Deans’ Group Minutes 03/14/01

In attendance: Ahmed Abdelal, Roy Bahl, Reid Christenberry, Ron Colarusso, Tim Crimmins, Janice Griffith, Sid Harris, Susan Kelley, Charles Louis, Mike Moore, Ron Henry chaired.

I. Minutes of 02/28/01 were approved.

II. Non-tenure Track Faculty Issues
Ron Henry brought up the issue of the use of non-tenure track faculty in positions comparable to those of tenure track faculty. In particular, he pointed out two groups of individuals: 1) those senior individuals from nonacademic areas/backgrounds; and 2) those who are hired primarily to teach but are titled “assistant professor” without a modifier.

Sid Harris described individuals who served in these capacities in RCB. Tim Crimmins asked if their workloads differed from tenure track faculty. Sid Harris suggested they typically taught more than tenure track faculty. Ron Henry asked if the categories of “lecturer” and “senior lecturer” might be more appropriately used. Roy Bahl pointed out individuals who support outreach, research and technical applications at the university are very valuable, but may not fit into the traditional tenure track progression. He suggested that modifiers might not be necessary to be added to their titles. Ron Henry indicated these titles are not within the parameters established by the Board.

Ahmed Abdelal suggested that the current approved BOR designations of “clinical,” “researcher,” “research assistant” and “academic professionals” may appropriately be applied in these cases. He also stated the addition of the “senior lecturer” title would aid in designating those cases when faculty are in primarily a teaching role. Further, the “academic professional” title may be appended to specifically describe and individual’s duties. Sid Harris suggested that the BOR language concerning those faculty who primarily add “practice” as their strength is illustrative, not exclusive to the use of the “clinical” title.

Ron Henry stated that the Provost’s office would only approve NTT teaching positions at the rank of Lecturer or visiting assistant professor. We still need to resolve transition issues for NTT faculty who currently have unmodified professor titles. Further, once we have a plan in place we need to approach the Regents for permission to use the rank of Senior Lecturer. For NTT faculty, each college and the university needs to have a review process in place that parallels the TT review process – i.e. a 3-year review, a 6-year review that would be the promotion point from Lecturer to Senior Lecturer, and subsequent 5-year reviews.

III Salary raise pools
In anticipation of approval of a 4.5% salary raise pool by the Legislature, various strategies were discussed. The most probable scenario is that FACP will recommend to the president a 4.0% merit pool from which regular raises will be made. The deans and vice presidents will receive an additional 0.50 – 0.75% pool for market/equity adjustments. Faculty promotions will be subtracted from the total pool before it is distributed.

IV Discussion of Graduate Program issues
Charles Louis noted that great research programs require great graduate (doctoral) programs. NRC rankings in 1995 rated only 7 GSU program areas (out of a possible 39). In these seven areas, GSU was ranked low relative to our 15 USG-defined peer institutions.

We need to work consciously to gather and report relevant data for NSF and other federal reports. The next NRC report will be produced in 2005 based on data gathered in 2002-3.

Graduate assistant stipends are not competitive – for example, $12,000 is too low in the sciences when others are offering $18,000 - $20,000.

- Are we using our $$ to attract the best graduate students?
- For the same $$ in a given program, is it better to make fewer awards at higher levels?
- For the same overall $$, is it better to provide awards in fewer programs but at higher levels?

This discussion will be continued at the April 11 meeting.

Next Meeting Wednesday March 28, Room 200, Golden Key Boardroom, Student Center 9 – 11 am.

Submitted by Lisa Beck 03/14/01