

# Faculty Statutes Committee

Jonathan Colton, Chair

March 28, 2023

# Faculty Handbook Section Modifications for Discussions and Votes

- 3.1.6 Awarding of Emeritus Title
  - Only one reading is required
  - Affects all faculty
- 5.6.2 Conflict of Interest - Definitions
  - Only one reading is required
  - Affects all faculty
- 5.6.5 Conflict of Interest - Consulting
  - Only one reading is required
  - Affects all faculty
- 3.3.8 RPT Committee Composition
  - Second reading
  - Affects only TT professors

## 3.1.6 Award of Emeritus/**Emerita** Title

- The employee seeking the emeritus/**emerita** title shall submit a written request to the Unit Head prior to the planned retirement date. An employee may also be nominated for emeritus/**emerita** status by a colleague within the same unit, with the consent of the nominated employee. **A request for emeritus/emmerita title will only be entertained after the candidate has initiated the off-boarding and retirement process.**
- The Unit recommendation shall be conveyed to the President, and to the candidate ~~no later than three (3) months after the request date~~ **within one (1) month after the request date for emeritus/emmerita status. The President will inform the candidate of their decision within one (1) month after receiving the Unit's recommendation.**
- Discussed with GT HR Retirement lead
- Emeritus will be changed to emeritus/emmerita throughout section
- Reasons for changes
  - Clarify the timeline
  - Clarify that a request for emeritus/emmerita title can only be entertained after retirement process has been initiated
  - Allow selection of emeritus or emerita title by faculty member

## 5.6.2 Conflicts of Interest - Definitions

- "Employee" includes all Institute personnel who receive salary or wages from the Institute. Students and trainees are included if they receive pay from the Institute. Also included, by way of example without limitation, are Visiting Faculty and Scientists, Professors of the Practice, ~~Affiliates~~, Adjunct Faculty, Emeritus Faculty (if they are engaged in part time work for pay), and Tech Temps.
- From <https://careers.gatech.edu/affiliates>: Affiliate is an official Georgia Tech status granted by host departments to guests of the Institute or members of an affiliated organization. Affiliates must be participating in activities that support our Institute's mission and require access to our campus facilities and/or our internal information technology systems. Affiliates are not paid on Georgia Tech payroll but are added to the Institute's OneUSG Connect database.
- Reasons for changes
  - Affiliates are not GT employees, so they are not covered under 5.6.

## 5.6.5 Conflicts of Interest - Consulting

- **Payment for Consulting**

- ~~Full-time Institute Employees may not be on the payroll of other organizations except as a consultant. (Payment for services must be reported on an IRS 1099 Form, not on a W-2 form.)~~
- Members of the faculty may, for tax liability reasons, undertake consulting assignments through a personal corporation. This is not considered a conflict of interest in and of itself. However, see the "Prohibited Activities" subsection.

- **Reasons for changes**

- Not required by USG BoR; GT is the only USG unit to have this requirement.
- Interferes with current faculty's consulting
- Interferes with hiring faculty who have ongoing consulting

## 3.3.8 RPT Committee Composition – Current Wording

### **Expanded Peer Review**

- A unit-wide committee may be appropriate in large units with a number of sub-disciplines to provide some consistency across units and to comment on the teaching and service contributions of the candidate.

## 3.3.8 RPT Committee Composition – Proposed Wording

- **RPT Committee Peer Review**

- The unit's RPT committee will also review the candidate's materials to provide some consistency across the unit and to comment on the teaching and service contributions of the candidate, as well as those activities described in the Handbook.

- **Unit RPT Committee Composition**

- Unit RPT committees shall be elected by the tenure-track faculty within a Unit. The election shall be by secret ballot and shall be conducted by the Unit's elected Faculty Advisory Committee (FAC). The FAC will also arbitrate and decide any issues with the election. The Unit Head may appoint additional members in consultation with the Unit's elected RPT committee to balance the committee with respect to sub-disciplines and other relevant aspects, such that no more than one-third of the total number of the RPT committee members shall be appointed by the Unit Head. The Unit's FAC, in consultation with the Unit's faculty, will determine the total number of RPT committee members and the distribution of associate and full professors. All members of the RPT must be tenured faculty members.
- If a Unit has less than ten (10) tenured faculty members and those faculty members are not evenly distributed between associate and full professor ranks so as to accomplish fair and impartial reviews, then the Unit may choose to elect members from the Unit's College to complete the RPT committee.
- A committee of the whole (i.e., all tenured faculty members within a Unit) meets the requirements of this section, if it is elected by the Unit's tenure-track faculty members.
- Only full professors may review full professors. Associate and full professors may review assistant and associate professors.

## 3.3.8 RPT Committee Composition – Proposed Wording

### Decisions Involving Joint Appointments

- A committee drawn from appropriate individuals of each Unit shall be established to provide recommendations. In the event that individual Units do not have appropriate expertise related to the candidate's specific creative contributions, a special committee shall be constituted and may include individuals who are not members of the Georgia Tech Faculty. **The composition of this committee is governed by the Handbook.** All Unit Heads involved jointly shall provide recommendations. These recommendations will then be passed along to the next level(s) as appropriate.

### 3.3.8 RPT Committee Composition – Proposed Wording

- Reasons for changes
  - Some places in the handbook refer to an elected committee, some places refer to a committee. Specific locations not shown here for brevity.
  - Assure faculty governance in the selection of the committee
  - Allow the unit head to include members to fill in gaps
  - Allow a committee of the whole (all tenured professors) to be the committee
  - Allow smaller units to include tenured professors from its college on its RPT committee
  - Assure that only equal or higher ranks can review a candidate

