

**Meeting Minutes**  
Faculty Affairs Committee Meeting  
March 10, 2015 – 1:30 pm | 25 Park Place, Room 1711

**Members Present:**

Vladimir Bondarenko	Laura Fredrick	Kathryn McClymond
Lynda Brown-Wright	Gerald Gay	Sarah Pallas
Lisa Casanova	Maria Gindhart	George Rainbolt
Cheryl Delk-Le Good	Lynda Goodfellow	Wayne Reed
Irene Duhaime	Kathryn Kozaitis	Russel White

**Members Absent:**

Gary Bingham	Harry Dangel	Risa Palm	Cherian Thackenkary
Fred Brooks	Shelby Frost	Joe Perry	Marta White
Annette Butler	Mark Geil	Jerry Rackcliffe	
David Cheshier	Harley Granville	David Sehat	
Conrad Ciccotello	Amira Jarmakani	Corneill Stephens	
Mourad Dakhli	Linda Nelson	Mary Nell Stone	

The meeting was called to order at 1:30 p.m. by committee chair, Kathryn McClymond. The February meeting minutes were approved.

Joe Perry raised concerns regarding the possibility of the University doing away with budget cards, noting the History faculty's feedback in expressing their disagreement. Wayne Reed (Parking and Transportation Committee) stated that although the University was looking at options in terms of the way the parking facilities are managed, all budget cards would not be eliminated. Maria Gindhart asked if there was any discussion about the city turning the bike lanes back to car lanes on Decatur Street because of all the morning and afternoon traffic congestion. Reed responded he would follow up with Beth Jones, who has a relationship with city officials. George Rainbolt stated the city made the changes to the Decatur Street lanes after receiving a request from Georgia State. Joe Perry added that the bike lane will continue through to DeKalb Avenue.

McClymond asked Sarah Pallas (Cultural Diversity Committee) to discuss the CDC request to add a question to the core set of questions in the student evaluation instrument. After reviewing a 2005 climate survey, Pallas stated students commented that they were subject to discriminatory treatment, inappropriate comments regarding gender or race. The Cultural Diversity Committee thought it would be most efficient to receive direct feedback from students. McClymond stated the question had been brought to FAC to recommend a question worded, "The instructor fostered a climate of inclusiveness." However, FAC members had disagreed with this language. Pallas stated the CDC is open to suggestions of how to word the statement to include protected groups without discriminating any groups. The FAC voted down the motion to add the originally suggested language ("the instructor fostered a classroom climate of inclusiveness") as a core question on the student evaluation instrument. McClymond asked Pallas to take this discussion back to the FAC SEI subcommittee for further discussion with the CDC based on FAC's concerns.

McClymond stated that FAC had declined to support another CDC recommendation to include racial and gender balance on P&T committees. Pallas asked for feedback on that decision. Gindhart stated although FAC is in favor of racial and gender diversity on these committees, the concern was that certain populations were not represented in certain colleges. In addition, others noted that this could lead to disproportionate service by individuals on numerous P&T committees because of the make-up of individual units. Finally, Irene Duhaime noted that in some cases there aren't qualified women and/or minorities to sit on these committees.

George Rainbolt asked for feedback from FAC on factors that would prompt stopping a post-tenure "clock." He said that he had been told that currently there is no approved reason for an Associate Professor to stopping the post-tenure clock. In some colleges, now, if you don't go up for promotion to

Professor, there are consequences, e.g. heavier course load. Two questions were raised for consideration: (1) How common is this in colleges that there is some type of plan if you do not go up for full in a certain timeframe? (2) Should stopping the clock be possible? Rainbolt asked for an information gathering committee. Laura Fredrick, Lynda Goodfellow, Kathryn McClymond, and Irene Duhaime volunteered to participate on this committee.

Harry Dangel (Non-voting committee member of the Emeriti Association) provided an update regarding the Regents changes to health care coverage for retirees. Dangel stated all retirees would have Medicare for their primary coverage, with the option to purchase secondary coverage through an exchange that has been negotiated through the BOR and a supplemental amount of money.

McClymond asked for subcommittee reports. Russel Whited (HR) stated that following a previous recommendation, information from 11 universities has been requested. Rainbolt stated the administrator's evaluation information will be presented before the Senate's meeting on Thursday. Afterwards, the subcommittee will move on to the issues of the evaluation of the associate deans and then the issues of the timing of the evaluation of Chairs. Brown-Wright asked Rainbolt if there has been any change in the language regarding the associate deans. Rainbolt responded that the subcommittee will get a new draft together to present once the work on the administrators' evaluation information is done. Gindhardt stated she met with Peter Lyons and Teresa Ward from OIR. Lyons and Ward suggested an extended timeline for the focus groups and surveys, with a new time with December 2016 being the new goal. OIR suggested sending out an exploratory survey later this spring after it has been approved by the Equity subcommittee and FAC as a whole. Over the summer, they would develop a definitive survey to be administered in the Fall. OIR also suggested doing focus groups after surveys. McClymond stated (on behalf of Mark Geil, who was absent) that SEI has nothing to report.

Meeting adjourned at 2:37 p.m.

Submitted by

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