

# Minutes

Faculty Affairs Committee Meeting  
January 10, 2017 | 3:00 p.m. - 4:30 p.m. | 25 Park Place, Room 2150

## Members Present

Jim Ainsworth	Gerald Gay	Gregory Moore
Harry Dangel	Maria Gindhart	Erin Morrey
Timothy Denning	Robert King	Kavita Pandit
Irene Duhaime	Kathryn Kozaitis	Susan Richmond
Charles Fox	Jennifer Jones	Elizabeth West
Laura Fredrick	Laura Lohman	Russell White
Shelby Frost	Kathryn McClymond	Jack Williams

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

The committee approved the minutes from the November 8<sup>th</sup> meeting. Laura Fredrick led discussion on the University's contributions to Retirement Plans. A question was raised about the difference in employer contribution to TRS (Teachers Retirement System), versus ORP (Optional Retirement Plan). What is the reason and can it be altered? Laura will communicate with the Chair of the Senate Budget Committee and share his response at the next meeting.

Kathryn McClymond circulated a FAC draft memo on "Salary Compression," as requested by the full FAC committee in Spring 2016. Discussion led to a conclusion to invite Dr. Robin Morris, Associate Provost for Strategic Initiatives and Innovation, to attend the next FAC meeting and to provide an update on the salary compression plan. McClymond will invite him to the next FAC meeting.

Laura Lohman, was introduced to the Committee by Kavita Pandit. She is the new Assistant Director of Faculty Development in the Office of Faculty Affairs.

Committee reports were presented:

Administrative Evaluations: George Rainbolt: A draft policy regarding evaluating Associate Deans was presented to the Deans by Rainbolt, Fredrick and McClymond. The Deans shared their questions about the process, and some Deans have requested additional conversations. Rainbolt, McClymond, and Fredrick will follow up.

Equity: Maria Gindhart: Report on the survey regarding length of sojourn at Associate Professor rank is being finalized and will be forwarded to the Provost and the Senate Executive Committee.

Human Resources/Benefits: No update.

SEI: Elizabeth West: The Committee met in December; created structure for proposed document; there are 3 sections; 8 narratives are being developed and will be disseminated for review.

General Policies: Robert King: The GSU P&T Manual Committee will meet on Friday, January 13, 2017. Once a draft has been developed, it will be sent to the General Policies subcommittee for review, and then on to FAC for review, with an eye toward bringing a manual to the full University Senate within this senate year.

Note: The next meeting will be a held on February 14<sup>th</sup> at 3:00 p.m.; location TBD. The meeting was adjourned at 4:09 p.m.