Minutes of the Senate Faculty Affairs Committee Meeting
April 13, 1998

PRESENT: Lauren Adamson, Juane Heflin, Bill Kinyon, Ernie Larkins, Edith Manns, Gabor Patonay, David Pavesic, Brenda Smith, Roger Weed, Armenia Williams, and Bea Yorker.

ABSENT: Catherine Brack, Tom Clark, Marsha Clarkson, Bill Decatur, Barbara Green, Bernadette Hartfield, Julie Hotchkiss, Cennette Jackson, Richard Miller, Richard Pillsbury, Julie Rainer, Charles Rutheiser, and Phil Wierson.

ALSO ATTENDING: Lisa Beck, Thomas Conway, Tim Crimmins, Connie Rifkind, and Jim Bohanan.

Approval of Previous Minutes
Chair Gabor Patonay opened the meeting by asking for any corrections to the minutes of April 1. On a motion by Roger Weed, seconded by Edith Manns, the minutes were approved as presented.

Evaluation of Administrators
Brenda Smith, subcommittee chair, discussed the recommendations from the Deans Group submitted by Provost Ron Henry regarding the evaluation of deans procedures. Tim Crimmins, Associate Provost for Academic Programs, also attended the meeting to summarize the Deans Group position on these issues.

The recommendations were: (1) modify the document to incorporate the changes from the quarter to the semester system; (2) Limit the evaluation process to six weeks and start early enough for completion by the outgoing Senate Executive Committee; and (3) Provide a one-page summary of goals developed by the Provost, the Dean, and the Chair of the Faculty Evaluation Committee which should be sent to the College faculty and staff at the conclusion of the process.

After discussion, on a motion by Brenda Smith, seconded by Roger Weed, the committee agreed to: (1) authorize the above changes in the procedures for the evaluation of deans; (2) change the name of the report to Procedures for the Faculty Evaluation of Deans; (3) refer to the Summary Faculty Evaluation of the Dean Report developed by the ad hoc evaluation committee as the SFED report; and (4) to submit the previously approved staff component for the evaluation of vice presidents to the Senate Executive Committee for action. The motion was unanimously approved.

The committee also addressed the three year evaluation timetable as it relates to acting deans, interim deans, and regular appointment deans. After discussion, the committee agreed that no changes were necessary.

Academic Freedom
Brenda Smith presented concerns about academic freedom that were raised in a memorandum from Hugh Hudson about certain college promotion and tenure manuals which state that faculty research must fit a unit’s research goals and that there should be collegiality among faculty. After discussion, it was recommended that the committee send a copy of the memorandum to each dean and the college executive committee chair asking that the question be assigned to an appropriate college committee and that the committee possibly have a member of AAUP present to discuss the academic freedom aspects of the issue.
Ombudsperson
Gabor Patonay presented a job description for the Ombudsperson position received from Carol Winkler, Chair of the Senate Executive Committee. Bea Yorker summarized the issues relating to the position such as mediation, advocacy, and the handling of confidential complaints. After discussion, the committee requested that Bea Yorker, who is the Alternative Dispute Resolution Liaison to the Board of Regents, work with the GSU Alternative Dispute Resolution Group to help educate administrators and faculty regarding what has emerged as some confusion between the mediator and ombuds roles.

Faculty Benefit Package
Gabor Patonay discussed a memorandum from Carol Winkler, Chair of the Senate Executive Committee, requesting that the Faculty Affairs Committee create a multi-year subcommittee to study the GSU faculty benefit package and compare it with our regional counterparts. Fred Jacobs and Hugh Hudson, both members of the Senate Executive Committee, have agreed to serve on such a subcommittee. There was also a recommendation that a member be added that is sensitive to gay and lesbian issues. Connie Rifkind advised that these benefits can be researched but that only the Board of Regents has the authority to make changes. She indicated that the System-wide Human Resources Association was the best place to present new recommendations because individual colleges and universities have not been successful in gaining support for changes at the Board of Regents. Gabor Patonay referred the issue to the standing Benefits Subcommittee.

The next meeting of the committee will be held on Tuesday, April 28, at 1:30 p.m. There being no additional business, the meeting was adjourned at 11:30 a.m.

James Bohanan, Recorder

Please send questions or comments to Mary Nell Stone