Members Present
Amy Stalker  Gerry Gay  Nicolle Parsons-Pollard
Annette Butler  Greg McLean  NIlmi Fernando
Birthe Reimers  Hongyu Qui  Rafaela Feresin
Blake McGee  Jared Poley  Rebeca Weaver
Candace Kemp  Jennifer Barker  Richard Milligan
Charles Fox  Jennifer Miller  Robert Maxwell
Corrie Fountain  John Weber  Robert Weber
Cynthia Puranik  Laura Carruth  Shelby Frost
David Cheshier  Lia Bascomb  Tonia Durden
David Houchins  Michael Bradley  Tracienne Ravita
Eddy Nahmias  Michael Galchinsky  Yusen Xia
Emily Whaley  Monique Moultrie
Erin Morrey  Nicola Sharratt

1) Welcome
2) Approval of Minutes
3) Old Business
   • No Confidence Motion
     • The no confidence motion was discussed by FAC.
     • The vote carried to move this forward to the Executive committee, but it was not a unanimous decision.
     • The main concern was regarding the timing as the focus has turned to the BOR’s revision of Post-Tenure and Annual Review.
   • Proposed Board Policy Revisions Post-Tenure and Annual Review
     • The proposal was discussed, including the new version that was passed by the BOR. The University will be convening a group to address how GSU will address this new policy, especially regarding metrics for Student Success, which have become part of the review process.
   • Policy Proposal: Regular and Substantive Interaction (RSI) in Online Courses
     • Policy Proposal (See current draft, attached to email and in our shared folder)
❖ Outcome: Policy Approved by FAC, sent to Full Senate

4) Sub-Committees

- Administration Evaluation
  - Associate Dean Evaluation Tool approved by FAC.
  - Sent to Executive Committee for Review
  - NOTE: The Executive Committee has sent this back for changes to bring it into closer alignment with other Administration Evaluation instruments.

- Discussion regarding the Rank/Title demographic information. Decided to change wording of the proposal to allow OIE to make changes as needed based on the inclusion or removal of new ranks or titles.

- Benefits and Human Resources

- Diversity and Inclusion
  - Critical Race Theory letter from CDC reviewed and approved by FAC.

- General Policy
  - Regular and Substantive Interaction in Online Courses proposal was passed and submitted to the Executive Committee.
  - Discussion focused on how this brings us into alignment with Federal Educational Regulations without locking us into a specific or detailed system of how this will be assessed. Individual units will work to develop metrics for how to assess and report this information.

- Benefits and Human Resources

- Updated NTT and P&T manuals
  - Both were approved by FAC and sent to the Full Senate for Approval.

5) New Business

- Discrepancies between Work from Home policies between downtown and perimeter campuses.
  - Discussion tabled.

6) Adjourn

Webex meeting recording: FAC: October Meeting-20211028 1830-1
Recording link: https://gsumeetings.webex.com/gsumeetings/ldr.php?RCID=fa52a36e09247096cea0982fd0988a75
GSU P&T and NTT Promotion Manuals

P&T Substantive Revisions
- Language regarding faculty service – page 12 (PC section pg. 28)
  - In response to the COACHE data, each college is required to review service allocations for equity and accountability.
- Clarity on split decisions and reporting – page 16 (PC section pg. 31)
  - Many colleges had differing processes when it came to split votes. This language allows for anonymity while also providing the information necessary for the assessment of the dossier.
- Clarity on appeal language – page 16 (PC section pg. 31)
  - The current language did not clearly state that if a faculty member did not appeal a negative dean’s decision their case did not move forward. This change did not change the GSU process but made the process clear.

NTT Substantive Revisions
- Language regarding faculty service – page 7
  - In response to the COACHE data, each college is required to review service allocations for equity and accountability.
- Clarifying who has structured reviews – page 8
  - Current language did not state who had structured reviews. This change did not change the GSU process but made the process clear.
- Inserted required lecturer BOR language – page 8
  - GSU is required to update BoR language.
- Clarifying when faculty can be promoted – page 8
  - The current language was not clear on when a faculty member could be promoted. This change did not change the GSU process but made the process clear.
- Clarity on appeal language – page 11
  - The current language did not clearly state that if a faculty member did not appeal a negative dean’s decision their case did not move forward. This change did not change the GSU process but made the process clear.
- Clarity on split decisions and reporting – page 11
  - The current language did not clearly state that if a faculty member did not appeal a negative dean’s decision their case did not move forward. This change did not change the GSU process but made the process clear.
Decatur Campus Mold Issue in Science Labs

Jim,

To follow up on my conviction to upgrade our chemistry labs on the Decatur campus from yesterday in the faculty diversity subcommittee. Thank you both for your interest and willingness to take the Decatur science lab issues to the Faculty Affairs Committee. A couple of faculty members in FAC are in the sciences at Perimeter and have heard me express my frustration at the lack of response to ongoing daily operations in the labs, in particular the chemistry labs. The labs have had temperature gradient issues, mold, mildew, humidity, and leaks for years, at least 10. Whenever a particular issue is corrected, either the problem resurfaces, or a new problem is detected shortly after. Presently, we have one lab out of commission since the beginning of this semester. There is mold and mildew in the hoods and the occupational safety officer should be coming tomorrow to check on air quality. There was a leak in our lab which began on July 2nd, while students were taking lab and still has not been verified as resolved. Last Fall 2020 we closed both labs so that facilities could work on the air conditioning units to correct humidity issues, which was only possible since many of our courses were pivoted online due to covid. I sit on the Budget senate committee, so I have also expressed my concerns to both VP Rackliffe and VP Ramesh Vakamudi in the past. We have been told that they are aware of the structural issues with the building, but no definitive solutions or plans have been presented. I have seen a proposal at the Perimeter Campus to create a research course in Chemistry. In order to participate in giving our Decatur students the best possible learning environment, I would like to see our labs be made equitable and on par with other campuses. Thank you.

Best Regards,

Jo Ann

Jo Ann Lee-Joyner, Ph.D.
Professor of Chemistry
Associate Chair of Science-Decatur Campus
Physical Sciences and Life, Earth Sciences Department
Decatur, GA 30034
678 891-2641