FACULTY DEFINITION

STATUTES
Subcommittee on Faculty Definition
Executive Board
November 5, 2013
• The Executive Board charters and charges an ad hoc subcommittee of the Statutes Committee to
  – Develop and refine a plan for revised definition of faculty categories for Georgia Tech based on option 4 in the Provost’s Task Force study and recommendations
  – Utilize resources such as the Office of Human Resources to better understand the impact of proposed changes.
  – Recommend changes to the *Faculty Handbook* to accomplish the revised definition developed and its implications for faculty governance.
  – Work with the Statutes Committee, the Executive Board, and the Institute Policy Steering Committee on communications with affected parties and work for the adoption of a revision to the *Faculty Handbook*. 
Jeanne Balsam, chair, Statutes Committee - GTRI
Ron Bohlander – Secretary of the Faculty, GTRI
Bryan Church – Professor, Scheller College of Business
Susan Cozzens – Vice Provost for Graduate Education and Faculty Affairs
Chris Downing – Enterprise Innovation Institute
Robert Kirkman – Associate Professor, Public Policy
Scott Morris – Associate VP, Human Resources
Rick Neu – Mechanical Engineering Professor and MPRL Director
John Stein – Dean of Students
Cam Tyson – Academic Professional, Chemistry & Biochemistry
Kevin Wozniak - GTRC
Nazia Zakir – Radiation Safety Officer, Environmental Health & Safety
• General Faculty

  – Concept was created to span all types of faculty contemplated by the Board of Regents
  – Not originally intended to solve problems with access to fringe benefits like the retirement plan (ORP)
  – GT’s faculty resolved to revisit the definition of faculty after it was asked repeatedly to include more and more groups (for fringe benefits)
  – Proposal: to retire the term “General Faculty”
PROCESS

- Committee working meetings
- Devised definitions of Academic & Research Faculty
- Analyzed how this would apply
  - Had help from OHR and Institutional Research and Planning (IRP)
  - Reviewed every title with someone having General Faculty Status
  - Reviewed job descriptions
  - Sorted positions into Academic & Research Faculty and those not faculty or temporary
- Provided input to HR
  - Suggested push for professional benefit package
  - Urged formation of a body to represent staff
- Draft revision to faculty governance
- Communicate with affected groups
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.

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 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. Personnel with the designation of Adjunct, Temporary, or Visiting are not to be members of the Academic Faculty.
A list of titles included in the membership of the Academic 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 Executive Board and the President.

Persons affected by such a change shall be notified and may appeal to the Executive Board and request a hearing within 60 days of their notification. If there are persons who no longer have Faculty status after such a change, they shall remain entitled to the benefits packages available to them in their prior status.
• Professor (Regents, Full, Associate, Assistant)
• Professor of the Practice
• Clinical Professor (Full, Associate, Assistant) (New, Under Consideration)
• Academic Professional (incl. associate, senior)
• Archivist I, II, III, IV
• Librarian I, II, III, IV
• Lecturer and Senior Lecturer
• Instructor
• Academic Program Director
• Associate Athletic Director Academics
• President
• Provost
• Vice Provost, with associate and assistant vice provosts
• Dean, with associate and designated assistant deans
• School Chair, Associate School Chair
• Executive Vice President for Administration and Finance (EVAF)
• Vice President for Institute Diversity (VPID)
• Vice President for Student Affairs (VPSA)
• Registrar
• Dean of Students, Associate Dean of Students +
  – Assistant Dean of Students/Director of Student Integrity
  – Assistant Dean of Students/Director of Disability Services
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.

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 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. Personnel with the designation of Adjunct, Temporary, or Visiting are not to be members of the Research Faculty.
RESEARCH FACULTY TITLES

A list of titles included in the membership of the 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 Executive Board and the President.

Persons affected by such a change shall be notified and may appeal to the Executive Board and request a hearing within 60 days of their notification. If there are persons who no longer have Faculty status after such a change, they shall remain entitled to the benefits packages available to them in their prior status.
RESEARCH FACULTY TITLE LIST

- 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 (new titles)
- Environmental Health & Safety Professional I, II, Senior, Principal (new titles)
- Executive VP - Research
- VP-Research
- Associate VP-Research
- Director – Research
- Senior Vice-President and Director of GTRI
- Vice-President and Director of EII
TRANSITION PROMISE

• Anyone currently designated General Faculty whose title is being reclassified to not faculty:
  – Will complete their term of office, if serving an elected term to a committee
  – Will continue to receive their current benefits package
FORUMS

• Campus constituents need voice in campus affairs
• Staff Advisory Council
  – Efforts underway to identify a representative body for employees that are not Faculty
• Postdoctoral Council
  – Not participating in Faculty Governance now
  – Representative body being developed
• HR facilitating planning group that is defining
  – Representation/election to Staff Advisory Body
  – Committees of interest to campus staff
GROUP DEFINING STAFF ADVISORY BODY

• Scott Morris – HR Facilitator
• Christie Stewart, CRC
• Jammie Gaines, Facilities
• Tommy Little, Facilities
• Sandy Mason, Grants & Contracts
• Kevin Wozniak, GTRC
• Andrea Be, GTRI
• Gisele Bennett, GTRI
• Dan Hopkinson, IPRM
• Pearl Alexander, HR
• Kat Vinyard, OIT
• Barbara Henry, Research Assurance
• JulieAnne Williamson, Strategic Consulting
• Suzy Briggs, Strategic Energy Initiative
• Tanner Marcantel, Student Affairs
• Dwayne Palmer, OIT
• Mary McAbee, College of Science
• Rick Thorpe, Athletics
Faculty Handbook will need to be modified to remove General Faculty and modify faculty governance process

Establish

- Academic Faculty
- Academic Faculty Senate
- Research Faculty
- Research Faculty Senate
- Executive Board (including designated members from the Staff Council & students)

Combinations

- **Faculty** = combination of Academic Faculty + Research Faculty
- **Faculty Senate** = Academic Faculty Senate + Research Faculty Senate
- Joint meetings of Staff Council & Executive Board or Faculty Senate

Standing Committees

- Of Faculty
- Of Academic Faculty
- Of Faculty and Staff
• Added EVP Research
• Elect from Academic Faculty Senate
  – Elect 1 member per 150 in each Unit
  – Cap: No more than 4 members from each Unit
  – May aggregate units for elected representation
• Elect from Research Faculty Senate
  – Elect 1 member per 150 in each Unit
  – Cap: No more than 4 members from each Unit
  – May aggregate units for elected representation
## EXECUTIVE BOARD MAKEUP

<table>
<thead>
<tr>
<th>Unit</th>
<th>Academic Faculty</th>
<th>Research Faculty</th>
<th>Total</th>
<th>Exec Bd Reps</th>
<th>Academic Reps</th>
<th>Research Reps</th>
<th>Total Exec Bd Reps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering</td>
<td>466</td>
<td>220</td>
<td>686</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>4</td>
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<td>Sciences</td>
<td>249</td>
<td>109</td>
<td>358</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>3</td>
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<tr>
<td>Computing</td>
<td>94</td>
<td>35</td>
<td>129</td>
<td>1</td>
<td>1</td>
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<tr>
<td>Architecture</td>
<td>71</td>
<td>24</td>
<td>95</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ivan Allen</td>
<td>158</td>
<td>7</td>
<td>165</td>
<td>2</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business</td>
<td>90</td>
<td>0</td>
<td>90</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Colleges with less than 50 Research Faculty</td>
<td>1</td>
<td>5</td>
<td></td>
<td></td>
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<tr>
<td>GTRI</td>
<td>0</td>
<td>882</td>
<td>882</td>
<td>3</td>
<td>0</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Services and Central Admin.</td>
<td>123</td>
<td>231</td>
<td>354</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

| Total                  | 1251             | 1508             | 2759   | 17           | 10            | 9             | 19                |

1 rep per 100, capped at 3 1 rep per 150, capped at 4
• Quorum: Majority of its elected members

• Voting powers:
  – If an action is exclusively within the jurisdiction of the Academic Faculty or of the Research Faculty
    • Only members of the Executive Board from that Faculty are eligible to vote in considering that action
    • Quorum for that vote is a majority of the elected members of that component of the Faculty
THE SENATES

• Academic Faculty Senate
  – Remains similar to current Academic Faculty Senate
  – But the definition of Academic Faculty is expanded

• Research Faculty Senate
  – Allows for better representation from Research Faculty working in Academic Units
  – But limited occasions for this Senate to meet by itself

• Faculty Senate
  – This is the sum of the above two senates
  – It would be the representative body designated to address research policies and others of interest to all Faculty.
MAPPING STANDING COMMITTEES
IF ONLY MINIMAL CHANGE FROM TODAY’S COMMITTEES

• Faculty
  – Faculty Honors Committee
  – Faculty Status and Grievance Committee
  – Statutes Committee
  – Faculty Services Committee

• Academic Faculty
  – Institute Undergraduate Curriculum Committee
  – Institute Graduate Curriculum Committee
  – Student Regulations Committee
  – Student Academic and Financial Affairs Committee
  – Student Activities Committee
  – Student Grievance and Appeal Committee
  – Student Honor Committee
  – Student Computer Ownership Committee
  – Academic Integrity Committee

• Faculty and Staff
  – Benefits Committee
  – Welfare and Security Committee
• Renamed:
  – Faculty Benefits Committee > Benefits Committee
  – Academic Services > Faculty Services
• Academic Membership Restrictions:
  – Some committees have specific representation required from tenure-track faculty
• Duties: being reviewed by Executive Board
STANDING COMMITTEE MEMBERS

- Benefits Committee
  - Already had appointed representation for 3 staff (Staff Body will determine staff representatives in the future)

- Welfare and Security Committee
  - Anticipated that this will also involve faculty and staff as a joint committee
• Institute Undergraduate Curriculum Committee  
  – Membership restricted to tenure-track Faculty
• Institute Graduate Curriculum Committee  
  – Membership restricted to tenure-track Faculty
• Student Regulations Committee  
  – Four (4) members elected from the Academic Faculty, including at least two (2) tenure-track
STANDING COMMITTEE MEMBERS

• Student Academic and Financial Affairs Committee
  – Five (5) members elected from the Academic Faculty, including at least three (3) tenure-track

• Student Grievance and Appeal Committee
  – Three (3) members elected from the Academic Faculty, including two (2) tenure-track
STANDING COMMITTEE MEMBERS

• Student Honor Committee
  – Twelve (12) members elected from the Academic Faculty, including at least nine (9) tenure-track
  – Hearing panel clarified:
    • Panel shall be composed of three (3) or four (4) Academic Faculty members, of whom a majority should be tenure-track

• Academic Integrity Committee
  – Three (3) members elected from the Academic Faculty, including at least two (2) tenure-track
STEPS AHEAD

• Town Hall Meetings – November 6th and 14th
• Standing Committees – review/update membership and duties
• Present to General Faculty (2 readings and votes)
• GOAL: implement with next elections to standing committees and the Senates
IMPLEMENTATION

• Implementation Date – after 2nd reading and approval from General Faculty
• New Titles – when implemented in GT System, if an employee is qualified, then employee and supervisor make request for reclassification
• Elections:
  – Standing Committees
  – Academic Senate
  – Research Senate
  – Executive Board
QUESTIONS