

UWG Faculty Development Committee Meeting

September 20, 2021 - 10:00am-11:00pm; via Google Meet

Minutes taken by Deon Kay

Minutes approved on November 5, 2021

(Chair: Patrick Erben, English)

1) **Welcome and Attendance**

Patrick Erben, Ralitsa Akins, Carrie Carmack, Brittney Drummond, Janet Genz, Joy Ginther, Shelley Rogers, Daniel Williams, Harry Nelson, Salvador Lopez, Amy Yarbrough.

2) **Approval August 24, 2021 Minutes**

https://docs.google.com/document/d/1YyEm_6RifaucgTQUNDKZ1qgmt-WCa5ZDsSYVYSX1E8/edit?usp=sharing

TABLED due to access issues with shared drive.

3) **Parental Leave Policy: Updates and USG Policy:**

<https://drive.google.com/file/d/1-SKoo4F2MnyoaXAtpWuF7YIRNIVMz8Yx/view?ts=6148e9a4>

USG parental leave policy document shared. Policy set to be passed and implemented.

Question raised about the language: "Employees may not concurrently use vacation, sick leave, holidays, or another Paid Time Off (PTO) while receiving paid parental leave."

Seems to refer to not being able to receive "double-pay". We need clarification about the term "concurrently."

Also seeking clarification about "Maternal" and "paternal" - particularly in the case where a couple works for the same employer.

Joy G. to seek clarification from HR.

4) **BOR New Annual Evaluation, Tenure, and Post-Tenure Review Policy (See Appendix A)**

https://drive.google.com/file/d/1sI0_R-XoLjxKfs55hylbWxs-zEVUYMhv/view

a. New developments at BOR level in addition to new PTR policy, especially new language allowing presidents to seemingly be able to remove tenure-track and tenured faculty members *without cause, mid-contract*.

Attention drawn to item: **8.3.9 Discipline and Removal of Faculty Members (Proposed Language)**, specifically the new language that seems a radical departure from the very concept of tenure...

A faculty member may also be separated from employment prior to the end of the contract term other than for cause as outlined here, pursuant to other policies of the Board of Regents. Such other policies shall not be governed by or subject to the following policies on Grounds for Removal and Procedures for Dismissal.

Dan Williams: part of a sweeping overhaul of P&T. Initially the focus was going to be attached to Post Tenure Review, and no one he has spoken to saw this particular sweeping change coming.

Collectively, these four changes are designed to provide ways for tenure to continue to operate, but the idea is that even tenured faculty will not enjoy the same degree of protection as previously operated.

These are the first changes of this scope since 1992.

Overview of changes:

1. Chair's annual evaluations become more important, or Board will intercede.
2. Faculty will now be evaluated in 4 categories rather than 3, with the additional is "student success activities," which can include recommendation letters, advising, mentoring. If passed FDC will need to amend the Faculty Handbook.
3. Authorizes the BOR to take tenure decisions away from a particular university within the system and transfer those decisions to the BOR
4. Seems to allow the president to remove anyone for anything. Currently seeking clarification from Tristan Denley. (suggested that this might be aligned with budgetary concerns based on line "pursuant to other policy" and there doesn't seem to be another policy this can apply to, but other do not feel the way).

Comment Re #2: Suggested that P&T Guidelines will need to be revisited to re-distribute evidentiary sources so Teaching and Service don't see a shortfall and trigger "remediation."

Comment Re #3: Rule seems to be politically motivated and has the spectre of heavily restricting freedom to teach in the classroom.

Comment: we take the lead in contributing to what is considered within the new "student success category," especially the consideration of DFW rates since faculty have little to no control over Ws. This further disincentivizes faculty from taking risks, from innovating, which the President has been on record as desiring, or even teaching classes that have high DFW rates.

Question asked: Would this committee be tasked with re-writing the P&T guidelines, or does that fall under the "Rules Committee?"

Per Dan Williams: Tenure has been the purview of the FDC, not the Rules Committee, so this committee will need to bring UWG's handbook into alignment with the pending UWG policy, which has not been passed yet.

The question is now IF this committee wants to draft a resolution to the USG in protest.

The consensus is yes.

A recommendation is to not tackle all the proposed changes, but to focus on the most substantial, and that perhaps accreditation is the way to move forward here since the SACSOC guidelines require there to be policies in place that promote academic freedom, and there is a strong argument to be made that the change to Presidential power would jeopardize this, whether inadvertently or not.

It was also pointed out that in the "student success activities" could be a good thing as it provides a way to incentivize faculty work with students, extracurricularly.

5) Old Business

We ran out of time so old business and further new business were tabled.

6) New Business

7) Adjourn

