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Termination of Limited Term Faculty in May 2020

Submitted by: Sarah Mendenhall

1/17/2020

Question(s):

1.1) Did university administration evaluate the impact on faculty diversity when making the decision to terminate all Limited Term Faculty finishing their third year of employment? If so, how? 2) What percentage of Georgia Southern faculty were faculty of color in Fall 2018 compared to the anticipated percentage for Fall 2020? 3) Of the Limited Term Faculty scheduled to be terminated in May 2020, what percentage are faculty of color (across the university and within each college)? 4) Does the university have the ability to convert limited term faculty to lecturer or non-tenure track faculty this year, as they did last year?

Rationale:

The Provost's Office recently informed Limited Term Faculty completing their 3rd year of employment that they would be terminated at the end of May 2020. This decision has the potential to negatively impact faculty diversity, one part of Georgia Southern's commitment to inclusive excellence, given that national data show faculty of color disproportionately work in non-tenure track lines (see PEW Research 2019).

Response:

SEC Response: Approval of RFI.

The following response was given by Dr. Carl Rieber, Provost and VPAA.

Limited Term Faculty RFI:

From USG Human Resources Administrative Practice Manual:

1) From USG Policy:

Regular Faculty are employed on a continuous basis and whose duration of employment may also be defined by agreement, contract, term, and/or restricted funding source(s). Regular Faculty may be full-time or part-time. Those faculty with a work commitment of half-time or greater are partial or full benefits eligible and those who work less than 20 hours per week are non-benefits eligible. Regular Faculty who are not hired through a competitive search will typically be given a "term" appointment for one academic or fiscal year, and may be reappointed for one (1) additional year, not to exceed a total duration of 2 years. Regular Faculty who have a full-time (1.0 FTE) appointment may be tenured, on tenure track or hold a non-tenured position in accordance with Sections 8.3.7 and 8.3.8 of the Policy Manual of Board of Regents of the University System of Georgia.

2) From second year offer letter:

The maximum duration of this appointment is for the academic year specified above, but the appointment is not a contract of employment for that duration and may be terminated prior to its expiration pursuant to the policies of the Board of Regents of the University System of Georgia. The terms of the appointment, and of your employment with Georgia Southern University, will be subject to all applicable policies of the University System of Georgia and Georgia Southern University. Incumbents in regular, limited-term positions may not exceed a total duration of two years: therefore academic year 2019-2020 will be your last year as a regular, limited-term faculty at Georgia Southern University.