

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

MINUTES

Meeting of November 1, 2016

Held in the Poole Board Room of the Wardlaw Building

Members Present: Balsam (Secretary of the Faculty, GTRI), Bras (Provost), Briscoe (GTRI-ATAS), Clark (CoC-CS), Dorsey (Staff Council), Foster (Modern Lang), Garcia (AE), Girardot (Assoc VP Undergrad Ed), Gourisankar, (ChBE), Lotempio (GTRI-SEAL), McIntyre (Business), Milosevic-Brockett (Biology), Nukuna (Ugrad Pres SGA), Parker (CoD), Peterson (President), Riley (Vice-Chair, ECE), Scripka (Grad Pres SGA)

Members Absent: Cross (EVPR), Feron (AE), Hall, Bobby (GTRI-CTISL), Hall, Leslie (Staff Council), Hughes (USGFC Rep., ECE), Mihail (CoC-IC), Nation (GTRI-ELSYS), Pollet (Chem & Biochem), Pusateri (Staff Council), Shepler (Chemistry), Simpson (OSP)

Guests: Cozzens (Vice-Provost Grad Ed & Fac Dev), Ervin (VP Institute Diversity), Filliat (Inst. Comm), Herazy (Assoc Provost), Sharp (Assoc VP Grad Ed & Fac Dev)

1. Prof. George Riley, Chair, opened the meeting at 3:00 P.M.
2. Prof. Riley called on Dr. Leslie Sharp, Associate Vice-Provost, Graduate Education and Faculty Development to share information on the Task Force on the Learning Environment. She had a presentation and provided a handout about the Provost Teaching & Learning Fellows opportunity (see [Attachment 1](#)).
 - a. The Task Force was established in May 2015, with Paul Goldbart and Bill Wepfer as co-chairs. They were asked to assess the nature of academic culture at Georgia Tech and suggest strategies to increase civility and respect in our academic culture and foster faculty awareness of how to create a positive academic environment. They gathered a lot of data, looked at student surveys, and wrote a report with strategies to increase civility and respect, and many recommendations. We have much to be proud of at Georgia Tech, but there are some instances where students have not been treated with respect and that teaching is not always seen as a priority in career path.
 - b. After much data collection and analysis, the task force came up with over 50 recommendations. Four major recommendations are as follows:
 - i. Recommendation 1: Ensuring a culture of civility, collegiality, and respect as the bedrock of a healthy instructional environment.

- ii. Recommendation 2: Pedagogical Good Practices for Enhancing the Learning Environment
 - iii. Recommendation 3: Development Instructional Excellence – on-boarding and ongoing training
 - iv. Recommendations 4: School Chair as Essential Actors in Ensuring the Quality of the Learning Environment
- c. The “Implementation Planning Group of the Report of the Task Force for the Learning Environment” was charged with reviewing, cataloging, and prioritizing the 50+ recommendations. The Group reorganized the recommendations, assigned responsible parties, suggested needed resources, and set timeframes for actionable items focusing mainly on the high/medium-high priority recommendations (still about 25). The Provost, along with his leadership team, will move forward with implementation.
- d. The Center for Teaching and Learning is developing a Faculty Teaching Fellows Program (applications are due November 13, see [Attachment 1](#)). The vision is to create a hub-and-spoke model that connects the expertise of evidence-based teaching and learning professionals with the expertise of disciplinary faculty in each college.
3. The Chair called on President Peterson to remark on matters of interest to the Georgia Tech community.
- a. Homecoming weekend was a success
The Georgia Tech **Class of 1966** held their 50th year reunion. They have a goal to raise \$12M by the end of this year, with \$550,000 going towards the Einstein statute (which was exceeded in raising \$578,000 towards the statute). So far, they have raised about \$11.56M in total, but they still have until the end of December. The **Class of 1976** had their 40th year reunion, and they had set a goal of \$14M, and they’re currently at about \$12.75M right now. The **Class of 1991** had their 25th reunion with a goal of \$1M dollars with 25% participation. They’re not quite at \$1M and have 18% participation so far.
 - b. President Peterson is the Chair of the NCAA Board of Governors and has some significant updates from the NCAA. For the first time in NCAA history, funds will be allocated to institutions based on academic performance of student athletes. They will take 75% of the increase in television revenues and allocate that to division 1 athletic departments based on academic performance.
 - c. Preparation for the upcoming Legislation Session. University System of Georgia (USG) submitted the budget to the legislature; it included \$47.3M this year for the library renovations. This is a two year process with a request for \$47.3M this year, and about \$35M next year.
 - d. Last May, an executive order by President Obama made some changes in the Fair Labor Standards Act (FLSA) regarding exempt and non-exempt status. Exempt employees are salaried employees do not get paid overtime, and non-exempt employees are people who are paid by the hour who do get paid overtime. Before President Obama’s executive order in May, the cut-off for who was exempt and who was not was around \$27,000 a year. President Obama’s executive order changed the number to about \$47,000 a year, and in addition there are “duties tests” to determine if you have exempt or non-exempt.

In order to be exempt, you have to supervise people, make judgements/decisions independently, etc. As a result of that, we have about 850 employees who were exempt who are now non-exempt and will now have to report their work hourly, as well as go onto bi-weekly payroll. We have put a temporary hold on position reclassifications, because changing the status for 850 employees is a significant process. It is an evolving situation.

- e. The transition within the University System of Georgia has essentially occurred with Chancellor Huckabee announcing his retirement effective Jan 1st, but in practice it has already occurred. The Regents have appointed Dr. Steve Wrigley who was appointed Interim a few months ago, but is now the official new Chancellor. Trisha Chastain is the Vice-Chancellor.

Provost Bras shared the following information:

- f. The library is an exciting project. He is very confident this is going to be a defining moment.
 - g. ACC now has the InVenture Program which will be held here at Georgia Tech. This will be the second year where every school in the ACC competes in the program.
 - h. The Task Force on Classroom/Academic Scheduling is good change; it is not an insignificant change, but is very important for us. There has been a Town Hall and another is planned for Nov. 3rd.
 - i. The Commission on Creating the Next in Education is going well. They have visiting speakers and encouraged us to attend. The next is with Michael Crow, President of Arizona State speaking at the Klaus building on November 16th from 3-4 PM.
 - j. Emerging Leaders program is in the middle of a year-long effort and everything is going quite well so far.
 - k. Two-Factor Authentication is still being implemented.
 - l. The Einstein Statute had its one year anniversary. President Peterson mentioned that Provost Bras led this effort; the funding for this statute would not have been possible without the hard work and leadership of Provost Bras.
 - m. We are very close to having a three-party-agreement signed between governments in China with our partner schools. This will be similar to the campus we have in Lorraine, France. The Shenzhen government provided land, funding, and operational subsidies. There will be five majors offered in ECE, computer science, industrial design, environmental engineering, and analytics. Over time, these programs could have up to 700-800 graduate students earning Masters and Ph.Ds. and 2,000 undergraduates.
4. The Chair directed the Board's attention to the posted minutes of the September 27, 2016 Faculty Executive Board meeting (**Attachment #2**). **A motion was made and seconded to approve the minutes. The motion passed without dissent.**
5. Prof Riley called on Reta Pikowsky, Registrar, to seek approval of the subcommittees of the IUCC (**Attachment #3**). The Study Abroad and the General Education subcommittees have members that are not members of the IUCC, therefore, they need approval from the FEB.

A motion was made and seconded to approve the members of the subcommittees. The motion passed without dissent.

6. The Chair called on Dr. Archie Ervin, Vice-President of Institute Diversity. He used the presentation in **Attachment #4** to discuss the Black Student Experience initiative and the Gender Equity initiative.

Black Student Experience Initiative:

- a. The **Black Student Experience** task force was formed at the start of fall semester 2015. It is comprised of 13 student, faculty, and staff members. It was assembled to examine the broader issues of climate and culture at Georgia Tech. The purpose was to learn about the lived experiences of black students at the Institute and present recommendations to ensure the campus is welcoming, inclusive, and supportive.
- b. The task force partnered with an independent consultant to conduct 130+ interviews—both focus groups and one-on-one discussions—with undergraduate and graduate students, faculty, and staff.
- c. The task force presented 11 recommendations to be implemented over three academic years. The recommendations are grouped into four categories: Programs, Trainings, Physical Spaces, and Planning and Assessments. There have been several actions to date to implement these recommendations, with the help of the implementation team.

Gender Equity Initiative:

- d. The **Gender Equity Initiative** task force was implemented in 2015. This task force was composed of listening sessions conducted during Fall Semester of 2015. President Peterson invited members of the Georgia Tech community to participate in the listening sessions. Listening session participants discussed the experiences of women on campus and offered ideas to enhance policies or campus climate issues.
 - e. The Office of the President met formally with seven groups—consistently separately of academic faculty, research faculty, staff, and students. The Office of the President also met informally with various groups of faculty, staff, and students.
 - f. There were 11 Gender Equity Initiatives derived from the listening sessions to be implemented over two years. Initiatives are grouped into four impact areas: Hiring/Promotion/Tenure, Professional Leadership and Development, Leadership Appointments, and Recognition and Increased Viability. All four impact areas have had significant actions taken to implement these new changes. Two professional and leadership development programs have been launched: *Leading Women at Tech* for staff women leaders and *Emerging Leaders Program* for faculty.
7. Prof. Riley 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):** Our elections are underway, with seven positions open right now. We also created a series called the “Inform Georgia Tech” series. Presentations range from “Governmental Relations” to “The Power of Money”.

- b. **Joe Hughes (USGFC rep):** Absent.
- c. **Nagela Nukuna (Pres, Undergrad SGA):** Left for her afternoon class.
- d. **David Scripka (President, Grad SGA):** One of the things we've been focusing on is student health insurance, there has been some concern about applications of the Affordable Care Act regulations in the next year. The changes were pushed back to 2017, but it is still something we are concerned about and are working on.
- e. **Erica Briscoe (Stud Grievance and Appeal):** Nothing to report.
- f. **Russ Clark (Faculty Services):** Nothing to report.
- g. **Ennis Parker (SAFAC):** Nothing to report.
- h. **Eric Feron (Student Activities):** Absent.
- i. **Paul Foster (Academic Integrity):** Met and had presentations with information on academic integrity statistics from last year. We also discussed the potential of student honor committee merger with academic integrity committee. We are waiting on that for now. We also discussed the use of auto-plagiarism detection software with regards to integrity issues; there have been some questions about the validity and expense of this software.
- j. **Steven Girardot (Student Honor):** Nothing to report.
- k. **Satya Gourisankar (Faculty Honors):** Nothing to report.
- l. **Bobby Hall (Faculty Benefits):** Absent.
- m. **Johanna Lotempio (Student Computer Ownership):** Nothing to report.
- n. **John McIntyre (FSGC):** Nothing to report.
- o. **Milena Mihail (IGCC):** Absent.
- p. **Mirjana Milosevic-Brockett (Statutes):** They have not had a meeting; the requested modifications to the *Faculty Handbook* were approved at the Oct. 18th meeting of the faculty.
- q. **Doug Nation (Student Regulations):** Absent.
- r. **Pamela Pollet (Staff Council):** Absent.
- s. **Carrie Shepler (IUCC):** Absent.
- t. **Dana Simpson (Welfare & Security):** Absent.

8. Prof. Riley called on Ms. Balsam to present the proposed agenda for the meeting of the Academic Faculty Senate scheduled for November 15, 2016 in **Attachment 5**. **It was moved and seconded that the agenda be approved. The motion was approved without dissent.**
9. Prof Riley asked if there was any additional business and hearing none adjourned the meeting at about 4:35 pm.

Submitted by Jeanne Balsam, Secretary
January 24, 2017

Attachments

1. Learning Environment Task Force [presentation](#) and Provost Teaching and Learning Fellows [program](#).
2. [Minutes](#) of the September 27, 2016 Faculty Executive Board meeting.
3. IUCC subcommittees' [membership](#)
4. [Presentation](#) on Black Student Experience and Gender Equity Initiatives
5. Proposed [agenda](#) for the meeting of the Faculty, Faculty Senate, and Academic Faculty Senate on November 15, 2016.