

FDC Minutes: September 20, 2019

Attended: Michael Camp, Salvador Lopez, Mike Hester, Dan Williams, Betsy Dahms, Denise Overfield, Jeff Reber, Amin Bourzenir, Stacey Britton, Ngaya Hoay, Basu Dutt (Chair), Kelly Dyar. Guests in attendance: Tahirih Varner, Behruz Sethna, Cheryl Brown

Cheryl discusses tiers of “teacher professor ranks” (see handout). Behruz Sethna mentions that it is already Board policy, and that the issue is that with only two ranks, someone can be at UWG for much longer than the six years that qualifies one for “senior lecturer” and be stalled at that level. Cheryl Brown proposes UWG adopts the “principal lecturer” as the third tier. Betsy Dahms asks what the advantages are, to which Dr. Sethna responds that in addition to the status/recognition of the title, there would be possibility of pay raise (where appropriate). Jeff Reber asks about criteria and notes that Colleges are responsible for specifying discipline-specific details. Discussion ensues regarding the Faculty Handbook. Question is asked about whether the promotion to senior lecturer comes with a reduction from 5/4 to 4/4 teaching load (the answer is that there is no such institutional requirement). Concern is raised about whether the creation of more tiers for lecturers may help fuel the move away from the tenure-track professors that is occurring in higher education, and discussion ensues. Behruz Sethna notes that the senior lecturer position has already created the structure that might discourage departments from filling tenure-track positions. Jeff Reber points out that instructors can be promoted to professor-track positions, while those in lecturer lines cannot. The question is raised about what FDC can/is to do. Discussion ensues regarding whether FDC is the appropriate forum for the matter and to whom the FDC would direct any recommendations. After reviewing the FDC purpose on the UWG site (“to recommend policy concerning appointments, promotions, tenure...” makes clear FDC is the appropriate body to recommend it). Based on discussion, Jeff Reber **moves that the FDC take up this matter for exploration, to determine language for recommendation on the title and criteria for third tier of lecturer position ranking.** The motion was seconded Stacy Britton. **It passes.** The chair then asks for volunteers for serving as a subcommittee. Michael Camp, mike hester, Stacy Britton agree to serve on that subcommittee.

Tahirih Varner – removing ADR from the Faculty Handbook. Tahirih provides background on the use of alternative dispute resolution as a form of mediation to address employee grievances outside of official legal channels. The creation of Ombuds offices was to replace ADR on campuses. With the Ombuds office in place and functioning, the next step is to remove ADR from the Faculty Handbook. Prior to her departure, Jane Simpson (legal counsel) and Tahirih worked together on how that would be accomplished. Tahirih showed the FDC group what parts of the handbook would be modified. Dan Williams points out that the decision before the FDC is pro forma – UWG no longer has ADR on campus, all we would be doing is removing obsolete language from the handbook. Dan **motions to recommend removal of outdated ADR language from the faculty handbook,** and Salvador Lopez seconds. **It passes.**

Approval of minutes from April 12, 2019 meeting. After review of the minutes by the group, a motion to approve the minutes was made by Betsy Dahms, seconded by Stacy Britton. It passes.