

Commission on Faculty Affairs
Minutes
March 21, 2014

Members Attending: Mayuresh Patil (Chair), Jack Finney, Rami Dalloul, Brad Klein, Catharine Cowan, Eric Vance, and Wornie Reed.

Guest: Laura Rugless: Executive Director for Equity and Access

The Commission on Faculty Affairs (CFA) meeting was called to order by Mayur Patil, Chair, who distributed the agenda with three items.

1. Discussion on Policy 1025, by Laura Rugless - Executive Director of Equity and Access
2. Discussion on Resolution about Review for Promotion to Professor
3. Other items.

1. Discussion on Policy 1025

Laura Rugless briefed CFA members on ongoing discussions regarding addition of more characteristics (i.e., gender identity and gender expression) to policy 1025 - Anti-Discrimination and Harassment Policy. Rugless informed members that she has done presentations before members of the Faculty Senate, CAPFA, and the LGBT Caucus, and discussions are still on going with other constituents in the university. She further presented members with a document containing definitions and terminologies referencing sexual orientation and gender identity, and clarified what they mean and how it will affect staff at the university.

CFA members noted that the Governor of Virginia, Terry McAuliffe, had signed an executive order specifying gender identity as a protected class.

Jack Finney informed members that the Office of the Senior Vice President and Provost was supportive of the change for Policy 1025 to include gender identity.

CFA members noted that Commission on Equal Opportunity and Diversity was the sponsoring commission of the policy.

2. Continued discussion of a developmental promotion evaluation for associate professors

The chair informed members that he has received mixed feedback from faculty members on proposed revision. He said that there are faculty members who support the draft resolution while others see it as giving them more work to do.

Jack Finney presented CFA members with a revised draft text resolution of the Faculty Handbook Section 3.4.5.3, Promotion to Professor Review and 3.4.5.4, Promotion Consideration and Decision. Members noted that the initial implementation of the policy will require more effort from faculty members but in the long run, it will be part of routine faculty work. CFA members suggested improvements in wording.

CFA members suggested that the initial faculty review of associate professors should be done 3-5 years after tenure. CFA members agreed that Jack Finney will provide a revised draft of a resolution and Faculty Handbook language to be voted on at a future CFA meeting.

Adjournment

There being no further business, the meeting was adjourned. Recorder, Maxwell Awando