Franklin College Faculty Senate

Minutes of the meeting on Tuesday, December 7, 2021

The meeting was called to order at 3:30 PM via Zoom, Cindy Hahamovitch presiding.

Members Present: Toyin Alli, Michael Bachmann, Adam Barb, Benjamin Britton, Clifton Buck, Liming Cai, Joel Caughran, Pilar Chamorro Fernandez, Brian Condie, Gauri Datta, Inge DiBella, Le Guan, Timothy Gupton, Cindy Hahamovitch, DeLoris Hesse, Joe Kellner, Emily Koh, Kendall Marchman, Soroya McFarlane, Emily Mouilso, Vasant Muralidharan, Chris Peterson, Jordan Pickett, Nancee Reeves, Laurie Reitsema, Amy Ross, Bala Sarasvati, Matthew Shipes, Rohan Sikri, Anne Summers, Cynthia Suveg, Frans Weiser, Hang Yin

Proxies: John Patrick Bray for Kristin Kundert, Sarah Shannon for Leslie Gordon Simons

Members not present: Carmen Comeaux, Maduranga Dassanayake, Vince Du, Steve Holland, Imi Hwangbo, Caner Kazanci, Sidney Kushner, Alberto Villate-Isaza,

Approval of the minutes of the October 5, 2021 (November 7, 2021 meeting was cancelled): Minutes were unanimously approved as distributed.

President Cindy Hahamovitch's Remarks

- The president noted that she received a reply to our tobacco surcharge resolution from Karin Elliot, Associate Vice Chancellor of USG's Human Resources department (https://www.franklin.uga.edu/sites/default/files/Response%20from%20Acting%20Chancellor%20Teresa%20MacCartney_Sep%2020%202021.pdf)
- We continue to hear from employees charged in error, one of whom lost $4,800.
- Two KSU accounting faculty did a study of the problem which can be read here:https://www.researchgate.net/publication/349980031_USG's_Well-Being_Policy_Regarding_Tobacco_Product_Use_A_Proposal_for_Changing_from_Opt-Out_to_Opt-In
- Hahamovitch asked senators to please pass the word to their units and tell everyone, especially staff, to contact her if they were charged in error.

Dean Dorsey's Remarks

1. Congratulations to the Department of Mathematics, selected as the recipient of USG-wide Regents' Teaching Award for Department or Program.
2. **Commencement ceremonies**. on Friday, December 17th, in Sanford Stadium. The undergraduate ceremony was at 10 am and the graduate ceremony at 2:30 pm. There was not a formal faculty processional, but faculty could attend and be seated in the general guest seating areas.
3. **Vaccination update.** Federal Vaccine Mandate notifications were sent out to many employees deemed to be "covered employees of federal contractors". However, on December 17th a Federal judge issued an injunction that halted the implementation of the mandate nationwide. This information was subsequently communicated to the campus.

Committee Reports:

- **Executive Committee:** No new business reported
- **Academic Standards:** No new business reported
- **Curriculum Committee**:
    - 29 new courses reviewed
    - 62 course changes
    - Approved: one Area of Emphasis (Classics); one Minor proposal (Classics); one Academic Program name change (Classics); one Multicultural proposal (WMST 3110W); two Experiential Learning proposals
- **Faculty Affairs:** No new business reported
- **Planning and Evaluation:** No new business reported

New Business:

1. **New Committee Chair Elections – Leslie Gordon Simmons, Senate executive Committee Chair.** *A motion to approve this agenda item passed unanimously.*
    - A motion to elect Dr. Alberto Villate-Isaza as chair of the Faculty Affairs Committee (replacing Dr. Sidney Kushner) and Dr. Gauri Datta as chair of the Academic Standards Committee (to replace Dr. Tim Gupton) passed unanimously.

2. **Proposal for Academic Degree Program Change, Proposal for a Minor Program of Study, and Proposal for an Area of Emphasis– Mario Erasmo, Department of Classics**. *A motion to approve these three proposals passed unanimously.*
    - Three curriculum proposals were presented together
        - Academic Program name change from Classic Languages (M.A.) to Classics (M.A.)
        - Proposal for a Minor Program of Study in Early Cultures
        - Proposal for an Area of Emphasis in Classical Culture
    - After discussion, a motion to approve all three items passed unanimously

3. **Post-tenure review policy changes – Elizabeth Weeks, Associate Provost for Faculty Affairs and Charles H. Kirbo Chair in Law and Janette Hill, Professor, College of Education, President of the Ed School's Faculty Senate, and chair of the University Council's Faculty Affairs Committee.**
    - Professors Weeks and Hill co-chair the Faculty Evaluation Policies and Practices Working Group (FEPP-WG). This group was created by the Provost in response to the Board of Regents' new post-tenure policy. https://provost.uga.edu/faculty_working_group/
    - FEPP-WG has representation from all five colleges and schools across UGA, and most units and ranks across campus, but not all. The FEPP-WG will not make final decisions on any policy adaptations. The charge of the FEPP-WG is to make recommendations that will move through faculty governance according to the normal governance processes.
    - The FEPP-WG has representation from the following committees of the University Council: Executive Committee; Faculty Affairs Committee; Committee on States, Bylaws, and Committees; and Post-tenure Review Appeals Committee. There are additional faculty, department head, and deans on this committee. FEPP-WG meets weekly and also meets with their USG counterparts.
    - Key concerns and considerations of the FEPP-WG
        - Institutional flexibility to adapt policies
        - Faculty governance central to policy development
        - Inclusion of student success activities, activities that promote student success
        - Coupling annual evaluations and post-tenure review
        - Various remedial actions available for those that do not meet expectations for two consecutive reviews

    - Due process
    - Morale, trust and communication challenges
- The goal is to have all policies reviewed and considered by faculty governance committees and approved by the University Council by April 2022. These policies would go into effect at the beginning of AY2022-2023
- Discussion, Comments, and Questions
    - Anne Summers (Microbiology): What was the problem that the BoR was trying to solve? How will we know that the proposed solutions are working? How will free speech be protected?
    - Cindy Hahamovitch (History): Since we are all at different stages in our careers, could this natural ebb and flow of productivity be used to undermine faculty?
    - Amy Ross (Geography): What does a positive outcome look like?
        - Elizabeth Weeks (Visitor): Our review policies for faculty already are robust. We already have policies in place that largely align with what the Board of Regents are now requiring. One of the best possible outcomes of the FEPP-WG and faculty governance processes is to protect the role of faculty in the review process. It will promote a rigorous intellectual environment that supports faculty research and teaching and service and rewards those efforts. I hope that we can largely preserve and move forward what we already have in place. The best-case scenario is that we have to make relatively few changes to incorporate the key required language from the Board of Regents into our existing policies.
        - Janette Hill (Visitor): Key to the post-tenure review policy is maintaining faculty governance and due process and, in some instances, enhancing it. Another key piece is a reasonable timeline and goals for remediation after PTR.
    - Cindy Hahamovitch (History, Senate President): Janette didn't the Regents shrink the amount of time a faculty member would have to remediate from three years to one year?
        - Janette Hill (Visitor): There is one level of plan that gets put into place for one year if one does not meet expectations. Then, after the second year, it would move into corrective or accelerated post tenure review. They did reduce that timeline, but the University and tenure units will determine the goals that best match that timeline.
        - Elizabeth Weeks (Visitor): The performance improvement plan does not have to be completed in one year. Our policy currently says three years, and if we are required to reduce that time to one year, our policy will be realistic to our faculty.
    - Anne Summers (Microbiology): To what degree are you consulting with others in terms of best practices?
        - Elizabeth Weeks (Visitor): We are in contact with other USG institutions and collecting examples of what their processes look like.
        - Barbara Biesecker (Visitor): I have been in contact with AAUP and we are using their suggestions as a guideline as we have these conversations about the appeals process
    - Laurie Reitsema (Anthropology): What precipitated the BoR decision and what was the problem they were trying to solve?
        - Elizabeth Weeks (Visitor): I don't have much insight into that.
        - Cindy Hahamovitch (History, Senate President): When we met with Tristan Dunwoody he suggested that not enough of the people that were getting negative post-tenure review were remediating. More recently he

has done a study on which required courses students tend to fail (anatomy, calculus, US history) and made suggestions that these courses are removed. I wonder if the goal of this change is to improve graduation rate by removing faculty or courses that are seen as bottlenecks.

- Cindy Hahamovitch (History, Senate President): How does the FEPP-WG envision the measure of student success will appear on our annual evaluations or post-tenure review?
    - Janette Hill (Visitor): We have a list of examples and have very clearly stated that these are examples and not an exhaustive list. I don't know that it would be possible for us to begin to put a checklist together because they're so vast.
    - Elizabeth Weeks (Visitor): The Provost has emphasized that student success activities are not a separate category. A new set of expectations for our faculty contracts are not being rewritten to reallocate a portion of our time to student success activities. Rather, the intention is to apply a student success activities label to things that we're already doing, and that we may be doing and not getting credit for. The Elements team is considering adding a 'student success activity' tag to items that are already listed in the software platform.
- Cindy Hahamovitch (History, Senate President): Departments may wish to have some guidance in completing annual evaluations. Perhaps a model annual review process could be circulated around so individual departments will know what changes need to be made to their own process.
- Benjamin Britton (Art): Is there any talk about extending the protections of something similar to tenure to other workers? Of extending the same due process and review to all employees (non-tenured faculty, staff) based on their own individual job description?
    - Elizabeth Weeks (Visitor): Those questions came up this week, both as we talked about a potential appeals process. The Board of Regents policy for pre-tenured and non-tenured faculty says that non-renewal of a contract without cause is permitted as long as proper notification is given.
    - Barbara Biesecker (Visitor): I encourage Ben to look at what's on the docket for the South Carolina legislature right now, which is to flip the books and give all lecturers "tenure" and take it away from all researchers.

Old Business: None

Meeting was adjourned at 4:45

Respectfully submitted,
DeLoris Hesse
Franklin College Senate Secretary and Senator for Cellular Biology