Faculty Affairs Committee
Amended Minutes
WEDNESDAY, NOVEMBER 28, 2001


Members Absent: Nancy Floyd, Dan Franklin, Martin Grace, Ronald Henry, Katherine Johnston, Kathryn Kozaitis, Charles Marvin, Ramona Matthews, Linda Nelson, Ted Poister, Steve Rapp

Guests: Valerie Fennel

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

Approval of Minutes

Minutes for the October 25, 2001 meeting were approved.

Non-Tenure Track Faculty

Hugh Hudson, on behalf of the NTT Subcommittee, made a motion to approve the Policy on Full-Time Non-Tenure Track Personnel. He noted the changes that had been made since the October meeting, which include: the removal of reference to Senior Lecturers; the addition of “full-time” to the title and other key points in the Policy; and the rephrasing of the end of the penultimate sentence in the 5th paragraph from, “or providing services of out-of-class educational opportunities for students; their primary teaching activities do not occur in non-clinical courses” to “or providing services of out-of-class educational opportunities for students in addition to teaching activities.”

The Committee requested that the minutes include the following clarifications:

- Visiting Professors are faculty at their home universities and do not hold the position of faculty at GSU.
- Visiting Professors from other universities may be reappointed for consecutive annual appointments. In special cases, some Visiting Professors are tenure track, but this is a temporary classification (Temporary Visiting Professors) for the purpose of allowing new faculty the opportunity to obtain a visa or complete a Ph.D.

Cherian Thachenkary asked for clarification of the phrase “primarily instruction within lower-division courses” at the end of the penultimate sentence of the first paragraphed. He argued that this limits the use of NTT faculty. Linda McGehee agreed and made a motion to amend the Policy by striking the phrase, since Board of Regents Policy does not impose this same restriction. Glenn Abney suggested that without such a limitation, colleges could hire Lecturers to teach graduate-level courses, thus threatening tenure track faculty. Gerald Gay noted that the inclusion of this phrase could be problematic for Lecturers in the Business School, which only offers one lower-level course (accounting). The Committee voted to strike the phrase by a vote of 14-0.

Members of the Committee agreed that portions of the Policy did not read like policy. The committee considered amending the first sentence of the last paragraph to begin with, “It is the policy of Georgia State University to limit the use…” A formal motion was not made to amend the Policy.

Thachenkary asked if the third sentence in the first paragraph (“Instructors, non-tenure track members of the faculty of Georgia State University, by Regents’ policy cannot be considered for tenure, and are limited to seven years’ service, unless promoted to assistant professor.”) represents an existing policy. Hudson said that this is part of an existing policy.

Senn requested that the minutes reflect the following clarification:

- No part of the proposed Policy on Full-Time Non-Tenure Track Personnel is meant to substitute or contradict the Transition Policy (Plan to Reduce Reliance on NTT Faculty) that the Faculty Affairs Committee passed last year.

Hudson recommended that Diane Willen state this clarification in a preamble before this document is forwarded to the Budget Committee.

Senn expressed his disappointment that the Policy on Full-Time Non-Tenure Track Personnel does not include a Professor of Practice classification. He added that though some members of the BOR do not believe that BOR Policy defines such a position, there are “legal opinions at the state level” that do support the possibility of such a position. Hudson argued that because a Professor of Practice classification is not currently recognized by the BOR, the issue must be separated from the discussion on the Policy on Full-Time Non-Tenure Track Personnel. Hudson asked that the Policy be judged on its own merits apart from the dispute over the exclusion of various ranks. He said that
Professor of Practice could be added to the document after it is recognized by the BOR. The subcommittee can in the future recommend action in support of modifications in rank. McGehee urged that the needs of the academic units be considered.

Willen suggested that the discussion regarding classifications continue at a later date, but that the Faculty Affairs Committee vote on the Proposed Policy so that it can move through the appropriate channels and be presented on the floor of the Senate in March. Miller expressed sympathy with the issues raised by professional schools. He suggested that a Subcommittee make additional recommendations regarding ranks and present any draft at the January Faculty Affairs meeting.

The Policy on Full-Time Non-Tenure Track Personnel (dated November 13) was passed as amended by a vote of 8-7. The Policy will be sent to the Budget Committee, and Willen expects it to return to Faculty Affairs.

Willen suggested that the Subcommittee on NTT be expanded to include Jim Senn and other members interested in modifications in rank. Before making final recommendations, the Subcommittee will contact other research universities to find out how their professional schools employ and classify professionals in NTT positions. Hudson noted that the full Senate does not meet in spring semester until March. Clance urged caution in making recommendations that had implications for tenure and suggested the value of learning about practices at other research universities in the nation. Linda McGehee suggested that hearings be held once the Subcommittee has researched this issue. Glenn Abney pointed out the value of titles with rank for professionals. The Subcommittee will try to meet the first week of the next semester.

**Benefits Subcommittee**

**Sick Leave**

Richard Miller circulated the proposed Policy on Sick Leave. The Policy was altered through friendly amendment so that the end of the third sentence in the Preamble reads, “many time configurations.” The Policy was passed by a unanimous vote.

**Other Business**

Dr. Willen adjourned the meeting at approximately 1:20 p.m.