Minutes
Faculty Affairs Committee Meeting
November 9, 2005

Members present: Peggy Albers, Joan Carson, Harry Dangel, Cheryl Delk, Dabney Dixon, Valerie Fennell, Shelby Frost, Gerald Gay, Cecelia Grindel, Rick Lakes, Charles Marvin, Dave Pavesic, Charlotte Petrek, Tammy Sugarman, and Wayne Reed

Guests: Bob Curry, Dabney Dixon and Edgar Torbert

The meeting began with the approval of the minutes of the October 13th meeting.

Research Misconduct Policy: Bob Curry, Associate Vice President of Research, discussed the revision of the regulations governing faculty misconduct. These revised regulations have passed the Senate Research Committee and are being presented to Faculty Affairs for approval. This is a summary of the changes which have been made with the new policy:

- The title of the Policy has been changed to Research and Scholarly Misconduct.
- The rights of the accused and the steps for resolution are defined.
- A preliminary assessment by the Vice President of Research, the Associate Vice President of Research and Legal Affairs has been added.
- The response time has been extended from five days to ten days.
- A flow chart has been added.

The proposed policy does not apply to graduate students. Because the material was not distributed prior to this meeting, the group was asked to review both the old and new policies and to vote electronically either for or against the new Research and Scholarly Misconduct Policy by no later than November 18th by emailing BJ and Cece. For questions, please contact Bob Curry directly.

Faculty Salary Compression and Inversion Report: In Cherian’s absence, Dean Dabney presented the Report of the Joint Sub-Committee of the Senate Budget and Faculty Affairs Committee on faculty salary compression and inversion. The Senate Budget Committee met and reviewed the report. This group deleted the following recommendation from the report:

“The subcommittee recommends targeting pay raised to those units where detailed analysis might show the presence of extreme cases of salary compression and inversion.”

Dean said that this was deleted because there are different trends existing at the University level and at the unit level. Some departments hire the more costly “super stars” and some don’t. Shelby moved that Faculty Affairs should vote on the Report honoring Budget’s deletion. The group passed the Report, with one abstaining.

Use of Electronic Database of Faculty Annual Report Policy: Dave discussed the Draft Policy Statement on Faculty Annual Report Date with the group. After some discussion, the group agreed that the policy statement should be amended as follows:

Each faculty will have access to his/her own annual report data. Department chairs and College-level administrators will have access to their unit’s databases for purposes of annual reviews and/or to prepare reports on aggregate quantitative data. University-level administrators will have access to the database in order to prepare reports on aggregate quantitative data. Except as stated above, the data contained in the database will not be used for individual faculty evaluations, other than annual reviews, by any University-level administrator, faculty or University committee. Uses other than those detailed above must have the approval of the University Senate.

Cece will send this amended and approved policy statement out for final comments before the next meeting.
Joan asked for volunteers to test the ease of use of the faculty template. Tammy, Dave and Peggy volunteered.

Facilities Management Information: In response to the FAC request, Edgar Torbert addressed the group as Chair of the Facilities Management Committee. He clarified that Facilities provides maintenance and custodial services for classrooms, and the schedulers within each college handle room assignments via the Office of the Registrar’s Schedule 25. Physical problems with classrooms are to be reported by the faculty to either their home department or to Facilities. It is impossible for the schedulers to know what is actually in each room. For example, seats may be moved from room to room creating an overage in one room and a shortage in another, which also creates fire issues. Cece wondered if anyone actually checks to see what is in each room. Edgar stated that the goal of his group is to have basic technology in every room on campus. This has been problematic due to theft, among others. Also, in ’95-’96, $685,000 was set aside for instructional technology, but this sum has been depleted to cover other expenses. There are currently no funds assigned to accomplish this. Dave asked if any thought had been given to assigning classes by type, such as grad/undergrad. Edgar echoed Carolyn Alexander in stating that capacity is what drives room assignment. It is unusual for a room to continue the same room assignment over various terms.

Faculty Affairs Composition: Cece announced that she will be submitting the Faculty Affairs Committee composition as being congruent with the Senate membership guidelines. She will also point out that three ex officio members were added last year: University Ombudsperson, Assistant Vice President for Human Resources, and Assistant Vice President for Auxiliary and Support Services.

FAC Representative to Intellectual Property Committee: Cece also announced that Cherian volunteered to serve on the Intellectual Property Committee.

Textbook Pricing: Wayne Reed reported that the BOR taskforce on textbook pricing recognized several issues. A subcommittee was formed at Georgia State University to implement the first six of these issues. Item number eight, evaluating the profitability of bookstores to see if profits might be used to lower textbook costs rather than to support other auxiliary enterprise costs, might lead to the expectation that institutions begin reducing the profitability of their bookstores, rather than accumulate fund balance reserves. The BOR also suggested that outsourced book store operations be re-bid every five years. This might not prove to be in the best interest of the institutions. Lastly, the BOR suggested consideration of textbook standardization for the core curriculum and a minimum length of time for use of editions, where appropriate. This may not be supported by faculty.