

REPORT TO THE FACULTY COUNCIL
FACULTY LIFE COURSE COMMITTEE
April 10, 2007

The mission statement for the Faculty Life Course Committee is as follows: To address issues likely to enhance faculty life at Emory University across the academic span, from junior faculty to emeritus status. Features targeted to be those likely to improve academic productivity, facilitate retention, and augment the quality of life and sense of community for faculty at Emory.

Members: Dr. Randall Strahan (Chair), Dr. Deborah Ayer, Dr. George Benston, Dr. Eugene Bianchi, Dr. Heather Bloom, Dr. John Bugge, Dr. Joseph Crespino, Dr. Sharon Lewis, Dr. Pat Marsteller, Dr. Nanette K. Wenger, Dr. Tracy Yandle.

The Faculty Life Course Committee addressed 4 major issues during the academic year, 2006-2007.

1. Non-tenure Track Faculty Appointments. Over the past two years, under the lead of committee members Deborah Ayer and Pat Marsteller and with the support of Dr. Daniel Teodorescu of the Office of Institutional Research, the committee has conducted an exploration of issues related to regular non-tenure track faculty appointments at Emory. Our focus has been on issues related to criteria for renewal, promotion, compensation, academic development, and participation in faculty governance. Working with Daniel Teodorescu, a survey of non-tenure track faculty was developed and administered in the spring of 2006. Dr. Claire Sterk of the Office of the Provost has also met with our committee this year to discuss how best to address issues related to non-tenure track faculty appointments.

Based on the results of the 2006 survey the Faculty Life Course Committee worked this year to develop a set of recommendations on principles governing non-tenure track faculty appointments at Emory. These recommendations included: 1) that a uniform system of three tiers of regular non-tenure track faculty appointments be established throughout the university; 2) that procedures, terms of appointments, and job descriptions for non-tenure track faculty be clarified and made more transparent; 3) that opportunities for participation in faculty governance be clarified; 4) that regular analyses of salaries in comparison to peer institutions be undertaken; 5) that long term regular non-tenure track faculty be eligible to apply for professional development leaves; and 5) that the Provost's Office conduct a study of existing procedures for non-tenure track appointments across the university and report back to the Faculty Life Course Committee and the Faculty Council on changes needed to implement these recommendations by August 15, 2007. The committee's recommendations were discussed by the Faculty Council at two meetings during the spring of 2007 and adopted unanimously by the Council on March 20, 2007.

The Faculty Life Course Committee looks forward to working with the Office of the Provost on implementation of these recommendations during the 2007-2008 academic year.

2. Faculty Retirement Policies. The committee continues to be engaged in discussions of new policies governing faculty retirements. Last year our committee consulted with Dr. Daniel

Teordescu on design of a web-based faculty survey on retirement issues. The committee discussed the results of the survey during our September 2006 meeting, noting concerns about costs of health insurance and other factors cited as major reasons to delay retirement. The committee agreed that efforts to establish a uniform set of retirement policies are needed to take the place of ad hoc arrangements currently being negotiated by some faculty.

Senior Vice Provost Claire Sterk met with the committee in February 2007 and provided a detailed update on the state of deliberations on new retirement policies. Dr. Sterk welcomed input from the committee and stated that the Faculty Life Course Committee and the Faculty Council would be consulted for feedback once a formal proposal on retirement policies is developed by the Academic Affairs Committee of the Board of Trustees and submitted to the Deans. The committee looks forward to further consultation with the Provost's office on the development of these policies during the 2007-2008 academic year.

3. Faculty/University Club. An ongoing subject of discussion on the Faculty Life Course Committee has been the creation of a Faculty/University Club at Emory. During the spring of 2007 we were informed that a series of pilot projects are being developed by the President's office to gauge faculty interest in such a facility. The committee supports these efforts and will continue to monitor developments related to establishing a Faculty/University Club.

4. Emeritus College. As the parent committee of the Emeritus College, we continued to oversee and support this important organization as it has become an important resource for Emory faculty and the university as a whole. We wish to acknowledge the excellent leadership provided by Eugene Bianchi and the continued growth of programming and participation in the activities of the Emeritus College over the past year.

For the 2007-2008 academic year the membership of the committee will remain intact. Randall Strahan of the Department of Political Science will continue as chair and Heather Bloom of the School of Medicine will serve as Secretary.

Respectfully submitted,

Randall Strahan
Associate Professor
Department of Political Science
Chair, Faculty Life Course Committee