

**Franklin College Faculty Senate
Minutes of the Meeting of Tuesday, March 18, 2008
Approved April 17, 2008**

The meeting was called to order at 3:37pm in SLC 348, William Barstow presiding. Four proxies were identified: Rene Bobé for Bram Tucker (Anthropology); Richard Winfield for Yuri Balashov (Philosophy); Christine Haase for Brigitte Rossbacher (Germanic and Slavic Lang.); Joao Antonio Pascak for Kanzo Nakayama (Physics). One visitor was present: Alan Godlas, presenting on Arabic Major proposal.

Members/Proxies Present:

William Barstow (Plant Biology), Rene Bobé for Bram Tucker (Anthropology), Adrian Burd (Marine Sciences), J. P. Caillault (Physics), Keith Campbell (Psychology), Stacey Casado (Romance Lang.), Steve Dalton (Biochemistry), Mario Erasmo (Classics), Lisa Fusillo (Dance), Christine Haase for Brigitte Rossbacher (Germanic and Slavic Lang.), Michael Hahn (Plant Biology), Shane Hamilton (History), Joe Hermanowicz (Sociology), Kenneth Honerkamp (Religion), Betina Kaplan (Romance Lang.), Roy Kennedy (Music), Michael Kernis (Psychology), Edward Kipreos (Cellular Biology), Kristin Kundert-Gibbs (Theatre & Film), Hilda Kurtz (Geography), Roy Legette (Music), David Lowenthal (Computer Science), Gordana Matic (Mathematics), Bill McCormick (Statistics), Ron Miller (English), Masaki Mori (Comp. Lit.), Joao Antonio Pascak for Kanzo Nakayama (Physics), Alberto Patino-Douce (Geology), Dawn Robinson (Sociology), Paul Schliekelman (Statistics), Lijiang Shen (Speech), Marshall Shepherd (Geography), Jake Short (History), Eric Stabb (Microbiology), Shuzhou Wang (Mathematics), Richard Winfield for Yuri Balashov (Philosophy).

Members Not Present:

Jim DeHaseh (Chemistry), Charles Doyle (English), Thomas Houser (Art), Asen Kirin (Art), Vladimir Popik (Chemistry), Michael Tiemeyer (Biochemistry), John Wares (Genetics).

Approval of the Minutes

The minutes of the February meeting were unanimously approved.

Presiding Officer Bill Barstow's Remarks

Bill Barstow reported on the University Council's Executive Committee meeting, at which the academic calendar and a proposal for a Women's Center were discussed. Barstow also attended the University Council's Educational Affairs Committee meeting, at which the council approved a resolution to send to the Board of Regents favoring conversion to a 14-week semester.

Dean Stokes' Remarks

The Dean spoke on budget issues, noting that the salary raise pool for this year is likely to be reduced to 2% due to declining state revenues. The dean also spoke on awards and commencement ceremonies, asking for volunteers to participate in ceremonies. For those without academic regalia, it is possible that regalia can be found.

The dean took questions from senators. Dr. Campbell asked why raise pools consistently seem to be lowered over the course of a year. Stokes noted that the state requires merit-based raises; there is no set-aside guaranteed for critical merit raises to correct salary compression. Dr. Hermanowicz: Is there a separate pool for countering outside offers? Stokes: retention funds come from various sources, but tend to be cobbled together. Retaining faculty through counteroffers requires significant sums, perhaps as much as \$100,000 this year alone.

Committee Reports

Bill Barstow asked for volunteers to chair Franklin Senate committees next year; contact Adrian Burd if interested (or he'll contact you). Both Barstow and Burd noted that the bylaws do not provide clear instructions on the process for nominating officers. Barstow also noted that an ad hoc committee to reconsider the bylaws will begin meeting next week.

Academic Standards: see attached report.

Admissions: nothing to report.

Committee on Committees: Dr. Burd reported that the committee compiled a slate of nominees for the Franklin College Awards Committee representing each division of the faculty. All members are male, however, so the committee seeks more nominations to embrace the diversity of the faculty. (Contact Adrian Burd to suggest nominees).

Curriculum Committee: see attached report.

Planning: nothing to report.

Professional Concerns: nothing to report.

Steering: Dr. Hahn reported that the committee set the agenda for the current meeting.

Old Business

■ Graduate Faculty Status

Rene Bobé (Anthropology) presented two previously tabled motions regarding Graduate Faculty Status (see the minutes of the November 2007 meeting).

Dr. Bobé moved that the Senate approve the following resolution:

*WHEREAS, the current application and reapplication process for graduate faculty status involves a cumbersome paperwork process necessitating otherwise unnecessary faculty meetings;
And whereas throughout the University of Georgia, departments ONLY hire faculty with scholarly competence, intellectual leadership, and experience and effectiveness with graduate*

*education (the requisites for graduate faculty status as stated in the Graduate School's Graduate Faculty Procedures);
The Franklin College Faculty Senate moves that a communication be sent to the Graduate Council expressing our body's opinion that the current process for application and reapplication to Graduate Faculty Status is entirely unnecessary and is bureaucratically costly. We urge the Graduate Faculty Council to award Graduate Faculty Status automatically to all tenured and tenure track faculty at the University of Georgia.*

Dr. Hahn seconded the motion. Discussion ensued. Dr. Shepherd: Would tenure-track teaching faculty also be eligible for automatic Graduate Faculty Status? Both Dr. Barstow and Dean Stokes affirmed this would be the case. Stokes also noted that due to a recent policy change, incoming faculty are granted a 7-year term of Graduate Faculty Status. Dr. Matic inquired whether anyone had been denied Graduate Faculty Status? Both Barstow and Stokes affirmed that tenured faculty had been denied Graduate Faculty Status. Matic inquired about the implications of not having Graduate Faculty Status. Dean Stokes noted that faculty without Graduate Faculty Status cannot teach upper-level (8000+) graduate courses without special permission. Associate Dean Ruppensburg noted that faculty must have Graduate Faculty Status in order to serve as the major professor or advisor of a graduate student. Dr. Casado inquired whether approving this motion would mean there would be no procedure in place to remove somebody from Graduate Faculty Status if they did not adequately fulfill their duties. Dean Stokes replied that the proposal would put decisions on changing a faculty member's Graduate Faculty Status into departments' hands. Dr. Casado noted that Romance Languages has voted to strip faculty of Graduate Faculty Status when they are not actively publishing, not teaching graduate courses, and/or not mentoring graduate researchers. Dr. Hahn expressed support for the motion, noting that the existing policy is burdensome and anachronistic. Dr. Campbell called the question; Dr. Hahn seconded; the senate unanimously consented. On a voice vote, the motion was unanimously approved.

Dr. Bobé then moved that the Senate approve the following resolution:
*WHEREAS, there are many terminal degree holders throughout campus that meet the Graduate Council's standards of scholarly competence, intellectual leadership, and experience and effectiveness with graduate education, and who have a sincere interest in helping to train graduate students, BUT who are not currently eligible for graduate faculty status because their positions do not fall into the categories of assistant professor, associate professor, full professor, public service assistant, public service associate, assistant research scientist, associate research scientist, or full research scientist,
The Franklin College Faculty Senate moves that a communication be sent to the Graduate Faculty Council expressing our body's*

opinion that Graduate Faculty Status should be obtainable by at least some instructors, lecturers, academic professionals, part time professors, librarians and other terminal degree holders based on their performance and qualifications so that these individuals may serve as one of the required graduate faculty members of graduate students' thesis or dissertation committees.

Dr. Casado seconded the motion. Discussion ensued. Dr. Robinson asked whether faculty needed Graduate Faculty Status in order to serve on thesis or dissertation committees. Dean Stokes, Dr. Matic, and Dr. Bobé noted that one need not have Graduate Faculty Status to serve on committees, but small departments have difficulty finding the minimum of three committee members due to restrictions. Dr. Robinson asked whether it might be best to return to this proposal at a later date. Dr. Matic noted that while the proposal just approved by the Senate would eliminate most of the work of the Graduate Faculty Council, the proposal currently under consideration would provide new tasks for the Graduate Faculty Council. Dr. Erasmo expressed concern that allowing non-tenured or tenure-track faculty to serve on committees could be interpreted as a lowering of standards. Dr. Bobé explained that under the proposal, only those with terminal degrees in their respective fields would be granted Graduate Faculty Status. Dr. Matic noted that in any case, non-tenured or non-tenure-track faculty would have to go through the approval process in order to gain Graduate Faculty Status. The question was called. On a voice vote, the motion passed, with all but one senator in approval.

New Business

■ Spanish Minor Deactivation

Dr. Casado presented a proposal—previously approved by the Committee on Curriculum—to eliminate the Spanish minor in order to better serve majors (see attached addendum). Dr. Hamilton asked whether similar deactivations had been made at peer institutions. Dr. Kaplan noted that other departments in the Franklin College have been forced to eliminate their minors, including Psychology. Dr. Casado noted that of the many reasons for this proposal, one was that an outside review found that the current situation, in which Spanish majors might never take a class with a tenured or tenure-track faculty member, was untenable. Upper-division courses for majors are being taught by academic professionals, lecturers, part-time instructors, and even ABDs. Furthermore, funding for instructors often kicks in just days before the semester begins, forcing a scramble to find instructors. Dr. Barstow inquired whether the department had considered changing registration rules so that upper-division courses would only be open to majors first. Dr. Casado explained that the department had discussed that possibility at great length, but had determined that due to severe understaffing, such a system would not be possible to administer. Dr. Kurtz asked how many Spanish minors the department has. Dr. Casado noted that there are almost 700 Spanish minors, 400 majors. In fall semester 2001, 727 students were enrolled in upper-division undergraduate courses. In fall semester 2007, that number had

nearly doubled, but in the interim only two more permanent faculty members had been hired. Dr. Matic asked why the doubling of upper-division enrollment had occurred so quickly. Dr. Casado noted that demand for Spanish classes is extraordinary, at least in part due to students from Business, Journalism, Education, and other non-Franklin colleges enrolling in Spanish courses. Dean Stokes noted that Romance Languages was one of the only units in the Franklin College that made new hires at a time of a general hiring freeze, but furthermore noted that servicing 700 Spanish minors put extraordinary pressure on existing resources. Dean Stokes noted that Spanish enrollments are spiking at institutions nationwide. Dr. Stabb inquired whether there might be ways of boosting the size of the department's faculty to avoid having to cancel the minor. Dr. Kaplan noted that, absent further hires which were not expected any time soon, the department felt its only choice was to deactivate the Spanish minor program. The question was called. On a voice vote, the Senate unanimously approved the proposal to deactivate the Spanish minor program.

■ Arabic Major Proposal

Dr. Alan Godlas (Religion) presented a proposal—previously approved by the Committee on Curriculum—to create a new major in Arabic (see attached addendum). On a voice vote, the Senate approved the proposal unanimously.

■ Discussion of endorsement of faculty petition regarding sexual harassment and exploitation on campus

Dr. Hamilton moved that the Franklin College Faculty Senate endorse the following petition titled "UGA Community Condemns Sexual Harassment," which has already been signed by over 1,100 members of the UGA community:

We, the undersigned members of the University of Georgia community, unequivocally condemn all forms of sexual harassment and exploitation on our campus. Sexual harassment is a legal term, not a subjective one; there should be no ambiguity regarding whether it has taken place, and the consequences for it should be swift and severe.

Unfortunately, cases arising across the UGA campus for the past several years demonstrate the urgent need for more active, reliable, and transparent enforcement of existing policy to ensure that UGA does not present a hostile environment for any of its members.

Thus, we call for the following actions to take place:

- 1. We call for our administration to condemn publicly, and forcefully, the harassment that has taken place on this campus.*
- 2. We call for greater transparency and publicity regarding the enforcement of the university's existing Non-Discrimination and Anti-Harassment policy, located at*

<http://www.uga.edu/legal/NDAH...> . This should include extensive efforts to educate the entire university community on how to respond to cases of harassment. The administration and the Office of Legal Affairs should clarify how different types of harassment will be handled, and what penalties will result for violations. Consequences for supervisors who fail to report harassment claims (as required by the policy) must also be clarified.

3. While we recognize that all accused offenders deserve due process, we call for greater efforts to protect the identity and professional security of accusers.

4. We call for the establishment of institutions that will contribute to a shift in campus culture and provide informational resources and support to faculty, staff and students facing harassment: a) an ombuds office, and b) a campus women's center. Both such institutions are the norm at our peer and aspirational institutions.

The motion was seconded by Dr. Erasmo. On a voice vote, the motion was approved unanimously.

Call for Agenda Items

For the Thursday, April 17, 2008 meeting at 3:30 in 348 SLC. Submit agenda items by April 7th to Michael Hahn (Steering Committee Chair):
hahn@ccrc.uga.edu

Adjourn

Motion to adjourn by Dr. Hahn, seconded by Dr. Burd. The meeting was adjourned at 4:59pm.

Respectfully submitted,
Shane Hamilton, Secretary