

Faculty Affairs Committee
December 14, 2021
Minutes from the Meeting

Attending:

Janette Hill, Chair
Kent Barnett
Shira Chess
Nancy Dellaria
Timothy Grey
Lindsay Harding
Mark Huber
Artur Muszynski
Andrew Park

Annette Poulsen
Elizabeth St. Pierre
Esra Santesso
Yoo-Kyoung Seock
Amanda Smith
Thiab Taha
Richard Vining

Elizabeth Weeks, Associate Provost, Guest

Meeting called to order at 3:05 pm

Review of minutes from November 15 meeting. Amanda Smith moved to approve with no changes, seconded by Artur Muszynski. Approved unanimously.

Updates and Announcements:

- Discussion of possible meeting times for Spring 2022. Email discussion / poll to follow.
- Continuing to identify parts of the NTT guidelines to be updated based on the new Lecturer Guidelines

Discussion Items:

- 1) Extensive discussion of revisions of Faculty Evaluation Policies and Practices based on Board Policy Revisions: Post-Tenure and Annual Review (8.3)

Elizabeth Weeks and Janette Hill shared highlights from a presentation about the revisions:

https://provost.uga.edu/faculty_working_group/

Survey available – general plus student success activities – on the working group’s website, in bullet above.

Key concerns and considerations

- Institutional flexibility to adapt policies
- Faculty governance central to policy development
- Inclusion of student success activities
 - Easiest piece – to be integrated into all aspects of evaluation
 - Activities not metrics, capturing the work we already do
- Coupling of annual evals and PTR

- 2 consecutive annual review that “does not meet expectations” leads to accelerated Post-Tenure Review for tenured faculty
- Various remedial actions available
 - BOR policy refers to remedial actions
 - Specify some options such as reallocation of effort, pay reduction.
 - Current UGA policies include a 3-year development plan. If unsuccessful, current implementation generally leads to tenure revocation and dismissal. BOR mentions other things like reallocation of effort, pay reduction
- Due process
 - AAUP highlights these concerns
 - Review processes must be conducted with appropriate due process
- Morale, trust, and communication challenges
 - How to repair some of the damage done by BOR actions.
 - Whiplash from quick decisions
 - News stories about end of tenure
 - Rebuild trust

Timeline and Process

- Nov-Jan: Working group
- Jan-Feb: Faculty Affairs Committee
- March: Executive Committee
- April: University Council

A few questions followed:

- How to handle overlap/non-overlap in area of review. I.e., “not meet expectations” in teaching one year, followed by “not meet expectations” in different area next year.
- Does it apply for 2021-2022.
 - Review in Spring 2022 will not start the clock for accelerated PTR
- Will faculty governance continue to be part of the review at the appeal and final decision levels.

Elizabeth Weeks emphasized that UGA policies are in pretty good shape with respect to many of the BOR new guidelines.

- 2) There will be required updates to the Red Book
 - Insertion of the Provost into the P&T process
 - Annual eval language
 - Other minor clean up
- 3) Discussion of details to Post-Tenure Review
 - E.g., 3 vs 5 strikes of members of the PTR committee

There was no new business.

Moved to adjourn by Nancy Dellaria, seconded by Esra Santesso.