

**Minutes of the Faculty Affairs Committee of the UGA University Council Meeting
19 October, 2021**

Members in Attendance:

Chair: Janette Hill
Kent Barnett
Wayde Brown
Shira Chess
Timothy Grey
Lindsey Harding
Janette Hill
Mark Huber
Artur Muszynski
David Okech
Andrew Park
Annette Poulsen
Amber Prentiss

Esra Santesso
Yoo-Kyoung Seock
Amanda Smith
Elizabeth St. Pierre
Thiab Taha
Richard Vining
C. Brock Woodson
Y. George Zheng

Guests:

Professor Elizabeth Weeks, Associate Provost
for Faculty Affairs

The meeting was started at 3:36p by Chair Janette Hill.

Two information items were shared, including that the revised Lecturer Guidelines are now posted on the UGA Web site and a need to look at other NTT guidelines (e.g., Academic Professionals). A suggestion was made to meet with NTT faculty to explore their insights on what updates might be needed.

Two items were then discussed for potential action.

1. Lecturer Guidelines: Implementation Question from Elizabeth Weeks.
Associate Provost Weeks presented the question of when the revised Lecturer Guidelines would go into effect. The suggestion was made that for the 2022-2023 promotion cycle that initial consideration take place in spring 2022 and that 3rd year review also be encouraged in spring 2022.
2. BOR Policy Manual Section 8.3
Associate Provost Weeks provided an overview of the bigger changes in the revised policy including (1) annual evaluation, (2) shorter timeline for remediation (3) a closer connection between annual review and PTR, and (4) student success activities.

The committee engaged in an overall conversation about thoughts and concerns related to the policy changes including (1) Thiab: how the revised policy will roll out and the role of FAC, (2) Bettie: maintaining contact with other USG R1 institutions, (3) Shira: how to make PTR practices more equitable, especially for smaller units, (4) Thiab: what is "student success," (5) Bettie: educating department heads about the changes and process, (6) Esra: service not budgeted in many units and a need to make it consistent (e.g., COE 20%, Thiab: some units in Franklin up to 10%, Pharmacy 5%) and Bettie related idea of contracted vs. budgeted time, (8) Shira: a need to quantify expectations, and (9) Ye: `who will review an appeal, next level or committee of peers.

Janette Hill shared the consideration of a special committee to review current policies and the revised policies. Committee would be similar to the group that was formed to review the P&T guideline revisions that led to the current version (Red Book). Like the P&T committee, there will be wide representation on the committee (faculty, administrators) and several mechanisms for input from across campus.

Academic Professional Guidelines, due to time, was moved to the next meeting for further discussion.

Thiab Taha moved to adjourn the meeting (seconded by David Okech) at 4:35p and the meeting was adjourned.