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A mutual charge to the Welfare Committee that Jean-Paul chairs and to the Service Committee that Jerry Wilson chairs to look into how service is valued and evaluated around or across the campus

Georgia Southern University

Senate Executive Committee

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# **A mutual charge to the Welfare Committee that Jean-Paul chairs and to the Service Committee that Jerry Wilson chairs to look into how service is valued and evaluated around or across the campus.**

Submitted by: Senate Executive Committee

11/27/1997

## **Response:**

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Marc Cyr (CLASS) Senate Moderator explained that the SEC gave a mutual charge to the Welfare Committee that JeanPaul chairs and to the Service Committee that Jerry Wilson chairs to look into how service is valued and evaluated around or across the campus.

Jean-Paul Carton (CLASS) reported that the committee found that not all colleges and not even all departments within the same college seem to view service uniformly. In some situations there are possible discrepancies and inconsistencies, but overall we do feel that the faculty service policies and procedures outlined in the Faculty Roles and Rewards document are adequate.

The committee recommends that Drs. Grube and Bleicken must positively convey to the Deans, Directors, and Department Chairs (and all the way down) that service is valued and that all individuals and committees involved in personnel actions (contract-renewal, annual evaluation, pre-tenure review, promotion review, tenure review, post-tenure review) need to be reminded annually to follow established policy.

Furthermore, shared governance requires all parties to be involved. Deans, Directors, Department Chairs, and faculty need to continue to be educated on the philosophy embodied in the Roles and Rewards recommendations.

The committee found that what discrepancies and questionable practices they uncovered were most often a result of the policies in place not being followed or, in some instances, not even known.

Marc Cyr (CLASS) Senate Moderator called for discussion and comments, reminding senators that there was no motion on the floor.

Clara Krug (CLASS) asked whether new faculty have copies of the Roles and Rewards report. How would they even know?

Senators Marc Cyr (CLASS) and Jean-Paul Carton (CLASS) assured her that it is online and that the recommendation of the committee was that all faculty and administrators were to be apprised of the report's availability.

Michael Moore (COE) pointed out the importance of encouraging "culture of service" in addition to the formal guidelines, and noted that service isn't as highly valued as it should be.

Marc Cyr (CLASS) Senate Moderator commented that even in the examples offered in the Faculty Roles and Rewards document service is shortchanged. After further discussion, Dr. Cyr thanked Dr. Carton for the report.