Minutes of the Senate Faculty Affairs Committee Meeting
April 1, 1998

PRESENT: Tom Clark, Marsha Clarkson, Barbara Green, Bernadette Hartfield, Juane Heflin, Julie Hotchkiss, Ernie Larkins, Richard Miller, Gabor Patonay, David Pavesic, Richard Pillsbury, Julie Rainer, Brenda Smith, Roger Weed, Armenia Williams, and Bea Yorker.

ABSENT: Lauren Adamson, Catherine Brack, Bill Decatur, Cennette Jackson, Bill Kinyon, Edith Manns, Charles Rutheiser, and Phil Wierson.

ALSO ATTENDING: Lisa Beck, Connie Rifkind, and Jim Bohanan.

Approval of Previous Minutes
Chair Gabor Patonay opened the meeting by asking for any corrections to the minutes of February 16. On a motion by Brenda Smith, seconded by Julie Hotchkiss, the minutes were approved as presented.

Conflict of Interest Policy
Juane Heflin, chair of the subcommittee, presented a revised draft of the document that addressed some of the discussion of the previous meeting about definitions of conflict of interest, outside activities, financially rewarding, obligations to the university and annual salary. She said that the subcommittee had reviewed the conflict of interest policy from the University of Georgia and found it to be less detailed but with a requirement that faculty list outside activities of significant financial interest. John Marshall advised that he preferred the GSU draft. Bea Yorker said that the Dean’s Group had not commented on the draft document to date but that she would tell them that the committee is waiting for their input. The committee decided to delay any formal action on the document until they had received comments from the Deans.

Evaluation of Administrators
Brenda Smith discussed a memorandum from Carol Winkler, Chair of the Senate Executive Committee, with attached letters from the faculty of the College of Health and Human Sciences concerning the evaluation of Dean Sherry Gaines. The questions related to why Dean Gaines was being evaluated now after only 17 months as dean instead of at the three year level as prescribed in the Evaluation of Administrators document. There was discussion about whether time served in an acting capacity should be used when counting the three-year period. Armenia Williams presented a memorandum from Provost Ron Henry to the Faculty of the College of Health and Human Sciences stating that Dean Gaines had agreed to be evaluated during the spring evaluation period. The committee also discussed some of the other issues raised in the letters. Gabor Patonay asked the subcommittee to address these additional issues and report back to the committee this quarter.

Academic Freedom
Gabor Patonay indicated that the subcommittee would meet again to finalize a recommendation to the committee.

Workload Policy
Marsha Clarkson told the committee that the latest workload draft was submitted to the Dean's
Group for review. The deans suggested that rather than having a detailed university-wide document that the committee present resolutions to the University Senate that would direct each college and unit to develop their own workload policy which would be approved by the Provost Office. She indicated that the subcommittee’s work on issues such as the definitions of non-traditional teaching activities and definitions of various service components could be used in developing resolutions that would be presented to the University Senate. The subcommittee agreed to start working on the resolutions for the committee’s review.

Ombudsperson
Gabor Patonay told the committee that the Dean’s Group is continuing to work on the job description for the Ombudsperson. There was a discussion of the various aspects of what the university needs in terms of providing such services for faculty. There was also a discussion about the definitions of mediation, alternative dispute resolution, conflict resolution and the duties of an ombudsperson. After further discussion, Bea Yorker agreed to ask the university’s Alternative Dispute Resolution Committee to address some of these issues and report back to the committee.

Parking
Tom Clark discussed the report of the Parking Subcommittee which met on February 24. The subcommittee recommended that parking assignments should be based upon the seniority of one’s tenure at the university. They also recommended that parking gates be left open on holidays to permit individuals who must work to be more convenient to their buildings. Gabor Patonay indicated that he would send a copy of this report to the Senate Executive Committee.

403b Benefit Accounts
Barbara Green advised that the Benefits Office is continuing to work on the issue of reducing the number of 403b providers but that no final action has been taken.

Faculty Benefits Study
Gabor Patonay told the committee that Carol Winkler, Chair of the Senate Executive Committee had asked if the Faculty Affairs Committee would create a subcommittee to undertake a multi-year study of the faculty benefits packages at GSU as it compares to our regional counterparts at other similar universities. Executive Committee members Fred Jacobs and Hugh Hudson have agreed to serve as members of the proposed subcommittee.

The next meeting of the committee will be on Monday, April 13 at 10:00 a.m. There being no additional business, the meeting was adjourned at 2:55 p.m.

James Bohanan, Recorder