

## Faculty Affairs Policy Committee Annual Report 2023/2024

**Committee Name:** Faculty Affairs Policy Committee

**Academic Year:** 2023/2024

### Committee Charge:

- **V.Section2.C.3.a Membership.** The Faculty Affairs Policy Committee shall have no fewer than eleven (11) and no more than thirteen (13) members distributed as follows: no fewer than nine (9) and no more than eleven (11) members selected from the Corps of Instruction faculty, at least seven (7) of whom are elected faculty senators, one (1) member who is the Chief Academic Officer or an individual appointed by the Chief Academic Officer to serve as a designee in compliance with V.Section2.C, and one (1) member appointed by the University President in compliance with II.Section1.A.5.
- **V.Section2.C.3.b Scope.** The Faculty Affairs Policy Committee shall review and recommend for or against policy relating to faculty welfare (e.g. authorities, responsibilities, rights, recognitions, privileges, and opportunities), which includes, but is not limited to, policies relating to academic freedom, workload, compensation, recruitment, retention, promotion, tenure, recognitions, development, and instructional support. This committee also provides advice, as appropriate, on procedural matters that affect the welfare of the faculty.

### Committee Calendar:

8/14, 9/1, 10/6, 11/3, 2/9, 4/5.

### Executive Summary:

The committee tackled several issues of concern this year, but the following items stimulated the most discussion:

- FAPC worked with ECUS and the Provost's Office to **modify the current SRIS and IFR policy** regarding SRIS to include all courses taught by instructors instead of only two. We introduced motions that were approved by University Senate (US) on these items in February 2024. These policies brought us into alignment with the policies and procedures used by other USG institutions as well as emphasized the importance of soliciting feedback from student voices in evaluating instructional quality. However, it was heavily discussed that the limitations of using student evaluations as the sole measure of teaching effectiveness be communicated with chairs and others in supervisory positions and, with the endorsement of the Provost, a communication strategy will be put into place instructing chairs/supervisors on the relevant existing policies on how to measure teaching effectiveness using additional measures outside of SRIS.
- FAPC discussed the **Emeritus Policy** alongside ECUS and the Office of the Provost. In a version of the current policy recorded solely in the Senate database, a grandfather clause existed allowing applicants to circumvent their home department and appeal straight to the Provost's office if they wished to apply for Emeritus Status outside of the set policy timeline of 30 days prior to retirement date or 30 days into the following academic term following retirement. However, upon review of the policy as available to the public in the manual online, that clause does not exist, therefore is not a concern, though, if it should appear again, FAPC agreed that all applications should start in the applicant's home department.
  - FAPC did, however, disagree with the arbitrary timeline established in the current policy, arguing, instead, that it should be left to the home department to determine if an

applicant has met the high standards for being granted Emeritus Status and moving the applications up through the chain of command.

- FAPC worked with RPIPC on the **Amorous Relationship Policy** implementation and interpretation. We encountered many stumbling blocks in our endeavors to work on this policy with HR, but thoroughly reviewed the policy as recorded in the policy manual as a committee. We concluded that it reflects the “prohibits” wording of the USG policy and outlines ways to report violations (either self-report or by General Complaint Form), therefore, the policy as written could be left intact as long as HR believes it is sufficient.
- FAPC also passed along two informational items after thorough review to the US on behalf of the Office of the Provost.
  - The **changes to the PTR policy** regarding the **appeals process** faculty have in the case of an unfavorable PTR as well as an unfavorable PIP review were made by the USG and reviewed by FAPC before being instated as policy.
  - FAPC reviewed the modifications to the **Research Misconduct Policy** as requested by ECUS and the Office of the Provost and found no concerns and had no comments.

**Committee Membership and Record of Attendance:**

<b>Meeting Dates</b>	<b>9/1/23</b>	<b>10/6/23</b>	<b>11/3/23</b>	<b>2/9/24</b>	<b>4/5/24</b>
Stephanie Jett (chair)	P	P	P	P	P
Holly Croft (secretary)	P	P	P	P	P
Peter Rosado-Flores (vice chair)	P	R	R	R	R
Frank Richardson	A	A	A	P	A
Matt Milnes	P	P	P	P	P
John Marshall Smith	R	P	P	P	R
Huaiyu Wang	P	P	P	P	P
Aric Wilhau	P	P	P	P	P
Olha Osobov	P	P	P	P	R
David Weese	P	P	R	R	P
Chris Clark	P	P	R	R	R
Winston Tripp	P	P	P	P	P

## Motions brought to the Senate floor:

[2324.FAPC.002.P] <a href="#">Faculty Review System and Annual Evaluation SRIS policy revisions</a>	Policy Recommendation	stephanie.jett@gcsu.edu	FAPC	Awaiting Action by University President	03/22/2024
[2324.FAPC.001.P] <a href="#">Student Rating of Instruction Survey (SRIS) Policy</a>	Policy Recommendation	stephanie.jett@gcsu.edu	FAPC	Awaiting Action by University President	03/22/2024

Both policies listed were passed by US on February 23, 2024 and approved by the University President on March 22, 2024.

## Other Significant Deliberation (Non-Motions):

- FAPC was asked by the Office of the Provost to review the current Final Exam Policy.
  - A complaint was filed with the Provost's office regarding a faculty member stating that their interpretation of the instructions provided by their chair was that they must give some type of assessment (e.g., a summative exam) during that time period that did not fit with their instructional methods, therefore was a violation of their academic freedom.
  - The current Final Exam policy states, "Students should anticipate that each of their classes will have a final exam or a final class activity according to the schedules posted below. Any changes to these schedules must be approved by an instructor's department chair and dean and be clearly listed in the instructor's syllabus distributed on the first day of class."
  - Action: FAPC has asked the office of the Provost to send a clarifying email to the Deans and Department Heads to remind their faculty of the policy as written and did not move forward with any changes to the policy as written.
- Also, faculty had brought to ECUS who then conveyed to FAPC about issues regarding **inequalities in compensation for course overloads** across colleges.
  - For instance, A&S pays adjunct rates (which differ per college) for overload courses and CoB pays 9% of their salaries. Obviously, that's a pretty stark difference, so it's worth looking at to see if there's a way we can make that more equitable.
    - However, in conversation in FAPC, it was also brought up that sweeping changes that could actually negatively impact those at the lowest ends of the pay ranges, which is not something we are willing to do.
    - Additionally, increasing pay may not be feasible for all colleges due to budget constraints.
  - **Action:** FAPC should speak with Dr. Roberts' office to assist us with some data collection to determine salary ranges by college and department as well as looking into the other issue brought by faculty to ECUS of inequitable compensation for program coordinators/admin duties across the colleges and departments. No further action was taken on this item in 2023/2024.
- Lastly, we briefly discussed **sabbaticals and professional leave** as an informational item after concerns were brought to us by several faculty members regarding the number of

applicants versus the number of applications granted this year in comparison to the past several years.

- Information from Provost provided to help address those concerns for your colleagues: They increased total number of awards from 2015-2016 academic year with 8 professional leaves (6 from COAS, 1 from COBT, and 1 from COHS) to 12 professional leaves in 2023 (10 from COAS, 1 from COBT, and 1 from COHS). “The funds are simply not available [at this time] to increase the required cost of additional awards.” There is no guarantee of being awarded a sabbatical after tenure as it’s a competitive process. It was suggested by the Provost that Colleges should work on a ranking system of applications so that they put forward only the strongest applications with special consideration given for those who have not been awarded professional leave previously.

### **Committee Reflections:**

FAPC was extremely productive this academic year, working together as a team alongside ECUS and the Office of the Provost to successfully pass two motions through US and open lines of communication with the Provost’s office regarding several relevant concerns brought from our constituents. There are two points, though, where we could have improved:

- Given our charge, we spent the majority of our time working on items coming directly from the Office of the Provost in comparison to discussing and affecting action items that came from our constituents.
- Attempting to work with HR proved quite difficult as they would go long periods of time without responding to emails and when they did reply, it was to let us know they had made no progress due to either awaiting responses from others or not having time. It would be really helpful to establish a better line of communication with HR for policies that directly involve needing their assistance in the future.

### **Committee Recommendations:**

- **Emeritus Status Policy**
  - FAPC drafted changes to the policy to reflect the changes to the timeline. Please review said policy as a committee and, if all agree, move to get that policy into a motion for as early as possible in the next academic year, please.
- **Extension of our work with SRIS and IFRs:** the [existing policy on using more than SRIS to measure teaching effectiveness](#)
  - FAPC should work with CTL to create a link in the policy manual linked above to a list of viable, effective methods of evaluation of teaching effectiveness that is housed on the CTL website (as to avoid needing to revise policy in order to modify the list) so that faculty and supervisors can work together to find the best fit for them.
- Though this will be challenging, I would encourage FAPC to work with Dr. Roberts’ office to assist with data collection to determine **salary ranges of adjunct faculty** by college and department as well as looking into possible **inequitable compensation for program coordinators/admin duties** across the colleges and departments.
- The Policies, Procedures and Practices Manual (PPPM) needs to be thoroughly reviewed and more transparency should exist regarding who has access to the manual and who is responsible for making changes to the policies in the PPPM.

- It was clear from the Emeritus Status Policy that changes made in the US consistently reflected in the PPPM and that changes are made the PPPM without US's knowledge. It's vital that faculty and staff are able to be kept informed regarding policies and procedures that directly impact them and that the PPPM that is publicly available reflects the most up-to-date policies and procedures passed by US to avoid confusion.