COE Faculty Senate
Meeting Minutes
January 28th, 1-2:15PM
Room 201

In Attendance:
Mojock, Campbell, Hamilton-Jones, Ringdahl, Kim, Bradshaw, Sharma, Thompson, Ruona,
Bierema, Guay, Luft, White, Garrett

I. Updates

a. Faculty senators serving on other college and university committees. What is happening in the spaces?

Faculty Affairs Committee (Laura Bierema)
- Noted that the P & T guidelines have been revised. See https://provost.uga.edu/policies/appointment-promotion-and-tenure/
- New guidelines for Lecturers will be reviewed during 2019.
- As there are currently only tenure-track faculty on FAC, there is a proposal under development for University Council to amend the bylaws to make membership on this committee more inclusive of all faculty.

UGA Advisory Council for VP Office of Instruction (Julie Luft)
- Rankings
- Challenge in undergraduate office is out-of-state students
- NEXUS degrees (between Assoc. and B.A.) degrees increasingly popular in U.S. UGA starting to think about this and how affects us/what response should be.
- Diversity (more diverse environment).
- Active Learning task force is focusing UGA

COE Office of School Engagement Task Force (Bethany Hamilton-Jones & Mary Guay)
- Working on more input and thinking about broad notion of engagement with schools and community.
- Will be getting input from faculty this Spring about what the structure of this office should be, how it relates to work you’re currently doing/may do in the future. If anyone has ideas about this, contact Bethany and/or Mary.

Graduate School Council (Kathy Thompson)
- Cleaning up of language, etc.. work
- Presence of guests during defenses. Need waiver if guests would be invited for the questions. See Graduate School website. Kathy will check in on this more and dig a bit deeper about the specifics of the policy and process around this.

COE Clinical Faculty (Mary Guay)
• Working to distinguish between clinical faculty and lecturer (esp. as related to assigned time and how that relates to the budgeted time)
• Laura referenced the *College of Education Clinical Faculty Appointment & Promotion Criteria* (approved by SVP Morehead on 11/11/11)
• Jim thinking that this is a department head issue rather than something the FS should be taking up after initially orienting to the guidelines. Others thinking that FS could take a role in some consistency across the COE. We discussed these two perspectives (from multiple angles/views/experiences of those in attendance).

• *Decision/Action (for Jim):*
  - FS would like a clear statement from the Dean’s office about whether this is clearly within the purview of the Department Head
  - Express concern about evidence we have that clinical faculty within the COE are being asked in P & T process to address un-budgeted time (esp. research).

II. Revisions to the administrator feedback tools: Early discussion on scope, format, and timeline

Current system not working optimally to provide views on the function of the college and the effectiveness of our administrators.

Chris Mojack moves that FS establish an ad-hoc committee to develop a new administrator feedback process. Seconded by Julie Luft.

In the future, pending that process that is designed, the Steering Committee suggests that FS may want to develop a standing committee of Faculty Senate to administer the developed structure/mechanisms for administrator feedback.

Other related ideas (from Laura Bierema as well as the group):
• Could be 360-degree instrument for administrators
• Institute a climate survey that could be implemented more routinely (every few years). There was one done in 2015. Need to be doing longitudinally to be assessing more systematically over time.
• Measure progress on strategic plan
• Needs to be gathering information that helps administrators be more effective. There’s a feeling currently that the current system doesn’t help well enough.
• Must be timely, in line with timeline that the Dean is using for evaluation.
• This feedback should be such that it is shared with the Dean, Department Heads, Faculty Senate, and others. It should be transparent and shared with a spirit of generative, constructive feedback; however certainly process also needs to consider sensitivity of information (esp. as related to public) and fears of retaliation, etc.
• **Decision/Action**
  - Motion unanimously passed to establish ad-hoc committee to develop a new administrator feedback process. Jim and the Steering Committee will get this moving along.
  - Volunteer for the committee: Laura Bierema, Jim Garrett, and Chris Mojack. Also suggested to have a Department Head (from *not* one of those three departments represented by Faculty senators), and Melanie Peiper.
  - FS will continue to administer the current feedback process for this year

Meeting was adjourned by 2:15 p.m.