

Faculty Affairs Policy Committee (FAPC) Report Given to the University Senate on 23 March 2012 Submitted by Craig Turner

- A. UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL (USGFC): The current Georgia College voting representative to the USGFC, Catherine Whelan, in consultation with the Executive Committee, named Craig Turner as her designee to attend the 25 February 2012 USGFC meeting as she was unable to attend. The six USGFC resolutions are available in a supporting document linked to the 02 March 2012 FAPC meeting agenda at the FAPC web presence. One of the specific USGFC resolutions was related to recent FAPC activity and was to *allow 10-month-contract faculty and staff the option to be paid over a 12-month period and/or to be paid semimonthly*.
- B. FACULTY PAY (12 MONTH PAY FOR ACADEMIC YEAR FACULTY/ ALTERNATIVES TO 10 MONTHLY CHECKS): At its 03 February 2012 meeting, FAPC agreed to postpone a committee response to Susan Allen on bimonthly pay until a response was received from the interim president, Stas Preczewski, regarding the 13 January 2012 FAPC recommendation that *academic year faculty have the option of being paid according to a 10-month schedule or a 12-month schedule*. Craig Turner indicated that he received an oral response from Interim President Preczewski at the 10 February 2012 joint meeting of Standing Committee Chairs and Executive Committee. This response included the question *Why would faculty want the university to hold their money?* as well as an indication that the anticipated cost to introduce a 12-month pay option for academic year faculty into the ADP system could exceed \$100,000. This cost estimate was based on the fact that a much simpler change to ADP requested by Georgia State University cost in excess of \$60,000. Unless other institutions in the USG requested the modification, the full cost (possibly in excess of \$100,000) of the ADP modification to introduce a 12-month pay option for academic year faculty could be absorbed solely by Georgia College. It was also indicated that precise cost estimates for modifications to ADP are usually provided at a substantive cost. The aforementioned USGFC resolution on this matter was mentioned again at this point and was to *allow 10-month-contract faculty and staff the option to be paid over a 12-month period and/or to be paid semimonthly*. When Craig met with Susan Allen after the USGFC meeting, she indicated that if the USGFC is recommending this issue as a USG change, then perhaps Georgia College should adopt a wait-and-see posture on this matter until the response from the USG Chancellor to the USGFC resolution was known. It was noted that the aforementioned anticipated cost of \$100,000 would likely be spread across the USG institutions or absorbed by the USG if the USGFC resolution were to be accepted by the USG Chancellor and implemented. There was concern expressed by some FAPC members about the significant cost to Georgia College if the institution pursued this change on its own indicating that there are likely other initiatives that could be supported by these funds that would take priority over the implementation of the introduction of a 12-month pay option for academic year faculty. There was further discussion about whether the committee is ready to make a recommendation to Susan Allen regarding the bimonthly pay option under consideration by Shared Services without more information. There was further discussion about whether FAPC members should poll their constituents about the bimonthly option without more information (e.g., whether this is an optional or mandatory change, etc.). Members recommended asking Susan Allen to attend the 06 April 2012 FAPC meeting only if she has specific details about the proposed bimonthly pay option for academic year faculty being considered by Shared Services including if this would mean 20 paychecks over 10 months or 24 paychecks over 12 months. The committee agreed to adopt a wait-and-see posture on the further pursuit of the 12-month pay option for academic year faculty until more information was available about the USG Chancellor response to the aforementioned USGFC resolution. The committee further agreed to defer a position statement on the bimonthly pay until more details about the Shared Services bimonthly proposal were available.

C. FAPC STUDENT OPINION SURVEY WORK GROUP RECOMMENDATIONS:

- i. Members of this work group: Karynne Kleine (chair), Carrie Cook, Craig Turner.
- ii. Karynne Kleine, Chair of the FAPC Student Opinion Survey Work Group, provided a summary of the revised work group recommendation indicating that the change was to label the statement from the last meeting as a best practice -- rather than a policy or procedure – and to recommend its inclusion in the institutional policies, procedures and practices manual. That is, the recommendation of the work group for committee consideration has been formalized as a motion *To recommend that the following language be placed in the “Faculty Review Philosophy and General Procedures (Part One)” section of the GC Policies, Procedures, and Practices Manual: Best Practice in Faculty Evaluation: Recognizing that faculty in the academy share responsibility for developing and upholding standards of professionalism in the areas of teaching, scholarship, and service, academic-year faculty shall actively participate in the determination and modification of policies governing faculty evaluation, and have meaningful and substantive involvement in reviewing and informing the development of procedures and practices appertaining. This includes but is not limited to the selection and/or creation of instruments used to assess or evaluate faculty performance.* The work group – consisting of Karynne Kleine, Carrie Cook and Craig Turner – clarified that they did not have a specific recommendation about where exactly the best practice language might be included within Part One of the manual, only that it should be titled as a “Best Practice”, not as a policy or procedure. Associate Provost Tom Ormond provided a document from the Provost regarding this matter. This document included (1) a summary of the Provost’s objections to previous drafts of the recommendation and (2) a suggestion for an alternative approach for FAPC consideration. A lively discussion regarding the work group recommendation and the alternative recommendation from the Provost ensued. Discussion points included: (a) a recommendation for “shall” in place of “should” in the suggested alternative language from the Provost; (b) a concern about the implications of the work group recommendation, indicating uncertainty about its future impact including the possibility of creating an “us versus them” environment between faculty and administrators; (c) a concern that administrators have a role in the faculty evaluation process; and (d) time was needed for FAPC members to carefully review the document received from the Provost. As part of the discussion a motion was made and seconded to call the question and vote on the work group recommendation. Before this motion could be voted on, the time (4:45 pm) for adjournment was reached. The Chair reminded the committee that the committee operating procedures called for adjournment unless the committee votes to extend the meeting. In response, a motion was made and seconded to extend the meeting for a vote on the motion to call the question and vote. The motion to extend the meeting was approved by a 5-4 vote. The vote to call the question failed on a 5-4 vote not reaching the 2/3 majority approval necessary to pass. Discussion on the main motion (the work group motion) was halted as the superseding motion to adjourn the meeting was made, seconded and approved with a 5-4 vote. Following the meeting, the document from the Provost was scanned to produce a pdf file and linked to the 02 March 2012 meeting agenda at the FAPC web presence.as a supporting document for item 6.C. The work group recommendation is also a supporting document for item 6.C of the 02 March 2012 meeting agenda.

D. TENTATIVE AGENDA ITEMS FOR 6 APRIL 2012 FAPC MEETING:

- i. COMMITTEE ANNUAL REPORT
- ii. FACULTY PAY: 12 month pay for academic year faculty/ alternatives to 10 monthly checks
- iii. FAPC Work Group Updates
 1. PRE-TENURE REVIEW LANGUAGE
 - Review the language in the *University Policies, Procedures, and Practices Manual*.
 2. POST-TENURE REVIEW LANGUAGE
 - Review the language in the *University Policies, Procedures, and Practices Manual*.
 3. CONTINUE DELIBERATION OF FAPC SOS WORK GROUP RECOMMENDATION

University System of Georgia Faculty Council (USGFC)

February 25, 2012 meeting held at Savannah State University (PAGE 1 of 2)

12-month Payment Schedule Resolution

- A. Allow 10-month-contract faculty and staff the option to be paid over a 12-month period and/or
- B. or be paid semimonthly

Dr. Dowling (USGFC voting representative for Savannah State University) noted that the change would be a convenience for faculty who are less able to budget well. It was noted that the human resource directors group says they cannot pay in August (new fiscal year) for work done ending in July (previous fiscal year.) Dr. Dowling noted funds could be encumbered.

Health Insurance Resolution, as amended

Whereas the USG faculty as a whole has concerns about health care coverage issues including, but not limited to:

- In network provider participation
- LabCorp mandate
- Medicare supplementation

The USG Faculty Council recommends that the Board of Regents revisit our plan in light of these concerns.

Funding Resolution

To recognize the importance of faculty governance to the University System of Georgia, the University System of Georgia Faculty Council recommends that the Board of Regents provide funding for costs associated with the semi-annual council meetings.

Domestic Partners Resolution, as amended

In the interest of equity and in order to attract and retain all of the best qualified faculty and staff, the USGFC recommends that university system benefits be extended to domestic partners.

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Consolidation Resolution, as amended

Faculty are a critical component of the University System of Georgia. Faculty should have been involved in and must be included in decision making affecting programs, staffing, accreditation, and other academic matters.

In November, 2011, the USGFC resolved:

The USG Faculty Council recommends to the Chancellor and the USG Chief Academic Officer that representatives of faculty and academic affairs of those institutions most likely to be considered for consolidation be included in discussions and deliberations involving consolidation. The USG Faculty Council is hopeful that the missions of those institutions that are considered for consolidation be included during consolidation discussion.

Since November we have had neither an acknowledgement that our communication was received nor any comment from the chancellor regarding our proposal. It is the USGFC position that consolidations were proposed and are proceeding without sufficient faculty involvement.

The USGFC looks forward to meeting with you to address these concerns.

Retirement Plan Resolution

We propose that the USGFC reach out to Dr. Hugh Hudson, Executive Secretary of the Georgia State Conference of AAUP, and Mr. Stephen Anthony to obtain advice on effective strategies that can lead to change in the current TRS/ORP decision structure, which may lead to providing an opportunity for USG faculty, after 10 years of service, to switch from one system to the other.