

Middle Georgia State College Faculty Senate
AY 201362014
Minutes of Meeting No. 8
PSC 112
Friday, April 4, 2014

Present:

Mr. Charlie Agnew (Associate Professor of Art)

Ms. Liz Aycock (Professor of Nursing)

Dr. Charla Baker (Assistant Professor of Mathematics)

Dr. Maritza Bell-

Guests:

Ms. Loleta Sartin (Chair, Academic Affairs Committee)

Dr. Martha Venn (Vice President for Academic Affairs)

Dr. Mary Wearn (Assistant Vice President for Academic Planning and Policy)

Dr. Bunker called the meeting to order at 10:00 a.m. Dr. Thomason indicated that no substantive changes had been made to the Meeting 7 minutes. Dr. Spaid moved to approve the Meeting 6 minutes. Dr. Swenson seconded the motion. The motion carried unanimously.

Dr. Bunker asked the Senate to approve the agenda. Dr. Justice moved to approve the amended agenda. Dr. Collins seconded the motion. Dr. Thomason asked for an amendment to the agenda to allow Dr. Venn to discuss promotion. The motion to approve the agenda as amended carried unanimously.

Dr. Venn discussed two items:

1. An increased financial award for promotion and plans for future salary enhancements as follows:

The College will award \$3,000 for a promotion from Assistant to Associate Professor and \$5,000 for promotion from Associate to Full Professor.

In Year 1, promotion to new rank will be reflected in the upcoming academic contract including the financial raise of \$3,000 or \$5,000, respectively.

In Year 2, based on implementation of the CVIG salary study, a faculty member will be eligible to have their salary raised to the new rank minimum, conditional upon continued promotion performance, where applicable*.

In Year 3 and beyond, any USG approved salary enhancement (i.e. raises) will be merit-based according to USG policy.

*If a faculty member is already at or above the new rank no additional adjustments will be made to the salary. The faculty member is only eligible for the \$3,000.00 or \$5,000.00 promotion salary enhancement.

Promotion raises have been realigned with what is offered at other institutions. The Governor and the legislature are dictating merit-based increases for higher education. A task force is tasked with evaluating standards for merit with the understanding that distinctions will exist among colleges and schools. Faculty members should be active in these discussions and communicate with their supervisors. Questions should be addressed first to chairpersons and deans.

Dr. Hornung asked about the implementation of increases beyond Year 2. Dr. Venn explained that continued high performance is required to qualify for merit-based enhancements. Dr.

Wallace asked whether faculty members must apply to receive an adjustment in Year 2. Dr. Venn stated that the adjustment is assumed to be automatic unless the chairperson says otherwise based on the annual evaluation. The level of performance that earned the faculty member a promotion is considered evidence of his or her capabilities.

Dr. Fegley asked whether faculty members must apply to receive an increase? Dr. Venn explained that this is not the case. Standards have been disseminated to the deans and are based on the overall quality of the evaluation. Not everyone will receive the .73% increase that the state has set as a baseline but if everyone in a unit has done well, they will all receive an increase in some amount. Mr. Agnew asked whether it is possible to receive more than .73%. Dr. Venn stated that it is possible but that no one may receive more than 10% of his or her salary.

Dr. Collins asked whether annual evaluations would continue to operate on a calendar-year rather than contract-year basis. Dr. Venn responded that her office would examine this issue. Dr. Wearn stated that the deans have mentioned the same concern, and Dr. Bunker added that in past years the Executive Committee has also discussed it. A late April due date for evaluations, based on the contract year, has been suggested.

Dr. Venn explained that once all faculty members are receiving the minimum salary recommended by the CVIG study, the \$3,000 and \$5,000 increases would be available only at promotion. Mr. Swenson asked whether any increase would be available for faculty members tenured but not promoted. Dr. Venn stated that this possibility has not been discussed but that if there is room for an adjustment based on the CVIG recommendations, it might be possible.

Dr. Burne asked about the effective date for this change and whether it would be retroactive. Dr. Venn explained that it will go into effect with the August contract. The changes will not be retroactive but that further adjustments might be made based on faculty salary within the CVIG recommended salary range. She invited faculty members to send additional questions to Dr. Bedwell for the creation of a FAQ on the Shared Governance page.

2. The creation of a task force focusing on workload and the option of a 5/5 teaching load with attention to scholarship of teaching and learning. At consolidation, Middle Georgia College faculty members were teaching 5/5 while Macon State College faculty members were teaching 4/4. As a transitional step, Middle Georgia State College assigned a 4/4 load for all faculty members with terminal degrees. Faculty members who choose to participate in the pilot will teach 5 classes per semester with no overload pay and will be evaluated based on their participation in scholarship of teaching and learning. Schools have chosen whether to opt into this pilot program. The School of Business, for example, has chosen to opt out at this time as they pursue national accreditation; the School of Health Sciences and the School of Arts and Sciences have opted in. Faculty members should talk to their supervisors if they wish to participate in the pilot. Those applying for promotion and tenure in 2015-2016 may wish not to participate unless the scholarship of teaching and learning is already their main focus because evaluation procedures will still be under development. Faculty members who choose the 5/5 load will be able to opt in

and out on a semester-by-semester basis. They should expect to write reports on their results and attend conferences even if they are not publishing their work.

In response to this need, the Office of Academic Affairs will create a task force on workload, led by Dr. Pam Bedwell, whose membership will include but not be limited to Senators. The task force will design an action-based research approach for gathering data on teaching and learning from the classroom and linking it to professional development. The task force will look at existing programs at University of Western North Carolina and Kennesaw State University, among others, to see how comparable institutions are doing. The task force will begin work in the fall of 2015 with full implementation planned for the 2016-2017 academic year. Participants in the pilot and on the workload task force will receive credit on their evaluations for their participation. Deans will send letters to their faculty members to outline the project in more detail.

Dr. Wallace asked about the separation of scholarship of teaching and learning from other types of scholarship and research, noting that in the past it was evaluated as equivalent to scholarship in the discipline. Dr. Venn explained that the emphasis on scholarship of teaching and learning is part of a formalization of process that will involve much more specific requirements for publication in discipline-specific peer-reviewed journals as we move to university status. Dr. Lester asked whether a 4/4 load with an expectation of publications in the discipline will be the standard expectation for those who do not choose a 5/5 load. Dr. Venn stated that the task force will examine this issue by looking at comparable institutions and at the possible addition of graduate programs. A 4/3 load is typical at state universities where graduate programs are present.

Dr. Sherry pointed out that research in scientific disciplines requires extensive equipment, support, and lab space. Faculty members hired in the past were not necessarily expected to have a research emphasis or exposure to scholarship of teaching and learning. Will the task force examine additional options such as mentoring undergraduate research and student projects? Dr. Venn confirmed that the task force will be looking at a range of options. The focus will be on formalizing a policy. In addition, MGSC has proposed a new lab science building on the Warner Robins campus. Dr. Venn further suggested that faculty members get involved in the conversation on these topics and examine opportunities and challenges in their respective departments.

Dr. Wallace asked about future availability of support such as travel funding and library resources for those who pursue discipline-specific research. Dr. Venn confirmed that she has

Dr. Bunker suggested that the Senate put forward a recommendation to align the faculty self-evaluation period with the faculty contract period. Dr. Collins noted that evaluations were aligned in this way at the former Middle Georgia College and at other institutions.

Dr. Venn added that faculty members will be asked in April to evaluate administrators. The Office of Academic Affairs will receive only the compiled data, not individual responses. Dr. Wearn clarified that the administrator evaluations will be available after Easter. Ms. Brown asked which administrators the faculty members would evaluate. Dr. Venn stated that faculty members would evaluate their chairpersons and their deans via separate evaluation forms.

Ms. Sartin presented the 17 proposals that were approved by the Academic Affairs Committee at its meeting on March 28:

P-AVIA-01-AA-2013-2014 and C-AVIA-01, 05, 06-AA-2013-2014: New courses for the Bachelor of Applied Science in Business Management administered by the School of Aviation.

Dr. Spaid asked whether these courses align with the new Department of Public Safety partnership program. Dr. Wearn said that they potentially could but that they were not written as

