

University Council

Faculty Affairs Committee Minutes of Meeting
April 15, 2022

Janette Hill, Chair
Timothy Grey
Kent Barnett
Shira Chess
Nancy Dellaria
Mark Huber
Artur Muszynski
David Okech
Annette Poulsen
Amber Prentiss
George Zheng
Andrew Park

Esra Santesso
Yoo-Kyoung Seock
Amanda Smith
Elizabeth St. Pierre
Thiab Taha
Richard Vining
C. Brock Woodson
Lindsey Harding

Barb Biesecker (guest)
Elizabeth Weeks (guest)
Mike Fulford (guest)

Meeting called to order at 2:35 by Chair Janette Hill.

Minutes from the meetings of April 1 unanimously approved with motion by David Okech, 2nd by Artur Muszynski.

1. As an action item, moved to the review of the Draft [Post Tenure Review Policy](#) forwarded from the Working Group on Faculty Evaluation Policies and Procedures, and first reviewed on April 1 FAC meeting. As this was a previous document from the April 1 meeting, there was more discussion. Chair Hill provided the edits, clarifications, and revisions of the document from the April 1 meeting.
 - i. Bettie St. Pierre addressed a sentence under III Procedures - E-3 [“Written input from the faculty member’s promotion and tenure unit head.”](#) with regards to the purpose. It was discussed and the motion to remove was made by Bettie St. Pierre, 2nd by Ezra Santesso, unanimous to remove.
 - ii. Next under Performance Improvement change of [‘deemed satisfactory’](#) to [‘meets expectations’](#) and [‘unsuccessful’](#) to [‘does not meet expectations’](#). Bettie St. Pierre moved, Thiab Taha 2nd, unanimous to change.
 - iii. Under section V Performance Improvement, Section A - Bettie St. Pierre asked why [‘to the Office of Academic Affairs or Faculty Affairs’](#) are included: why both? Bettie St. Pierre moved to delete [‘the Office of Academic Affairs’](#), 2nd Kent Barnett, unanimous to remove.
 - iv. Under section V Performance Improvement, Section A # 2 the words [‘Remediation cannot be required of a faculty member outside the contract period’](#) with regards to 9-month appointments. Amber Prentiss moved and Ezra Santesso 2nd, unanimous to add.
 - v. Under section V Performance Improvement, Section E, the word [‘substantive’](#) was replaced by [‘sufficient’](#) (a previous version included [‘substantive’](#)). Amber Prentiss moved, Mark Huber 2nd, unanimous to accept change.

- vi. Motion to accept changes to the PTR document by Amber Prentiss, 2nd by David Okech, unanimous to accept by FAC
- vii. Janette Hill will make all corrections as noted to the PTR document by FAC.
- 2. [Due Process Following and Unsuccessful Post Tenure Review or an Unsuccessful Corrective Post Tenure Review](#) Document – Barbra Biesecker led discussion. Minor edits: add ‘unit head’; added ‘Faculty PTR Appeals Committee’; Capitalization of ‘Unsuccessful Post-Tenure Review’ to let faculty understand that annual review is not appealable, PTR is appealable. Motion to accept changes Bettie St. Pierre and 2nd by Esra Santesso, unanimous to accept. Janette Hill will make all corrections as noted to the Due Process document by FAC.
- 3. [University of Georgia Guidelines for the Appointment and Promotion of Academic Professionals](#) Document – Following discussion by the committee, Esra Santesso moved to accept, David Okech 2nd, unanimous to accept by FAC.
- 4. [University of Georgia Guidelines for the Appointment and Promotion of Clinical Faculty](#) Document – Motion to approve as amended by Nancy Dellaria, 2nd Shira Chess, unanimous to approve by FAC.
- 5. [Office of Research University of Georgia Guidelines for the Appointment and Promotion of Research Scientists](#) On page 5, under Annual Evaluations – Research Activities, deleted the ‘Co-authoring or co-presenting with students....’ So moved by Artur Muszynski and 2nd by Brock Woodson. Unanimous to accept the changes by FAC.

Old Business

Esra Santesso requested to readdress the Academic Professional Guidelines that sent back from UGA Executive Council. Esra Santesso moved to continue to work on the document and Bettie St. Pierre 2nd. Lindsey Harding suggested getting feedback from other Academic Professionals. Esra Santesso requested input from Barb Biesecker (EC Chair) to clarify feedback from the EC meeting in February when the guidelines were presented. The FAC unanimously agreed to move forward with reviewing the suggested revisions document from earlier this spring.

At 4 pm, the meeting was completed.

Motion to adjourn: Member Timothy Grey, seconded by Thiab Taha.

Respectfully submitted TG