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Faculty Senate Executive Committee Minutes

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## Senate Executive Committee Minutes

Georgia Southern University, Faculty Senate SEC

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SEC Meeting with the President and Provost  
October 21, 2022  
11 a.m. to 12:10 p.m.

In attendance: Kyle Marrero (President), Carl Reiber (Provost), Bill Dawers (senate president/CAH), Sheri Carey (WHCP), Christine Bedore (senate librarian/COSM), Annie Mendenhall (CAH), Ed Mondor (president-elect/COSM), Wilhelmina Randtke (Libraries), Scott Taylor (staff council), Rob Terry (senate secretary/CAH), Bill Mase (JPHCOPH); Hayden Wimmer (PCEC), Kymberly Harris (COE), Marieke Van Willigen (CBSS), Kwabena Boakye (PCOB)

Meeting began at 11:03 in earnest

President Marrero began the meeting by noting that the Segal faculty salary study will be presented at Faculty Senate next week.

President Marrero transitioned to talking about the success of Celebrate on the Armstrong Campus the day before, and how pleased he was with attendance and engagement, noting that there were over 110 booths and more than 1500 attendees. He talked about Treasure Savannah and its importance in maintaining the Armstrong Campus's commitment to the Savannah area. President Marrero said that while he doesn't believe that events that big can happen each semester, he wants to see if there were options for an Armstrong event in the spring semester. Provost Reiber said that this was a conversation that began last year, and while staff turnover had prevented implementation of an event in spring 2022, he said that work would be in progress for possibly something in 2023.

President Marrero then transitioned to talking about Hyundai developments, saying that he would be attending different events with Hyundai including one with the president/CEO of Hyundai. He spoke about the first career fair that occurred with Hyundai, which was delighted with the candidates whom they interviewed. President Marrero said that there appear to be productive alignments appearing between Hyundai and the graduates we are producing.

After that, President Marrero talked about the results of the census of October 12. Our enrollment at that time was 25,506. This total will be updated with numbers from Term B classes in the coming weeks, but all of this data is being fed into the budget narrative. However, at this time, these numbers are aligning with the expected decrease of about 6% in population.

Next, President Marrero addressed the upcoming budget cycle/process and his and the Provost's desire to continue addressing market equity for faculty as available funds allow.

President Marrero also commented on Marieke Van Willigen (CBSS)'s suggestion that faculty have access to a presentation about the budget, including the various funding streams and limitations on their use, to help people better understand how the university's budget work. He said that Ron Stalnaker Justin Janney were interested in 'doing a road show' that could help

explain these concepts. Bill Dawers (CAH) said that he would share this news with the Planning, Budget, and Facilities Committee.

President Marrero said about finance, “this time next year is the comeuppance,” though he did suggest that we are seeing some indications of increased student recruitment. However, when we look to FY2025, being down 6% this academic year, our formula allocation will be reduced by that much. If we do not grow next academic year and remain down, e.g. flat enrollment, we will be in an especially difficult position to model further reductions of formula.

President Marrero then spoke about the faculty awards, encouraging SEC members to ask faculty to nominate, especially now that the nomination process has been simplified and streamlined by the University Performance Excellence Awards Committee.

Regarding the Armstrong Task Force, President Marrero said that work is still ongoing in finalizing the programs that will be emphasized. He said he has met with the mayor of Savannah and received encouraging comments, but he stressed that faculty need to remember that the advertising for these new programs will be directed toward potential applicants, rather than on billboards or in traditional media. He asked that if there are concerns about the work of the Armstrong Task Force, the SEC should bring it forward to him so that he can deal with it head on.

After that, President Marrero opened the meeting to questions. Ed Mondor (COSM) asked about what information regarding the Armstrong Task Force could be shared at this time. Provost Reiber and President Marrero provided some clarification that addressed Dr. Mondor’s concern.

Dr. Mondor (COSM) followed up with another question about the landscaping being done around campus that involved removing native plants, some of which have been incorporated into curricula. He asked why the landscaping plans were not being communicated. President Marrero said he would follow up with campus facilities.

Kymerly Harris (COE) then asked about a decrease in budget to support undergraduate research. She said that because of budget cuts, we are unable to send undergraduate scholars to conferences at the same level as in the past. Provost Reiber asked about where the funds previously came from, because he was unaware of cuts by the provost’s office. Dr. Harris responded that funding came from the Office of Research, but the funding they were receiving had declined. Provost Reiber noted that Honors had received increased funding, but Dr. Harris responded that research was supporting all student research, and that funding beyond Honors students is an issue of equity. Provost Reiber agreed, but said that yes, budget cuts have been ongoing since consolidation. President Marrero noted that the effort to maintain all positions does mean that difficult, balanced decisions have to be made. He stressed that one-time dollars could be used strategically to address some of these concerns. Provost Reiber said that funding would remain a challenge and that more emphasis might need to be placed on seeking grants.

Bill Mase (JPHCOPH) noted that R1 institutions do not typically award travel funds, and that the decrease in dedicated travel funding may indicate that we are becoming a more research-productive institution. Marieke Van Willigen (CBSS) said that faculty at R1 institutions do not teach at the loads we teach, and thus we do not have the same resources to seek grants or other funding. Dr. Mase agreed, noting that previously, he had a 1/1 load at a R1 institution. Dr. Van Willigen said that dedicated travel funding is a necessity at Georgia Southern, adding that her department has faculty teaching extra courses because of lack of faculty. Ed Mondor (COSM) noted that the previous discussion of different pathways to success for different faculty members may need to be revisited as part of this conversation. President Marrero weighed in, stressing that he was glad to hear different perspectives from faculty and that discussions like this would help us understand where we needed to focus.

With a conclusion of questions, Provost Reiber discussed key points from the Segal salary study. The study will be posted to the MyGeorgiaSouthern website before the faculty senate meeting.

Ed Mondor (COSM) asked if there was a financial pool available to address faculty and staff lines identified as being paid significantly below market value. President Marrero repeated that he would emphasize market equity in his next budget request. He noted that just a few years ago, the university was able to make a \$6.5 million investment in adjustments and that the COLA adjustment helped as well. However, President Marrero recognizes that despite these achievements, more needs to be done, including addressing inequities. Dr. Mondor then asked whether the Segal study also takes into account concerns about the inequities in pay between Non-Tenure Track professors and lecturers, in which some NTT faculty make more than lecturers despite having the same duties. Provost Reiber acknowledged that some historic issues create the disparities, but that making them all the same is not possible. NTTs will not take pay cuts, and there isn't enough money to raise all lecturers' salaries. Provost Reiber said that the lecturers took positions at agreed upon salaries and that the Segal study will indicate that in general, our lecturers and instructors are paid near the median among comparable institutions.

The meeting adjourned at 12:20 pm.