

**Commission on Faculty Affairs**  
**Minutes**  
**April 13, 2012**

Members Attending: Sarah Karpanty (Chair), Jack Finney, Connie Stovall, Robena Hughes, Alan Grant, Eric Vance, Diane Agud, Matt Chan, Kay Hunnings (Rep. Rich Sorensen), and Joe Merola

Guests Attending: Dr. Patricia Hyer (Associate Provost Emirata)

The meeting was called to order by Sarah Karpanty, Chair, who distributed the agenda with 5 items.

1. Review of Minutes from past two meetings.
2. Discussions and voting on Resolution 2011-12C-Revision of the faculty handbook concerning conflict of interest and faculty promotion committees by Jack Finney.
3. Discussions and voting on resolution 2011-12B related to proposed revisions to faculty consulting and conflict of commitment policy by Patricia Hyer (Associate Provost Emirata)
4. Briefings on relevant Commission or Committee Agendas
5. New Business

1. Review of Minutes from past two meetings

Sarah Karpanty requested members to read and approve CFA minutes of March 30, 2012 electronically. She further informed members that the minutes for March 16, 2012 are still under review to incorporate members' suggestion and will be forwarded electronically for members to approve.

2. Discussions and voting on Resolution 2011-12C-Revision of the faculty handbook concerning conflict of interest and faculty promotion committees

Jack Finney briefed members on changes made on additional language and clarity on faculty handbook policy 13010 to address conflict of interest for members of faculty promotion committees. The clarification relates to avoiding conflict of interest where a faculty member is serving on a department or university promotion committees that will be reviewing a family member or an individual whom the faculty member has a close personal relationship with, such as a partner or extended family member.

A motion was made and approved to approve resolution 2011-12C and forward the resolution to University Council. The commission voted 10 in favor, 0 opposed, for the motion.

3. Discussions and voting on resolution 2011-12B on proposed revisions to faculty consulting and conflict of commitment policy

Patricia Hyer presented CFA members with a revised draft of proposed changes to the Faculty Handbook related to Policy 13010, following up on discussions from 30 March. Members were briefed on the revised changes made as indicated with track changes. Members discussed the way that university time (percent effort) is allocated and calculated for consulting, and confusion between percent effort versus hours of effort. It was noted that university time for consulting is granted proportional to base salary funding from non-sponsored sources.

Members further discussed the amount of percent effort vs. time that research faculty have to engage in consulting activities when all or part of their salary is paid by sponsored research. Members noted that the policy allows faculty members to utilize their annual leave if they need additional time to consult over what is allowed in this policy revision. Much discussion centered on the topic of whether or not the

policy changes, although driven by the need to be in compliance with federal regulations for federally-funded projects, were possibly a disincentive to faculty garnering grant funds to cover all or part of their salary. On the disincentive side of this debate, member(s) argued that if someone that was originally all on non-sponsored funding, but through successful collaborations, actually become partially (or completely) funded by federally-funded sponsored research, then he/she could consult less according to the new policy. On the side of policy approval, member(s) argued 1) that these changes are generous and that many universities, in an attempt to reduce confusion with federal-policy compliance, do not allow research faculty any consulting, and 2) that faculty that are fully-funded by non-sponsored projects still have many incentives to write grants, not the least of which can be that funding can be used to hire students, staff or other research faculty instead of paying for their own salary.

A motion was made and approved to approve resolution 2011-12B, revisions of the Faculty Handbook sections 2.14.1(Consulting Activities) and 2.15 (Conflicts of Interest and Commitment, now titled Conflict of Commitment) and to forward the resolution to University Council. The commission voted 9 in favor, 1 opposed to the motion.

#### 4. Briefings on Relevant Commission or Committee Agendas

- a) Jack Finney informed members that CAPFA has already cleaned up the Grievance policy for AP faculty and will forward the revised document to university Council.
- b) Joe Merola informed members that the committee on Intellectual Property is the process of revising the Intellectual Property policy to (1) remove ambiguity in light of court cases already decided, (2) clarify the role of the university in ownership of faculty inventions, etc. (3) clarify the consulting and conflict of commitment policy and its relation to IP.

#### 5. New Business

There being no further business, the meeting was adjourned.

Recorder, Maxwell Awando