



**Consolidation Committee
Final Report**

Committee Details

Date: March 30, 2017
Committee Name: Faculty Credentials, Rosters, Workloads, Pay
Committee Co-Chairs: Kellei Samuels, Frank Archer, III, and Stacey Marshall
Functional Area: Faculty Affairs
Functional Area Coordinator: Abiodun Ojemakinde/ Tau Kadhi

Major Tasks for Committee Tracker from Final Planning Document and Recommendations

<ul style="list-style-type: none"> Task: Merge Current Faculty Rosters
Recommendation and/or Action Taken:
Faculty rosters were merged and submitted to SACSCOC
<ul style="list-style-type: none"> Task: Develop a Common Faculty Evaluation Process
Recommendation and/or Action Taken:
Recommends that the new faculty senate form a committee to develop a new faculty evaluation instrument with equal representation from each college within the New ASU. (In concert with OWG 24)
<ul style="list-style-type: none"> Task: Establish Process and Procedures for Determining Faculty Seniority
Recommendation and/or Action Taken:
Recommends that faculty seniority be based on Academic Rank, Years of service at current rank, and then alphabetically (if rank and years of service are same). Tenure nor Education Level are involved in our ranking system for seniority.
<ul style="list-style-type: none"> Task: Combine Faculty Grievance Processes
Recommendation and/or Action Taken:
Recommends that the committee reviewing the new ASU Grievance Policy and Procedure include a statement that anyone serving on the Grievance Panel (or its successor) has an affirmative obligation to weigh all evidence in a balanced manner and to report any situations whereby evidence in a case is not given adequate consideration.
Recommends that the Grievance Policy for the new ASU be based on the USG Policy on Grievance found in the Human Resources Administrative Practice Manual. An Ad Hoc committee from the new ASU faculty senate will make any necessary adjustments for the institution.
<ul style="list-style-type: none"> Task: Combine New Faculty Orientations and Fall Faculty Conferences



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Recommendation and/or Action Taken:
Recommends that an ad hoc committee be formed with equal representation from each institution to develop policies and procedures for the new ASU New Faculty Orientation and Fall Workshops.
• Task: Transfer Faculty Files to One Location
Recommendation and/or Action Taken:
Recommends that all files containing faculty and staff academic transcripts and personnel records will be transferred to the physical location of the new ASU's VPAA's office when consolidation occurs.
• Task: Determine Processes and Procedures for Hiring Full and Part-time Faculty
Recommendation and/or Action Taken:
Recommends that People Admin software be utilized in Human Resources.
• Task: Update Faculty Contracts
Recommendation and/or Action Taken:
Recommends that Academic Affairs will continue to issue offer employment letters, contracts, MOUs, and letters of understanding.
• Task: Determine Faculty Membership on Regents Academic Advisory Committees
Recommendation and/or Action Taken:
Recommends that the representative for each Regents Academic Advisory Committee should be selected according to that body's bylaws, usually being the most relevant academic administrator (Dean or Chair) for the discipline concerned, or the administrator's designee with relevant expertise. Where bylaws are not posted or do not specify a selection process, the representative should be the most relevant academic administrator (Dean or Chair) for the discipline concerned, or the administrator's designee. When more than one Department, School or College covers the disciplinary area, generally the next higher level administrator(s) should select a representative with relevant expertise.
Task: Determine Consolidation Impact on Faculty and Faculty Workloads
Recommendation and/or Action Taken:
The OWG has made 5 different recommendations on workload. The workloads will be based on the current ASU model. A sixth workload policy recommendation is in a draft form, it will be finalized 10/24/16. The co-chairs have met and are setting up a meeting with the VPAA.
• Task: Determine Need for Salary Adjustments



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Recommendation and/or Action Taken:

The OWG also recommends that a mathematical model be developed for the new ASU that will be used when focusing on compression, equity, and inversion. This model should be made public so that all faculty are aware of how decisions about salary adjustments are made.

Other/Final Comments (if any):
