

**Meeting Minutes**  
Faculty Affairs Committee Meeting  
February 11, 2015 – 2:00 pm | 25 Park Place, Room 1711

**Members Present:**

Gary Bingham	Laura Fredrick	Kathryn McClymond
Fred Brooks	Shelby Frost	George Rainbolt
Lynda Brown-Wright	Gerald Gay	Wayne Reed
Annette Butler	Mark Geil	David Sehat
Lisa Casanova	Maria Gindhart	Russel White
Harry Dangel	Amira Jarmakani	

**Members Absent:**

Vladimir Bondarenko	Lynda Goodfellow	Wayne Reed	Marta White
David Cheshier	Linda Nelson	Corneill Stephens	
Conrad Ciccotello	Sarah Pallas	Mary Nell Stone	
Mourad Dakhli	Risa Palm	Cherian Thackenkary	
Cheryl Delk-Le Good	Joe Perry	Bethany Turner-	
Irene Duhaime	Jerry Rackcliffe	Livermore	

The meeting was called to order at 2:00 p.m. by committee chair, Kathryn McClymond. Approval of the January meeting minutes were approved, with committee members offered an addition 48 hours to review the minutes and provide corrections. Felicia will make minor corrections to the January meeting minutes after that 48 hour window, and they will be sent to Mary Nell Stone for the University records.

Mark Geil provided an update from the subcommittee for Student Evaluation and Instruction. The Cultural Diversity Committee has recommended that the SEI add a question regarding the climate of inclusiveness in the classroom on the student evaluations of instruction, and they have asked for FAC to join with them in this recommendation. The proposed question is: The instructor fostered a classroom climate of inclusiveness. The SEI sub-committee discussed and agreed that the question should be included with the core questions on every University student evaluation instrument, and the subcommittee brought this recommendation to FAC for further discussion. Kathryn noted that this had come up in the last month's FAC meeting, and her understanding was that Sarah Pallas was going to be present at the February meeting to answer the full committee's questions. After some discussion, FAC decided to send this back to the SEI committee for consideration, and to have them discuss this issue with Sarah Pallas.

George Rainbolt summarized the four changes made to the Administrative Evaluation instruments. The changes are: (1) Add, if an administrator is on 90 days of leave or more in a year, that year does not count toward the three to five years placing a pause on their evaluation cycle; (2) Interim for three years will be evaluated as such; (4) no outside evaluators; and (5) a unit could vote not to put a faculty member on a committee with exception of President and Provost. Laura Fredrick proposed an additional change, suggesting that only full Professors serve on ad-hoc committees. Rainbolt will bring Maria Gindhart's issue of adding an "opt-out" feature regarding response rates back to the Administrative Evaluation subcommittee for consideration. FAC approved the suggested changes, and these changes will be forwarded to the Executive Committee and then to the full Senate for a vote.

Russel White provided an update from the Human Resources/Benefits subcommittee. With the assistance of OIR, the HR subcommittee requested data from six non-USG universities regarding the sojourn of associate to full professor. The two questions asked were: (a) what is the percentage of associate professors that have been in the role eight-plus years by men and women; and (b) what is the average time of sojourn at the rank of Associate Professor before faculty are promoted to the rank of Professor? Out of the six, three universities responded and in comparing the data, GSU is in the ballpark of 46% men, 48% women. George Rainbolt recommended requesting information from other universities since the data we have is so small. Maria Gindhart recommended discovering if the other universities have similar criteria for promotion to GSU.

White added that the HR subcommittee has been advocating the case for GSU, possibly USG, to provide medical health benefits for partners. Upon further discussion, the full committee members, the full committee membership decided to wait for the Supreme Court's decision in a relevant case is. In April, the Supreme Court will hear oral arguments regarding the legality of same-sex marriages. Prof. Eric Wright (new 2CI hire, Sociology & Public Health) suggested hosting a panel discussion on the health and societal benefits of legalizing same-sex marriages, specifically focusing on what are the benefits to society for doing this. Eric Wright asked if the Senate or FAC could be a sponsor for such a panel discussion. Laura Fredrick could not find no provision within the University's statutes saying that the Senate (or a sub-committee of the Senate) does this. Fredrick inquired further with other Senate members, Executive members, and former Chairs of Executive committees and received the response that there is nothing that suggests the Senate would sponsor the panel discussion. The full committee recommended that the Department of Sociology and other departments sponsor the event, rather than asking a Senate body to sponsor. Maria Gindhart asked that the HR subcommittee convey the understanding that faculty want partner benefits not based solely on marital status.

White stated there were requests for FAC representation on two committees. Fred Brooks volunteered to serve on the Donated Leave Program committee. Shelby Frost volunteered to serve on the Wellness Strategic Planning committee.

Lynda Brown-Wright stated the Non-tenure track review manual is near completion at the Provost's office level. The Colleges will receive letters from the Provost regarding the manual.

Maria Gindhart reported the Equity subcommittee is still working on the length of sojourn of faculty members at the rank of Associate Professor. She has been in contact with Peter Lyons regarding setting up focus groups and a website.

Mark Geil stated that the SEI subcommittee has gathered the names of the contact person in every College who is working on their College's SEI (if they have one). Traditionally, SEIs are completely inappropriate for certain instructional models. The idea is to determine if it can be fixed on a course by course basis to get back to Peter Lyons and decide where the actual survey would come from.

Meeting adjourned at 3:15 p.m.

Submitted by

Felicia Thomas

GSU – Philosophy & Religious Studies