

**Commission on Faculty Affairs  
Minutes  
September 26, 2014**

**Members Attending:** Montasir Abbas, Rami Dalloul (Chair), Jack Finney, Velva Groover, Wat Hopkins, Rodney Irvin, Chad Lavin, Drew Muscente, James Spotila, and Anne Zajac.

**Guest:** Bernice Hausman

The Commission on Faculty Affairs (CFA) meeting was called to order by Rami Dalloul (Chair), who distributed an agenda with four items.

- a. Announcement to approve and post the minutes from September 12 meeting.  
Those minutes have been posted on the CFA Scholar site.
- b. Self-plagiarism: CFA to work closely with the Commission on Research.
- c. Virginia Tech Carilion School of Medicine: Further discussion of the acquisition of the School of Medicine by Virginia Tech.
- d. Other

New Business:

1. Announcement to approve and post the minutes from September 12 meeting.

Amendments were made to Section 3a, paragraph one. The sentence “other plans were not discussed” was added to this paragraph. Minutes were passed as amended.

2. Self-plagiarism: CFA to work closely with the Commission on Research.

Rami Dalloul spoke with France Belanger, Chair of the Commission on Research, about creating a work group to develop a self-plagiarism policy. Belanger will speak to the Commission on Research to get additional representatives for the work group. Wat Hopkins and Rami Dalloul will represent CFA on the work group.

3. Virginia Tech Carilion School of Medicine: Further discussion of the acquisition of the School of Medicine by Virginia Tech.

Bernice Hausman, professor in the English Department at Virginia Tech and professor at the Virginia Tech Carilion School of Medicine (hereafter referred to as the School of Medicine), was a guest at the CFA meeting and assisted CFA members in understanding the School of Medicine’s faculty model. Hausman discussed the various types of faculty appointments (e.g., regular faculty, instructional faculty, and special appointments) at the School of Medicine and how these differ from faculty appointments at Virginia Tech. She further explained that the School of Medicine has a different process when conducting faculty searches from those Virginia Tech uses. The maintenance of appointment policies may also be different for the School of Medicine. The maintenance of appointment requires faculty to have been involved in mentorship, professional development, teaching or other activities to continue in the faculty appointment.

Hausman explained that there are two types of regular faculty: regular faculty with primary appointments at Jefferson College of Health Science or Virginia Tech and regular faculty with a primary appointment at the School of Medicine. Regular faculty with primary appointments at other institutions cannot hold a greater rank in the School of Medicine than the rank they have in their primary institution and are not eligible for tenure. However, regular faculty with primary

appointments at the School of Medicine can enter with tenure, be on the tenure-track, or be on a non-tenure-track appointment. All are eligible for promotion in rank.

Hausman further explained that there is a separation between tenure and employment status for faculty at the School of Medicine. Jack Finney asked that CFA be involved in determining how the School of Medicine faculty handbook is consistent with Virginia Tech's faculty handbook and how the policies may differ. For example, Virginia Tech will have two forms of tenure: one associated with employment (primary Virginia Tech appointments) and one not associated with employment (primary School of Medicine appointments). CFA can also help with determining how faculty with primary appointments at Virginia Tech can have secondary appointments at the School of Medicine.

Finney and Dalloul proposed that CFA meet with Bruce Johnson (Associate Dean of Faculty Affairs at the Virginia Tech Carilion School of Medicine) and learn more about the School of Medicine's model. Finney agreed to contact Johnson to schedule a meeting at the October 24<sup>th</sup> CFA meeting. Meanwhile, Finney will add the School of Medicine's Faculty Handbook to the CFA Scholar site, which can also be found at [http://www.vtc.vt.edu/education/faculty\\_affairs/faculty\\_handbook.pdf](http://www.vtc.vt.edu/education/faculty_affairs/faculty_handbook.pdf).

#### 4. Other

##### a. Anti-Plagiarism Software

Monty Abbas asked if there were any updates on the type of anti-plagiarism software that faculty at Virginia Tech could use. Finney explained that Turnitin had been an option, but the university does not have a current contract. CFA members expressed concerns about using this software because whenever it is used, documents are collected and stored in the company's databases. Students and faculty objected to their work being incorporated into a database.

##### b. October 3, 2014 CFA Meeting

Dalloul announced that if no agenda items come up, CFA's October 3<sup>rd</sup> meeting will be cancelled.

#### Adjournment

There being no further business, the meeting was adjourned.

Recorder, Elsa Camargo