Minutes
Faculty Affairs Committee Meeting
October 10, 2017 | 3:00 p.m. – 4:30 p.m. | 25 Park Place, 23rd floor, Troy Moore Library

Members Present
James Ainsworth   Gerald Gay   Mona Matthews
Deborah Baro      Emanuela Guano   Eddy Nahmias
Laura Carruth     Jennifer Jones   Anita Nucci
Harry Dangel      Candace Kemp   Kavita Pandit
Laura Fredrick    Richard Lakes   Susan Richmond
Shelby Frost      Laura Lohman   Elizabeth West

The Meeting was called to order at 3:00 p.m. by the committee chair Elizabeth West.

The committee approved the minutes from the September 5th meeting.

Reports were given from the standing subcommittees:
Laura Fredrick explained reasoning for changes to triennial administrator review instrument.
Fredrick will discuss option of collapsing multiple faculty options into “Faculty” with Kerry Heyward

Forthcoming for FAC consideration:
Kavita Pandit reported that the new chairs orientation went well. She provided an overview of Laura Lohman’s workshops on writing faculty job announcements and the matter of implicit bias in faculty searches. Currently underway in the FA Office are revisions on P&T manual, NTT Promotion Manual, and a revision of the Workload Policy.

Kavita Pandit also explained that the Faculty Handbook revision entails collecting existing approved policies. There is a need for clarity about the function/authority of the handbook and role of FAC in relation to the handbook: Frost noted inaccurate policies in current handbook in relation to teaching (release of course grades in relation to SEIs, cultural diversity statement in syllabus); West mentioned possibility of passing a policy on who publishes the handbook, who is responsible for making changes to it; Pandit noted possibility of FAC approving the preamble to the handbook. The FAC will consider these recommendations more formally when the proposed document is submitted for its consideration.

Fredrick reported for budget subcommittee; explained reason for different employer contribution rates for TRS vs. ORP. Concern that new faculty get adequate information when making a decision with such long-term consequences. Will meet with HR to gain more information.

Ainsworth reported on resolution passed by Cultural Diversity Committee and Faculty Affairs Committee, with emphasis on feedback received from the Executive Committee. Feedback
included legal issues with the resolution requiring a change of wording, things that GSU is now doing (e.g., implicit bias, recurring data sets from OIE), and Gayles’ past report on faculty diversity. Faculty subcommittee of the CDC is reviewing the resolution with options for how to revise it in light of the feedback. Revised resolution would be sent to both CDC and FAC for review and FAC members are invited to participate in revision process. A draft revision was circulated. Draft revision addresses relative faculty diversity, draws on language from the College of Arts and Sciences, and relates to the GSU Strategic Plan. Fredrick clarified the recommendation that a subcommittee with representation from four stakeholder groups (FAC, CDC, legal, planning and development) be formed to revise the resolution. West will email all FAC members inviting them to volunteer to be part of the subcommittee.

West presented question from faculty member regarding phased retirement. Fredrick noted past discussion on this topic. Pandit and Fredrick will review relevant documents.

Note: The next Meeting will be held on Tuesday, November 14th at 3:00 p.m.; 25 Park Place, 23rd floor, Troy Moore Library. The meeting was adjourned at 4:26 p.m.