

# Faculty Affairs Policy Committee (FAPC) Report

Given to the University Senate on 28 February 2011

Submitted by Craig Turner

## At the 4 Feb 2011 meeting,

### 1. Academic Year Faculty Availability in the Summer

- a. **Issue:** *This issue arose from a concern that academic year faculty were expected to engage in service functions (advising students, participate in summer orientations, serve on committees, etc.) during the summer when they are not compensated or under contract.*
- b. **Update:** *Provost Jordan is consulting with collegiate deans to discuss the ramifications of the advisory motion forwarded by FAPC.*

**Motion 1 (14 Jan 2011 FAPC Meeting):** *To recommend that the Provost instruct all academic administrators that no faculty member be required to perform duties while not under contract. Further, that refusal by a faculty member to perform tasks while not under contract shall not be considered during the tenure application process, annual evaluations or merit increase decisions.*

- c. **A summary of the 4 Feb 2011 committee deliberation:**
  - Two main issues of curiosity regarding off-contract faculty time:
    - o **Liability (workman's compensation insurance):** *If faculty who are not under contract yet using university facilities (studios (art faculty), labs (science faculty), offices (all faculty)) are injured, would they be covered by workman's compensation insurance?*
    - o **University Facilities Access:** *What is the standing agreement (legal) regarding the use of university facilities by faculty not under formal contract (during the time between the end of one academic year contract and the beginning of the next contract)?*
  - *Individual issues may vary from department to department and it would be wise for these departmental issues to be identified, discussed, and resolved at the department level perhaps prior to the implementation of Motion 1.*
  - *The committee deliberation on this item throughout this academic year has found this to be a communication matter. The ideals identified as desirable are to ensure that faculty (1) are aware of expectations placed on them AND (2) have a voice (the right to accept or decline, the right to negotiate compensation) with respect to work, particularly in the area of service (advising, orientations, availability to students, etc.) that is desirable or necessary during the time when faculty are not formally under contract (most prominently summer).*

### 2. Summer Pay Tax Withholdings concern / Extra Compensation

- a. **Issue:** *A concern was voiced at the 1 Oct 2010 committee meeting to indicate that for some faculty, summer tax withholdings were distorted (extra large tax withholdings) with combined pay for teaching multiple sections. As this concern was shared at the 15 Oct 2010 joint meeting of Standing Committee Chairs with the Executive Committee, it was broadened to include instances of extra compensation during the regular academic year. This issue is primarily a communication issue and appropriate university officials are now aware of the matter and considering ways to improve the communication. Consideration of this matter will be informed by a new ruling regarding extra compensation recently received by all the Chief Academic Officers of institutions in the University System of Georgia. Presently, clarification on the interpretation of this new ruling and its implementation are being sought.*
- b. **Update Summer Pay:** *Ms. Susan Allen indicated that her department has filed an official request by email with USG Shared Services requesting that summer pay be distributed to faculty on a day in close proximity to the end of each summer session. The particular pay dates for Summer 2011 that have been requested are.*
  - *Maymester 2011 July 1, 2011 (earliest allowed by USG financial policy)*
  - *Summer I 2011 July 8, 2011 (normal ADP run July 15 or with Maymester)*
  - *Summer II 2011 August 5, 2011 (normal ADP run August 15)*

*Each date corresponds with the grades requested date for the stated term with the exception of Maymester which is subject to USG financial policy guidelines from which July 1 is the earliest allowable date.*

- c. **Update (Extra Compensation):** *BOR has not forwarded any additional information (since December 24, 2010) for how USG institutions should amend contracts to account for extra compensation. A question had been raised (with no current resolution) concerning how extra compensation would affect the current 1.33 cap in pay. BOR policy dictates that faculty have a cap of 1.33 from base pay, commonly called faculty overload.*

### 3. Student Opinion Surveys (SOS): Participation Rate Concern

- a. **Issue:** *At the 5 Nov 2010 FAPC meeting, a committee member observed that many university faculty are concerned about the fact that the participation rate on Student Opinion Surveys has significantly plummeted since the conversion to the current on-line collection system and asked if mechanisms were in place to attempt to increase the participation rate.*
  - b. **Update 4 Feb 2011 on advisory FAPC Motion 1 (3 Dec 2010):** *Continued consideration of **FAPC Motion 1 (3 Dec 2010): To recommend that Student Opinion Surveys be administered to all classes with ten or more students.** Following lively committee deliberation in which this motion was considered together with deliberation on the use of Student Opinion Surveys for faculty evaluation, the deliberation ultimately resulted in dividing the consideration into the following two motions.*
    - *A motion to endorse FAPC Motion 1 (3 Dec 2010) as originally formulated was made, seconded and approved with the understanding that the committee chair direct this motion to the Provost within the scope of the advisory function of this committee. The committee chair forwarded this motion to the Provost on 15 Feb 2011 by email.*
    - **FAPC Motion 1 (4 Feb 2011) To recommend to the Provost that all student opinion survey results be used for faculty performance evaluation purposes.**  
*A motion to postpone committee consideration of this motion to the 4 March 2011 FAPC meeting was made, seconded and approved with the agreement that FAPC members would seek feedback from their constituencies to inform the committee deliberation on this motion.*
  - c. **Update 4 Feb 2011 on advisory FAPC Motion 2 (3 Dec 2010) to Provost: Motion 2 (3 Dec 2010): To recommend to the Provost that standard language be developed that will appear on all course syllabi to inform and encourage students to participate in completing Student Opinion Surveys.** *The Provost emailed a draft of proposed language for review to the committee chair who in turn forwarded the draft to the committee. Committee review of this language is on the tentative agenda of the 4 Mar 2011 FAPC meeting.*
4. Postponed agenda items
- a. *Consideration of the remaining items on the 4 Feb 2011 FAPC agenda [Desk Copies, Faculty Evaluation / Triggered Reviews of Department Chairs, Post-Tenure Review] were postponed to the 4 Mar 2011 FAPC meeting.*

### **Tentative Agenda for 4 Mar 2011 meeting** (12:30-1:45 in Arts & Sciences 1-16)

1. Faculty Evaluation, Triggering Reviews of Department Chairs (work group update)
2. Post-Tenure Review (work group update)
3. Informational (Academic Year Faculty Availability in the Summer, Summer Pay Tax Withholdings / Extra Compensation, Student Opinion Surveys Participation Rate, Desk Copies)