**Committee Name: FAPC**

**Meeting Date & Time: March 4, 2016, 2:00 pm**

**Meeting Location: 252 Herty Hall**

**Attendance**:

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| **Members “P” denotes Present, “A” denotes Absent, “R” denotes Regrets** |
| R | Karen Berman | P | Joe Mocnik |
| P | Alex Blazer | P | Barbara Roquemore |
| P | Louis Bourne | R | Mike Rose |
| P | Ryan Brown | P | Katie Simon |
| P | Rodica Cazacu | R | Tom Toney |
| P | Carol Christy | P | Catherine Whelan |
| P | Douglas Goings |  |  |
| Guests  |
| P | Hedwig Fraunhofer |  |   |
| P | Jason Wynn |  |  |

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|  Agenda Topic  | Discussions & Conclusions  | Action or Recommendations | Follow-Up |
| **I. Call to order** |  | Meeting called to order at 2:00PM |  |
| **II. Approval of Agenda** |  | Unanimous approval of agenda. |  |
| **III. Approval of Minutes** |  | Unanimous approval of minutes. |  |
| **IV. New Business** |  |  |  |
| 1. Companies that assess faculty members' foreign credentials
 | Dr. Hedwig Fraunhofer from the Department of Modern Languages and Cultures presented an issue regarding companies that assess faculty members’ foreign credentials from universities outside the United States. Jason Wynn from the International Education Center provided context regarding the assessment processes for faculty and students arriving with international credentials. Questions were raised regarding 1) how many times a faculty member’s credentials should or must be assessed by multiple external companies after already being initially reviewed for an H-1B visa, approved by the University Lawyer and the faculty member’s home Department, and not flagged by SACS and 2) the institutional standards for selecting a credentialing evaluation company, given the choice between not-for-profit companies that belong to NACES (National Association of Credential Evaluation Services) or AICE (Association of International Credential Evaluators) and for-profit companies that do not belong to such organizations and the fact that there is no government agency that oversees credentialing companies). |  | The Committee wishes to review the policies involving the credentialing of faculty members with specifically, *what* triggers such an audit, *when* do such audits happen, *who* selects the evaluation company, *what* standards are used in selecting the evaluation company, and *who* pays for the evaluation. |
| 1. Harassment
 | A large group of faculty brought to FAPC concerns regarding the fair and equitable treatment of faculty not on the tenure track. It was noted that the University does have a Harassment Policy (<http://gcsu.smartcatalogiq.com/en/Policy-Manual/Policy-Manual/Office-of-Human-Resources/Harassment/Harassment-Policy>). It was suggested that Lecturers and Senior Lecturers at our institution be put on the same notice of employment schedule as tenure-track faculty in the BOR Policy Manual, e.g., Lecturers with 3 or more years of service receive nine months notice rather than 180 days notice(<http://www.usg.edu/policymanual/section8/C245/>). | The Committee recommends that the Tenure & Promotion Task Force look more broadly at issues involving Lecturers and Senior Lecturers. |  |
| 1. Issues in Provost Memo to Deans and Directors
 | Due to time constraints, this agenda item was not discussed. |  | This item will be discussed in the April meeting. |
| **IV. Old Business/Review of****Actions/Recommendations** |  |  |  |
| 1. Policy on Emeritus FacultyReview of parking issue  | A grandfather clause was included to address the parking issue: “All individuals previously receiving emeritus status will retain all rights and privileges awarded as long as resources are available. In the future, individuals receiving Emeritus status will receive rights and privileges outlined in this document.”This clause was inadvertently missing in the document that was posted on the Senate Website. At the February 19 Senate meeting, Dr. Roquemore made a motion to withdraw the motion. This actually gives FAPC an opportunity to review the clause in light of a few members of the Senate who may wish to add an amendment at the next Senate meeting. | The Committee approves reentering the motion with the grandfather clause included. | The Chair will resubmit the motion with the grandfather clause included. |
| 2. Discussion of Student Surveys | Due to time constraints, this agenda item was not discussed. |  | This item will be discussed in the April meeting. |
| 3. Tenure and Promotion Task Force Report | Due to time constraints, this information item was not reported. |  | This report will be provided in the April meeting. |
| VI. Next Meeting | April 1, 2016 |  |  |
| VII. Adjournment |  | Meeting adjourned at 3:14PM. |   |

**Distribution (as determined in committee operating procedure – one possibility given):**

First; To Committee Membership for Review

Second: Posted to the Minutes Website

**Approved by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

 Committee Chairperson (Including this Approval by chair at committee discretion