

Faculty Affairs Committee

Minutes September 27, 2017

Committee Members in Attendance

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Proposed Faculty Evaluation Model

- The History of the Faculty Evaluation Model (FEM) was discussed. Retired faculty at the Senate mentioned that this proposed model is similar to what was in place in the 90s and was eliminated because it was problematic. Between then and present day, a similar model was again proposed and the Faculty Affairs committee voted it down; now it's back.
- Discussion was held about the current FEM and the proposed FEM
 - Some faculty are nervous that moving away from current model is too open for interpretation
 - Faculty perceive it being pushed on faculty by the administration, and isn't necessarily what the faculty want.
 - Interim Provost Gerber tasked the committee to come up with a new FEM, but now we have a new Provost, President and other administrators in place; perhaps this new FEM should be put on hold until we know the direction the university is taking and what VSU wants/strives to be
 - Department chairs struggle to give unsatisfactory, and this new model would help overcome this issue
 - Proposed FEM will be used for merit pay
 - There was concern that the committee that developed this FEM The committee that developed it had too many non-faculty as members
- Motion was put forth to recommend to the Senate to reject the proposed FEM: 4 to reject, 3 abstain, 1 to not reject. We will report this vote at the next Senate Meeting. While this is our recommendation, the Senate can still discuss and vote on it.

Issue of Summer Contracts and Expectations of Faculty Who Teach Summer Classes

Problems and issues were identified:

- Differences between colleges and departments within a college (advising centers do all advising, department heads do transfer advising, faculty who teach summer classes advise)
- It's possible a class doesn't "make" because of low enrollment, but faculty may have already advised, but are not getting paid.
- Some colleges have 12 month faculty (eg nursing), most colleges have 10 month faculty
- Some department heads expected their faculty to advise, and there was some question as to whether these expectations were for faculty who did not teach during the summer.

Questions were raised:

- Do we need across the board policy?
- Do we need to approach legal team?
- Does each unit/college/department need to make its own policy?
- Does there need to be a summer contract for faculty (currently no contracts exist)?
- Would a faculty member only advise during the session he/she is teaching?

- Who does the advising: adjuncts, new faculty, etc? Is it realistic to expect that all faculty advise?

Possible Solutions and Next Steps

- Contract Idea- a faculty member will be asked to advise during the session they are teaching
- All faculty advisors only teach after having worked at VSU for 1 year so they know/understand program requirements before they start advising students
- It may make sense in some departments that a single faculty member does all transfer advising during the summer and is paid for their work (no teaching required).
- No blanket policy will work, but perhaps each department needs to develop its own policies.
- We need to contact our colleges and see what is happening in different departments
- Whatever is decided needs to stay within USG and accreditation guidelines
- We could write a letter to department chairs to see if they will "police" themselves... why develop a new policy if one is not really necessary/