Faculty Affairs Committee  
October 16, 2003

Present: Ben Baez, Pam Barr, Harry Dangel, Nancy Floyd, Gerald Gay, Emanuela Guano, Hugh Hudson, Ralph LaRossa, Charles Marvin, Mona Matthews, Marian Meyers, Jerry Rackliffe, and Debra Snell

Absent: Glenn Abney, Margo Brinton, Barb Carroll, Gayle Christian, Shelby Frost, Ron Henry, Richard Miller, Linda Nelson, Lloyd Nigro, Charlotte Petrek, Ted Poister, Jim Senn, Cherian Thachenkary, Marta White, and Armenia Williams

Hugh Hudson presided in Cherian Thachenkary’s absence.

The meeting began with a motion by Pam Barr to approve the minutes of the previous meeting. Marian Meyers seconded the motion, which the group approved.

Cherian Thachenkary had asked for two volunteers to serve on a subcommittee to examine priorities in the budget. Cherian will chair this subcommittee, with Dick Miller serving as vice chair. Via email, Nancy Floyd volunteered to serve. Harry Dangel volunteered to serve at the meeting. Ben Baez moved to approve the committee membership. Marian Meyers seconded the motion, and the group approved the committee membership.

Pam Barr moved to open discussion on the Policy on Lecturers. Harry Dangel seconded the motion. Hugh Hudson pointed out that the draft policy before the group today differs slightly from the Policy on Promotion of Lecturers to Senior Lecturers approved by Faculty Affairs in April of 2003. In paragraph one of the draft, the following sentence was added at the end of that paragraph: "In these reviews, the primary consideration will be contributions in instruction and service." This sentence was added to clarify what was thought to be the spirit of the previous policy. Each college/school can create its own definition of contributions in instruction and service.

In a memo dated May 12, 2003, the BOR issued guidelines for the reappointment of full-time lecturers and senior lecturers. This memo set forth the minimum notice periods for renewal. In addition, the BOR required institutions to spell out the appeals policy for non-renewal. Paragraph three of the draft policy was added to specify valid reasons for non-renewal:

“Non-reappointment of Lecturers or Senior Lecturers who have completed seven consecutive years of service shall be for adequate cause related, directly and substantially, to the fitness of the lecturer or senior lecturer in his or her capacity as a teacher or to major programmatic modifications or significant budgetary constraints on the department, college, or university.”

This statement parallels the policy applied to tenured faculty. A discussion of proper treatment for lecturers followed. Hugh personally favors tenure for instructors, but the BOR does not agree. It is thought that the BOR wanted to reserve the right to dismiss instructors due to budget constraints without having to invoke the financial exigency policy. Marian felt that lecturers were getting nothing from this policy other than a new title of Senior Lecturer. Debra, a lecturer, voiced concern over the minimum notice periods for non-renewal in the BOR guidelines. The group agreed that GSU is currently giving one year notice of re-appointment in at least two colleges. Hugh pointed out that GSU can set its own guidelines for renewal, but that GSU cannot go below the notice called for in the guidelines. The group agreed to add the following statement to the Policy on Lecturers after the third paragraph:
“Lecturers and Senior Lecturers who have served full-time the previous academic year will be notified of renewal/non-renewal according to the established schedule for faculty who have been awarded academic rank.”

There was some discussion about Pam’s implementation question as to whether or not the policy would be retroactive. That is, if a lecturer had been here for over six years, would he/she be eligible for the new title? Hugh responded that policies approved by the Senate become effective immediately upon passage.

Ben Baez moved to accept the policy with amendments. Debra Snell seconded the motion, and the group approved the amended policy.

Ben expressed concern over the decrease in the number of tenured faculty, which became even clearer as the Policy on Lecturers was reviewed. GSU is well over the 15% limit on non tenure track faculty. Hugh brought up the fact that, although the number of faculty has increased over time, the number of tenured faculty has declined. Nancy wondered to what the decline in tenured faculty might be attributed; unfilled vacancies, faculty not getting tenure, funds not being applied properly, etc. Ben moved to request that the Provost attend the next Faculty Affairs meeting to provide feedback on GSU’s progress toward decreasing non-tenure track faculty. Additionally, Ben incorporated Marian’s suggestion into his motion to ask that the Provost distribute information in advance of the meeting. Mona seconded the motion, which the group approved.

There was not a review of the procedures for the faculty evaluation of the Associate Provost for Undergraduate Studies. The Executive Committee of the Senate is reviewing the final report section of the procedure for possible changes.

There being no additional subcommittee reports or new business, the meeting adjourned at 11:05.