Minutes
Faculty Affairs Committee
September 23, 2021
WebEx Meeting

Members Present

Ainsworth, James  Hollier, Mark  Puranik, Cynthia
Baker, Jennifer  Houchins, David  Qui, Hongyu
Bascomb, Lia  Irving, Miles  Reimers, Birthe
Bradley, Michael  Jessup, Naomi  Richmond, Susan
Butler, Annette  Kemp, Candace  Sharratt, Nicola
Cantrell, Owen  Lim, Elizabeth  Stalker, Amy
Carruth, Laura  Maxwell, Robert  Stinson, David
Chesher, David  McGee, Blake  Vollmer, Niklas
Durden, Tonia  McLean, Greg  Weaver, Rebecca
Feresin, Rafaela  Miller, Jennifer  Weber, John
Fernando, Nilmi  Milligan, Richard  Weber, Robert
Fountain, Corrie  Monlouis, Isabelle  Whaley, Emily
Frost, Shelby  Morrey, Erin  White, Marta
Galchinsky, Michael  Moultrie, Monique  Yusen, Xia
Gay, Gerald  Nahmias, Eddy  Zayac, Marc
Hendricks, Todd  Parsons-Pollard, Nicolle
Hensel, Wendy  Poley, Jared

1) Welcome
2) Approval of Minutes
3) Old Business (Proposals for the October University Senate Meeting)
   • GSU P&T and NTT Promotion Manuals
     • Passed
   • Associate Dean Evaluation Tool
     • Passed
   • Administration Evaluation, inclusion of all titles/ranks in demographics section.
     • Passed
   • Chancellor’s response to our resolution.
     • Move to write a letter of No-Confidence in the current BOR.
4) New Business
   • Proposed Board Policy Revisions Post-Tenure and Annual Review
     • Guest: Wendy Hensel (Provost)
• The policy was reviewed with input from Provost Hensel and Nicolle Parsons-Pollard, VP Faculty Affairs.

• New to PTR
  ❖ The wording has changed from what was originally presented.
  ❖ Student Success Category (The provosts of the USG institutions recommended that they do not add a new category)
  ❖ The criteria regarding student success is determined by the institution, so it is up to GSU to set this criteria (this policy will be reviewed by FAC before implementation).
    (a) We already do this, so it is a way to categorize what we do.
    (b) Examples would be new pedagogical techniques, mentoring, writing reference letter, orientations, etc…
  ❖ Faculty not meeting expectations will be given a remediation plan.
  ❖ Still on a five-year cycle
  ❖ If you do not successfully complete the remediation plan: this will be based on new policy that needs to be worked on and passed through the senate (so we have a say in what this policy looks like).
  ❖ Voluntary PTR allows you to reset the clock.

• Policy Proposal: Regular and Substantive Interaction (RSI) in Online Courses
  • Guest: Kim Siegenthaler (AP for Online Strategies)
    ❖ This is about how we will meet a Federal Regulation.
    ❖ This document lays out and provides definitions/descriptions of what GSU is meeting this federal regulation.
    ❖ A commitment to continual improvement to meet these standards.
    ❖ Self-Assessment document is how this is evaluated, and an honor system on how we meet the regulation.
      (a) We can be audited by the Dept. of Education.
      (b) But there is no local policing.
      (c) Kim Siegenthaler has maintained Academic Freedom in drafting this policy.

5) Sub-Committees
  • Administration Evaluation – No new actions
  • Benefits and Human Resources – No new actions
  • Diversity and Inclusion – No new actions
  • General Policy – Continued work on Regular and Substantive Interaction.
6) Adjourn

Webex meeting recording: FAC: September Meeting-20210923 1900-1
Recording link:
https://gsumeetings.webex.com/gsumeetings/ldr.php?RCID=bafea08db3f5f426d8a1e010c007fd7c
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

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