

Commission on Faculty Affairs
October 14, 2016
10:30 – 12:00 Noon
130 Burruss Hall

In attendance: H. Robinson, Chair; G. Amacher, L. Brogdon, J. Davis, J. Finney, L. Geyer, D. Good, V. Groover, C. Montgomery, E. Spiller, P. Young, A. Zajac

Absent with notice: G. Amacher, J. Spotila, R. Dalloul.

Guests: Rachel Gabriele, Judy Taylor

1. Welcome and Introductions

H. Robinson welcomed everyone and began the meeting.

2. Approval of September 30, 2016 Minutes

A quorum was confirmed and the minutes were approved unanimously.

***3. CFA Resolution 2016-17B- Revision to University Council Constitution**

***First Reading**

H. Robinson asked for any discussion on the language in the sentence to be added in Article VII. University Commissions, Section 6. Term of Membership. Sentence read: Representatives of the Staff and Faculty Senates who cease to be senators may be replaced by their respective senate.

The sentence was revised to read as follows:

“Senators who are selected to represent the Staff or Faculty Senates on Commissions and who cease to be senators, may be replaced by their respective senate”

4. CFA Governance Appointments.

H. Robinson stated that the commission needed three volunteers. One each to serve on the following: Commission on Equal Opportunity and Diversity, Employee Benefits Committee, and the Employee Spouse and Dependent Scholarship Committee. H. Robinson asked for any volunteers. There were not volunteers and the committee moved on to nominations. P. Young will reach out to Libraries faculty to seek a volunteer to serve on the Commission on Equal Opportunity and Diversity. R. Dalloul was nominated to serve on the Employee Benefits Committee. G. Amacher was nominated to serve on the Employee Spouse and Dependents Scholarship Committee. H. Robinson is to with speak with nominated individuals and finalized at the next meeting.

5. Discussion on promotion for faculty on restricted appointments.

Members engaged in a lengthy discussion on a request to consider developing a process for promoting faculty on restricted appointments (namely Instructors and Professors of Practice). The request was driven by the challenges faced by departments who have served in restricted positions for an extended periods of time, but are prohibited in the faculty handbook from being considered for a promotion in rank. Pros of considering the establishment of this process including recognizing faculty contributions who have served for extended periods of time through a title change and resulting increase in pay. Concerns for establishing this process include a potential backslide into a pattern of “permanent temps” at the institution, with no incentive for departments to move faculty into regular positions as long as they can be promoted in restricted positions.

The committee decided to seek some additional information before further discussions. Bob Denton from Communications will be contacted, to provide additional input from the perspective a department chair with several faculty in these positions. J. Finney will follow up with legal counsel on specifics of the definition of restricted vs. regular. J. Finney will Also gather information on the potential effects of the new budget model on these restricted positions. Finally, J. Finney suggested the committee consider the standards that might be considered for a promotion process of this type in the larger context of promotion processes for Collegiate Faculty and other series of faculty.

6. Discussion of P+T Items

It was decided that the P+T discussion would be moved to the October 28 meeting.

7. Updates on CFA Work Plan/Schedule

H. Robinson updated the timeline on the work plan to reflect the move of the P+T discussion. In addition, the timeline was updated to reflect that the LCI instructional duties discussion is not ready and will be moved to November 11 meeting.

8. Other Business

No additional business.

The commission adjourned at 12:00 p.m.