

FDC Meeting 11-5-2020

**In Attendance:**

Amy Yarbrough, Denise Overfield, Harry Nelson, Heather Mbaye, Julie Hawk, Katy Green, Nguyen Hoang, Patrick Erben, Salvator Lopez, Shelley Rogers, Stacey Britton, William Faucette

**(0) Approval of the minutes from September.**

Minutes are approved.

**Comment added by request: Provost response to letter regarding faculty leave:**

“There has been no change in the leave policy” -

**(1) Information Item: We need to review the charge of the committee as posted on the Provost’s web site.**

There has been no change in our charge, but recommend clarifying our position and incorporating language about whether or not this committee serves on or as *post-tenure review appeals committee*?

**ACTION ITEM: [review website](#) and discuss at the next committee meeting.**

**(2) Compare current USG guidelines for Post-Tenure Review with UWG guidelines, and suggest potential additions or modifications as the BOR makes modifications.**

- Discussion about clarity of the charge.
- Suggestion that flexibility is best as all USG policy trumps all, and institutions flesh out procedures and criteria.
- Suggestion that there is a board-level issue with the “post-tenure” wording. All tenured faculty are to be held to the standard of post-**tenure**, not post-**associate professor** or post-**full professor**. Lawsuits often ensue because faculty members are being held to the standard of the highest rank achieved. (Perhaps this is part of why we’re being asked to examine the USG policy and suggest revisions.) There is no incentive to seek promotion, and work/life balance issues come into play, if the standard is falsely higher than post-tenure. In other words, the standard is not different according to the rank one has achieved.
- Request to solicit from Dan, **why** the USG is looking to update these and what their intent is in doing so.
- link regarding the PTR Working Group:  
[https://www.usg.edu/news/release/university\\_system\\_of\\_georgia\\_announces\\_post\\_tenure\\_review\\_working\\_group](https://www.usg.edu/news/release/university_system_of_georgia_announces_post_tenure_review_working_group)

**(3) Suggestions for implementation of the update of Electronic Dossier (moving from the old Google site to the new Google site)**

- Call for suggestions and requests for inclusion.
- New site must be compatible with all major browsers.
- Needs to include space for additions as review documents are generated during the process.
- Portability to download collected materials.
- Include tech savvy folks.
- Standardized for ease of use, but also editable for discipline specific elements.
- The Dean of the College of Education chaired the UWG Electronic Dossier Committee, so she may be helpful to FDC in making suggestions. Mark will check with her.

#### **(4) Faculty Research Grants and a proposed subvention policy (from Dr. Overfield)**

- Funding is dependant on # of grants we get as an Institution - not state funding.
- Dr. Overfield circulated call for applications with suggestion to remove sustainability category. Suggestion that category should perhaps not be removed, but clarified, in order to make it more functional and to keep our ASHE (Association for Sustainability Higher Education) rating.
- Timeline: Early Spring deadline -> late spring awards -> June 1 funds become available.
- Need to review the call and decide on the due date (last year was Jan 31).
- Are funds governed by the same travel restrictions as other state funds? Yes but there *has* been some grant related domestic travel.
- Suggestion that language be included this year to include what options are possible, and implying that deferments are possible, too.

**ACTION ITEM: Review last year's call for proposal and ascertain if anything needs to be updated and/or revised by 11/18**

#### **(5) Proposed Subvention policy - draft emailed by Dr. Overfield.**

- It is not uncommon for humanities and STEM disciplines to charge to publish articles, so this proposal specifies what kind of publication would be covered.
- Kennesaw has a similar policy.
- Suggested inclusion: Peer Review reports to prove legitimacy.
- Suggested inclusion: On-campus talk to promote the scholarship.
- Suggestion to open it up to include art exhibits, music performances, etc.
- Response: FRG can cover these. Subventions are specifically to support publication, with the added intention is also to bring awareness to predatory publishing practices.

**ACTION ITEM: Review and provide comments.**