

Faculty Development Committee Meeting on 8-24-2021

Minutes taken by Deon Kay

Minutes Approved on November 5, 2021

1) Welcome and Attendance

Lama Farran, Patrick Erben, Carrie Carmack, Jill Drake, Farooq Khan, Ralitsa Akins, Amin Boumenir, Joy Ginther, Shelley Rogers, Harry Nelson, Amy Yarbrough, Katy Green.

2) Approval April 6, 2021 Minutes (<https://www.westga.edu/administration/vpaa/faculty-senate/assets/docs/fac-dev-minutes/FDC6April21Minutes.pdf>)

APPROVED

3) Planning Fall 2021 Committee Meetings

Pushed to the end of the meeting and we ran out of time to discuss. Patrick will pick a time based on Doodle Poll (although there was no time where everyone is free)

4) Information Item (Jill Drake and Ralitsa Akins): Post-Tenure Review (PTR) policies and procedures (See Appendix A)

Updates on revised post-tenure review, included in this google drive folder.

Instead of happening on a 4-5 year basis, remediation will be triggered by any majorly negative annual evaluation.

Department Chairs are now being asked to do more oversight than before.

There is no work for this committee to do here, as it is an information item.

We may need to review our UWG procedures to align them with the new USG processes.

QUESTION about PROCEDURE and PROCESS and TIMELINE. Jill believes BOR has accepted this report, but is yet to approve changes.

Rationale as stated in release: “to ensure all faculty remain productive throughout their careers” and “To encourage faculty development after tenure.”

Attention drawn to point from plan that “If an institution is not carrying out an appropriately rigorous review process the BOR may move the ability to award tenure to the board level until institutional processes have been remediated.”

Request for Jill Drake and Ralitsa Akins to provide this information to senate considering the larger ramifications for faculty.

5) 2021/22 Academic Year Charges and Issues Brought to the Committee: Discussion and Action Plans

- **Revise UWG PTR policy (see #4 above).**

We are waiting for more information from the BOR regarding this issue.

- **Create and recommend a parental leave policy for faculty (in consultation with HR and Provost office).**

We have been asked to create a policy for our campus to enact 3 week parental leave policy that was signed into law. This will need to be completed in consultation with HR, as well as gaining a better understanding of the law that was passed, what/if other campuses are doing and what mechanism already exist at UWG.

Ad-hoc Sub-Committee: Joy Ginther, Katy Green (Fall only).

- **Create and recommend a policy on faculty research leave.**

Dan Williams sent an email to the Senate summarizing Provost’s position on Research leave, using the terms “Exceptional cases” and “unique opportunities.” Work needs to be done to define how faculty scholarship is defined.

Patrick will share this email with the group.

It was noted that there seems to be a move away from a full semester leave towards course releases.

Ad-hoc Sub-Committee: Patrick, Amin, Lama.

- **Change P&T guidelines to account for inequities created by COVID for some faculty, especially women and caregivers (cf.: Minutes of the February 19, 2021 Senate meeting, especially pages 9-10 and Appendix 5:**

<https://www.westga.edu/administration/vpaa/faculty-senate/assets/docs/senate-minutes/Approved-Feb2021SenateMinutes.pdf>

There is concern that this will delay women and caregivers in their career (and financial) growth. To be looked into to see if there are possible repercussions of this policy and if anything needs to be done. It was noted that this is optional and not a mandatory delay in progression.

Partick will look into this and report back.

- **Create proposal for the rank of “principal lecturer” (see FDC minutes of March 2, 2021:**

<https://www.westga.edu/administration/vpaa/faculty-senate/assets/docs/fac-dev-minutes/FDCminutes2Mar2021.pdf>

In general terms we (this committee) have said that we support this, but we have not taken any action yet.

We have been counseled to consider the budget implications along with potential effects on tenure track hiring.

It was commented that the dollar increase is relatively small in any given year and should not be a consideration.

Regarding the possible implications of the hiring of Tenure Track position is a more complicated issue and needs to be assessed.

6) Old Business

Dan Williams is wanting to look into a 12 month pay distribution - it is thought that the budget committee has been asked to take this on. Patrick will confirm this and if not, whose task it should be.

It was noted that there is precedent for a 12 month distribution going back to 1997.

7) New Business

8) Adjourn

