

**Commission on Faculty Affairs  
Minutes  
March 30, 2012**

Members Attending: Sarah Karpanty (Chair), Jack Finney, John Massey, Brad Klein, Eric Vance, Diane Agud, Rich Sorensen, Joe Merola, Robena Hughes, and Alan Grant

Guest Attending: Pat Hyer

The meeting was called to order by Sarah Karpanty, Chair, who distributed the following agenda:

1. Approval of Minutes from March 16, 2012
2. Discussions about proposed revisions to faculty consulting policy by Patricia Hyer (Associate Provost Emirata)
3. Initial discussions on role of collegiality in P&T process by Jack Finney
4. Briefings on relevant Commission or Committee Agendas
5. New Business

1. Approval of minutes from March 16, 2012

CFA members discussed how much content should be included in the minutes. Members noted that the minutes of CFA were general and there may be a need to have additional details of the discussions. Karpanty agreed to revise the March 16 minutes and will include (a) information about the differences between a dean and vice president review and (b) clarification that if an existing policy and the current Faculty Handbook do not agree, the Faculty Handbook is the most recent Board of Visitors' approved policy. Karpanty will distribute revised minutes to CFA members.

2. Discussions about proposed revisions to faculty consulting policy

Pat Hyer briefed CFA members on the proposed revisions to faculty consulting and outside employment policy, with much of the discussion focused on how these revisions will involve special research faculty at the university. As a result of new federal guidelines on conflict of interest issues, the Task Force on Consulting and Conflict of Interest has reviewed existing policies and has suggested changes that will bring Virginia Tech into compliance with the new federal regulations.

CFA members were provided with proposed revisions and discussed the definitions of consulting and professional service, consulting that does not involve monetary gain, and issues related to special research faculty consulting (e.g., consulting on time supported by sponsored projects will require annual leave).

A clarification was sought by CFA member Eric Vance (also director of Virginia Tech's Laboratory for Interdisciplinary Statistical Analysis, 'LISA') on the following paragraph in Section 2.14.1, "Paid consulting by faculty members is not permitted for work done for a group within the university. For example, if a faculty member advises or assists the principal investigator on a grant, there shall be no pay for the services. Such consulting is considered part of the normal duties of faculty members. Faculty members may be paid for participation in non-credit instruction offered through appropriate university units, such as Continuing and Professional Education or University Organizational and Professional Development, in accordance with overload payment policies in section 2.17 of the Faculty Handbook." Specifically, Dr. Vance asked for clarification on how this section would affect operations of LISA when collaborations with

faculty on campus are paid for as “statistical consulting,” from grants. Dr. Vance was advised to review LISA’s charter and this matter with Dr. Finney and Dr. Hyer.

Hyer also highlighted portions of the current policy that would be deleted and replaced with the new policy 13010. Members further discussed the need to have department heads involved in training on the new policy and the need for information to all faculty members. Hyer indicated that plans are underway for training to be conducted during the summer.

CFA members agreed that Hyer will incorporate members’ suggestions and will present a revised version at the next meeting.

3. Initial discussions on role of collegiality in P&T process

There was no discussion on role of collegiality in P&T process.

4. Briefings on Relevant Commission or Committee Agendas

There were no briefings on relevant commissions

5. New Business

There being no further business, the meeting was adjourned.

Recorder, Maxwell Awando