

THE SUSTAINABLE FACULTY ROSTER—
BUILT TO LAST

Allan Aycok

Shweta Dalmia

Tracie Sapp

The University of Georgia

SAIR Annual Meeting, October 10, 2011, 2:10-2:55

Introduction

- ▣ Allan Aycok, Shweta Dalmia, Tracie Sapp
- ▣ SACSCOC Class of 2011, Track B
 - Compliance Certificate submitted in September 2010
- ▣ University of Georgia
 - 16 academic schools/colleges
 - Fall 2010 – 3,134 faculty
 - 1,715 FT professorial; 96% tenured or on track
 - Fall 2010 – 34,677 total student enrollment
 - AY2010-11 – over 20,000 course sections taught
 - Decentralized data, systems, and processes
- ▣ Goals and Outline of presentation
 - Scope does not include GTA/GLA credentialing

Our Journey

- Where we went
- How we got there
- What it took
- What we learned
- Q&A

Where we went

Principle 3.7.1 Faculty Competence

- The institution employs **competent faculty members** qualified to accomplish the mission and goals of the institution. When determining acceptable qualifications of its faculty, an institution gives **primary consideration to the highest earned degree in the discipline**. The institution also considers competence, effectiveness, and capacity, including, as appropriate, undergraduate and graduate degrees, related **work experiences in the field**, **professional licensure** and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements that contribute to effective teaching and student learning outcomes. For all cases, the institution is responsible for justifying and documenting the qualifications of its faculty. (**See Commission guidelines "Faculty Credentials."**)

3.7.1– Roster Guide from SACCS

Faculty Roster Form Qualifications of Full-Time and Part-Time Faculty

Name of Institution: *ABC College*

Name of Primary Department, Academic Program, or Discipline: *XXXX*

Academic Term(s) Included: *Fall 20XX, Spring 20XX*

Date Form Completed: *mm/dd/yyyy*

1 NAME (F, P)	2 COURSES TAUGHT Including Term, Course Number & Title, Credit Hours (D, UN, UT, G)	3 ACADEMIC DEGREES & COURSEWORK Relevant to Courses Taught, Including Institution & Major List specific graduate coursework, if needed	4 OTHER QUALIFICATIONS & COMMENTS Related to Courses Taught,
Joe Alvarez (F)	<p>Fall 2009 BUS 1001 Fundamentals of Accounting, 3 (UN) BUS 2001 Principles of Accounting I, 3 (UT)</p> <p>Spring 2010 BUS 1001 Fundamentals of Accounting, 3 (UN) BUS 2002 Principles of Accounting II, 3 (UT)</p>	<p>MBA (General), Good University included the following coursework: BUS 516 Cost Accounting (3) BUS 572 Federal Income Tax (3) BUS 573 Accounting Information Systems (3) Total: 9 Graduate Semester Hrs</p> <p>BBA (Accounting), Greenhill University</p>	<p>Current CPA license, NC</p> <p>1999-2009 Accountant, Big Four Accounting Inc., Durham, NC 3 years Auditing experience 7 years Income Tax experience</p>
	<p>Fall 2009 HIS 101, Western Civilization I, 3 (UT) HIS 110, American Society and</p>	<p>MA (History), Good University Included the following coursework:</p>	

Faculty Roster

Faculty & Course databases for rank info, list of all courses taught.

UGA Bulletin for detailed course info, master syllabus, & individual syllabus

Plant Biology

NAME	CV	COURSES TAUGHT	ACADEMIC DEGREES	ADDITIONAL QUALIFICATIONS
HAHN, MICHAEL G (FULL-TIME)	CV	PBIO1210 (Undergraduate) Principles of Plant Biology PBIO9000 (Graduate) Doctoral Research	PHD, Chemistry, General, University of Colorado, Boulder, 1981 BS, Chemistry, General, University of Oregon, 1974	Extensive Research in the Teaching Discipline [PBIO1210, PBIO9000] Sample publications in the teaching discipline: Ye, Z.-H., G. Freshour, M.G. Hahn, D.H. Burk, and R. Zhong. 2002. Vascular development in Arabidopsis. Int. Rev. Cytol. 220: 225-256. ** Yin, Y., D. Mohnen, I. Gelineo-Albersheim, Y. Xu and M.G. Hahn. 2009. Glycosyltransferases of Family 8 (GT8). In: P. Ulvskov (ed.), Plant Cell Wall Polysaccharides: Biosynthesis and Bioengineering, Annual Plant Reviews, Blackwell Publications, in press. Caffall K.H., S. Pattathil, S.E. Phillips, M.G. Hahn, D. Mohnen. 2009. Arabidopsis thaliana T-DNA mutants implicate GAUT genes in the biosynthesis of cell wall and seed testa pectin and xylan. Molec. Plant 2: 1000-1014. * Kong, Y., G. Zhou, U. Avci, X. Gu, C. Jones, Y. Yin, Y. Xu and M.G. Hahn. 2009. Two poplar glycosyltransferase genes, PdGATL1.1 and PdGATL1.2, are functional orthologs to PARVUS/AtGATL1 in Arabidopsis. Molec. Plant 2: 1040-1051. * Young, R.E., H. MacFarlane, M.G. Hahn, T.L. Western, G.W. Haughn and A.L. Samuels. 2008. Analysis of the Golgi apparatus in Arabidopsis seed coat cells during polarized secretion of pectin-rich mucilage. Plant Cell 20:1623-1638.
HAMRICK, JAMES LEWIS III (FULL-TIME)	CV	PBIO3650 (Undergraduate) Natural History of Georgia Plants PBIO8040 (Graduate) Botanical Research PBIO8700	PHD, Genetics, General, University of California-Berkeley, 1970 MS, Forest Sciences And Biology, University of California-Berkeley, 1966 BS, Forestry, General, North Carolina State University, 1964	

FAR—Linked CVs for all faculty

Credentialing System—entered by Associate Dean; also linked to CV

Text added directly into Roster by Associate Dean (cut & paste from CV)

How we got there

- ▣ Instructor of Record Credentialing system
 - University of Alabama, Tuscaloosa, faculty credentials:
<http://www.sacs.ua.edu/>
 - Evaluate availability of existing data
 - Steps to Document Faculty Credentials

How we got there

- Automatic matching at the 4 digit CIP Code
 - MARK4700; International Marketing; CIP Code: **521403**
 - Faculty Master's or higher degree; Marketing/Marketing Management, General; CIP Code: **521401**
- Creating a crosswalk for course id or course prefixes that can be taught by any faculty with a degree in a similar course discipline
 - Business Economics Course Prefix: ECON; CIP Code: 520601
 - Economics discipline CIP Code: 4506
 - Crosswalk entry: Allow all **ECON** courses to be taught by any faculty with a masters or higher degree in Economics CIP Code: **4506**
- Special Justification
 - Extensive Professional Experience in Teaching Discipline
 - Extensive Non-Degree Educational Experience in Teaching Discipline
 - Extensive Research in the Teaching Discipline

UGA Instructor of Record Credentialing

Total Number of Courses in Plant Biology for Fall 2009 = 91

4 Digit Match: 24
 Crosswalk Match: 65
 Special Justification: 2
 Justification Required: 0

Please note: this report does not include courses for which no instructor of record has been assigned or courses in which no students have enrolled.

[Export To Excel](#)

Instructor	Course ID	Call Number	Course Desc	Curricular Program	Course CIP	Degree 1	Major 1 CIP	Major 2 CIP	Major 3 CIP	Major 4 CIP	Major 5 CIP	Minor 1 CIP	Minor 2 CIP	Minor 3 CIP	Minor 4 CIP	CIP Match	Justification	CV
Hahn, Michael G	PBIO1210	14628	Prin Plant Biol	UNIV	260301	PHD	400501									J	3 - Extensive Research In The Teaching Discipline	CV
Hahn, Michael G	PBIO9000	81026	Doctoral Research	UNIV	260301	PHD	400501									J	3 - Extensive Research In The Teaching Discipline	CV
Hamrick, James Lewis III	PBIO3650	24640	Ga Plants	UNIV	260301	PHD	260801	030502								C		CV
Hamrick, James Lewis III	PBIO8040	94683	Botanical Research	UNIV	260301	PHD	260801	030502								C		CV
Hamrick, James Lewis	PBIO8700	68867	Plant Pop Bio	UNIV	260301	PHD	260801	030502								C		CV

How we got there

- Identified partners – Associate Deans
- Reviewed data – courses/faculty
- Held individual face-to-face kickoff meetings
 - ▣ Piloted with the Terry College of Business, Fall 2006
 - ▣ Sample Crosswalk Examples Provided
 - ▣ Access to Credentialing System Established
- Academic review/authoritative source
- Feedback provided & crosswalk table updated
- Web page refreshed; second academic review
- Special Justifications added by Associate Deans

Sample Course-Faculty CIP Crosswalk

SAMPLE COURSE - FACULTY CIP CROSSWALK									
COLLEGE OF BUSINESS - Fall 2005 & Spring 2006									
COURSE DATA				INSTRUCTOR CIP MATCH					
Course ID	Course Title	CIP Code	CIP Description	CIP Code	CIP Description	CIP Code	CIP Description	CIP Code	CIP Description
ACCT XXXX	All Accounting Courses	520301	Accounting	5203	Accounting & Related Svcs				
ACCT 7415	Tax Policy	521601	Taxation	5203	Accounting & Related Svcs	5216	Taxation		
ECON XXXX	All Economics Courses	520601	Business/Manageria Econ	5206	Business/Manageria Econ	4506	Economics		
FINA XXXX	All Finance Courses	520801	Finance, General	5208	Finance & Financial Mgmt Svcs				
FINA 4870	Futures & Opts Mkts	520801	Finance, General	5208	Finance & Financial Mgmt Svcs	010103	Agricultural Economics		
MSIT XXXX	All Management Sci Courses	521301	Management Science, General	5213	Mgmt Sci & Quant Methods	2705	Statistics		
REAL 5200	Real Estate Law	521501	Real Estate	5215	Real Estate	2201	Law (LLB, JD)	2202	Legal Rsch & Adv Prof Studies

Feeder systems

- UGA Bulletin (catalogue)
 - Course descriptions
 - Master Syllabi
 - Individual Syllabi
- Faculty Activity Repository (FAR)
 - CV
 - Review of faculty degree data (OFA & FAR)
- Faculty Roster
 - additional qualification

What it took

- Institutional Commitment
- Resources
 - ▣ Human Resources
 - ▣ Technology used
- Time

What we learned



- Start early, make a timeline, stick to it
- Know your data & data sources
- Assemble a team, meet regularly (and be nice to each other)
- Know your final product (but expect last minute changes)
- Control as many parts of the project as possible

Questions?

Thank you.

<http://www.oap.uga.edu/presentations.html>

Office of Academic Planning, UGA, 706-425-3340