

Executive Committee Meeting 1 Minutes
August 13, 9:00-11:00am
Meeting Location: Virtual on Microsoft Teams

Present: Steven Wallace (chair); Monica Miller; Javan Frazier; Sabrina Wengier; Chris Hill; Chris Hornung; Julie Lester; Amanda Chase; Richard Binkld[ma]66 (r)5.1 (d)c36 (fa)66 (r91 (e)itn (W)-)9 (i36 (Governance Historian); Provost David Jenks.

- 1) Call to Order 9:03 a.m.
- 2) Roll Call
- 3) Approval of the Minutes
 - a. Minutes from meeting on April 9, 2021 date were approved electronically on April 12, 2021.
- 4) Approval of the Agenda. Amendment to move the election of the recorder to the first order of business. First – Duane Day. Second – Michele Scordato. Approved.
- 5) Election of Recorder. Sabrina Wengier voted Recorder for AY 21-22.
- 6) Unfinished Business
 - a. Proposal involving promotion to the rank of Professor.

Proposal: Professors in tenure track positions who do not have a terminal degree in their field are currently not being promoted to Full Professor. The proposal argues that based on the fact that we are a university with a blended mission, that the wording in the faculty handbook would allow it, that some of the faculty members without terminal degrees have professional experience and/or do research, such faculty members should be eligible for promotion to full professor. In addition, some of these faculty members were hired under different rules either prior to consolidation or before MGA became a state university.

Some members stated that this is not the purview of the Executive Committee but should rather be looked at by Faculty Affairs and/or PTPTR. But discussion ensued on the following points:

- Now that we have graduate programs and are seeking level-5 change with SACS, would this change in promotion affect our accreditation? Provost Jenks stated that it would not affect accreditation.
- It might help with retention of good faculty if there was a pathway to full professorship for instructors without a terminal degree.
- As a state university seeking level change, we need to be cautious with promotion.
- Professional experience should count in lieu of the terminal degree.
- For some fields, there is no Ph.D. and faculty with a Master's degree are not being recognized and promoted.

Dr. Wallace reminded units

Proposed Changes to the Requirements for Promotion to the Rank of Professor

Proposal:

All faculty members in tenure track positions should be eligible for promotion up to the rank of Professor.

Rational:

Middle Georgia State University is an institution with a blended function. It has a primary function as a state university and a secondary function as a state college (BOR Policy Manual 2.8). In the Criteria for Promotion (BOR Policy Manual 8.3.6), it reads:

8.3.6.5 Institutions with a Blended Function

Faculty members with at terminal degree can serve both the primary and secondary functions of the University. Faculty members without at terminal degree serve the secondary function. Therefore, there should be no distinction in the Criteria for Promotion for faculty with or without a terminal degree for the rank of Professor.

Proposed Changes to the MGA Faculty Handbook:

Deletions: ~~strike through~~

Additions: **highlight**

4.06 Criteria for Promotion

4.06.01 BOARD OF REGENTS' POLICY

Board of Regents policy requires that each University System institution shall establish clearly stated promotion criteria and procedures that emphasize excellence in teaching for all teaching faculty. These policies will be submit(it)3.2 (e)7191.9MCID 6 iæacuincersity (it)7.9 (.)11.1 (eUcm57393T4.359s)-1.3 (t)-3 (e)7.9 (me)7.8

4.06.02 ELIGIBILITY, CRITERIA, AND PROCEDURE FOR PROMOTION AT MIDDLE GEORGIA STATE UNIVERSITY

Eligibility for tenure-track or tenured faculty

To be eligible for consideration for promotion, tenure-track or tenured faculty shall satisfy the following minimums

operate as an institution with a blended function and a list of institutions currently approved for a blended function can be found in the Academic & Student Affairs Handbook.

The Chancellor may, from time to time, direct institutions with a blended function on whether and to what extent the institution will implement primary functional sector requirements or secondary functional sector requirements.

Appendix B

Criteria for Promotion for State Universities (BOR Policy Manual 8.3.6.3):

State Universities

In addition to the minimum requirements above, promotion to the rank of professor requires the terminal degree in the appropriate discipline or its equivalent in training, ability, or experience. Neither the possession of a doctorate nor longevity of service is a guarantee of promotion.

Appendix C

Faculty Credentials Guidelines for Teaching Graduate Coursework (SACS-COC Website):

Standard 6.2.a (Faculty qualifications) of the Principles of Accreditation reads as follows:

For each of its educational programs, the institution justifies and documents the qualifications of its faculty members.

When an institution defines faculty qualifications using faculty credentials, institutions should use the following as credential guidelines:

- e. Faculty teaching graduate and post-baccalaureate course work: earned doctorate/terminal degree in the teaching discipline or a related discipline.