

Faculty Working Group to Explore and Evaluate Extended Contract Options

Charge: Investigate and evaluate the types of contracts used to recruit and to retain librarians and archivists at research universities in the University System of Georgia, at our peer institutions, and at our “aspirational” universities listed below. The USG schools are: the Georgia Institute of Technology, Georgia State, and the Medical College of Georgia. The contract types to be researched are: continuing appointment, multi-year, and tenure.

Comparator Universities for The University of Georgia (BOR)

Peer Institutions	Aspirational Institutions
University of Arizona	University of California, Berkeley
University of California, Davis	University of Illinois
University of Florida	University of Michigan
Indiana University, Bloomington	University of North Carolina, Chapel Hill
University of Iowa	Texas A&M University
University Kentucky	University of Texas, Austin
North Carolina State University	University of Virginia
Pen State University	University of Washington
University of South Carolina	University of Wisconsin
University of Tennessee	

This working group should thoroughly review the report of the Working Group to Investigate an Appeals Process for Non-tenured Faculty to avoid duplication of effort.

A final report should include an analysis of the information gathered. Questions to be answered should include but are not limited to: How do we compare to other institutions? Have any of these institutions shifted from one type of program to another, such as from yearly to multi-year contracts? What do institutions with other types of contracts see as the benefits and drawbacks of their contract system?

The working group will rank which contract option they think is the best for the UGA librarians and archivists to potentially pursue from the four listed here: continuing appointment, multi-year, tenure, and annual contract (status-quo).

The group will report their findings to FAB and then at a Faculty meeting by May 2005.

Amended 11/4/04