Commission on Faculty Affairs

November 16, 2018
10:30 – 12:00 Noon
330 E Burruss Hall


Absent: Z. Mackey, L. Brogdon, R. Blythe, J. Spotila, J. Hawdon

Guests: M. Lewis

1. Approval of agenda B. Hicok

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

2. Approval of November 2, 2018 minutes B. Hicok

The minutes were approved unanimously.

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

B. Hicok continued the examination of the P&T revision document. The following sections were discussed: 3.4.5; 3.4.5.2. The points for discussion within these sections:

Section 3.4.5 – Appeals of Decisions on Reappointment, Promotion, and/or Tenure: Grounds and Procedures
- What grounds constitutes an appeal (procedural versus judgement)
- Whether the department heads letter should be made available to the candidate

Section 3.4.5.2 – Promotion and/or Tenure Decision
- In non-mandatory decisions that are negative at the department-level, should the candidate be able to choose to move forward to the college-level without an appeal (CFA members noted this may assist small departments)
- Non-mandatory cases: it was suggested that the college committee decides whether there are grounds for an appeal,
and, if the committee decides there is grounds for an appeal, they then review the case

• Should “collegiality” be considered for promotion and tenure; and, if not, should it be clear that this factor cannot be considered

• G. Daniel noted that he uses the term “academic citizenship” to encapsulate an engagement requirement (would this be appropriate in place of collegiality)

4. **Other business**  
   
   B. Hicok

   No other business was presented.

5. **Adjourn**  
   
   B. Hicok

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