Ad Hoc Committee on Multi-Campus Faculty Development, Governance, And Integration

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Mission of Committee

The mission statement given last spring by the Executive Board to the Ad Hoc committee was:

“As GT diversifies geographically, what hurdles, if any, are encountered in applying the policies and procedures for faculty governance as currently constituted in the Faculty Handbook?"

The committee interpreted this charge as one of looking at all issues related to faculty development, governance, and integration within a multi-campus institute.
Committee Members

- Yves Berthelot – ME, Director of GTL
- Molly Cochran – INTA, Study Abroad
- Monson H Hayes, Chair – Associate Director GTS
- Tom Horton – GTRI
- Jack Lohmann – Vice Provost for Institutional Development
- Howard Rollins – Associate Vice Provost for International Programs
- G.T. Zhou – ECE, Shanghai Program co-Director
- Chen Zhou – ISYE
Program Categories

Each campus and each program is unique, and issues important to one may not be for another.

The Committee defined four Categories of programs and activities to consider:

- Faculty on Rotation to GTx
- Permanent GTx Faculty
- Faculty in Study Abroad Programs
- Research Faculty outside Atlanta
Faculty Governance

Reappointment Promotion and Tenure
Faculty Representation
Reappointment Promotion and Tenure

**Faculty Evaluation**
- What are the guidelines for evaluation at GTx if:
  - Faculty have been in the start-up phase or
  - The mission of GTx differs from that of Atlanta?
- What is the evaluation process?
  - Who writes evaluation letters?
  - What committees are local to GTx?
  - How does the RPT process tie back into Atlanta?

**Faculty Representation**
- An issue of concern is representation on RPT committees by GTx faculty and by faculty who are familiar with the GTx environment and program.
- RPT committees may have difficulty evaluating faculty in new and developing programs.
More on RPT

**Important Questions**

- What might the effect be on RPT for faculty who rotate or visit GTx for more than one term?
- How will RPT committees view faculty participation in GTx? Supportive?
- How should the Institute support faculty when critical resources at GTx are not in place?
Tenure, Home Units, and Joint Appointments

- **Location of Tenure**
  - Section 5.8 of the Faculty Handbook states that “Tenure resides at the institutional level.”

- **Faculty Home Unit**
  - Section 5.12 of the Faculty Handbook states:
    “The Faculty of a Department of Instruction is defined as those individuals who devote 0.38 or more EFT to that unit and have the rank of Regents Professor, Professor, Associate Professor, Assistant Professor, or Instructor.”
  - Money flow through Atlanta?

- **Joint and Courtesy Appointments**
Faculty Hiring

**Faculty Hiring Procedure**

- Should candidates be interviewed by faculty and administration at both GTx and GTA?
  - For international campuses, is this feasible?
  - Should interviews be conducted using video conferencing?
- Which unit makes the hiring decision, GTx, GTA or both?
Faculty Development

Travel and Faculty Rotations to GTA
Collaboration/Interfacing with GTA
Distance Learning
Travel and Faculty Rotations

- **Travel to GT-Atlanta**
  - Should the Institute or GTx support faculty visits to Atlanta campus?
  - Should there be a travel budget tied to length of stay away from Atlanta?

- **Faculty Rotations to GTA**
  - Should a process be put in place to formalize cross-campus rotations?
  - Viewed as extremely beneficial for GTx faculty development and integration.

- **Research Project Collaboration – Colleagues and GRAs**
  - Should institute support current technologies to enhance capabilities to communicate with people on main campus? (MSM, Skype, Conference XP, Netmeeting, Polycom, international phones or phone cards.)
Distance Learning

- DLPE Support of DL Courses to/from GTx
  - What should the support level be?
  - Who manages and maintains DL classrooms at GTx
  - What is the financial model for the participating units and DL instructors?
  - What commitments must the Atlanta units make to support the course needs of GTx?
Faculty Integration

Seminars, Meetings, and Committees
Connectivity
Faculty Services
Integration and Connectivity

- **Seminars, Workshops, Faculty Meetings, Webcasts**
  - Ability of faculty to participate in Institute activities, to extent possible, is critical for campus integration.

- **Committee Membership**
  - Institute committees and the Academic Senate
  - School committees and Thesis committees
Connectivity

- **Travel Expense Forms**
  - Timely submissions, original receipts, foreign language, currency conversion.

- **Grade Submission**
  - Connectivity to OSCAR
  - Exam periods not aligned due to different calendars

- **Teaching Assessment and Student Evaluations**
  - Important for RPT, but requires student access to internet.

- **OCA and OHR**
Faculty Services

- **What GTA services should GTx faculty expect and be provided?**
  - Registration – Banner
  - Grades – Oscar
  - Admissions and Recruitment
  - OCA
  - OHR
  - WebCT
  - Library – Lends
  - Software Licenses
Other Issues

In Residence Issues
International Issues
Residence Issues

- **Local Support**
  - What type of administrative and secretarial support should be provided? Culture issues.

- **Laboratory Facilities**
  - Should GTx facilitate obtaining use of labs in neighboring schools, universities, and companies

- **Support Infrastructure**
  - Equipment and technology such as computers, network connections, printers, and digital senders should be available to the faculty

- **Housing**
  - Faculty should be educated on what to expect

- **Medical Insurance**
  - Faculty should be educated on the issues of medical insurance and health care costs.

- **Orientation**
  - Faculty should be given an introduction to culture, educated on issues such as banking and schools for children.
International Issues

- **Money**
  - Faculty salaries – GTA salaries in India and China?
  - Faculty moving from GTA to an International GTx and vice versa.
  - Research dollars – Cost to support a GRA.
  - Movement of money between GTA and GTx.

- **Benefits**
  - Health care. Is insurance offered by GTA or is coverage from local company?
  - Disability

- **Taxes, IP, Grants and Contracts**
Organization

Organizational Structure Impacts Most Issues
At the heart of many faculty governance issues is the question:

“**What is the organizational structure of GTx vis a vis the Institute?**”

The administrative structure of the multi-campus institute will define many operations, such as

- Who GTx faculty report to,
- How GTx faculty are hired and evaluated,
- What the reporting chain is between units at GTA and GTx,
- What services Atlanta offers to GTx.

Should there be a “corporate” headquarters to manage all campuses?

- The campuses should be as cohesive set as possible – do not want to get into the “branch campus” mindset.
Recommendation

- Have a central office on the Atlanta campus to address issues/problems, disseminate information.
  - There is often a need for faculty to be able to get in touch with someone by phone and/or email and get a timely response.