**Committee Name: Faculty Affairs Policy Committee (FAPC)**

**Meeting Date & Time: 8/23/2013, 2:00-3:15 PM**

**Meeting Location: A&S 115**

**Attendance**:

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| **Members “P” = Present “R” = Regrets “A” = Absent** | | | |
|  | **P** | **R** | **A** |
|  | Broyles, Beth |  | Crowe, Lora |
|  | Blazer, Alex |  | Goings, Doug |
|  | Fisher, Bill |  | Roessing, Matt |
|  | Jones, Steve |  |  |
|  | Metzker, Julia |  |  |
|  | Mizelle, Nancy |  |  |
|  | Roberts, Holley |  |  |
|  | Rose, Mike |  |  |
|  | Sapp, Carol |  |  |
|  | Toney, Tom |  |  |
| Guests |  |  |  |
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| Agenda Topic |
| **I. Call to order**  2:00 PM |
| **II. Approval of Agenda**  Discussion & Conclusions: none  Action or Recommendations: Approved unanimously  Follow-Up: none |
| **III. Approval of Operating Procedures and Meeting Place**  Discussion & Conclusions: none  Action or Recommendations: Approved unanimously  Follow-up: none |
| **IV. Information Items** |
| 1. **Faculty input on faculty evaluation**   Discussions & Conclusions: Committee discussed procedure vs. policy implementation and reviewed the following report:  Faculty Affairs Policy Committee  Friday, April 19, 2013  Arts & Science 272  Presented by Alex Blazer substituting for Chair Leslie Moore   1. FAPC continues to work on the post-tenure review policy. 2. FAPC approved the following resolution on faculty evaluation to be reported to University Senate:  Given that the tasks to be performed at Georgia College are complex and diverse such that interdependence among administration, faculty, and others is necessary, and that the ideal form of governance in the academy is shared decision-making, and that where this ideal can be attained it should be pursued, and that faculty evaluation is essential for decisions regarding tenure, promotion, and salary, and that these areas regarding faculty status (decisions regarding tenure, promotion, and salary) are among the issues for which faculty have primacy, then academic-year faculty shall actively participate in the determination and modification of policies governing faculty evaluation including sharing responsibility with administrators for informing the development and review of the policies, procedures, and practices appertaining, including decisions regarding the stated and definite criteria used to assess or evaluate faculty performance.   Action or Recommendations: none  Follow-Up: none   1. **College of Education Bylaws change**   Discussions & Conclusions: Committee discussed concerns raised from outside of committee on restructuring of College of Education and post-hoc changing of bylaws to reflect de facto changes to the CoE. Some CoE faculty felt they had little/no voice in initiating discussion or making decisions related to dissolving three existing departments or other aspects of restructuring. Committee felt existing CoE bylaws were violated, and bylaws should be restructured with faculty input before other restructuring commences. Some CoE faculty may have been adversely/unfairly affected by administrative decisions, committee raised questions as to possible adverse effects on students due to CoE restructuring.  Action or Recommendations: CoE Faculty concerns over this issue may be limited. Committee believes this may be a college/departmental issue and recommends faculty follow grievance procedures (follow up with Dean and Provost).  Follow-Up: 1. Committee Chair will review BOR Guidelines reviewing adherence to college bylaws, restructuring of programs, administrative vs. faculty decision-making authority in such cases, etc.  2. FAPC will monitor progress of CoE restructuring as outlined in bylaws revision document titled, “Proposal, Ad Hoc Committee, Purpose: Restructure Committees within the College of Education.” Document timeline includes 09/06/13 and 10/18/13 as primary benchmarks. |
| **IV. Old Business/Review of**  **Actions/Recommendations** |
| **1. Post-Tenure Review**  Discussions & Conclusions: Committee discussed existing draft of Post-Tenure Review document, previously revised to reflect the “developmental” rather than “punitive” function of the post-tenure review process and to clarify the appeal process. This draft had been approved by FAPC, recommended to share with Interim Provost by Associate Provost, and rejected by Interim Provost. Committee discussed concerns that the administration may wish to use this document as part of the faculty evaluation process, rendering it no longer a departmental “in-house” developmental tool.  Action or Recommendations: Committee recommends inviting Associate Provost Tom Ormond to next FAPC meeting to review current draft and seek guidance as to how/when/whether FAPC presents it to Provost Brown.  Follow-Up: The Committee Chair will invite Tom Ormond to next FAPC meeting, 10/04/13 |
| **V. New Business** |
| **1. Agenda for the Coming Year, potential issues from the Senate Retreat--**  a. Some faculty not receiving Department Chairperson’s Evaluation of Faculty Performance.  b. Some faculty not receiving summer teaching proration option.  c. Resources for growing graduate programs, for instance faculty compensation for teaching graduate courses in the summer.  d. Workload issues: teaching load parity across colleges, course banking policies, extra compensation, service requirements.  Discussions & Conclusions: none  Action or Recommendations: Committee members will email Chair with ideas for fact-finding, other brainstorming  Follow-Up: none |
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| VI. Next Meeting 10/04/13 |
| VII. Adjournment 3:16 PM |

**Committee Name:**

**Committee Officers:**

**Academic Year:**

**Aggregate Member Attendance at Committee Meetings for the Academic Year:**

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

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| Meeting Dates | | Date 1 | Date2 | Date3 |  |  |  |  |  |  |
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| Member Name 2 | |  |  |  |  |  |  |  |  |  |
| Member Name 3 | |  |  |  |  |  |  |  |  |  |
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CHAIRPERSON SIGNATURE DATE \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_-

(Including this Approval by chair at committee discretion)