

Commission on Faculty Affairs
Minutes
December 1, 2017
10:30 a.m.-12:00 p.m.
130 Burruss Hall

In Attendance: J. Ferris (Chair), G. Amacher, R. Blieszner, S.-Y. Chien, G. Daniel, J. Finney, L. Geyer, V. Groover, B. Hicok, M. McGrath, T. Schenk, R. Speer, R. Willis

Absent: L. Brogdon, J. Spotila, P. Young

Guests: T. Bluestein, E. Plummer

Upcoming Meetings: Jan. 19, 2018 (130 Burruss), Feb. 2, 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 November 17, 2017 Minutes **J. Ferris**

The minutes were approved unanimously.

3. Promotion and Tenure (P&T) Work Group Update **J. Ferris**

J. Ferris, Chair of the Commission on Faculty Affairs, gave an update on the Promotion and Tenure (P&T) Work Group. J. Ferris presented a Dear Colleague Letter drafted by the Work Group to be sent to Deans and the Department Head Executive Committee. J. Ferris solicited any feedback on the letter from the Commission on Faculty Affairs, and the Commission expressed unanimous support for the Dear Colleague Letter. The Commission discussed that the charge of the Work Group is to clarify issues with Promotion and Tenure, and that the Work Group intends on putting any changes through University Governance. J. Ferris asked the Commission to please let him know if there are any further topics or issues that they believe the Work Group should review.

4. UC Resolution 2017-18A **J. Ferris**

UC Resolution 2017-18A was reviewed by the Commission on Faculty Affairs. UC Resolution 2017-2018A is a resolution originating in the Staff Senate which will bring it to the University Council Meeting on December 4, 2017 for a First Reading. The Commission on Faculty Affairs expressed support for the Resolution and J. Ferris, Chair of the Commission on Faculty Affairs may report that the Commission supports the resolution if prompted at University Council. The Commission discussed that there will need to be a discussion about implementation of this resolution, if passed, and it was suggested that this discussion include A. Myers, Associate Director of Governance and Secretary to University Council.

5. Employee Benefits Update **G. Amacher**

G. Amacher, Commission on Faculty Affairs Representative to the Employee Benefits Committee, reported that Virginia Tech Human Resources has researched health benefits

for tenured track faculty retirees at SCHEV peer institutions. Human Resources found that retirement benefits differ widely, and that peer institutions often change retirement benefits because of recruitment and retention issues. Human Resources supports further researching the issue of retirees receiving a \$4/month per year of service allowance that is insufficient to provide Medicare Part B. The Commission recommended that Human Resources and/or the Employee Benefits Committee consider other institutions (William & Mary, University of Virginia, Virginia Commonwealth University, and George Mason University) to understand if they further supplement the \$4 allowance for Medicare Part B. G. Amacher reported that Human Resources would like evidence that benefits issues are causing problems with recruiting and retention of faculty, and asked the Commission on Faculty Affairs to offer any suggestions that he can bring to the next Employee Benefits Committee meeting on January 31, 2018.

J. Finney, Vice Provost for Faculty Affairs will attend the January 31, 2018 Employee Benefits Committee meeting to present on child care issues.

6. Other Business

J. Ferris

The Commission unanimously voted to cancel the next scheduled Commission on Faculty Affairs meeting on December 15, 2017.

The Commission on Faculty Affairs thanked member L. Geyer for his service as he will be retiring soon.

7. Adjourn

J. Ferris

The meeting was adjourned at 11:10 a.m.