

# NEW FACULTY DEFINITIONS AND GOVERNANCE STRUCTURES

*FOR GEORGIA TECH*

## STATUTES

### Subcommittee on Faculty Definition

General Faculty

November 19, 2013

# PROBLEM TO BE SOLVED

- General Faculty
  - Not widely understood within academia at other institutions
  - Job titles were added that were not traditional faculty (motivated by benefits)
- Proposal:
  - To retire the term “General Faculty”
  - Replace it with two widely accepted faculty categories
  - Advocate for expanded opportunities to have a voice in campus affairs

# BIG PICTURE

## Current

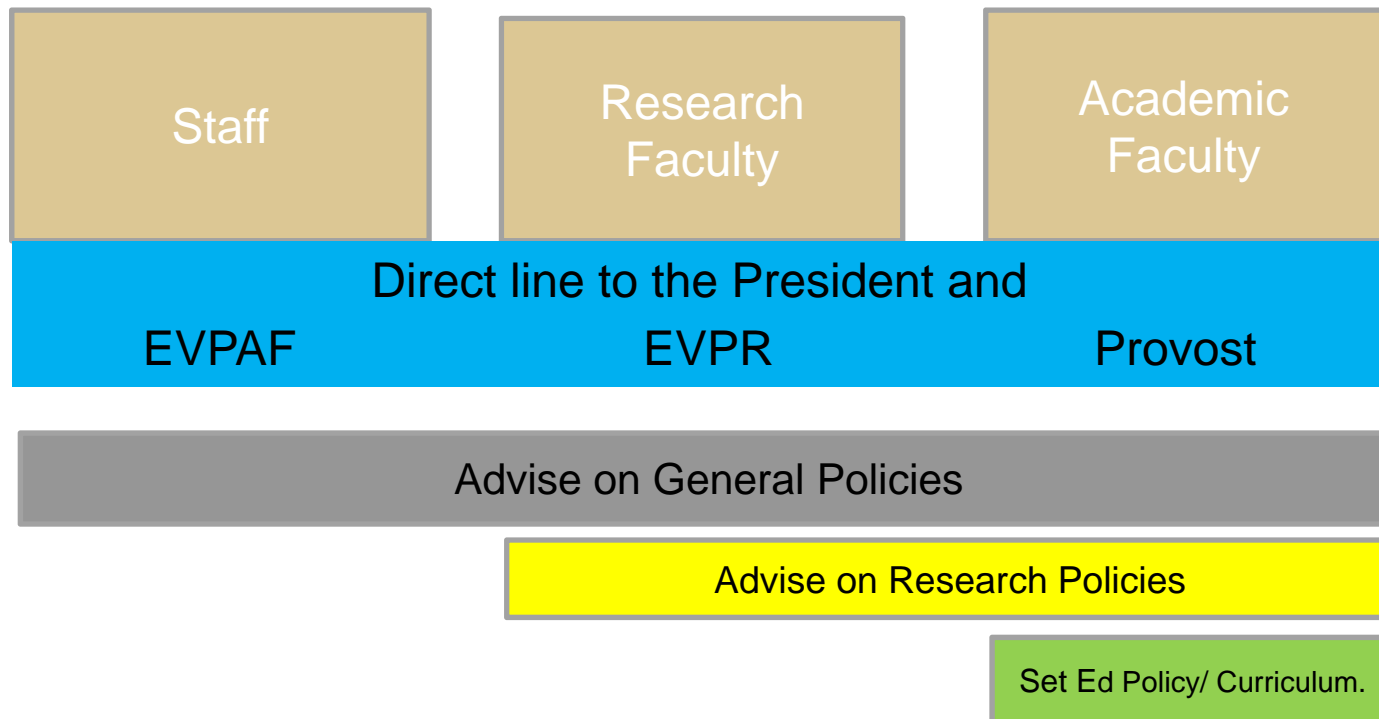
- Many GT employees have no voice on campus issues.
- Staff do not have a chance for campus leadership roles
- Commonsense understanding of “faculty” is distorted by historical accidents.

## Future

- All GT employees have a voice on campus issues.
- Staff get a place at the table and a direct line to the President’s ear.
- All benefits remain secure for individuals who hold them now.

# CHARGE

- The Executive Board chartered and charged an ad hoc subcommittee of the Statutes Committee to
  - Develop and refine a plan for revised definition of faculty categories for Georgia Tech based on the Provost’s Task Force study and recommendations



- Recommend changes to the *Faculty Handbook* to accomplish the revised definition developed and its implications for faculty governance.

# SUBCOMMITTEE MEMBERS



- Jeanne Balsam, chair, Statutes Committee - GTRI
- Ron Bohlander – Secretary of the Faculty, GTRI
- Bryan Church – Professor, Scheller College of Business
- Susan Cozzens – Vice Provost for Graduate Education and Faculty Affairs
- Chris Downing – Enterprise Innovation Institute
- Robert Kirkman – Associate Professor, Public Policy
- Scott Morris – Associate VP, Human Resources
- Rick Neu – Mechanical Engineering Professor and MPRL Director
- John Stein – Dean of Students
- Cam Tyson – Academic Professional, Chemistry & Biochemistry
- Kevin Wozniak - GTRC
- Nazia Zakir – Radiation Safety Officer, Environmental Health & Safety

# OUR SUBCOMMITTEE

- Asked by the Executive Board to review definitions of faculty.
  - Working with two broad categories: academic faculty and research faculty.
  - After these are adopted, the “general faculty” category will no longer be used.
- What we did
  - Developed faculty definitions
  - Reviewed individual job titles for match
  - Consulted with affected groups
  - Advocated for staff developments

# ACADEMIC FACULTY



Academic Faculty of Georgia Tech is defined as those for whom an essential part of their job responsibility is enhancing, leading, developing, and delivering undergraduate, graduate, and professional degree programs. It is understood that Academic Faculty members are also often significantly involved in leading, developing, and delivering research programs. Membership in the Academic Faculty shall be determined solely on the basis of the position held within the Institute. Titles included shall be consistent with Board of Regents policies for faculty membership and limited to positions with direct involvement in meeting student academic needs.

# ACADEMIC FACULTY TITLE LIST #1



- Professor (Regents, Full, Associate, Assistant)\*
- Professor of the Practice
- Clinical Professor (Full, Associate, Assistant)  
(New, Under Consideration)
- Academic Professional (incl. associate, senior)
- Archivist I, II, III, IV\*
- Librarian I, II, III, IV\*
- Lecturer and Senior Lecturer\*
- Instructor\*

\*Required by Board of Regents. The others are permitted.



# ACADEMIC FACULTY TITLE LIST #2



- President\*
- Provost
- Vice Provost, with associate and assistant vice provosts
- Dean\*, with associate and designated assistant deans
- School Chair, Associate School Chair
- Executive Vice President for Administration and Finance (EVAF)\*
- Vice President for Institute Diversity (VPID)
- Vice President for Student Affairs (VPSA)
- Registrar\*
- Dean of Students, Associate Dean of Students +
  - Assistant Dean of Students/Director of Student Integrity
  - Assistant Dean of Students/Director of Disability Services
- Academic Program Director
- Associate Athletic Director - Academics

\* Required by Board of Regents. The others are permitted.

# RESEARCH FACULTY



The Research Faculty of Georgia Tech is defined as those whose primary job responsibility involves leading, developing, and delivering the research, extension, and technology transfer programs of the Institute. Membership in the Research Faculty shall be determined solely on the basis of the position held within the Institute. Titles included shall be consistent with Board of Regents policies for faculty membership.

# RESEARCH FACULTY TITLE LIST #1



- Regents Researcher
- Research Associate I, II, Senior, Principal
- Research Engineer I, II, Senior, Principal
- Research Scientist I, II, Senior, Principal
- Research Technologist I, II, Senior, Principal
- Extension Professional I, II, Senior, Principal  
(new, under consideration)
- Environmental Health & Safety Professional I, II, Senior,  
Principal (new, under consideration)

# RESEARCH FACULTY TITLE LIST #2



- Executive VP - Research
- VP-Research
- Associate VP-Research
- Director – Research
- Senior Vice-President and Director of GTRI
- Vice-President and Director of EII

# FULL-TIME & PERMANENT?

- For faculty governance, tradition is to involve
  - Those in long term appointments and
  - Those spending at least 0.75 FTE.
  - So that long views can be taken for GT's benefit.
  - This is not new. It is built into today's definition of General Faculty
- Going forward
  - We propose to follow the same focus in faculty definitions
  - But we also will work to make sure that the *Faculty Handbook* supports & enables the important contributions made by people with short term appointments.

# FULL-TIME & PERMANENT RULES

Only persons serving at least 0.75 full-time equivalent (FTE) in eligible positions shall qualify to participate in faculty governance, unless otherwise approved by the Faculty Executive Board or specified by the Statutes. Individuals who would otherwise fall into this category but are temporarily employed less than 0.75 FTE or on leave of absence would be suspended from participation in faculty governance for the duration of that situation.

Personnel with the designation of Adjunct, Temporary, or Visiting, or having other limited term appointments, are not to be members of the Faculty.

# TRANSITION PROMISE

- Anyone currently designated General Faculty whose title is being reclassified to something other than faculty:
  - Will continue to receive their current benefits package (e.g. vacation)
  - If elected to a Faculty Standing Committee now, will complete their term of office

# CHANGES IN STATUS

A list of titles included in the membership of the Academic Faculty and Research Faculty shall be maintained by the President's Office and posted on a website accessible to the Georgia Tech community. Corrections, additions, or deletions from this list shall only be made with the approval of the Faculty Executive Board and the President.

Persons affected by such a change shall be notified and may appeal to the Faculty Executive Board and request a hearing within 60 days of their notification. If there are persons who no longer have Faculty status after such a change, they shall remain entitled to the benefits packages available to them in their prior status.



# EXPANDED VOICE ON CAMPUS



- Staff Council
  - Efforts underway to identify a representative body for Staff
- Postdoctoral Association
  - In formation

# GROUP DEFINING STAFF COUNCIL



- Scott Morris – HR Facilitator
- Christie Stewart, CRC
- Jammie Gaines, Facilities
- Tommy Little, Facilities
- Sandy Mason, Grants & Contracts
- Kevin Wozniak, GTRC
- Andrea Be, GTRI
- Gisele Bennett, GTRI
- Dan Hopkinson, IPRM
- Pearl Alexander, HR
- Kat Vinyard, OIT
- Barbara Henry, Research Assurance
- JulieAnne Williamson, Strategic Consulting
- Suzy Briggs, Strategic Energy Initiative
- Tanner Marcantel, Student Affairs
- Dwayne Palmer, OIT
- Mary McAbee, College of Science
- Rick Thorpe, Athletics

# FACULTY GOVERNANCE



- *Faculty Handbook* will need to be modified to remove General Faculty and modify faculty governance process
- Establish
  - Academic Faculty
  - Academic Faculty Senate
  - Research Faculty
  - Research Faculty Senate
  - Faculty Executive Board (including designated members from the Staff Council & students)
  - Combinations
    - **Faculty** = combination of Academic Faculty + Research Faculty
    - **Faculty Senate** = Academic Faculty Senate + Research Faculty Senate
    - **Joint meetings of staff and faculty representative bodies**
  - Standing Committees
    - Of Faculty
    - Of Academic Faculty
    - Of Faculty and Staff

# THE SENATES

- Academic Faculty Senate
  - Remains similar to current Academic Faculty Senate
  - But the definition of Academic Faculty is expanded
- Research Faculty Senate
  - Allows for better representation from Research Faculty working in Academic Units
  - But limited occasions for this Senate to meet by itself
- Faculty Senate
  - This is the sum of the above two senates
  - It would be the representative body designated to address research policies and others of interest to all Faculty.

# FACULTY EXECUTIVE BOARD



- Similar in size and composition to present
- Same purpose: to coordinate faculty governance
- Elect members from Academic Faculty Senate & from Research Faculty Senate
  - Elect 1 member per 150 of each category in each Unit
  - Cap: No more than 4 members from each Unit in each category
  - May aggregate units for elected representation

# MAPPING STANDING COMMITTEES

IF ONLY MINIMAL CHANGE FROM TODAY'S COMMITTEES



- **Faculty**

- Faculty Honors Committee
- Faculty Status and Grievance Committee
- Statutes Committee
- Faculty Services Committee

- **Academic Faculty**

- Institute Undergraduate Curriculum Committee
- Institute Graduate Curriculum Committee
- Student Regulations Committee
- Student Academic and Financial Affairs Committee
- Student Activities Committee
- Student Grievance and Appeal Committee
- Student Honor Committee
- Student Computer Ownership Committee
- Academic Integrity Committee

- **Faculty and Staff**

- Benefits Committee
- Welfare and Security Committee

# STANDING COMMITTEE CHANGES



- Renamed:
  - Faculty Benefits Committee > Benefits Committee
  - Academic Services > Faculty Services
- Academic Membership Restrictions:
  - Some committees have specific minimum representation required from tenure-track faculty
- Duties: being reviewed by the Executive Board

# COMMUNICATIONS & DISCUSSIONS



- Information meetings:
  - Athletic Department
  - Development Office
  - Finance & Administration
  - GTPE
  - GTRI
  - GTRC & OSP
  - Health Services
  - Legal Affairs
  - OHR
  - Student Affairs
- Town Halls – November 6<sup>th</sup> and 14<sup>th</sup>



# STEPS AHEAD

- Coordination with forming Staff Council
- Complete refinement of faculty governance arrangements – publish proposed *Faculty Handbook* revisions
- Present to General Faculty (2 readings and votes)
- GOAL: implement with next elections to the Senates and standing committees
- Standing Committees – review/update membership and duties

# IMPLEMENTATION

- Implementation Date – after 2<sup>nd</sup> reading and approval from General Faculty
- For any New Titles finally agreed and implemented in GT System:
  - If an employee is qualified, then employee and supervisor make request for reclassification
- Elections
  - Make sure the GT databases are updated, then
  - Hold elections at appropriate time:
    - Academic Senate
    - Research Senate
    - Faculty Executive Board
    - Standing Committees