Proposal from Task Force on Definition of General Faculty

General Faculty Briefing

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Drivers for Task Force

- Membership in the General Faculty is no longer required for access to Optional Retirement Plan
  - So we can revisit decisions about titles that were added to the faculty simply to provide this access.

- OHR has been replacing the title *Classified Professional with General Faculty Status* with more specific titles distinguished by function and level of experience and skill.
  - This avoids having an amorphous title with people performing a wide variety of job descriptions and earning a very wide range of salaries.
  - Since faculty status at Georgia Tech has been determined by titles listed in the statutes, change is necessary.

- Statutes have not kept up with titles holding General Faculty Status.
  - It is no longer tenable to define membership in the General Faculty with a list maintained in the Statutes.
Charge to Task Force

- **Study options for the definition of General Faculty at Georgia Tech taking into account**
  - What will best help Georgia Tech meet its goal of defining the technological university of the 21st century.
  - Definitions in use by the Board of Regents
  - Best practices from other research universities in the University System of Georgia and peer institutions elsewhere
  - Existing titles that should be included as well as possible new titles that would best meet Georgia Tech needs as part of a harmonious solution

- **Make a recommendation to the Executive Board regarding**
  - Changes in definition
  - Titles to be included
  - Procedures to minimize impacts on current members of the Georgia Tech community whose faculty status might change as a result of a new definition.
Examples Studied

• University System of Georgia
  • Board of Regents
  • University of Georgia
  • Georgia State University

• Others
  • MIT
  • U. of Illinois
  • U of Michigan
  • U of North Carolina
  • U of Texas
  • U of Virginia
Recommended Approach
Refer to Comparison of Current & Proposed Faculty Handbook Text

1. Draw back to a definition closer to the BOR’s (See Section 5.1.1)

   • Comprises full-time members whose titles are consistent with the BOR’s definition of the Corps of Instruction, including:
     • Professorial and teaching titles
     • Full-time academic, research, and extension personnel and duly certified librarians/archivists
   • Comprises administrative officers in accordance with BOR definitions
3.2 FACULTIES

3.2.1 FACULTY MEMBERSHIP

In all institutions the faculty will consist of the corps of instruction and the administrative officers.

3.2.1.1 CORPS OF INSTRUCTION

Full-time professors, associate professors, assistant professors, instructors, lecturers, senior lecturers, and teaching personnel with such other titles as may be approved by the Board, shall be the Corps of Instruction. Full-time research and extension personnel and duly certified librarians will be included in the Corps of Instruction on the basis of comparable training. Persons holding adjunct appointments or other honorary titles shall not be considered to be members of the faculty.

3.2.1.2 ADMINISTRATIVE OFFICERS

Faculty status of full-time administrative officers will necessarily vary with the size and complexity of the institution. A faculty member who has academic rank and rights of tenure in the Corps of Instruction and who accepts an appointment to an administrative office (other than president) shall retain his/her academic rank and rights of tenure as an ex officio member of the Corps of Instruction but shall have no rights of tenure in the administrative office to which he or she has been appointed.

The additional salary, if any, for the administrative position shall be stated in the employment contract and shall not be paid to the faculty member when he or she ceases to hold the administrative position. An administrative officer having faculty status shall have all the responsibilities and privileges of faculty membership. Administrative officers shall be appointed by the president with the approval of the Board of Regents and shall hold office at the pleasure of the president.

3.2.1.3 OTHER FACULTY MEMBERS

Research and Regional Universities: In addition to the Corps of Instruction, the faculty will include the president, administrative and academic deans, registrar, librarian, chief fiscal officer, and such other full-time administrative officers as the statutes of the institution may designate as having ex officio faculty status.

Each institution is required to file with the office of the Board of Regents a list of administrative offices which have faculty status (by office, not by name of individual).
2. **Add our own statement of the essence of being faculty** (See Section 13.2.1)

   - “Responsible for creative development and delivery of programs in education, research, or extension. (Administrative or other positions that support such responsibilities do not qualify.)
   - Professional in nature and require at least a masters degree or its equivalent in education and experience in a relevant field.
   - Not filled by persons whose term of service is essentially temporary in nature.”

3. **Remember**: “The Faculty, so defined, is granted the right and responsibility of its own governance; …” Sec. 5
Grandfathering

• “Nothing in these Statutes shall be construed as rescinding the status of those persons who are members of the General Faculty by virtue of action prior to adoption of these Statutes.” Sec. 5.1.1 Prior Status

  • The intent is to maintain General Faculty Status for all existing employees who held that status prior to enactment of these changes.

• Unit representation in General Faculty Assembly

  • Based on count of persons holding titles associated with General Faculty membership, not counting grandfathered members. Sec. 5.2.3

  • But all existing members who may be grandfathered would finish their terms even if unit representation was reduced.
Communicating the Included Titles

- Positions designated as members of General Faculty (per Sec. 5.1.1) will be
  - On a list recommended & maintained by Provost (and posted on a website)
  - Reviewed and designated by Executive Board
  - Approved by President after consultation with AVP HR

- OHR will work with affected faculty and their units through any transitions.
## Ins and Outs

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<th>Out</th>
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<tr>
<td>▪ Professorial titles</td>
<td>▪ Athletic professionals</td>
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<tr>
<td>▪ Librarians/archivists</td>
<td>▪ Post docs (incl. Brittain Fellows)</td>
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<td>▪ Research titles</td>
<td>▪ Professionals primarily engaged in support functions</td>
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<td>▪ Academic professionals</td>
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<td>▪ Extension professionals</td>
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<td>▪ Senior administrative officers</td>
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Unless successful on appeal
Something to Remember

• Georgia Tech aspires to define the Technological University of the 21st Century

• Faculty are important but not the only important part of this.

• As part of its strategic plan, Tech has a goal to “establish and use best-in-class administrative and business practices and processes.”

• Professionals engaged in support processes are vital to the achievement of this goal.
Draft List of Titles Incl. in General Faculty

Corps of Instruction
- Regents Professor*
- Professor*
- Associate Professor*
- Assistant Professor*
- Professor of the Practice
- Instructor
- Senior Lecturer
- Lecturer
- Archivist II - IV*
- Archivist I
- Librarian II - IV*
- Librarian I
- Senior Academic Professional
- Academic Professional
- Assoc Academic Professional

* Also members of the Academic Faculty

Corps (continued)
- Principal Research Engineer†
- Senior Research Engineer†
- Research Engineer† I & II
  † Also Scientist, Technologist, & Associate
- Extension Professionals
  (a category with many titles)

Administrative Officers
- President, Provost, & Exec. Vice-Presidents
- Vice-Provosts & Vice-Presidents
- Administrative and Academic Deans
  + Dean of Libraries
  + Registrar
- Persons in executive positions who report directly to President, Provost, or Exec. VPs
- Persons in executive positions who report directly to above and are designated by Exec. Bd. and approved by President.
Additional Work In Progress

• OHR has met with affected units and will continue to do so.

• Extension professionals’ titles have begun to be identified. Committee to be named to help with this.

• Adjustments have been made and will continue as necessary for changes in administration structure.
Motion

• To adopt the proposed (attached) changes to the Faculty Handbook which effect a change in the definition of General Faculty at Georgia Tech; and

• To have this change take effect on January 1, 2011.