

## Minutes

### COMMISSION ON FACULTY AFFAIRS

Burruss Hall 130 (Conference Room)

September 9, 2016

**Commission Members Present:** H. Robinson, chair; G. Amacher, L. Brogdon, J. Finney, D. Good, C. Montgomery, P. Young.

**Guests:** E. Plummer.

**1. Welcome.** Robinson welcomed commission members.

**2. Review of Currently Planned Issues for CFA.**

- a. Finney distributed and reviewed the governance organizational chart (*handout*).
- b. Finney and Robinson reviewed the table of governance-related topics for consideration by CFA members (handout). These topics include several new initiatives and resolutions directed at adjusting language in the Faculty Handbook.
  - i. New Initiatives include:
    1. a proposal for a university-wide ombuds function
    2. integration of the school of medicine
  - ii. Resolutions for additions and revisions to the Faculty Handbook include:
    1. UDP/ADP language revisions – a draft of this resolution will be shared with the commission in anticipation of a first reading at the September 16 meeting of the commission (attachment). The resolution will also be shared with the Faculty Senate.
    2. Collegiate Professors – promotion guidelines, governance participation, and sample Memorandum of Agreement language
    3. Promotion and Tenure adjustments - fall appeal process, non-mandatory year appeals, process for hiring with tenure
    4. Library Faculty – review of handbook language to properly reflect continued appointment processes
    5. Language and Culture Institute instructors – clarifying appointment language in handbook
    6. VTC School of Medicine integration
    7. Research Faculty – work with Commission on Research regarding several clarifications and improvements to handbook language regarding research faculty (e.g. promotion processes, among others).

**3. Other Business**

- a. Consideration of points made in the “Leiden Manifesto for research metrics” – published in Nature, April 2015 (attachment).
- b. Discussion regarding the varied use and effectiveness of SPOT (teaching) evaluations.

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