduate SGA and Quintin Kreth, VP Graduate SGA.
4. The Chair next called on Vice-Provost Susan Cozzens to remark on matters of interest to the Georgia Tech community.
 - a. This spring we had 180 Ph.D. graduates, 900 Master's graduates, and ~2,000 Bachelor's graduates. Dr. John Holdren, Science Advisor to the President, gave the commencement address Friday night. Mary Brock gave the speech Saturday morning; she and her husband, John Brock, were awarded honorary degrees; they are the co-chairs of the Capital Campaign that raised \$1.8B. Secretary of Commerce Penny Pritzker was the afternoon speaker.

- b. The Commission on Creating the Next in Education continues to discuss the future of the educational mission at Georgia Tech. There will be a number of interesting speakers coming to speak about this (talks will be open to the campus community).
 - c. The Task Force on the Learning Environment continues; this task force was stimulated by students who have encountered incidents of lack of respect in the learning environment. There are fifty-six recommendations from the task force. May want to consider inviting Paul Goldbart to provide a briefing to the FEB.
 - d. There is a new policy on changing majors for incoming students. There are several hundred students coming in the fall who have already changed their majors since they were admitted to GT. The new policy says you can't change your major until drop date of your first term. The policy will be in place in the fall of 2017.
 - e. The College of Architecture has changed its name to the "College of Design". This became official on Monday, May 9, 2016.
 - f. Campus Carry Bill was officially vetoed by Governor Deal.
 - g. In regards to the Institute Budget Process; recently, units were asked what they would do with 1% or 3% less money. In the end there was a 1% redirection exercised, which was uneven throughout all departments.
 - h. The High Performance Computing Center has been officially named Coda.
5. The chair called on Ms. Lynn Durham, Assistance Vice President and Chief of Staff, to speak about the Gender Inclusion Initiative. She used items in **Attachment #2** for discussion and presentation.
- a. There were over 50 recommendations in the initiative. We will be discussing some of the major themes seen in these recommendations. One of the largest themes revolved around recruitment, retention, hiring, and search committees.
 - b. Events that we really want to expand upon include the Implicit Bias Workshops. Understanding our implicit biases that we all have is necessary in order to make a more inclusive environment.
 - c. We would like to provide every search committee with helpful documents and instructions. Each search committee should be able to document their rationale for the candidates they bring forth for interviews. We also need to make sure we are in compliance with the Equal Employment Opportunity law. We will be looking at ways different universities around the country do this.
 - d. We are also looking into family-friendly programming and policies. There was a task force several years ago, but it has not moved forward as we would like. We want to ensure that these programs and policies move forward. Some examples include dual-hiring processes and policies, flexible work options, and parental leave.

- e. The process for appointments for faculty administrative positions, named faculty positions, Regents professors and researchers. We have heard that there are very few people who make these decisions, and we need to ensure that women are being nominated for these positions. We are looking at new processes for this.
- f. Professional Leadership and Development for women faculty and staff. In the fall there will be an emerging faculty leadership program.
- g. Identifying pathways to advancement and promotion for faculty and for staff.
- h. At our New Employment Orientation- make it very clear what our gender equity policies are.

Questions/Comments:

- Statement to include underrepresented minority equity whenever possible.
 - There was discussion regarding how it is possible to change the culture surrounding gender inclusion.
 - Marc Canalles: issues are similar for students - feeling included, professional development, being treated fairly.
 - Michelle Powell: Faculty Benefits committee is working on handout for maternity/paternity leave. Susan Cozzens commented that benefits are uniform and there are federally mandated laws; they are going to work to better communicate the information.
9. Next, the chair called on Mr. Marc Canellas, past President of the Graduate SGA to provide results of the Graduate Student Experience Study. He used the presentation in [Attachment #3](#).
- a. The completion rate was outstanding, with 46% of graduates completing the survey. There was at least 30% completion in every school and college, which includes online masters students. For almost every group on campus we can get good numbers.
 - b. If the student rated the quality of their experience as an 8, 9 or 10, they are more than likely to recommend their program. If they rated a 6 or a 7, they are called fence-sitters (so they could go either way). If they rated a 1-5, only 7% of them would recommend their program.
 - c. Of the 3,000 students who responded, only 56% of them rated a “yes” for the high quality of their student experience.
 - d. 66% were likely to recommend Georgia Tech.
 - e. If you look at the Ph.D. students specifically, only 61% of them were likely to recommend their program. This is considered low.

- f. Next is the ability to give feedback and be included in decision-making processes at the school level and at the Institute level. Only 22% of all 3,000 students said yes, and only 16% of Ph.D. students say yes.
- g. The five major take-aways from the survey: Students want to be a meaningful participant in their communities (feedback, influencing decisions, students/faculty actually care about them), feedback and advice for students is a major strength at Georgia Tech, students want to get more (non-academic) career guidance, to have fair and clear qualifying exams, as well as being paid fairly for the work that is being done.
- h. They are hoping to establish some sort of task force at the administrative level to address these top-down concerns.

10. Next Prof. George Riley, Vice-Chair, informed the board there was a vacancy on the Student Academic and Financial Affairs Committee (SAFAC) due to the retirement of Professor Greg Nobles. He stated that Nancy Healy, Senior Academic Professional in the Nanotechnology Research Center, is willing to fill the remaining term.

Motion: Appoint Nancy Healy to fill the unexpired term of Dr. Greg Nobles on the SAFAC. The motion was seconded and passed.

11. Prof Grover asked Secretary Jeanne Balsam to provide election results of the spring election. The election results and graph of when faculty voted are available in [Attachment 4](#). She said 1066 faculty members voted out of a potential 2737 eligible voters. This is 39% which is down slightly from last year's voting results. The graph showed when individuals voted with spikes in voting numbers on days when an email reminder was sent.

A motion to approve the election results was made, seconded, and approved without dissent.

12. The chair called on Secretary Jeanne Balsam to tell the Board about a proposed calendar of Faculty meetings in the next academic year. She provided a handout in [Attachment #5](#) showing the proposed calendar. **She moved that the calendar be adopted. The motion was seconded and passed without dissent.**

13. 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. **Laura Pusateri (Staff Council):** Inform GT Series will be on May 26th. Advocating for GT by Dene Sheheane. Faculty, staff, and students are all invited to attend.
- b. **Doug Williams (USGFC rep):** George Riley attended last month and reported that both the Chancellor and Vice-Chancellor attended the meeting. George has invited Vice-Chancellor Houston Davis to come talk to us because his topic was on Student Code of Conduct.
- c. **Shane Mudrinich (Undergrad VP SGA):** Reported the SGA has selected their cabinet and executive brand and are looking forward to working with everyone.

- d. **Jen Abrams (Past Pres, Undergrad SGA):** Said it had been a pleasure to serve as the Undergrad SGA President. She reported on the end of the year: new final schedule was good, but there was some confusion. Pretty good pilot. Having time on Friday was nice to be able to enjoy commencement and move out. She noted there had been five deaths this semester with three being suicides; how do we recognize this is happening? She introduced Nagela Nukuna as the new Undergrad SGA President; she is a fourth year IE student. Nagela said she was excited to be working with us and looking forward to the next year.
- e. **Marc Canellas (Past Pres, Grad SGA):** Said it had been an honor to serve as Grad SGA President. **David Scripka (President, Grad SGA):** Looking forward to working with the group.
- f. **Erica Briscoe (Stud Grievance and Appeal):** Nothing to report.
- g. **Mark Cottle (SAFAC):** Nothing to report.
- h. **Eric Feron (Student Activities):** Stated his inclusion awareness has been heightened and he will take that awareness back to the committee.
- i. **Elena Garcia (liaison to Staff Council):** Nothing to report.
- j. **Rigoberto Hernandez (Faculty Honors):** Had nothing to report from the Faculty Honors committee, but did state he would be leaving to go to Johns Hopkins July 1st.
- k. **Johanna Lotempio (Student Computer Ownership):** Nothing to report.
- l. **Doug Nation (Student Regulations):** Nothing significant to report.
- m. **Michelle Powell (Benefits):** Would like to share Lynn Durham's report; this is fine, but do note it is still a draft.
- n. **Carrie Shepler (IUCC):** Nothing to report.

14. Prof Grover asked if there was any additional business and hearing none adjourned the meeting at about 5:00 pm.

Submitted by Jeanne Balsam, Secretary
June 14, 2016

Attachments

1. [Minutes](#) of the April 7, 2016 Faculty Executive Board meeting.
2. [President's Memo](#) and [Presentation](#)
3. Graduates Student Survey [Study](#)
4. Faculty Governance election [results](#) and voting [dates](#).
5. [Calendar](#) of faculty meetings for 2016-17 academic year.