

Minutes

Faculty Affairs Committee Meeting
January 26, 2016 | 3:00 p.m. | 25 Park Place, Room 1711

Members Present

Lisa Armistead
Gary Bingham
John Bunting
Annette Butler
David Cheshier
Harry Dangel
Shelby Frost
Mark Geil
Maria Gindhart
Jill Littrell

Kathryn McClymond
Anita Nucci
Sarah Pallas
Joe Perry
David Sehat
Jelena Subotic
Candice Campbell
Charles Fox
Todd Hendricks
Kari Miller

Robert Pruvencok
George Rainbolt
Emily Whaley
Linda McLean-Harned
Jason Flato
Susan Cody-Rydzewski
Marc Zayac
Stuart Noel

Members Absent

Pam Barr
Vladimir Bondarenko
Fred Brooks
Lisa Cassanova
Conrad Ciccotello
Mourad Dakhil
Dan Deocampo
Irene Duhaime
Valerie Fennell
Laura Frederick

Michael Galchinsky
Gerald Gay
Lynda Goodfellow
Harley Granville
Amira Jarmakani
Parjit Kaur
La Loria Konata
Linda Nelson
Risa Palm
Jerry Rackliffe

Wayne Reed
Corneill Stephens
Mary Stone
C.S. Thachenkary
Bethany Turner-Livermore
Marta White
Russel White

The meeting was called to order at 3:00 PM by the committee chair, Kathryn McClymond.

I. The committee approved the minutes from its October meeting.

II. The committee began with introductions for new member and the duties of the FAC committee as seen on the FAC website: (The duties of this committee shall be to review and recommend to the Senior Vice President for Academic Affairs and Provost and to the University Senate policies which relate to faculty members and their welfare, including recruitment; faculty development; faculty research; academic freedom; promotion and tenure; leaves; compensation programs; health, life insurance programs, and other fringe benefits; and retirement.). McClymond discussed the subcommittees and how they came about, followed by a request for new GPC members to e-mail her their subcommittee preferences.

Administrative Evaluations (chair, George Rainbolt)
Equity (chair, Maria Gindhart)
Human Resources/Benefits (chair, Russel White)
SEI (chair, Mark Geil)
General Policies: (chair, Joe Perry)

III. New Business: Dr. Sarah Pallas discussed Cultural Diversity Committee (CDC) and its purpose, and she presented a draft motion to analyze and address faculty salary equity. Pallas discussed the initial purpose of the draft, which was to correct salary compression problems; the Cultural Diversity Committee asked that inequities based on demographic identity (such as gender, race, ethnicity, etc.) be considered as well.

1. The Cultural Diversity Committee asking the Faculty Affairs Committee to join with them in making the following motion:

RECOMMENDATION:

Establishment of salary equity must be a component of plans to address faculty salary compression.

Given that President Becker has announced that his administration hopes to identify funds to address faculty salary compression soon,

- Given that demographic-based inequities in faculty salary at Georgia State University (e.g. gender, race, ethnicity, etc.) may currently exist; and
 - Given that known gender-based inequities were only partially corrected in previous efforts;
 - The Cultural Diversity Committee of the University Senate recommends that any compression-based salary increases be designed to reduce, and not to maintain, such inequities.
 - The Committee further recommends that, in addition to analyzing and correcting identified salary inequities, an analysis of possible inequities in resource availability, salary supplements (e.g. endowed chairs, named professorships, directorships, etc.) and leadership opportunities be conducted in a transparent fashion.
 - In addition, the committee recommends that the University develop a plan for periodic reanalysis of equity in compensation.
- Rationale:
 - Recruitment and retention of faculty from underrepresented demographic groups was a major goal of the 2011-2016 Diversity Strategic Plan. Progress has been modest.
 - Retention
 - By Race: The 2004-2014 cohort 1, 5, and 10 year retention rates-
 - White tenure-track faculty 100%, 85%, and 37%
 - Black tenure-track faculty 90%, 50%, and 40%
 - Asian tenure-track faculty 92%, 83%, and 55%
 - Faculty identifying as Hispanic has a group size of 1, with a 100% retention rate.
 - By Gender: The 2004-2014 cohort 1, 5, and 10 year retention rates-
 - Male tenure-track faculty 97%, 68%, and 47%
 - Female tenure-track faculty 95%, 68%, and 34%
 - Recruitment
 - By Race: From 2002-2012 new hires cohort -

- White faculty increased by 31% (915/1109 to 1203/1578)
- Black faculty increased by 85% (95/1109 to 176/1578)
- Asian faculty increased 105% (76/1109 to 156/1578)
- Hispanic faculty increased by 50% (21/1109 to 36/1578)
- Native American faculty decreased by -50% (2/1109 to 1/1578)
- Multi-racial faculty increased by 500% (0/1109 to 5/1578)
- By Gender: The 2004-2014 new hires cohort -
 - Male tenure-track faculty increased 31% (58/1109 to 773/1578)
 - Female tenure-track faculty increased 55% (521/1109 to 805/1578)
- Compensation is an important part of recruitment and retention of underrepresented faculty, and thus efforts to increase faculty diversity require investigating whether salary inequity is a factor.
- Public records are of course incomplete, but they provide some measure of compensation. Data from 2014 show that mean salary (including 9 and 12-month appointments, summer salary, and other supplements, but not including travel) for male full professors at GSU was \$153,755.48 ± 91,271 and for female full professors was \$121,930.21 ± 41,006 (>20% difference). For male Associate Professors, mean salary was \$98,711 ± 44,079, and for female Associate Professors the mean was \$84,848 ± 32,083 (14% difference). For Assistant Professors, mean salary for men was \$94,633 ± 46,744, and for women mean salary was \$78,755 ± 38,326 (17% difference). (source: Open.Georgia.Gov, November 2015)
- Adjusting salaries with compression as the only or main factor could maintain or even exacerbate inequities. For example, if Professor A currently paid \$75,000 had a 15% salary increase to reduce compression, and Professor B currently paid 20% less at \$60,000 had the same 15% increase, Professor A would then earn \$86,250, vs. \$69,000 for Professor B, maintaining the 20% difference.

The FAC motioned to approve the motion unanimously and will forward it to the University Senate Executive Committee.

2. Proposed new section of Academic Affairs Manual re tenure clock stoppage (Interim Associate Provost for Faculty Affairs, Lisa Armistead)

Proposed New Section of the Academic Affairs & Student Affairs Handbook

4.4.1 Partial Year Faculty Appointments and Tenure Timeline

SOURCES:

8.3.7 Tenure and Criteria for Tenure

Faculty who are on tenure track typically begin their appointment at an institution at the beginning of a regular contract period (10-month academic contract or 12-month fiscal contract). However, there are instances when a faculty member is appointed during the contract year.

For purposes of counting a partial year of employment towards the tenure timeline, faculty hired prior to October 15th may elect to count their initial partial year of employment as a full year towards the probationary period of at least five (5) years of full-time service. Faculty must notify their immediate supervisor of their intent to count the partial year of employment towards tenure before August 1 of their first full year of employment.

Faculty hired October 15th or later will begin their tenure clock at the beginning of their first full year of employment, unless otherwise approved by the institution's President at the time of appointment.

The committee discussed the draft as presented by the Board of Regents, providing feedback.

IV. Committee Reports:

Administrator Evaluations (George Rainbolt): The Admin Eval subcommittee will be meeting soon to consider if/how the policy on the evaluation of academic deans needs to be revised in light of the addition of Perimeter College to Georgia State University

Equity (Maria Gindhart): The subcommittee is reviewing the feedback from the pilot survey regarding length of sojourn at Associate Professor. Gindhart reported that they were working with Teresa Ward (Office of Institutional Effectiveness) to interpret the comments and results of the pilot survey, with an eye toward developing and distributing the full survey this spring.

Benefits (Russel White): not present; nothing to report

SEI (Mark Geil): Recommendations for combined SEI core questions that were put forth as part of consolidation were sent back to be routed through the standard committee structure. The SEI Subcommittee will deliver these as a formal motion for the next FAC meeting. Work on the campus-wide SEI Summit is ongoing, but the targeted date will be delayed.

General Policies (Joe Perry): The subcommittee is working on updating the Academic Affairs Manual, in conjunction with the Office of the Associate Provost for Faculty Affairs.

There was also some discussion of inequities between benefits for faculty members enrolled in TRS v. those enrolled in ORP. Specifically, a member noted that 1) in each pay period, the BOR pays a higher percentage to TRS accounts than to ORP accounts; and 2) accrued sick leave counts as time worked for retiring faculty enrolled in TRS, but

not for others. Members noted that faculty are not permitted (by decision of the Board of Regents) to switch from an ORP to the TRS.

The meeting was adjourned at 4:40 p.m.

Next meeting: Tuesday, Feb. 23, 3 p.m., 25 Park Place, #1711.