



## **Dalton State Faculty Senate**

### **Minutes of Senate Meeting on October 13, 2022**

**Members Present:** Ali Akdeniz, Susan Burran, Omin Chandler, Cecile de Rocher, Mike D'Itri, Chuck Fink, Carl Gabrini, Tom Gonzalez (Parliamentarian), Kent Harrelson (Secretary), Calley Hornbuckle, Leah Howell, Liz Hubbs, Michael Joseph, Clint Kinkead, Nancy Mason, Annabelle McKie-Voerste, Holly Miller, Hussein Mohamed (Senate President), Jennifer Parker, Jennifer Randall (President-Elect), Deb Richardson, Patrick Ryle, Gregory Smith, Laura Tolliver (Webmaster), Margaret Venable (Dalton State President), Xinghai Zhao.

**Guests present:** Manal Abdelsamie, Forrest Blackbourn, Tammy Byron, Anthony Cruz-Delabra, Nick Gewecke, Marilyn Helms, Kim Horne, Lori McCarty, Lisa Peden, Courtney Petty, Shanon Windom.

**Call to Order:** Senate president Hussein Mohamed called the meeting to order at 3:15 p.m.

**Approval of minutes:** Hussein asked for a motion to approve the minutes of the September meeting. The motion was made and seconded. There were no amendments to the minutes; the motion was approved.

**Committee Membership:** Hussein said that he was working with the various schools to finalize the list of committees and members.

### **Committee Reports**

**Academic Conduct Committee:** Leah Howell stated that Greg Smith had been elected as committee chair.

**Academic Programs Committee:** Liz Hubbs stated that the committee had nothing to report; a meeting is scheduled for November 11.

**Faculty Development Committee:** Nothing to report.

**Faculty Evaluation Committee:** Omin Chandler stated that Deb Richardson had been elected as chair and Jean Johnson as secretary. The committee has reviewed its task list, primarily updating the faculty evaluation manual based on feedback from the USG (sections 2.5 and 8.0).

**Faculty Resource Committee:** Jennifer Randall said that Melissa Whitesell is conducting a survey for students to determine what resources students would like at the Library. One hundred new laptop computers will be available for student use in the spring semester.

**Assessment Committee:** Ali Akdeniz said that the committee plans to discuss means of assessment.

**Faculty Welfare Committee:** Hussein said that he had met with Bruno Hicks and Lori McCarty to discuss the question of faculty salaries. He said that funding for promotion raises and cost of living raises comes from different sources. The cost of living adjustment dates from April 22, 2022, while promotion raises go into effect in August following the promotion.

**Strategic Planning Monitoring Committee:** No report.

**Tenure and Promotion committee:** Hussein stated that the committee evaluated 28 applications for promotion and tenure; 24 of those will move forward. The committee will meet in January or February to finalize its recommendations.

**New Business:** No new business was introduced.

### **Announcements**

**PACE Program:** Forrest Blackburn said that PACE is a QEP goal for 2022-2028. Forrest thanked the marketing team and said that Barbara Tucker and Greg Smith are the faculty representatives. He stated that Perspectives (the P in PACE) is the current focus as part of the rollout. He asked everyone to be ready for the October SACS visit. He also mentioned the pre-survey in Perspectives courses; it showed that our students generally feel positive about attending college but that they lack a sense of preparedness.

**Faculty Salary survey:** Hussein stated that in September, the Senate executive committee met with Alex Daman of Willis Towers Watson (WTW), an insurance advisory company that will be conducting a salary survey for the college. WTW will collect and analyze market data to compare Dalton State's faculty salaries with those of peer institutions. This survey is to update data from the Carl Vinson study. The study should be completed by December, when WTW will issue a report with proposed faculty salary ranges. Hussein said that he will keep the senate updated; the peer group includes institutions in Georgia and other states. This study was initiated by Dr. Venable, and Hussein expressed his appreciation for the update.

**Discussion:** Annabelle McKie-Voerste said that she hoped the survey would result in raising minimum salaries. She asked about the \$5,000 cost-of-living raise and whether it was factored into promotion raises. Deb Richardson asked whether the study would include the faculty members' educational level. Hussein stated that the study uses standardized codes for specific disciplines and faculty positions. Mike Joseph said that the \$5,000 salary increase is in effect for at least two years and will probably continue into the future. Lori McCarty said that the increase has been added to everyone's base pay and will likely remain a permanent increase.

**Next meeting:** The next Senate meeting is scheduled for November 10

**Adjournment:** There being no other business, the meeting adjourned at 4:10 pm.