

## **COE Career Track Faculty Meeting**

**September 12, 2007, 12:00- 1:15**

**G-23 Aderhold Hall**

*Thank you, Linda Gilbert, for taking notes!*

### Agenda:

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#### **COE Career Track Faculty "Check-in and Catch-up" September 12, 2007**

*HELP:* Note taker needed: \_\_\_\_\_

Some of our topics for the day ...

1. Introductions and re-introductions  
(*please check spreadsheet for accuracy*)
2. We said we wanted to do this periodically ...

From our 3/24/06 minutes: *"The meeting ended with several expressing interest in getting together 1-2 times a semester in a similar format as today's to get to know each other better and to better understand the different roles and responsibilities career track faculty play in the College of Education."*

3. Update and results from Ad-Hoc Committee                      Committee & Cheri Hoy  
*Committee members: Christy Glazner, Bernadette Musetti, Jenny Penney Oliver, Max Skidmore, Bettie St. Pierre, Kathy Thompson, & Janet Truluck*

*\*Purpose: to study and review how and if policies, procedures, and structures are equitable with regard to inclusion and access for all faculty, especially career track faculty in the College of Education.*

*\*Discussion and Recommendations*

4. Check in and Catch up -- *what's up?*

5. Misc –
    - \* Career Track Faculty roles and responsibilities
    - \* Career Track email list serv – uses?
    - \* Promotion cycle
    - \* Membership on university committees, e.g. University Council
    - \* Career Track with Dean: 1/28/08, 2:00 PM
    - \* Future meetings; topics; projects, networking, etc...
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### Present

Linda Gilbert, Jenny Penney Oliver, Kathy Thompson, Janet Truluck, Julia Atlies, Allison Nealy, Paul Matthews, Jamie Lewis, Christy Glazer, Max Skidmore, Heide Weigel, Greg Clinton, Gayle Spears, Cheri Hoy

### Resources

- Agenda
- Appendix – Ad Hoc Committee Recommendations

## ***Welcome and introductions***

Jenny Penney Oliver noted that we are second to Arts and Sciences in number of career-track faculty; about 37 of us.

Career Track Faculty (CTF) have held ad hoc meetings over time; at the last one (3/24/07), we decided that a periodic meeting was useful to our group as a whole. This is such a meeting.

## ***Ad-hoc committee report – update and results (attached)***

Committee members: Christy Glazer, Bernadette Musetti, Jenny Penney Oliver, Max Skidmore, Bettie St. Pierre, Kathy Thompson, Janet Truluck.

Background and process (Kathy Thompson and Jenny Penney Oliver): the committee emerged out of a January 06 meeting with the dean. Because of their experiences, Career Track faculty thought there should be a formalized look the issues identified. Our recommendation was that Dean support a committee to study them; he agreed, and appointed a committee. The committee met to figure out experiences, gather information, and categorize. They invited people (associate deans, department heads, etc.) to talk about expectations, perceptions, and looked at information from other colleges (for example, Pharmacy, A&S, Business) and other institutions. The findings were categorized and put into a report with recommendations.

The report identified some disparities across COE – no uniform policies on inclusion, etc. Recommendations formed around the issues.

- Shared with Dean and Associate Deans.
- Shared with Academic Cabinet.
- Shared with Faculty Senate President, Diane Samdahl
- Some recommendations under consideration already.

## ***Cheri Hoy: Update on current status of recommendations***

Note that within the COE, disparities in treatment may stem as much from departmental culture – which affects both CTF and tenure-track faculty – as faculty status. Outside the COE, the University does not seem as progressive as COE in terms of recognizing CTF issues. There are four categories of Career-Track faculty, as opposed to one tenure-track. Each category of Career Track has a different reporting structure, which makes attending to macro-issues difficult.

Recommendations were shared at Academic Cabinet. Some departments may be addressing, others not. Dr. Hoy provided comment on each of the recommendation areas:

### ***Induction***

- Cheri has sent out websites on mentoring to Diversity Action Teams and Department Heads. In addition, the URL to promotion requirements has been included in letter of offer this year.

### ***Promotion***

- Different career tracks are at different stages in terms of promotion support at UGA level. Difficult to compensate for different levels of organization at COE level, but making an effort.
- This is the second year where we've had multiple CTF seeking promotion. (In the past, generally had one at a time.) Cheri took a number of steps to make sure the process was as parallel to Tenure Track as possible, such as

P&T committee members also serving on the CTF committee, making sure results announced simultaneously.

- Cheri has created also guidelines for COE CTF promotions. The initial draft has been shared with other associate deans, CTF promotion committee, one dept head, and will be presented to Academic Cabinet next week. Document is intended to be a placeholder until Faculty Senate takes more specific action. (Recommendation was to Faculty Senate.) Document will also serve as foundation for promotional workshop for CTF faculty.

#### Graduate faculty status

- The conversation about graduate faculty status has been held previously with the Graduate School, and will be continued. One issue has been budgeted time. Academic professionals and lecturers don't have budgeted research time, so can they be actively involved as scholars. Another has been the complexity of the university reporting structures for different categories of Career Track faculty.

#### Committees

- Continuing to push for equity of membership. Some better than others.

#### Awards

- Karen Watkins has met at COE level to discuss awards. How the award was established may be an issue (if the donor did not include career track, will be unable to change.)

#### Grants

- Holding pattern since grants position is open.
- Trying to keep information flowing...

#### Voting

- Mostly departmental decision, based on role of CTF. However, there are prohibitions on CTF voting on Tenure Track faculty hiring. In "Red Book" (Promotion/Tenure Track Guidelines.) Discussion of impact – one person has chaired a search committee but not been allowed to vote.

### ***Discussion and other agenda items***

COE has been more progressive about CTF faculty than most colleges at university. Would be nice to take efforts beyond the College ... needs to be more voice.

University Council issue: The University Council guidelines now strictly interpreted as academic rank only (which means tenure track and lecturer). Other CTF are now ineligible to be on UC. Talk to COE departmental representatives about not letting that persist. University Council reps from COE are: Gayle Andrews, Anne Bothe, Georgia Calhoun, Bonnie Crammond, Helen Hall, Tom Koballa, Denise Mewborn, Kathy Roulston, Elizabeth St.Pierre, Cindy Vail, and Bill Wraga.

Everyone agreed they would like to meet again next semester and Jenny Penney Oliver agreed to convene the group again.