

9-1-2004

# Promotion Guidelines Modification

Georgia Southern University

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*Approved by the Senate: 11/17/2004*

*Not Approved by the Senate:*

*Approved by the President:*

*Not Approved by the President:*

# Promotion Guidelines Modification 9-1-2004

Submitted by: Don Fausett

9/1/2004

## **Motion:**

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That the fifth paragraph of the Faculty Handbook 2004-2005, Section 208, Promotion Guidelines be deleted in its entirety: "At Georgia Southern, promotion to the rank of associate professor is typically not considered until the sixth year of service at the rank of assistant professor, four of which have been at Georgia Southern; promotion to the rank of professor is typically not considered until the seventh year of service at the rank of associate professor, five of which have been at Georgia Southern."

## **Rationale:**

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The subject Promotion Guidelines statement is inconsistent with the Tenure Guidelines stated in Faculty Handbook 2004-2005, Section 209. Also it is not a requirement of the Board of Regents. It has been a source of confusion and controversy for departmental and college promotion committees since its adoption.

## **Response:**

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Don Fausett (COST) reintroduced a motion that he originally made on September 16, 2004. The motion was to eliminate the fifth paragraph of Section 208 of the Faculty Handbook. This paragraph reads as follows: "At Georgia Southern, promotion to the rank of associate professor is typically not considered until the sixth year of service at the rank of assistant professor, four of which have been at Georgia Southern; promotion to the rank of professor is typically not considered until the seventh year of service at the rank of associate professor, five of which have been at Georgia Southern." Jeanette Rice Jenkins asked for and received a second of the motion. She noted that this motion was originally send to the Welfare Committee for recommendation and that committee voted to leave the paragraph in the Handbook. By reintroducing the motion, Don

Fausett is asking for the will of the full Senate to be heard. The rationale, she said, was that the time-in-rank stated in this paragraph overstated the actual typical time-inrank at Georgia Southern University.

Candy Schille (CLASS) asked why the Welfare Committee voted to retain the paragraph.

Jean-Paul Carton (CLASS) replied that the vote was 5 to 4 and that the argument put forth by the majority was that the system described in the Handbook wasn't broken and that some people actually liked having a little more time to make a decision.

Richard Flynn (CLASS), speaking in favor of the motion, noted that the language in the Handbook described "typical times" rather than University policy and that these typical times differed from actual policies set forth by the Board of Regents. Flynn said he did not understand why these typical time needed to differ from Regents policy.

Bruce Grube (President) noted that Regents Policy tended to set minimum standards as they must grapple with institutions that range from Valdosta State to the University of Georgia. Ming Fang He (COE) agreed with Flynn that Georgia Southern ought to conform to Regents policy and also she wondered why our standards were tougher than those of Research I universities. Mary Hadley (CLASS) also agreed with Flynn and wondered how long this paragraph had been in the Handbook. She noted that Georgia Southern had evolved greatly in the ten years she had been here while this policy had not been altered. Rice Jenkins opined that the language had been there only three or four years.

Steven Damelin (COST) asked how this policy affected hiring faculty from other universities. Specifically, would the language in the paragraph preclude hiring a person as a Full Professor? Linda Bleicken (Provost) replied that, in cases where a person is hired as a Full Professor, the primary consideration was the accomplishment of the candidate.

Candy Schille (CLASS) then "called the question" so that an immediate vote was taken to decide whether debate should end. The Senate Parliamentarian noted that a two-thirds majority was required. The Senate voted (by hand) to end debate. Rice Jenkins then put the Fausett motion to a vote and it passed by voice vote.

Attachments [208 Promotion Guidelines.pdf](#)

9/16/2004: Rice Jenkins then turned to Agenda Requests. She reported that an Agenda Request was submitted by Don Fausett of COST, entitled "Promotions Guidelines Modification." It requested that the fifth paragraph of Section 208 of the 2004-2005 Faculty Handbook, which sets the time guidelines for promotion to Associate and to Full Professor at Georgia Southern be deleted in its entirety. The rationale for this request was that the paragraph in question is inconsistent with the corresponding Tenure Guidelines at Georgia Southern and this is not required by the Board of Regents. Rice Jenkins stated that the SEC voted to refer this Request to the Welfare Committee. She also said that another Agenda Request was submitted by Don Fausett and that the SEC voted to bring this request to the floor and that it was on the agenda.