

Meeting Minutes
Faculty Affairs Committee Meeting
November 18, 2014 – 2:00 pm | Langdale Hall 718

Members Present:

Vladimir Bondarenko	Laura Fredrick	Marian Meyers
Fred Brooks	Maria Gindhart	Joe Perry
Lynda Brown-Wright	Lynda Goodfellow	Wayne Reed
Annette Butler	Harley Granville	David Sehat
Lisa Casanova	La Loria Konata	Bethany Turner-Livermore
Harry Dangel	Kathryn McClymond	Russel White

Members Absent:

Gary Bingham	Shelby Frost	Jerry Radcliffe
David Cheshier	Gerald Gay	George Rainbolt
Conrad Ciccotello	Mark Geil	Corneill Stephens
Mourad Dakhli	Linda Nelson	Mary Nell Stone
Cheryl Delk-Le Good	Sarah Pallas	Cherian Thackenkary
Irene Duhaime	Risa Palm	Marta White

The meeting was called to order at 2:00 p.m. by committee chair, Kathryn McClymond. Minutes from last month's meeting were pending approval. Maria Gindhart, David Sehat, and Russel White submitted corrections.

Maria Gindhart (Chair, Equity subcommittee) stated the subcommittee met in early November. They discovered the Office of Institutional Effectiveness could do focus groups, which the subcommittee will explore to learn more about. The subcommittee's idea is to have a focus group to lead to a public forum, which would lead to the creation of a survey to be distributed to the entire University faculty. . It was noted that when equity issues were discussed in the past, FAC chair David Cheshier collected data relevant to that of the sojourn of Associate Professor in which he forwarded to everyone; it was also passed on to Russel White (Chair, HR/Benefits subcommittee). In conclusion, some information has already been gathered.

Russel White stated the HR/Benefits subcommittee was charged with gathering information from other institutions about length of sojourn at the rank of Associate Professor. The subcommittee is scheduled to meet on Friday, November 21, 2014.

McClymond asked both the Equity and HR/Benefits subcommittees to make formal presentations at the December meeting. Both groups would present a timetable and an outline of what input they would like from FAC. Both groups agreed.

Lynda Brown-Wright distributed information her office has received about GSU faculty members: the percentage of associate professors by gender, percentage of associate professors at the rank for eight or more years, and the average number of years to move from Associate to Full Professor ranking by male and female. Brown-Wright summarized the report: As of the spring of 2014, GSU has 293 Associate Professors: 140 female, 153 male. Forty-eight percent of women were at the associate rank for eight or more years, while 46% of men were at the associate rank for eight or more years. Between Fall 2008-2013, men and women at the THIS associate professor rank average 17.5 years getting promoted to Full. This is the information Brown-Wright presented at the Associate Professor luncheon. Laura Fredrick stated the biggest difference is that of women and men going from associate to full at six years of or less. McClymond requested an electronic copy of this information from Brown-Wright, which she will then forward to FAC for review. McClymond asked the committee to review the information carefully to see if there was information not included that they would like to include.

McClymond also stated that Associate Provost Peter Lyons (Office of Institutional Effectiveness) has agreed to provide FAC with information.

Harry Granville had information to add regarding the associate professor surveys. Granville stated that he spoke with Teresa Ward from the Office of Institutional Research after reviewing the minutes from the October FAC meeting, there are two things he wanted to address: (1) The APR going on now has items that are related to the tenure process, as well as the Collaborative on Academic Careers in Higher Education. COACHE is a tenured faculty job satisfaction survey, an institutional report from 2010-2011. Also, he noticed that the October FAC meeting included a discussion of the OIR policies for survey research. He brought a copy of the OIR policies for review in today's meeting, along with a position paper on sharing confidential data files. He noted that both the OIR policies and this position paper could be resources for the subcommittee as we develop our own surveys regarding the length of sojourn of at the rank of Associate Professor.

Brown-Wright explained COACHE. It is a Harvard University study that we (GSU) have participated in in the past (although we will not be participating in the future).

McClymond asked Granville if the information can be shared with particular attention to Gindhart and White in their capacities as Chairs of the Equity and HR/Benefits subcommittees.

Granville stated that also in the minutes, there was a question regarding IRB. He noted that research that is conducted solely for internal review (with no intent to disseminate beyond GSU) does not require IRB approval (e.g., info gathered for APR).

Concerns were expressed about how individual identities would be protected in the forums and in the surveys. The relevant parties will keep this in mind as we move forward. Gindhart noted that some faculty have expressed concern about the consequences of not being promoted to Professor within the preferred time period: are there punishments forthcoming if you do not move. It became clear that there are questions about the upper administration's views on this. Bethany Turner-Livermore noted that recent national statistics indicate that women Associate Professors tend to take on a disproportionate amount of service than that of their male counterparts and that this plays a role in their scholarly productivity. McClymond stated that it would be helpful both to design the surveys, open forums and everything to address the concerns that Gindhart and Turner-Livermore raised. This would involve receiving clear statements from the Provost's Office about what University expectations are. More clarity is desired from the upper administration so that faculty, department chairs, and deans can provide clear and consistent messages to their faculty.

Marian Meyers stated she feels there is a "moving target" issue regarding the value of individual presses in the annual review and P&T review processes.

Fredrick asked at what level is this a problem. Dean's level on down? Or Provost problem? The question is: What is the Dean going to support? Once the Dean makes a decision on whatever he/she will support, then it goes to the Provost's office. Brown-Wright stated that she believes this is a College-level problem; the Provost does not make those assessments.

McClymond stated that part of the HR/Benefits and Equity subcommittees' tasks will be to ask these questions. In addition, part of what we do is identify issues that are occurring at lower levels and get feedback either to Deans or department Chairs. McClymond asked Gindhart and R. White to come to the December meeting with fully developed proposals about what FAC would recommend that the university faculty to do, once they've had the chance to look at the Georgia State information and the information available from aspirational peers. Afterwards, FAC will be ready to move forward with the surveys and open forums in the spring.

McClymond asked R. White to speak briefly about Georgia State's issue on providing same-sex partners medical benefits since he has done some research on it.

R. White stated that at the beginning of 2013, there were questions related to partner benefits. The University of Georgia does offer "soft" benefits (E.g. vision, dental) to partners but not health insurance. What would it cost GSU to fund domestic partner health insurance? Approximately \$130,000

per year based on a best estimate, which would be ½% of GSU's health costs overall. What are legislative responses likely be? R. White stated that had no way to judge. He stated that Peter Lyons had been present for conversations about this issue in the past, and he had said he was going to look into it, but Russel believes that FAC has yet to receive a definitive answer. What would the faculty prefer to be the source of funds? Not on the table are indirect costs or Foundation funds. Source of funds would have to be in tuition increase or funds otherwise targeted at faculty salary increases. At this time, is when it was realized that there were \$1.7 million dollars in unallocated funds.

Brown-Wright stated that she had been told GSU could not offer partner medical benefits because we are a system school. Prior to his retirement, the former UGA president tried to get some movement in favor of this issue. GSU was hoping UGA would pave the way for system-wide change; however, this request was denied by the Board of Regents. R. White stated he believes there are some rules against using state funds to fund domestic partner benefit costs, but he thinks that the use of Foundation funds are a possibility; however, the funds are already allocated. Brown-Wright asked if R. White could check back with the Board of Regents because she spoke with Robert Elmore who stated the BOR had stated categorically that no University funds could be used to subsidize domestic partner health benefits. She suggested having Robert Elmore come in to gain clarity on this issue. McClymond asked the HR/Benefits subcommittee to speak with Robert Elmore and get more information.

Wayne Reed of the Parking and Transportation committee is looking for a volunteer from FAC. The P&T committee is supposed to include a member of FAC, either the Chair or his/her designee. McClymond stated that she is unable to commit due to other scheduling obligations. Reed stated that it is not a work-intensive committee as far as the FAC member role. McClymond will follow up to identify a FAC representative to this committee.

Brown-Wright provided a report from the Provost's office. They just hired a faculty time manager from Georgia Tech and they are also hiring a HR coordinator. Brown-Wright stated that several years ago there was a subcommittee formed to make recommendations for updating the Faculty Affairs Handbook. The recommendations were received but the update was not done and the Faculty Affairs Handbook is very outdated. After speaking with the Provost, Brown-Wright said they ask various offices to review different sections. After doing so, Legal Affairs advised that much of the information did not have to be included since we have an employee handbook. One of the recommendations from the subcommittee was to rename the Faculty Affairs Handbook the "Academic Affairs Handbook" The hope is to only include policies related to faculty in the Academic Affairs Handbook and let the employee handbook be for all the other issues, as Legal would prefer. Brown-Wright stated that after they meet to discuss specifics, it may be necessary for FAC to review the new handbook because of the large number of changes and updates.

McClymond asked for committee Reports. George Rainbolt could not be present; however, he told McClymond that the subcommittee for administrator evaluations had not met since FAC's last meeting. McClymond stated that Rainbolt will organize a meeting and then report back to the FAC. From the Equity subcommittee, Gindhart stated that besides the issue of the sojourn of the associate professor, their second priority is to discuss whether there should be some kind of institutional mechanisms to deal with the issues of gender equity. R. White had no additional information to report.

McClymond announced two new subcommittee Chairs. Mark Geil has agreed to Chair the subcommittee on student evaluation instruments. Joe Perry volunteered to Chair the subcommittee on general policy. McClymond stated that both Geil and Perry would be in touch with their subcommittee members to set up a meeting. Next, McClymond stated the original December 17th meeting date must be changed due to Fall commencement. She proposed Tuesday, December 16th from 2:00 – 3:30 pm. An email will be sent to everyone with the new date, location, and Spring 2015 meeting dates.

Meeting adjourned at 2:59 p.m.

Submitted by

Felicia Thomas

GSU – Philosophy & Religious Studies

* Note: Spring 2015 Meeting Dates and Times

- Tuesday, January 13 – 1:30 pm – 3:00 pm
- Wednesday, February 11 – 2:00pm – 3:30 pm
- Tuesday, March 10 – 1:30 pm – 3:00 pm
- Wednesday, April 8 – 2:00 pm – 3:30 pm
- Tuesday, May 12 – 1:30 pm – 3:00 pm
- Wednesday, June 10 – 2:00 pm – 3:30 pm