

Report of the Faculty Affairs Committee
March 22, 2017

Our committee met on Dec. 5, 2016, January 13, 2017, and Feb. 10, 2017.

On December 5, we discussed the Faculty Performance Initiative, which had come before the FAC in 2015-2016 and was raised again last fall by members of two colleges. In 2015-16 and continuing into fall 2016, several colleges undertook reforms to their policies for the annual review of faculty in response to an initiative from the Provost's office called the Faculty Performance Initiative. A memo from the Provost's office about this initiative was brought to our attention and discussed. We received communication from the Provost in writing and from Associate Vice President for Faculty Affairs in person that the Faculty Performance Initiative was no longer in effect. Therefore we decided not to pursue the question further. We did agree to add a review of Academic Affairs Policy Manual 1.06-1, "Written Annual Evaluation," to our agenda, although we have not so far progressed to that point on the agenda. At this December 5 meeting I was criticized for taking an antagonistic stance to the administration, and clarified that I was trying to avoid being more antagonistic than necessary while still doing what I perceived to be the job of the committee.

At our next two meetings, we worked on changes to the Guidelines for Appointment, Promotion, and Tenure, the document before you on the agenda today. We discussed the question of the representation of non-Tenure Track faculty on the committee, and it was decided that the Provost's office would solicit a proposal from non-Tenure Track faculty for consideration by our committee or by another committee of the University Council. We also discussed the possibility of making changes to our consulting policy. One of our members has brought it to our attention that UGA's consulting policy differs from that of most other top-20 public universities in that it does not allow an averaging of the maximum number of allowable consulting days over a time period of more than one month. We have gathered input from deans as well as the policies of comparable institutions and are still considering this question. We will have a motion before us at the next meeting.

We still have the following items on our agenda from early in the year that we have not yet addressed:

Review of last year's Report of the Committee on Post-Tenure Review, and
Review of Academic Affairs Policy Manual 1.06-1 (see above).