

Macon State College Faculty Senate  
Minutes of Meeting #7  
PSC-150  
Friday, March 02, 2012

Present:

Dr. Nancy Bunker (Associate Professor of English)

Dr. Debra Matthews (Chair, Department of English)

Dr. Clay Morton (Associate Professor of English)

Dr. Andrew Manis (Associate Professor of History)

Dr. John Trimboli (Associate Professor of Mathematics)

Dr. Steven Wallace (Assistant Professor of Mathematics)

Dr. Cantwell called the meeting to order at 10:05 am.

Dr. Manis motioned to approve the Minutes of Senate Meeting #6 as circulated at the start of the meeting. Dr. Wolfenbarger seconded the motion.

Dr. Cantwell opened the floor to discussion. He explained that the Faculty Senate minutes have been and will continue to be “transcript-like” because we are composing minutes to be published. He urged Senators and guests to be mindful of decorum at all Senate meetings. He cautioned that anything said at a Senate meeting might become part of the record. Dr. Davis asked, “Can we make comments off the record?” Dr. Cantwell explained that he thought this was not the case and that even if it proved to be the case, it should not be standard practice.

The Senate voted to approve the Minutes from Meeting #6 of the Faculty Senate.

Dr. Wallace made a motion to approve the agenda for Meeting #7 of the Faculty Senate. Dr. Morton seconded the motion. Dr. Cantwell proposed two changes to the agenda. Ms. Leverett wanted to add an item entitled “BOR” under New Business. Dr. Cantwell wanted to add an item entitled “Draft of Principles for a Consolidated Senate” after “BOR” under New Business. The Senate approved the agenda for Meeting #7 of the Faculty Senate as amended by unanimous consent.

Dr. Cantwell opened the floor to a discussion of the various guidelines for tenure and promotion that several academic units had sent to the Senate for review. Last October, the Senate had asked all of the academic units at Macon State College to develop such guidelines. Dr. Cantwell clarified that the Senate was not voting for or against these guidelines. The Senate was merely discussing them.

Dr. Cantwell gave a brief history of how these various guidelines for tenure and promotion came to be. He explained that over a decade ago, Dr. Isherwood, a former Macon State College Vice President for Academic Affairs, had set up the first Promotion and Tenure Review Committee at Macon State College. This committee followed general guidelines laid out in the Macon State College Statutes for determining its recommendations for tenure and/ or promotion. Dr. Cantwell explained that the current Macon State College Provost has spoken of a need to develop number-driven evaluation rubrics for all official Macon State College faculty reviews and has asked the campus to think through some of these topics. Dr. Cantwell suggested that such guidelines could help define first-year reviews, third-year reviews, tenure reviews, promotion reviews, and post-tenure reviews. He explained that the Senate now had before it several documents from various Macon State College academic units that offered some specific guidelines for creating such rubrics.

Dr. Cantwell proposed that the Senate form a sub-committee to develop various faculty member review rubrics: a USG rubric, a college-wide rubric, school rubrics, and departmental rubrics. These would have a hierarchy in this order.

Dr. Brennan asked if any current institutions within the USG system already used such rubrics. Dr. Cantwell said that some did. Dr. Wallace asked if the goal was to assign numerical values to all candidates for tenure and promotion. Dr. Cantwell said that this was indeed one of the goals. Dr. Brennan asked when such rubrics would go into effect. Dr. Cantwell said that the Provost has asked for these rubrics to be generated soon, but that the details of their implementation would need to be worked out separately.

Dr. Davis expressed concern at the thought of implementing a campus-wide rubric. He explained that there was wide disparity regarding reasonable expectations of scholarship across campus. Some departments, such as the sciences, simply do not have the proper facilities needed to conduct scientific research suitable for publication. Such facilities are quite costly and are not likely to be purchased any time in the near future.

Dr. Wallace suggested that point levels or numerical values should be assigned only at the departmental level, not at the school-wide or college-wide levels. He suggested that the school-wide and campus-wide rubrics should only evaluate according to a pass/fail model.

Dr. Brennan asked if the departmental evaluation rubrics would replace the annual faculty evaluation forms. Dr. Cantwell said that they might. Alternately, they might merely supplement the existing annual faculty evaluation forms.

Dr. Shinn asked what we should do with the specific guidelines from various Macon State College academic units that were before the Senate today. Dr. Cantwell said that the Senate's current discussion was simply to develop preliminary responses to a series of rubrics. He suggested that one immediate outcome could be for the Senate to create a sub-committee to adapt the USG system requirements into a rubric; then it could ensure that any college-wide rubrics, school-wide rubrics, and departmental rubrics aligned with this USG rubric.

Dr. Matthews suggested that there was no need to create separate USG and college-wide rubrics, since they would serve the same function. She also noted that in those schools at Macon State College that have not broken into separate departments, the school-wide rubric would serve the same function as the departmental rubric.

Dr. Wolfenbarger asked if it might

wide or departmental level could be developed to include alternate tracks, which would allow fac

Dr. Burke requested that the Faculty Senate Rubric Sub-Committee generate a college-wide rubric that somehow accounted for faculty release time.

Dr. Cantwell then presented the Faculty Senate with a working draft of a long-range



Savannah, Georgia. Dr. Biek made a motion to approve this expenditure. Dr. Shikwambi seconded the motion. The Faculty Senate voted to reimburse Dr. Dawn Sherry for these travel expenses.

Dr. Burne had an item for discussion. He explained that many faculty members were unhappy over the fact that, except for those USG employees already enrolled in the HMO plan, the USG had limited all USG employees to the high-deductible or regular-deductible Blue Cross/ Blue Shield POS plans for 2012. These POS plans have raised