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# How to Maintain Good Faculty Members for the Advancement of Georgia Southern?

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*Georgia Southern University*

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# How to Maintain Good Faculty Members for the Advancement of Georgia Southern?

Submitted by Ming Fang He

6/6/2005

## **Motion:**

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Organize a subcommittee, conduct a campus wide survey and interviews, search for ways to keep good faculty members, and make recommendations for policy making and policy implementation

## **Rationale:**

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For the past few years, we have been losing some very good faculty members. The advancement of Georgia Southern lies in the quality and development of faculty, staff, and administrators. Keeping losing good faculty members leads to a loss of more good faculty members in the future and eventually affects the quality of teaching, learning, research, and service--the welfare of Georgia Southern University and its communities.

## **Response:**

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10-18-05: From Dr. Pat Humphrey: In response to Dr. Ming Fang He's questions about recruitment and mentoring costs for new faculty, the following information is provided. Thank you. (provided by Dr. Amy Heaston). Recruitment Costs For AY 2004-2005, \$158,987 was spent by the Provost Office to support recruitment efforts of faculty to campus. The monies went toward the university ad in the Chronicle of Higher Education as well reimbursement of travel and lodging for search candidates. An additional \$100,000 was distributed to the individual colleges to support recruitment efforts. (P.H. note: according to Dr. Bleicken (September Senate Minutes), we hired 77 new faculty members last year; this means the recruitment costs averaged \$3363.47 for each new faculty member.) Mentoring Costs The cost of the 2005 New Faculty Orientation was \$7000. The cost included orientation materials, a USB flash drive and a professional book on teaching for new faculty. The Provost Office spent \$1380 to purchase a copy of

Boyer's book, *Scholarship Reconsidered* for each new faculty member. (P.H. note: average cost \$108.83 per new faculty member.) The Provost Office, the Office of Research Services and Sponsored Programs, and the Center for Excellence in Teacher have developed a series of workshops for new faculty. As part of the New Faculty Professional Development plan, a new faculty member determines a professional development plan in conjunction with his/her department chair. The faculty member may choose from any of the workshop offerings provided by these units or may attend activities planned by individual colleges and/or departments. It is difficult to determine cost since these activities are ongoing projects from these units. A lot of individual mentoring occurs at the departmental level and determining the cost is difficult.

From the Senate Executive Committee, 9-29-2005: We have received detailed information on separations from the University for the past six years of benefited and tenure-track personnel. The information is posted as a pdf file which can be linked to (campus access only) from the bottom of the Provost's web page

<http://academics.georgiasouthern.edu/provost/faculty.html>

Perhaps most interesting is the last page of the report which details, by year and classification, all separations by category: retirement, voluntary, death, and involuntary. As yet, we have no information on recruitment costs: that will be forthcoming. Ming Fang He also asked about investments in mentoring faculty. Talking with Dr. Heaston, this may be difficult to pin down: she can get figures for expenditures at the University level (new faculty orientation, etc) but as most mentoring is done at the department level, this may be impossible to fully quantify.

From the Senate Meeting on June 23, 2005, Patricia Humphrey's report: We've discussed her questions with Dr. Bleicken and Dr. Grube, at this point, Associate Provost Dr. Amy Heaston has been asked to provide numbers regarding voluntary resignations for further study.

Ming Fang He (COE) expressed her genuine thanks for the response to her motion made during the summer about how we can retain good faculty members, and foster the advancement of Georgia Southern. She particularly thanked Dr. Linda Bleicken and Dr. Amy Heaston as they did a lot of work, organized a lot of things including a task force to look at the salary bumping system for promotions at Georgia Southern. Dr. Shiffler, chair of that committee, and Dr. Robert Costamiris, from English and Literature, actually did most of the work, but Dr. He was also invited to work on that committee, probably because of the motion she made. Dr. He also thanked those faculty members who, since she made the motion, have expressed support. She urged colleagues to be patient about this because it will need time to make some changes and get approval from the President's Cabinet.