Pathways to Success Study Team
March 2, 2012 Meeting Minutes
9 a.m. – 10:30 a.m.; CIT 3150

Present: M. Welford (Chair), D. Allen, T. Case, B. Cook, L. Gwinett, A. Hackney, C. Hodges, P. Humphrey, T. Teeter, and C. Griffith (Recorder)

Discussion

Lecturer/Senior Lecturer Policy
Mark reported that the lecturer/senior lecturer proposed policy revisions for the Faculty Handbook (copy attached to these minutes) have been referred to the Pathways to Success Study Team. Would the Pathways Team be willing to consider these revisions as part of their work? The consensus was to include the lecturer/senior lecturer pathway in its deliberations and as part of the white paper.

Educational Practitioner Track
There was a lengthy discussion on the need for a ‘clinical track’ at Georgia Southern University. Debbie Allen shared material from Duke University and the University of Georgia’s College of Pharmacy that described how clinical tracks have been implemented on those campuses. Committee members agreed on the need for a track to handle practice faculty, but preferred to call the track ‘educational practitioner.’ Debbie and Lori volunteered to draft language describing what this track might look like at Georgia Southern.

In the ensuing discussion, it was made clear that the educational practitioner track would be a tenure track pathway. As with the implementation of other tracks, departments would have some degree of flexibility in defining what counts as teaching based upon discipline standards.

It was also suggested that the Pathways include along with its track recommendations an explanation of the assessments and peer review each pathway would need to provide to demonstrate the rigor of the pathway (eliminates the appearance of a second-class citizenry).

Standard Tenure Track Path
Another part of the discussion questioned just how many tracks the team felt we needed to define/recommend versus allowing the standard tenure track path to be flexible enough to account for teaching focused faculty versus research or service focused faculty. Several members spoke in favor of having defined teaching, research, service, and administrative tracks beyond the traditional tenure track role. The reasoning behind articulating separate tracks was to make each faculty member’s role visible both in terms of what their workload is as well as how they will be evaluated in the role. It was also felt that unique pathways might alleviate the tendency to create a second-class citizenry. In support of different tracks, it was noted that Kennesaw State University has embraced different tenure track roles and has articulated applicable workload percentages for each.

Another point raised concerned the metrics by which teaching is evaluated. It has to be more than Student Ratings of Instruction—especially for teaching tracks. The CLASS definition of excellence in teaching requires dissemination of teaching beyond the campus (e.g., teaching workshops on teaching; presenting at teaching conferences).

Committee members agreed that a three-year cycle for each path would be appropriate to allow for some consistency at the department level as well as align with current evaluation mechanisms.
Bill of Rights
Bob Cook presented on the draft Faculty Bill of Rights. Discussion focused on which of the rights needed to include all faculty versus those limited to tenure track or tenured faculty. When finalized, it is envisioned that this document would reside in the Faculty Handbook. Members were asked to provide their edits, comments to Bob who will incorporate them into the current draft.

It was further suggested that members send Bob a list identifying which tracks they felt the University needed and indicate whether that track should be an endorsement from the committee or a recommendation (stronger language). In response, members were urged to involve their departmental faculty in developing this list. At some point, the committee needs to solicit faculty input and time is limited.

Meeting adjourned 10:35 a.m.

Next Meeting: Friday, March 9th, 9 a.m. to 10:30 a.m., CIT 3150