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Transparency of Limited Terms being converted to Assistant Professors

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Senate Executive Committee Request for Information

Transparency of Limited Terms being converted to Assistant Professors

Submitted by: Donna Mullenax

11/16/2019

Question(s):

1. Why were lecturers and senior lecturers not given the same opportunity as the limited term faculty to become assistant professors?

Rationale:

As you are aware, recently some non-tenure track limited-term folks were directly appointed to non-tenured Instructor positions rather than Lecturer positions. It has been explained to me that this Instructor position is equivalent to a non-tenured Assistant Professor rank, and promotion to Associate Professor (and beyond) is now possible for these folks. Additionally, I have been told that these folks received a pay increase that was not considered for those of us with similar rank and experience. Many of us have some concerns about the lack of transparency in this decision, the lack of equity in the consideration of ensuing pay increases, any consequences this decision could have concerning future pay adjustments, and the other implications that could occur moving forward with people serving in an equal capacity but with different ranks and therefore compensations.

Response:

SEC Response: Approval of RFI and forwarded to Dr. Carl Rieber, Provost, VPAA

Response by Provost Reiber (9/15/2019). Also found in the minutes of the FS Meeting (9/17/2019), page 10. Georgia Southern University had been in significant violation of USG policy regarding Limited Term Faculty (LTF) and length of employment. USG policy limits LTF to two years of employment. Georgia Southern University had over thirty faculty who had been

employed for more than two years and as such should have been terminated June 30, 2019 based on USG policy. To avoid terminating these long standing and productive faculty, the Office of the Provost chose to convert LTF who had been employed for more than three years to a corresponding regular faculty rank. Those LTF who had earned a master's degree were converted to the rank of Lecturer and LTF who had earned a PhD were converted to the rank of Non-Tenure Track Assistant Professor. This was in keeping with the institution's policy on degree, rank and career ladder (i.e. promotion eligibility). The conversion of LTF with a PhD to the rank of Non-Tenure Track Assistant Professor was also intended to stay in compliance with both USG and SACSCOC policy regarding the 20% cap on Student Credit Hours taught by lecturer. Georgia Southern University is very close to the maximum allowed percentage.

Thank you.