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| Faculty Affairs Policy Committee (FAPC)  Meeting Minutes  Friday, November 1, 2024, at 2:00 PM  Location: [Zoom](https://gcsu.zoom.us/my/jmflory) |
| **ITEM** |
| Call to Order: 2:04 PM |
| Approval of Agenda: Unanimously approved at 2:04 PM |
| Approval of FAPC Minutes from October 4, 2024: Unanimously approved at 2:04 PM |
| **Unfinished Business** |
| [Faculty Emeritus Policy](https://gcsu.smartcatalogiq.com/policy-manual/policy-manual/academic-affairs/employmentpolicies-procedures-benefits/faculty-appointments-qualifications-for/emeritus-title/) – update from University Senate meeting: the motion was amended and approved to make the timeline to one year prior to three years after retirement. |
| Collaboration with CTL on list of viable, effective methods of evaluation of teaching effectiveness (Suzanna) – relevant [SRIS](https://gcsu.smartcatalogiq.com/policy-manual/policy-manual/academic-affairs/employmentpolicies-procedures-benefits/performance-evaluations-administrators-and-faculty/faculty-performance-evaluation/teaching-effectiveness-assessing/student-opinion-surveys-on-line-process/) and [Annual Evaluation](https://gcsu.smartcatalogiq.com/en/policy-manual/policy-manual/academic-affairs/employmentpolicies-procedures-benefits/performance-evaluations-administrators-and-faculty/faculty-performance-evaluation/teaching-effectiveness-assessing/) Policies – update from Jim Berger: Regarding the request from FAPC providing resources for IFRs and T&P- provision of such resources to assist the faculty in their reflection of the various areas (teaching, service, scholarship, student success, and professional development) would be supported. However, (as you noted in the meeting)- we should stay away from the directions in "how" to put these together for a successful portfolio or IFR, or how to best format, what should be in a narrative, etc. |
| [Faculty Compensation Policies](https://gcsu.smartcatalogiq.com/en/policy-manual/policy-manual/academic-affairs/employmentpolicies-procedures-benefits/): Academic Affairs reply below |
| [Professional Leave Policy](https://gcsu.smartcatalogiq.com/policy-manual/policy-manual/academic-affairs/employmentpolicies-procedures-benefits/faculty-professional-development-opportunities/faculty-professional-leave-program/) ([old form for reference](https://www.gcsu.edu/sites/default/files/documents/2021-07/Professional%20Leave%20at%20GC%20July%202021%20update.pdf), [current application form](https://georgiacollege-bsucw.formstack.com/forms/academic_affairs_professional_leave_of_absence_application)): notes below |
| Course enrollment minimum information from Kay Anderson, Registrar: Courses offerings are a chair and dean decision. Most will put a minimum on enrollment to ensure that we are using our teaching resources wisely. |
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| **New Business** |
| [Proposed Board Policy Revisions](https://gcsuedu-my.sharepoint.com/:w:/g/personal/jennifer_flory_gcsu_edu/EXlhHNVcUZxGrP39Ufy6_aMBDS3GdYX2LuYQZTXWnzE6NQ?e=lKNPUx) |
| Tentative agenda for January meeting |
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| **Open Discussion (If any)** |
| None |
| **Information Items (if any)** |
| None |
| **Next Meeting** |
| Friday, January 10, 2025 2:00-3:15pm [Zoom](https://gcsu.zoom.us/my/jmflory): FAPC |
| **Adjournment** |
| Meeting was adjourned at 2:46 PM |

**MEMBER ATTENDANCE** “P” denotes Present, “A” denotes Absent, “R” denotes Regrets

Jennifer Flory (chair) **P**

Amy Sumpter (vice chair) **P**

Chad Whittle (secretary) **P**

Helen DuPree **P**

Sabrina Hom **P**

Frank A. Richardson **P**

Suzanna Roman-Oliver **P**

John Marshall Smith **P**

Winston Tripp **P**

David Weese **P**

Chris Clark **P**

GUESTS: None

[**Faculty Compensation**](https://gcsu.smartcatalogiq.com/en/policy-manual/policy-manual/academic-affairs/employmentpolicies-procedures-benefits/) **Study (**[Part-Time Faculty](https://gcsu.smartcatalogiq.com/policy-manual/policy-manual/academic-affairs/employmentpolicies-procedures-benefits/compensation-faculty/hiring-compensation-part-time-faculty/), [Program Coordinators](https://gcsu.smartcatalogiq.com/policy-manual/policy-manual/academic-affairs/employmentpolicies-procedures-benefits/compensation-faculty/faculty-workload-policy/), [Overload Policies](https://gcsu.smartcatalogiq.com/en/policy-manual/policy-manual/academic-affairs/employmentpolicies-procedures-benefits/compensation-faculty/overloads-assignment-and-payment/))

I have received the request below. Thank you for your patience in my response. I have been working with Susan Allen and Human Resources to gather some preliminary data, especially based on the concerns regarding turnover that have been discussed in our ECUS meeting. Please find information below from Susan Allen regarding turnover:

*The first chart is GC’s turnover rates for the past three calendar years, and the second chart is for the turnover for only faculty.  Please note GC’s turnover rate is well below the national average in higher education (CUPA study below).  GCSU is clearly an anomaly of the CUPA study (results noted below), especially when you consider the fact that the CUPA study includes only voluntary turnover and GCSU rates include both voluntary and involuntary.*

*A table with numbers and text

Description automatically generated*

***Faculty Only No Retirements***

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| *36 F\_Y:  Terms Only* | |  |
| *Avg* | *2021* | *0.67%* |
| *Avg* | *2022* | *0.99%* |
| *Avg* | *2023* | *0.52%* |

*The CUPA-HR 2023 Higher Education Employee Retention Survey (ERS) was conducted nearly one year after the pilot survey in 2022. The pilot was created to better understand the factors underlying the retention crisis in the wake of the COVID-19 pandemic — the reasons higher ed employees were looking for other employment, the characteristics of those at risk for leaving, and what higher ed institutions could do to retain their employees. The results of the 2022 survey showed that retention was indeed a problem and that employees at risk for leaving saw themselves as overworked, underpaid, and not getting the remote work opportunities they desired. During the 2022-23 academic year, voluntary turnover for higher ed staff was the highest it has been since CUPA-HR started tracking it in 2017-18.  For full-time, exempt staff, turnover has increased from a low of 7.9% in 2020-21 (the academic year after the pandemic began) to 12.0% in 2021-22 to 14.3% in 2022-23. Turnover for full-time, non-exempt staff increased from 9.4% to 12.8% to 15.2% during this same period.*

Regarding the specific request, I will need to work closely with budget to gather this information. We are all currently working on the budget request to the USG and on our internal budget hearing so it will take some time. As we discussed after the meeting, I will need to think more about how to represent the data beyond aligning it with specific individuals. I have charged the deans to review their number of overloads (reasons and amounts) and course reassignments that have an impact on the number of overloads or part-time budget strains.

[**Professional Leave**](https://gcsu.smartcatalogiq.com/policy-manual/policy-manual/academic-affairs/employmentpolicies-procedures-benefits/faculty-professional-development-opportunities/faculty-professional-leave-program/)

Notes from A&S Meeting with Provost Roberts

* Competitive opportunity/benefit
* Policy-based
* Don’t have a magic number or a bottom line
* Have to consider the implication on colleagues
* Due to chair by 10/15
* Due to dean by 11/21
* Instead of 12 applications last year, 25 or so applications
* Department chairs should prioritize before sending to the dean
* A&S Dean’s Advisory Committee is working on a rubric for Professional Leave



**CALENDAR**

* Friday 15 November 2024, 3:30-4:45 pm Arts & Sciences 272: University Senate Meeting
* Friday 10 Jan 2025 2:00-3:15pm [Zoom](https://gcsu.zoom.us/my/jmflory): FAPC
* Friday 24 Jan 2025 3:30-4:45pm Arts & Sciences 272: University Senate