

Minutes

COMMISSION ON FACULTY AFFAIRS

Burruss Hall 330E (Conference Room)

April 1, 2016

Commission Members Present: M. Abbas, chair; J. Ferris, J. Finney, D. Good (by phone), V. Groover, W. Hopkins, R. Irvin J. Spotila, P. Young.

Guests: R. Gabriel, E. Plummer.

1. **Welcome.** Abbas welcomed commission members.
2. **Resolution CFA 2015-16E: Resolution to Approve Collegiate Professor Series for Non-Tenure Track Instructional Faculty Members.** Abbas provided to the committee a brief presentation that highlights the role of faculty members in university governance. The presentation reviews the processes by which resolutions are introduced, reviewed, and ultimately voted on by the Faculty Senate, Commission on Faculty Affairs (CFA), University Council (and the Board of Visitors when appropriate). The purpose of reviewing the governance process was to make clear the status of the discussion and communication between the Senate and CFA regarding Resolution CFA 2015-16E.

The Senate continues to discuss the resolution and remaining questions, concerns, and recommendations were communicated to the commission in a letter dated March 30, 2016.

Members of the commission discussed the nature of the collegiate professor series in the context of non-tenure track instructional faculty ranks and the distinctions between and among the ranks of visiting, adjunct, professor of practice, clinical faculty, and instructor. In addition, as the resolution was before the commission for its second reading, the commission discussed the next steps for voting on resolution CFA 2015-16E.

In its letter to the commission, the Faculty Senate outlined concerns regarding protections for academic freedom for this category of faculty stating that "...protections must, at a minimum, involve a guarantee that employment can only be terminated for just cause, redundancy, or budgetary exigency, as determined by a substantive process." The commission reviewed the faculty handbook, discussed the nature of protections for all faculty categories, and reviewed the various ways in which faculty categories and ranks can be employed (full and part-time, regular and restricted, wage and salaried).

The recommendations made by the Senate for review of non-reappointment and non-renewal processes have implications beyond the scope of the resolution before the commission. The Senate's recommendations for protection have implications for all five types of faculty within the non-tenure track instructional faculty categories. And may also have implications for tenure-track faculty.

The commission decided to return to the Senate for additional discussion before taking a final vote on the resolution. The commission scheduled an additional meeting to be held on Thursday April 7, 2016 from 11:00 a.m. to 12:00 p.m. in Burruss Hall (room TBD). The sole purpose of this meeting is to discuss and vote on resolution CFA 2015-16E.

The commission requested that Abbas communicate with the Senate that the recommendations provided by the Senate for the resolution have implications for other ranks and categories of faculty beyond the scope of resolution CFA 2015-16E and that its preference is to vote in favor of the resolution for establishing the collegiate professor series.

3. Adjournment. The meeting adjourned at 12:30 p.m.