

Commission on Faculty Affairs
Minutes
January 19, 2018
10:30 a.m.-12:00 p.m.
130 Burruss Hall

In Attendance: J. Ferris (Chair), R. Blieszner, S-Y Chien, G. Daniel (for C. Clarke), J. Finney, V. Groover, B. Hicok, T. Schenk, R. Speer, J. Spotila, R. Willis, P. Young

Absent: G. Amacher, L. Brogdon, M. McGrath

Guests: T. Bluestein, D. Musick, E. Plummer

Upcoming Meetings: Feb. 2, 2018 (130 Burruss), Feb. 16, 2018 (130 Burruss)

1. Welcome and Approval of Agenda **J. Ferris**

Meeting called to order at 10:30 a.m.
The agenda was approved unanimously.

2. Approval of December 1, 2017 Minutes **J. Ferris**

The minutes were approved unanimously.

3. COR Resolutions for Research Faculty **J. Ferris**

The Commission reviewed two Resolutions from the Commission on Research, and offered their suggestions for J. Ferris, Chair of the Commission on Faculty Affairs to share with the Commission on Research. These two resolutions were, "Resolution to Clarify Faculty Handbook Language on Research Faculty Promotion Process" (COR 2017-18 A) and "Overload Compensation for Teaching Credit Classes" (COR 2017-18 B).

For Resolution COR 2017-18 A, the Commission engaged in a discussion, and urged J. Ferris to report to the Commission on Research that in the third "whereas" clause, the word "intentional" be replaced because it seemed to imply that previous recognitions were somehow unintentional. Additionally, the Commission suggested that Section 6.2.1 be split into two sections to differentiate the promotion process for non-professorial and professorial research faculty more clearly.

For Resolution COR 2017-18 B, the Commission suggested that language be added to make an exception to the Resolution's language requiring research faculty to be the instructor of record and be assigned to teach the entire semester to be considered for overload compensation. The exception offered was in regard to large integrated classes such as those that exist in the College of Veterinary Medicine and the Virginia Tech School of Medicine that have 18 credit courses that are taught by a variety of faculty, and research faculty may not teach an entire semester or be instructor of record.

4. Promotion and Tenure Work Group Update **J. Ferris**

J. Ferris, Chair of the Commission on Faculty Affairs gave an update on the Promotion and Tenure Work Group. The Work Group is reviewing various issues presented to them from the Commission and other faculty constituents. These issues include Expectations documents from individual Departments, the treatment and value placed on excellence in Research, Outreach and Service, and Teaching, timing and notification issues during the process, the use of 2 and 4 year reviews in tenure dossiers, and a variety of other matters. Proposed changes from the Work Group will go through the Commission on Faculty Affairs in the forms of resolutions to amend the Faculty Handbook. J. Finney, Vice Provost for Faculty Affairs, will gather information from C. Clarke, Interim Provost, in relation to communication to promotion and tenure candidates at each stage of review. The Commission also discussed the civility and collegiality as a part of the promotion and tenure process. J. Ferris suggested that Commission members should feel free to bring additional issues for the Work Group to consider.

5. Replacement for Leon Geyer

J. Ferris

J. Ferris, Chair of the Commission on Faculty Affairs reported that the Faculty Senate will be nominating a replacement for L. Geyer, a Commission member who retired from Virginia Tech at the end of the Fall 2017 semester, at their next meeting.

6. Other Business

J. Ferris

J. Ferris, Chair of the Commission on Faculty Affairs asked Commission members for any agenda items for future meetings. Three suggestions were made. The first suggestion was to expand the earlier discussion on civility and collegiality to issues of academic bullying and issues associated with faculty treatment of students. J. Ferris will invite K. DePauw, Dean of the Graduate School to this discussion. Second, P. Young requested time to discuss the Open Access Work Group, which has consulted with University legal Counsel and has findings to present. The third suggestion was a discussion of faculty dissatisfaction with SPOT surveys. These suggestions will be added to the agenda of future Commission meetings.

7. Adjourn

J. Ferris

The meeting was adjourned at 12:00 p.m.