Faculty Affairs Committee
MINUTES
March 27, 2000

Members Present: Richard Baskerville, Yezdi Bhada, Myra Carmon, Marsha Clarkson, Valerie Fennell, Bernadette Hartfield, Juane Hefflin, Julie Hotchkiss, Hugh Hudson, Elaine Hughes, Phyllis Johnson, Barbara Carroll (for Larry Kelley), Greg Lewis, Ramona Matthews, Marian Meyers, Linda Nelson, Dave Pavesic, Charlotte Petrek, Roger Weed, Diane Willen, Carol Winkler.


Visitor: Andrew Milne.

The meeting was called to order at 12:05 p.m. by the chair, Diane Willen.

The first item of business was approval of the February 22, 2000 minutes. The minutes were approved with a correction to the spelling of Scott Foust's name.

Strategic Plan:

Carol Winkler provided background on the development and revision of the strategic plan. There are three more opportunities to amend the document: two upcoming Planning and Development meetings, and on the Faculty Senate floor. At this point in the process, changes need to be submitted in writing as formal amendments. Dr. Winkler listed some of the positive elements of the Strategic Plan, including a commitment to reduce non-tenure track faculty to ten percent or less of every department, the desire to improve the graduate experience by increasing stipends, increased support for technology classrooms, and a movement to improve the academic credentials of the student body.

Julie Hotchkiss expressed a concern that a mentoring policy be included as part of the Graduate Student Experience section of the Strategic Plan. Elaine Hughes asked if there could be more than ten percent non-tenure track employees in areas such as the library. Dr. Winkler responded that the ten percent figure probably does not include non-academic departments.

Committee members were encouraged to e-mail Dr. Winkler with further comments and concerns after they had read over the document.

PTI Policy Document:

Diane Willen explained that the Executive Committee had suggested several revisions to the PTI Policy Document as approved by Faculty Affairs in February. The Executive Committee generally wanted to shorten the document by removing justification for the policy. Dr. Willen, Mona Matthews, and Juane Hefflin revised the document per the Executive Committee's recommendations. Dr. Willen directed the committee's attention to those revisions suggested by the Executive Committee which would result in substantive changes and thus need debate and approval by Faculty Affairs.

Dr. Winkler asked if PTIs will qualify for development and travel money. Hugh Hudson said there should be some effort to include them. Yezdi Bhada commented that PTIs should not automatically be left out when development monies are being distributed.

Dr. Winkler asked about line 18 of the document. Dr. Hudson recommended striking the word "all" from line 18 so that the sentence reads: "The goal of a research university such as Georgia State University is to have all courses taught by . . .". Then the committee agreed that PTIs should be referred to as "instructors," not "faculty," throughout the document.

In reference to lines 31-32, Dr. Hotchkiss asked if research money will be made available to PTIs, making faculty compete with PTIs for funding. Dr. Bhada suggested that the phrase: "In accordance with departmental needs" would allow departments to decide about funding PTIs, and added that they should not be automatically included or excluded. Dr. Winkler suggested adding the phrase "and resources" so that the sentence reads: "In accordance with departmental needs and resources, and subject to faculty credentials, . . .".
On page 2 of the document, Dr. Willen pointed out that the Executive Committee had removed the $3,000 minimum per 3-hour course for PTIs. Dr. Hudson explained that the Executive Committee was concerned that since the document will be standing policy, the $3,000 may soon be out of date, so just stating that pay should be comparable to that of other research institutions in the region may be more appropriate. The committee then discussed the lack of a good source for comparative salary information. Various arguments in favor of retaining the minimum were put forward.

The committee decided on the following revisions to the PTI Policy Document:

Lines 42-45 should be replaced with: "Compensation for Part-Time Instructors should be competitive with that offered at comparable public research institutions in the region. Minimum compensation for Part-Time Instructors at Georgia State should be $3,000 per three-hour course for Academic Year 2001; and that minimum should be evaluated at least every two years to insure that their salaries are competitive. Summer salaries for Part-Time Instructors are to be negotiated within each college."

Line 52: Add "if in accordance with Board of Regents' policy." to the end of the sentence.

Line 63: insert "departmental" so that the sentence reads: "College-wide and departmental committees may invite . . ."

Lines 64-66: Replace the sentence that begins "PTI participation on dissertation . . ." with the following statement: "PTIs normally should not participate on dissertation, thesis, and program committees." This statement should allow for outside experts to sit on these committees when a department finds their presence appropriate (i.e., for the Historic Preservation Program).

Lines 76-78: Strike the sentence that begins: "As appropriate, each department is encouraged to solicit input . . ."

Hugh Hudson moved that the committee adopt the entire PTI document as amended. The motion carried.

Andrew Milne, a visitor to the committee, thanked the Faculty Affairs Committee for their efforts on behalf of PTIs.

Benefits Subcommittee:

Dick Miller was not able to attend the meeting, but he did send revised copies of the changes to the Faculty Handbook. Roger Weed moved that the changes to the benefits language in the Faculty Handbook be accepted as presented in Dr. Miller’s document. The motion carried.

Domestic Partners:

Hugh Hudson recommended that the Domestic Partners document approved at the February meeting be sent back to the Executive Committee. The committee agreed to do so.

Workload Policy Subcommittee:

Marsha Clarkson noted that the subcommittee had received information on college policies from the Provost's office. Dr. Bhada commented that the situation was already improving because the colleges could see how their workloads compared and were already beginning to reconcile workload differences.

Future Meetings

Dr. Willen will submit the revised PTI Policy Document and the changes to the benefits section of the Faculty Handbook to the Executive Committee, and will request that they reconsider the Domestic Partners issue. She will ask Dick Miller to report on the mentoring policy at the April meeting. The next meeting will also include a discussion of important agenda items for the committee to address next year.

The next meeting is scheduled for Tuesday, April 25 at noon in 315 Alumni Hall. There being no further business, Dr. Willen adjourned the meeting at 1:40 p.m.

Lori Howard
Substitute Committee Assistant