

**Commission on Faculty Affairs**

**November 2, 2018**

**10:30 – 12:00 Noon**

**330 E Burruss Hall**

**In Attendance:** B. Hicok, J. Finney, R. Sebek, M. Agah, J. Spotila, J. Ogorzalek (for GSA), J. Hawdon, M. Paretto, M. McGrath, G. Daniel, T. Schenk

**Absent:** Z. Mackey, L. Brogdon, R. Blythe, M. Abbas

**Guests:** M. Lewis, E. Plummer

**1. Approval of agenda B. Hicok**

Meeting called to order at 10:30 a.m.

**2. Approval of October 26, 2018 minutes B. Hicok**

The minutes were approved unanimously.

**3. P & T revision: discussion of open issues B. Hicok**

B. Hicok advised the committee that he determined the order of topics for open discussion based on how long he perceived the discussion for a given item would take. Thus, the topics he perceived as taking the longest time to discuss would be addressed first.

Discussion point #1: section 3.4.4. M. Agah and others noted that the wording surrounding what factors are considered for promotion and tenure were inconsistent and could be viewed differently by different individuals. M. Paretto pointed out that the initial sentence mentions teaching, however it is not mentioned in paragraph 2, sentence 3 covering what factors contribute to the decision for promotion. Wording surrounding these factors, and the adjectives used to described these factors, are inconsistent within the section. Particularly, differences in wording between the first two paragraphs.

Discussion point #2: section 3.4.4. The use of adjectives to describe the required performance in the factors on which promotion and tenure is determined. CFA committee members pointed out that there are

inconsistencies in the adjectives used to describe the required level of performance necessary for promotion and tenure.

M. Paretto noted that there should be a Provost repository where each department and college files their expectations documents. This repository would allow for enhanced accessibility to these documents without having to search department and college websites.

Discussion point #3: section 3.4.4. (paragraph 4). Considering behavior when determining promotion and tenure. B. Hicok noted that this discussion is about how information can come in. That is, what information can be considered. The consensus is to speak to legal prior to further discussion regarding this “morality” clause.

**4. Possible topics for Employee Benefits Committee to take up this year** **T. Schenk**

T. Schenk opened the discussion regarding possible topics for the Employee Benefits Committee to take up this year. B. Hicok brought up the issue of health insurance for retirees. Meanwhile, M. Agah mentioned the issue of salary being charged to grants for holidays. Thus, research faculty must fund nearly 12 months of their salary from grants, which conflicts with the policies of a variety of funding agencies. T. Schenk mentioned the issue of housing. After which, B. Hicok noted the issue of parking for employees based on income. M. Paretto notes the issue of tuition discounting.

T. Schenk noted recognition of each of the aforementioned issues.

**5. Other business** **B. Hicok**

No other business was presented.

**6. Adjourn** **B. Hicok**

The meeting was adjourned at 11:55 a.m.

