

Meeting Minutes

Faculty Affairs Committee Meeting

October 15, 2014 – 1:00 pm | 34 Peachtree, 1123 conference room

Members Present:

Lynda Brown-Wright
Cheryl Delk- Le Good
Irene Duhaime
Laura Fredrick
Shelby Frost
Gerald Gay

Mark Geil
Maria Gindhart
Lynda Goodfellow
La Loria Konata
Kathryn McClymond
Marian Meyers

Linda Nelson
Sarah Pallas
Joe Perry
George Rainbolt
Cherian Thackenkary
Russel White

Members Absent:

Gary Bingham
Vladimir Bondarenko
Fred Brooks
Annette Butler
Lisa Casanova

David Cheshier
Conrad Ciccotello
Mourad Dakhli
Harry Dangel
Harley Granville

Risa Palm
Jerry Radcliffe
Wayne Reed
Corneill Stephens

Bethany Turner-
Livermore
Marta White

The meeting was called to order at 1:00 p.m. by committee chair, Kathryn McClymond. There were no minutes to approve.

In response to concerns raised at previous meetings, McClymond suggested that a subcommittee of FAC develop a survey to gather information about issues pertaining to long-term Associate Professors. A subcommittee or ad-hoc committee along with hosting an open forum was proposed to gather information to address this concern. Marian Meyers asked if the survey would be anonymous and Kathryn McClymond responded the open forum would be a place to make such a determination. Meyers stated an open forum is not a safe place for one to speak up. George Rainbolt suggested an electronic survey to protect anonymity. Gerry Gay suggested two surveys: (1) one to ask Associate what dimension of job performance prevents you from considering going up for promotion; and (2) one to ask Chairs to address job performance which prevents nomination. Laura Fredrick stated that the initial open forums should determine what would be asked and who needs a voice. Irene Duhaime asked if research has been conducted by the Provost's office or Institutional Research to see if GSU is only the only institution that has been affected or is this issue at other research universities. McClymond responded that she was not aware if this has been done; if not, we can do. Lynda Goodfellow asked how to get started. McClymond suggested that we first ask what are people concerned about and asked the FAC to come up with information that is open/transparent. Mark Geil asked for a working definition of "long-term." Lynda Brown-Wright responded someone who has been in the same position for 8-20 years. Joe Perry asked if we would address everyone, e.g. Associate and Full. McClymond responded that the initial conversation should first address faculty who had been long-term at the Associate rank first. Next, McClymond asked if the Equity, Human Resources, or an Ad-hoc subcommittee should handle this issue. Duhaime stated Peter Lyons could supply the FAC with internal and external data on how we compare to other institutions. Mark Geil suggested the HR subcommittee compare data while the Equity subcommittee conducts a forum. Shelby Frost asked if we're operating under that assumption that everyone wants to move up. McClymond stated the information gathered from the surveys and open forums would gather this information which is useful.

Lynda Brown-Wright was asked to have climate surveys done of our faculty. She asked FAC to determine what rules, if any, governed how climate surveys could be conducted, as well as how to gain access to faculty in order to complete. Meyers asked if this is an IRB question. Sarah Pallas stated FAC would have an vested interest in climate surveys that would lead to policy recommendations.

McClymond stated FAC does not have a process in place regarding how that could be done and what would the process look like. Nelson noted that HR has to work with IRB to do these surveys. Rainbolt stated that once a policy for faculty is developed, then FAC would want one for staff and one for students. He also stated surveys that have to do with an evaluation do not have to go through IRB. Nelson stated the Staff council survey got approval from IRB with support of Peter Lyons. Rainbolt recommended the Executive Committee handle the issue; the motion was passed.

Brown-Wright stated the Provost's office would like to increase the number of nominations for system-wide awards. She stated UGA won all Regents awards previously. Brown-Wright stated an e-calendar would be sent to view when things are going on in addition, an increase in nominations for outside awards are desired as well. She will also send dues and other award suggestions.

Chairs of the Administrative, Equity, and Human Resources/Benefits subcommittee provided the FAC with an update. Rainbolt (Administrative) provided an update on the evaluation of administrators. At the last senate meeting, all six were passed. Every administrator now has an instrument. Currently, Associate Deans are not universally evaluated. Goodfellow responded that it depends on the College. Thackenkary asked if upper-level administrators are expected to be actively involved in the community. McClymond stated that there is not a clear answer. Nelson stated that memberships in national organization and work done in those contexts are important as it keeps GSU on the cutting edge of our careers. Rainbolt will add language addressing this in the evaluation language. . Thackenkary wanted to determine how well upper-level administrators are promoting GSU when presenting nationally and internationally.

Gindhart (Equity) stated a Doodle survey will be conducted on November 3, 2014. Discussion will take place to review results.

White (Human Resources/Benefits) attended a wellness retreat on October 10, 2014 and was very impressed with the number of available resources.

The motion was passed to re-elect Irene Duhaime to serve as FAC representative on the University Promotion and Tenure committee. McClymond asked for nominations to Chair the Student evaluation subcommittee and the General Policies subcommittee.

Meeting adjourned at 2:12 p.m.

Submitted by

Felicia Thomas

GSU – Philosophy & Religious Studies