

Agenda

UWG Faculty Development Committee Meeting

February 9, 2022

4:00pm-5:00pm; via Zoom (recorded)

(Chair: Patrick Erben, English)

1) Welcome and Attendance

2) Approval of November 5, 2021 Minutes

a. See below and here:

<https://docs.google.com/document/d/1QXNfhTB8Xz9fiEnh77Y58hwRDPNfb5ttrg3enYW27iE/edit?usp=sharing>

b. Please note that meetings since 11-5-21 have been with the liaison group (or open meetings).

3) Minute taker for today?

4) Plan for Policy Drafting Meetings

a. **Suggestion PE:** meet for 2h meeting on Student Success Activities next week (Week of Feb. 14); meet for 2h meeting on PTR and Annual Evaluations the following week (week of Feb. 21).

b. **Question:** virtual or in-person?

c. PE will share before these drafting meetings with the whole FDC the work of the subcommittee that has prepared/flagged areas of the UWG faculty handbook that need addressing.

5) Updates from Provost Dr. Preston

a. Timeline for Completion of Unit-Specific Policies and Criteria:

"I agree with your recommendation that we can extend the work of defining updates to departmental and college/school PTR and P&T documents and complete this work in fall 2022. This allows the group to focus their work on university-level updates. While it would be ideal to have all of the documents updated in spring 2022, and I still encourage this wherever possible, if a local department/school/college document is not updated until later, then their local document remains subservient to the university-level guidelines and those university guidelines prevail. Thus, in the same way if a department does not define P&T or PTR guidelines, they comply by default to the university-level guidelines, if local guidelines are not updated, then they become deprecated whenever in conflict with the revised/new university guidelines. Thus, there is provision for us to move forward in compliance with USG expectations even if a department/school/college delays their updates to fall 2022."

b. Implementation of New Policies for Annual Evaluations and Promotion/Tenure/PTR:

"Since these new university guidelines will not be accepted/published until summer 2022, all annual evaluations for AY23 will utilize the previous guidelines and processes. We will begin using the new guidelines in AY24. As I have previously indicated, for those going up for promotion/tenure in the near future, accommodations and a cross-walk/fade approach will be used to ensure that people in the middle of their review cycle will not be adversely impacted; i.e., we will have a grace period where new expectations are grafted in over time, likely a 2 year period, to ensure people have adequate time to focus on and achieve outcomes of any new criteria. I echo my previous comments that I'm confident that UWG faculty are strong in the areas of enabling student success (and other areas), so I don't expect this to be problematic for them to showcase their good work."

6) Updated USG Academic Affairs Handbook (on Faculty Evaluation Policy Changes)

- a. See email attachment and here: https://docs.google.com/document/d/1_V-KVDIiLGSzNKkgirJnbFUCOB5Jb6on/edit?usp=sharing&oid=104464788097222633190&rtpof=true&sd=true

7) Discussion: Feedback Document/Feedback Received

- a. <https://drive.google.com/file/d/1ZXF5y0vR-uhavSDuzGESA3zrYBd--JTK/view?usp=sharing>
- b. Student Success Activities
- c. Annual Evaluations
- d. Post-Tenure Review
- e. Due Process

**Faculty Development Committee Meeting
November 5th, 2021
Minutes**

In attendance: Patrick Erben, Janet Genz, Shelley Rogers, Deon Kay, Farooq Khan, Brittney Drummond, Lama Farran, Amin Boumenir, Amy Yarbrough, Carrie Carmack, Harry Nelson, Janet Genz, Salvador Lopez, Ralitsa Akins

Minutes approved by Shelley, seconded by Deon.

An amendment from Sept Meeting: Add Amy Yarbrough to the minutes.

Today's Meeting Focus:

The Faculty Development Committee's work on BOR's PTR and Annual Evaluation Policy Changes

New BOR Policy, pp.38-48 (Approved by the BOR on October 12, 2021)

https://www.usg.edu/regents/assets/regents/documents/board_meetings/Agenda_2021_10_12-13.pdf

At the executive committee meeting, the provost charged deans to deputize faculty to be part of the workgroup for the annual evaluation policy changes. However, the FDC's role is to help with faculty policy. We (the FDC committee) need to decide how fully we want to be involved.

How do we interpret our role of how we would like to approach this work?

Comment: Possibly the FDC writes the policy and the workgroup provides feedback.

Comment: student success possibly overlaps student success overlaps many areas, such as when students co-author papers for professional development. Create the broad ideas that encompass student success and put them in the handbook.

Comment: But, will this be a 4th area? A 4th area where faculty can be evaluated exceeds/meets/does not meet.

Comment: In one college, there was resistance to the workgroup in conjunction with FDC, since so much difference between is department/program - push for clarity. We are defining student success. But, there may be a choice of if there is a 4th option or if it can be folded into the activities within the other sources of evidence.

Comment: This is under our purview, with two working groups working independently - this can cause confusion. We should be the centerhouse of the policy.

Comment - the provost may convene a workgroup, but then we review the recommendations by February, and we push it through to senate.

Comment: We need to ask for the recommendations from the provost's working group by January.

Comment: we should caution against asking the working committee to write the policy.

Comment: How should the working groups report to us - we should consider having a representative from the FDC.

Akins - the board wants this conducted by the end of the spring semester.

Comment: Get ideas from our colleges, for broad ideas & a generally distributed document

Committee Consensus:

- 1) FDC embraces the role of policy recommending body regarding PTR and Annual Review and Student Success changes.
- 2) We will intend to collect feedback from our constituencies and working groups formed by the provost and others.
- 3) The FDC will consider broad feedback from their constituencies and any working group received by January 31st.
- 4) FDC members will discuss changes and collect feedback from their constituencies before January 31st.
- 5) A Subcommittee of the FDC will meet asap to establish a working grid from the Faculty handbook and BOR policy changes.
- 6) The FDC considers the working groups as providing secondary sets of input.
- 7) FDC will prepare a draft policy for consideration among its members by February 25 for a March 4 FDC meeting.
- 8) Submit to Senate agenda by March 11 for discussion on March 18th.

FDC will create a draft policy for its members by February 25th for March 4th FDC Meeting.

Submit to senate by March 11th.

FDC Subcommittee:

Deon Kay, Brittney Drummond, Patrick Erben, Shelley Rogers, Farooq Khan, Harry Nelson

Motion to adjourn. Deon Seconded.