Faculty Affairs Committee
Minutes
THURSDAY, OCTOBER 25, 2001


Members Absent: Dan Franklin, Hugh Hudson, Martin Grace, Ronald Henry, Kathryn Kozaitis, Siva Nathan, Linda Nelson, Steve Rapp, Cherian Thachenkary, Lyn Thaxton, Roger Weed

Diane Willen, chair, called the meeting to order at 11:05 a.m.

Approval of Minutes

Minutes for the September 25, 2001 meeting were approved.

Amorous Relations Subcommittee

Marian Meyers reported that the Amorous Relations Subcommittee had redrafted the policy with special attention paid to laying out protocol and due process issues more clearly. The policy prohibits amorous relationships between a supervisor and the person being supervised. Amendments to the document were made in order to clarify all the relationships that could be included in this description. Jim Senn suggested the removal of the word “status” from the document because its inclusion does not serve any clear purpose and may in fact cause confusion. Charles Marvin recommended the following changes: changing “Faculty Advantage” under the “1. Power Advantages” (formerly “Status/Power Advantages”) to “Academic Relationship Advantage”; rewriting the first sentence under that heading to read, “A faculty member or other instructors always will be treated as having a power advantage when that faculty member or other instructor has the authority to assign grades”; removing last sentence from “Academic Relationship Advantage” paragraph and placing it under a new third heading, “Other Power Advantages.”

The Committee passed these amendments 12-3. The policy was approved as amended by a unanimous vote.

The Amorous Relations Subcommittee will set a date for hearings. Diane Willen recommended holding two hearings—one on either Tuesday or Thursday, and another on either Monday or Wednesday. Kathryn Johnston added that she would like the hearings to address the issues of the difference between staff and administrators.

Benefits Subcommittee

Sick Leave

Richard Miller reported that the Subcommittee submitted the working draft of the policy to Hugh Hudson, who then forwarded it to UGA, the Medical College of GA, and GA Tech. Hudson heard back from UGA and GA Tech, who thanked the school for raising the awareness of this issue. A copy of the draft was also sent to the Provost. In response, the Board of Regents has issued a more acceptable draft of a Sick Leave Policy, dated 10.16.01. This policy has not yet been approved by the chancellor. Miller reported that the Subcommittee will continue to work on its own draft in order to address issues raised by the Committee. Miller could not accept amendments during the meeting because the current draft of the Subcommittee’s policy was not available. He will accept amendments via email and at the November meeting.

Proposed Disruptive Behavior Policy

Diane Willen reported that the Executive Committee is asking for the Faculty Affairs Committee’s approval of a Proposed Disruptive Behavior Policy. Nancy Floyd asked for a definition of disruptive behavior, which is not described in the Policy. Charles Marvin recommended the title of the document be changed to “Student Disruptive Behavior” in order to distinguish it from other cases of disruptive behavior from non-students. Willen suggested the formation of an ad hoc committee to address these issues. Leonard Teel will head the committee and Bonnie Fritz and Nancy Floyd will serve on it. They will attempt to meet at least once before the end of the semester. Floyd asked Committee members to email any issues regarding the Policy that they want the Ad Hoc Committee for the Proposed Disruptive Behavior Policy to discuss. Laurie Kirkwood and Diane Willen will distribute electronic copies of both the current and the Proposed Disruptive Behavior Policy.

Non-Tenure Track Faculty

Jim Senn noted several points of discussion for the Policy on Non-Tenure Track Personnel (dated 10.8.01):

- The last sentence of the first paragraph of the Policy (“The university will work to establish…”) is not a policy issue. He recommended two options: 1) include Senior Lecturers in the areas where Lecturers are mentioned 2)
Do not refer to Senior Lecturers at all and amended the Policy at a later date.

- Senn also questioned the first sentence of the second paragraph in which Visiting Instructors and Visiting Lecturers are limited to one-year’s service, which he pointed out to be different from a one-year appointment. It was determined that this limitation may benefit the College of Arts & Sciences in meeting some of its goals in replacing some of these positions with non-tenure track or tenure track faculty, but that it may hurt other colleges, particularly the Business and Law schools. It was noted that a major distinction between the hiring process for Lecturers and the hiring process for Visiting Lecturers is that a Visiting Lecturer can be hired for an unadvertised position by the chair, but a Lecturer must be hired for an advertised position through a committee.

- Senn said the third sentence in the second paragraph (“These temporary positions are to be replaced...”) is not a policy issue.

- Senn asked if the last sentence in paragraph three (“The instructional duties of Academic Professionals...”) corresponds to Board of Regents Policy. It was determined that it does (803.1001).

- Senn requested that a “Professor of Practice” rank be added to the sentence in paragraph five that begins, “Only those non-tenure track personnel who have been awarded the rank of...” He argued that such a rank is of particular importance to the Law School and Business School. He said that the BOR definition of “Clinical Professor” is not suited to this same purpose. Charlotte Petrek reported that a request for a “Professor of Practice” title has been made to the Provost before, but she could not verify how the title was defined by the person or group who made the request.

- In order to avoid confusion with GTA and PTI ranks, Senn suggested changing a portion of the first sentence of the last paragraph to read “…to limit the use of all forms of full-time non-tenure track faculty…” Marian Meyers recommended changing the title of the document to “Policy on Full-time Non-Tenure Track Personnel.”

**Other Business**

The November 12 meeting has been canceled and rescheduled for November 28. Dr. Willen adjourned the meeting at approximately 12:40 p.m.