

MINUTES
October 11, 2019

Commission on Faculty Affairs
10:30 – 12:00 Noon
130 E Burruss Hall

In attendance: Masoud Agah, Aaron Bond (online), Greg Daniel, Jack Finney (ex officio), James Hawdon, Bob Hicok, Zachary Mackey, Margarita McGrath (online), Amy Nelson, Todd Schenk, Robert Weiss. **Not in attendance:** Monty Abbas, Richard Blythe, Aaron Bond, Robert Sebek.

Guests: David Musick (VTCSOM, online), Ellen Plummer

Not yet appointed: SGA representative, GSA representative

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| 1. Approval of agenda
Agenda was unanimously approved | B. Hicok |
| 2. Approval of Sep. 27, 2019 minutes
Minutes were unanimously approved | B. Hicok |
| 3. Discussion of P & T revision: 3.4.4, 3.4.5, 3.4.5.2, and 3.7.1 | B. Hicok |

Discussion of distinctions between grievance and appeal and desire to clarify processes for each. Choice of grievance precludes choice of appeal. The appeal processes may be grieved.

Additional minor edits for clarification: use of “business days” throughout chapter three, and suggestion that this term be used throughout the handbook for consistency.

Suggestion that a flow chart would help illustrate the steps in processes.

Use of terms in the handbook are important for setting tone for subsequent college and department guidelines.

Discussion included ways in which interdisciplinary work can be acknowledged in evolution and promotion and tenure processes.

It is important to articulate ways to document collaborations across disciplines, contributions to Destination Areas, contributions to inclusion and diversity. For example, dept

heads/chairs and deans can include descriptions of these contributions.

4. Discussion of policies 6100 & 6105

B. Hicok

Policy 6100 – department head or chair appointments. .

Suggestion that the policy not state specific number of years in the position. Policy to NOT require limits; open this language to allow for continuation of appointment by individual and/or dept./college leadership. Leave it to the department.

Periodic review provides assessment of performance. Keep options open for faculty engagement in cultivating and diversifying leadership. Discussion of review of department heads as they relate to length of appointment. Commission members explored the pros and cons of stated term appointments – to balance the benefits of longevity in the dept. head role and the value of not prescribing a number of years in appointment. Growth and vigor of the academic programs.

What exists now for reviews of department heads? Developmental review for department heads at regular intervals could be designed to be useful.

The commission discussed the interest for articulating a policy with procedures that outline the governance and authority lines for academic policies.

4. Other Business

B. Hicok

A task force will be assembled to review the placement of research faculty from the office of VP Research and Innovation to the office of the provost.

The commission is interested in convening the deans over lunch for discussion of promotion and tenure guidelines prior to their submission for approval to the university council.

5. Adjourn

B. Hicok