FACULTY DEFINITION and
FACULTY GOVERNANCE

STATUTES
Subcommittee on Faculty Definition
Executive Board
February 4, 2014
OVERVIEW

• Previous work
  – Provost’s Task Force
  – Executive Board
  – Subcommittee on Faculty Definition
    • Faculty Definitions: Academic Faculty and Research Faculty
    • Began retooling faculty governance
  – Advocate for Staff Representation

• Recent work
  – Information sessions and town halls
  – Dealt with sensitive issues in
    • Administrative Officers
    • Temporary and visiting faculty
    • Post Docs
    • Appeals
    • New titles
  – Draft 2014 Faculty Handbook website
  – Progress on Staff Council
Information meetings

- Athletic Department
- Development Office
- Finance & Administration
- GTPE
- GTRI
- GTRC & OSP
- Health Services
- Legal Affairs
- OHR
- Student Affairs
- Postdocs
- Academic Professional

Town Halls – November 6th and 14th
• http://dev2014facultyhandbook.gatech.edu/faculty_handbook
• Opportunity to review the proposed Handbook
• Link to active Dec 2013 Faculty Handbook
• Background information
• FAQs
• Feedback button
• Changes
  – Highlighted in gray
  – If needed, footnotes for explanation
Definition: Academic Faculty of Georgia Tech is defined as those for whom an essential part of their job responsibility is enhancing, leading, developing, and delivering undergraduate, graduate, and professional degree programs. It is understood that Academic Faculty members are also often significantly involved in leading, developing, and delivering research programs. Membership in the Academic Faculty shall be determined solely on the basis of the position held within the Institute. Titles included shall be consistent with Board of Regents policies for faculty membership and limited to positions with direct involvement in meeting student academic needs.

Updated lists follow. Some titles moved to Administrative Officer list.
• Professor (Assistant, Associate, Full, Regents)*
• Professor of the Practice
• Clinical Professor (Assistant, Associate, Full)  
  (under consideration for proposal when ready)
• Academic Professional (incl. Associate, Senior)
• Archivist I, II, III, IV*
• Librarian I, II, III, IV*
• Lecturer and Senior Lecturer*
• Instructor*

*Required by Board of Regents. The others are permitted.
• President*
• Provost
• Vice Provost, with Associate and Assistant Vice Provosts
• Dean*, with associate and designated assistant deans
• School Chair, Associate School Chair
• Registrar*
• Dean of Students, Associate Dean of Students
• Academic Program Director

* Required by Board of Regents. The others are permitted.
Definition: The Research Faculty of Georgia Tech is defined as those whose primary job responsibility involves leading, developing, and delivering the research, extension, and technology transfer programs of the Institute. Membership in the Research Faculty shall be determined solely on the basis of the position held within the Institute. Titles included shall be consistent with Board of Regents policies for faculty membership.

Updated lists follow. Some titles moved to Administrative Officer list.
RESEARCH FACULTY TITLE LIST #1

• Regents Researcher
• Research Associate I, II, Senior, Principal
• Research Engineer I, II, Senior, Principal
• Research Scientist I, II, Senior, Principal
• Research Technologist I, II, Senior, Principal
• Extension Professional I, II, Senior, Principal (proposed new)
RESEARCH FACULTY TITLE LIST #2

- Executive VP - Research
- VP-Research
- Senior Vice-President and Director of GTRI
- Vice-President and Director of EII
- Director – Research
A list of titles included in the membership of the Academic Faculty and Research Faculty shall be maintained by the President’s Office and posted on a website accessible to the Georgia Tech community. Corrections, additions, or deletions from this list shall only be made with the approval of the Faculty Executive Board and the President.

Persons affected by such a change shall be notified. Deletion of particular titles from a list of faculty titles may be appealed to the Faculty Executive Board within 60 days of notification of an affected faculty member and a hearing requested. Such appeals will only address the status of particular titles. Questions about the titles held by individuals and their faculty status should be addressed to their unit and the Office of Human Resources. If there are persons who no longer have Faculty status after a change in the lists of Faculty titles, those persons shall remain entitled to rates of leave accrual available to them in their prior status.
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. (Board of Regents Policy Manual 3.2.1.2) Some Administrative Officer positions will be included in the lists of titles designated as Academic Faculty or Research Faculty as appropriate to their involvement in the defining activities of these elements of the Faculty. Other Administrative Officers will be covered in a separate list maintained by the President’s Office and posted on a website accessible to the Georgia Tech community. Corrections, additions, or deletions from this list of Administrative Officers shall be made by the President in consultation with the Faculty Executive Board. Persons affected by such a change shall be notified.

Administrative Officers other than those designated as Academic Faculty or Research Faculty may be designated by the Executive Board and approved by the President to participate in an ex officio capacity in appropriate meetings of the Faculty.

When a person is first appointed to a position in the Academic Faculty or Research Faculty and later accepts a role as an Administrative Officer, that person can participate in faculty governance as a member of the Faculty body corresponding to either title. They will be subject to restrictions on administrators serving on Standing Committees or the Faculty Executive Board as laid out in Sections 2.1 and 2.6.
• Executive Vice President for Administration and Finance (EVAF)*
• Vice President for Institute Diversity (VPID)
• Vice President for Student Affairs (VPSA)
• Vice President for Development (VPD)
• Vice President for Legal Affairs and Risk Management
• Executive Director of Government and Community Relations
• Vice President of Institute Communications
• Associate VP-Research
• Assistant Dean of Students
• Associate Athletic Director – Academics

* Required by Board of Regents. The others are permitted.
• Anyone currently designated General Faculty whose title is being reclassified to something other than faculty:
  – Will continue to receive their current rates of leave accrual
  – If elected to a Faculty Standing Committee now, will complete their term of office
PARTICIPATION IN FACULTY GOVERNANCE

• For faculty governance, tradition is to involve
  – Those in long term appointments and
  – Those spending at least 0.75 FTE.
  – Long range decisions can be taken for GT’s benefit.
  – This is not new. It is built into today’s definition of General Faculty

• Going forward
  – We propose to follow the same focus in proposed Faculty Handbook
  – But we also will work to acknowledge and support the important contributions made by people with short term appointments.
PARTICIPATION RULES

• Personnel with titles designated as Temporary or Visiting, or having other limited term appointments, will not be eligible to participate in faculty governance.

• Persons holding only adjunct appointments or other honorary titles shall not be considered to be members of the faculty [per Board of Regents Policy Manual 3.2.1.1].

• Only persons serving at least 0.75 full-time equivalent (FTE) in eligible positions shall qualify to participate in faculty governance, unless otherwise approved by the Faculty Executive Board or specified by the Statutes. Individuals who would otherwise fall into this category but are temporarily employed less than 0.75 FTE or on leave of absence would be suspended from participation in faculty governance for the duration of that situation.
FACULTY GOVERNANCE

• **Covered in previous briefings:**
  – *Faculty Handbook* modifications needed to remove General Faculty and modify faculty governance process
  – Establish
    • Academic Faculty
    • Academic Faculty Senate
    • Research Faculty
    • Research Faculty Senate
    • Faculty Executive Board (including delegates from the Staff Council & students)
    • Combinations
      – Faculty = combination of Academic Faculty + Research Faculty
      – Faculty Senate = Academic Faculty Senate + Research Faculty Senate
  • Standing Committees
    – Of Faculty
    – Of Academic Faculty

• **New:** Flexibility needed in building collaboration between Faculty and a new Staff Council
• Campus constituents need voice in campus affairs
• Staff Advisory Council
  – A steering committee has developed a proposal for representative body for staff
• Postdoctoral Association
  – Representative body being developed
• Recommend a new standing committee that will address needs of Postdocs and Visiting Faculty
  – Begin with a task force
  – Address *Faculty Handbook* changes later
STANDING COMMITTEE CHANGES

• Renamed:
  – Academic Services > Faculty Services

• Other changes:
  – Some committees have specific minimum representation required from tenure-track faculty
  – Exec. Bd. will address other changes in makeup or duties later

• Provision for possible future joint standing committees with Staff Council
  – Context covered in next slide
COLLABORATION WITH NEW STAFF COUNCIL

• Staff Council will be forming soon.
• Probably about the same size as the Faculty Executive Board
• Faculty Executive Board to take lead on behalf of the Faculty for collaboration in establishing possibilities of
  – Joint meetings of the Faculty Executive Board and Staff Council
  – Joint Standing Committees (such as Benefits and Welfare & Security or similar)
    • Maintain existing Standing Committees until that is possible.
  – See following sections of Draft 2014 Faculty Handbook
    • 2.5.3 Combined Meetings of the Faculty Executive Board and the Georgia Tech Staff Council
    • 2.6 Standing Committees
    • 2.6.1 Faculty Benefits Committee
    • 2.6.6 Welfare & Security Committee
STEPS AHEAD

- Website Announcement in *Whistle* and *Daily Digest*
- Present to General Faculty (2 readings and votes)
  - Tuesday, February 18, 2014
  - Tuesday, April 22, 2014
- GOAL: implement with next elections to the Senates and standing committees
- Standing Committees – Exec. Bd. review/update membership and duties
- Coordination with Staff Council
IMPLEMENTATION

- Implementation Date – after 2nd reading and approval from General Faculty
- For any New Titles finally agreed and implemented in GT System:
  - If an employee is qualified, then employee and supervisor make request for reclassification
- Elections
  - Make sure the GT databases are updated, then
  - Hold elections at appropriate time:
    - Academic Senate
    - Research Senate
    - Faculty Executive Board
    - Standing Committees
QUESTIONS