

**Commission on Faculty Affairs  
Minutes  
January 24, 2014**

**Members Attending:** Mayuresh Patil (Chair), Rami Dalloul, Wat Hopkins, Robert Sumichrast, Brad Klein, Eric Vance, Wornie Reed, Velva Groover, Catharine Cowan, Chantal Ghossoub, and Rebecca Miller.

**Guests Attending:** Peggy Layne (Assistant Provost for Faculty Development).

The Commission on Faculty Affairs (CFA) meeting was called to order by Mayur Patil, Chair, who called for and received approval of the agenda:

1. Approval of minutes from September 20, 2013 and November 1, 2013
2. Discussion of agenda items for Spring 2014
3. COACHE survey results – Peggy Layne, Assistant Provost for Faculty Development
4. Other new business
5. Reports on agenda items from other commissions

1. Approval of minutes from September 20, 2013 and November 1, 2013.  
The minutes were approved.

2. Discussion on agenda items to consider during Spring 2014.

- A possible faculty handbook change will include Associate Professor promotion review in between Associate and Professor in order to offer feedback—5 years or so down the line. This review would basically allow people to confidently go up for Professor earlier than they might otherwise, and would provide an opportunity for feedback on their scholarly contributions.
- Clarifying or standardizing promotion process for research faculty—do we want the same process for tenure-track, tenured, and non-tenure track faculty? The majority of research faculty are based in the institutes. This topic is being discussed in the Commission on Research. The Commission on research is encouraging a standardized time frame and has a subcommittee working on a proposal this year. The intention is to add research faculty representation to the Commission on Research, which is currently being readied for governance.
- The newly appointed President: How can CFA and the Faculty Senate build a relationship with him? He will meet with the Faculty Senate. Can CFA provide other opportunities for building bridges between faculty and the new president? Communication strategies will be discussed at the Faculty Senate. The CFA is interested in having President-designate Timothy Sands meet, perhaps before he assumes office. This may not be possible until fall semester.

3. COACHE survey results – Peggy Layne, Assistant Provost for Faculty Development

- COACHE is a national survey, run out of the Harvard Graduate School of Education. COACHE provides national and peer benchmarks (77 universities nationwide, focus on a range of faculty issues, including P&T).

- Virginia Tech has participated in three surveys, at a cost of approximately \$10,000 each time we participate (but with an additional charge for the data set which allows for university-conducted analyses coordinate through Institutional Research and Effectiveness).
- Virginia Tech selected five peer institutions that have participated in COACHE: North Carolina State University, Purdue University, SUNY-Buffalo, UC-Davis, and University of Missouri-Columbia.
- The survey results are publicly available on the AdvanceVT website

4. Other new business

There was more discussion on possible CFA agenda items.

- Collegiality: clarifying the role of collegiality in the promotion and tenure process.
- Call for review of governance processes in light of the COACHE leadership results
  - Identify perceived problems and get specific information about the problems.
  - Identify ways in which faculty have influence over university policy and determine if there are ways to maximize faculty participation in governance. The goals include more transparency, enhanced communication, and faculty involvement in policy decisions.

5. Reports on agenda items from other commissions

None

Adjournment

There being no further business, the meeting was adjourned.

Recorders, Mayur Patil and Rebecca Miller