FAC Minutes
Dec. 11, 2008, 1-3 p.m.
RCB, Manners Room

Members Present: Peggy Albers, Lynda Goodfellow, Catherine Brack, Mary Jo DeJoice, John Duffield, Kris Varjas, Mary Anne Gaunt, Joe Hill, Joe Perry, Peter Lindsay, Hugh Hudson, Laura Fredrick, Brenda Blackwell, Cheryl Delk, Cherian Thackenkary, Shelby Frost, Ruth Stanford, Marta White, David Pavesic, Mary Finn


Guests: Kerry Heyward, Denise Donnelly, Beth Jones

Call to Order 1:02 p.m.
Approval of Nov. 12, 2008 Minutes were approved

Updates

HR Update: Linda Nelson sent an email regarding updates to HR: 1) Changes have occurred with the hiring and staffing process for Sponsor Funded Positions. The Senate Research Committee, Provost, Deans, PI's have been involved in the change process. The new process along with communication about it will take place at the beginning of the new year. Highlighted changes include a One-Stop-Shop for PI's working through HR to fill Sponsor Funded Positions; 2) Exit Survey's for staff revised; 3) Change management initiatives developed for units directly impacted systems changes and leadership changes; 4) Wellness Initiatives underway for faculty and staff. Included are: Yoga, Weight Watchers At Work, Book Club, and our new initiatives in partnership with faculty and student academic programs including, First Thursdays, health screenings provided monthly by Nursing students, Smoking Cessation classes provided by Respiratory Therapy students, Keeping PACE, a new exercise program provided by Physical Therapy students; 5) Additionally, FASA Employee Assistance Program (EAP) continues to offer services to faculty, staff, and eligible family/household members. FASA has become an official internship site for the Counseling and Psychological Services graduate program. Interns will be assigned to help coordinate the wellness program services. Any questions about these sessions can be forwarded to Tineke Battle at 404-413-3306.

Benefits Update: Beth Jones presented a brief report on benefits: TRS voted not to change current policy; another open-enrollment is scheduled in light of the economic situation. Faculty and staff should check the website to see changes in policies. An issue was raised as to who represents faculty and staff when insurance premiums are on the rise; commensurately salaries go down when premiums go up. FAC suggested that the university must find alternative resources to compensate such deductions from salaries.

Family Leave and Tenure Update: FAC’s motion on the Interim Policy for tenure clock/family leave was approved by the Executive Committee. This motion was passed by the Senate on
Clock Delay  *Dec. 11, 2008.* The subcommittee will continue its work on writing a more permanent policy that is faculty-friendly.  
*FAC Subcommittee:* Denise Donnelly, Marta White, John Duffield, Mary Finn

Career Ladders  *Update:* No action of yet has been taken; M. Gaunt suggested that there will be some information to share in the January FAC meeting.  
*FAC Subcommittee:* MaryAnne Gaunt

Off-Campus Housing  *Update:* C. Brack and C. Delk reported that the issue of off-campus housing has implications for international populations at the university. They will continue to work with Heather Housley on this issue.  
*FAC Subcommittee:* Cathy Brack, Cheryl Delk

Childcare at GSU  *Update:* C. Delk met with S. French-Lee regarding childcare; the two subcommittees are working to address space and tuition issues for both centers.  
*FAC Subcommittee Members:* Cheryl Delk

Motions:  *Faculty receipt of evaluations*  
*Addition of Statement to Syllabi*  
*Update:* Two motions passed by EC with minor editorial changes: 1) Deadline for faculty receipt of student evaluations, 2) additional line to university syllabi regarding students’ return of faculty evaluations to improve instruction. *Both Motions passed in the Senate on Dec. 11, 2008.*  
*FAC Subcommittee:* Peter Lindsay, Laura Fredrick

Motion:  *TRS/ORP, One-time Move*  
*Update:* The motion passed by FAC to offer a one-time move from ORP to TRS.  
*Motion passed in the Senate on Dec. 11, 2008.*  
*FAC Subcommittee:* Cherian Thackenkary, John Duffield, Hugh Hudson

Issues for Discussion/Action

Customized Textbooks  FAC subcommittee continued discussion on issue of customized textbooks. FAC invited Kerry Heyward to talk about the legal issues that rest inside this issue and to help think through the other aspects informing this issue (conflict of interest, ethics). The issue of ethics is covered in the faculty handbook. The FAC will decide in January if this is an issue that warrants more attention and investigation.  
*FAC Subcommittee:* MaryAnne Gaunt, Chip Barksdale, Brenda Blackwell

Disability Statement  The FAC voted to include the recommended proposal from The Cultural Diversity Committee to include a statement regarding students with disability to be added to all course syllabi: “Students who wish to request accommodation for a disability may do so by registering with the Office of Disability Services in Suite 230 of the Student Center. Students may only be accommodated upon issuance by the Office of Disability Services of a signed Accommodation Plan and are responsible for providing a copy of that plan to instructors of all classes in which an accommodation is sought.” *Action: FAC passed this proposal.*

Incoming  FAC discussed the significance of the goals that were generated for the incoming
President’s Short- and Long-term Goals

President. All members will be asked to annotate and prioritize these goals for the January 14th meeting. P. Albers will collate this information for the meeting.

In regards to the issue of sabbaticals, it was suggested that Budget/Finance to an analysis of financial implications of sabbaticals. They would produce as part of the analysis how sabbaticals would financially impact the university if 75%, 50%, 25% (and so on) faculty were granted sabbaticals for a semester and for a year, including replacement costs. It was suggested that a matrix generated from this data would be a proactive way to discuss this issue with the incoming President, who could then study this information, especially in light of costs, and work more thoughtfully with faculty. Part of this matrix would also include tenure-track faculty, not yet granted tenure, to also request sabbaticals to develop their research agenda for tenure.

At-a-Glance Findings from AOW

Senior Faculty Associate for the Advancement of Women (AOW) released its findings from a study of the status of women at GSU (2007-2008).


Denise Donnelly gave a brief history of this report, and earlier versions of this report. Issues raised for discussion included how faculty are identified as comparable to others (e.g., the auditor’s office reports salaries aggregated with summer pay, travel and grants and salary issues are more challenging to tease out). It was suggested that a regression analysis be done to look at the variables that contribute to the lower salaries earned by females than males in comparable roles. K. Heyward suggested that FAC look forward and consider engaging in a dialogue with the incoming President regarding this issue before considering other action.

M. Finn will do a regression analysis of variables associated with inequity in salaries and report back to the FAC before its Jan. 14th meeting.

Subcommittee Member: Mary Finn

Revised Policy: SEIs

P. Lindsay and M. Finn met to discuss the changes in the SEI policy. The Senate last year voted to strike item #6. The FAC now is charged in identifying to what information they want students to have access.

Policy Review, Section 800, Recent Changes of the BOR

The BOR recently passed 802.08.03, Employment Beyond Retirement, and 803.05 (now section 803.04 in the revised Manual), Notice of Employment and Resignation. FAC will be charged to make changes to the Faculty Handbook. This issue was tabled until the Jan. 14th meeting

Next meeting

Wed., Jan. 14, RCB, Manners Room, 7th Floor, 1-3 p.m.

Meeting Dates 2008-2009, 1:00 – 3:00 p.m., RCB, Manners Room, 7th floor

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Adjournment

The meeting adjourned at 2:45.
**Senate meetings, Thursdays, from 3-5: October 23, December 11, March 12; April 16 (organizational mtg)**