RECOMMENDED CHANGES TO FACULTY HANDBOOK

Report to GIT Executive Board
September 19, 2006

Ron Bohlander, 2005-06 Chair
Paul Griffin, 2006-07 Chair
Statutes Committee

Other Committee Members
Russell Gentry – Arch
(Exec. Bd. Liaison 2005-06)
TyAnna Herrington – LCC
George Johnston – Arch (2005-06)
Tim Strike – GTRI
David White – CC (new 2006-07)

http://www.academic.gatech.edu/handbook/
In Statutes – needs two readings before the General Faculty:

• Sections 5.1.1 and 5.3.1. – on membership in the General Faculty and in the Academic Faculty – adding Archivist titles

Not in Statutes or Bylaws (Sections 1-8, 9-11) – needs one reading:

• Section 17.3 – on Tenure. Adding procedures for Hiring with Tenure

• Sections 17.6 and 17.7 – on Non-Tenure Track Personnel, adding descriptions of Professor of the Practice adopted by the faculty in spring 2006

• Section 50 – on Intellectual Property Policy – adding clarifications found helpful in the practice of these policies

• Section 22 – on Hiring and Promotion Guidelines for Professional Research Personnel
5.1.1 and 5.3.1
Faculty Membership

• Changes requested by the Library and referred to the Statutes Committee by the Executive Board

• Qualifications of Archivist I, II, III, and IV are identical to those for Librarian I, II, III, IV who are already members of the faculty.

• Recommendations:
  • Specify the same faculty status for Archivists as for the corresponding Librarian titles:
    • General faculty for Archivist I
    • Academic faculty for Archivists II, III, and IV
  • Tidy up terminology for Administrative Officers so that it is consistent with the BOR Policy Manual and rest of the Faculty Handbook
17.3 Tenure and Hiring with Tenure

- Recognized that Section 17.3 already allows us to hire distinguished faculty with tenure in exceptional cases.
- Executive Board asked the Statutes Committee to develop some guidelines for the process.
- **Recommendations:**
  - Recommended process in new Section 17.3.1
    - Dean or chair makes documented case for hiring with tenure
    - Faculty committee reviews qualifications and makes formal recommendation using the unit’s standards for tenure
    - Dean or chair makes recommendation to Provost including the recommendation from the faculty
  - Following sections renumbered
17.6 and 17.7 for Professor of the Practice

- Faculty adopted a proposal on 2/28 for new Professor of the Practice
  - Non-tenure track position belonging to the General Faculty
  - For distinguished academic, business, or government leaders who can enhance programs of the Institute.

**Recommendations:**

- Professor of the Practice title is added to a list of titles that can have academic rank in Section 17.6 on Non-Tenure Track Personnel.
- New Section 17.7 comprises content of the proposal adopted by the faculty in Feb. that does not already exist elsewhere in the Handbook. This covers:
  - Qualifications and expectations
  - Guidelines for implementation
  - Subsequent sections are renumbered
50. IP Policy

• Changes recommended by Office of Technology Licensing and endorsed by GTRC

• **Recommended changes:**
  
  • Clarify in 50.5 that student employees will fill out an Assignment of Rights form like other employees.
  
  • Clarify in 50.6:
    
    • Computer Software may be a scholarly activity.
    
    • Individual efforts are not institute assigned efforts
  
  • Make clearer in 50.7.1
    
    • That there may be multiple Creators associated with a given IP and that the list may from time to time be updated.
    
    • That R&D internal investments could be a legitimate up front costs deducted from royalties but only if agreed in advance in writing.
22. Promotion Guidelines of Research Titled Personnel

• GTRI commissioned a committee of GTRI and RI research titled faculty to review promotion guidelines.

• They recommended changes to the director of GTRI and to the Vice Provost for Research, who in turn recommended them to the Statutes Committee.

• **Recommendations:**

  • Broaden evidence of Technical Mastery of Complex Field to include in Sections 22.4 and 22.5.2 developed software/hardware products and documented impacts of these products.
    • Recognizes that stakeholders and peers recognize a broader spectrum of impacts today in addition to classic peer-reviewed literature
  
  • Also broaden recognition of supervision to roles beyond classic project director, including program manager, co-project directors, and task leaders.
    • Recognizes that some big programs have significant leadership opportunities across a spectrum of project roles.