

**Commission on Faculty Affairs**

**November 16, 2018**

**10:30 – 12:00 Noon**

**330 E Burruss Hall**

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

**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 a 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.