

Commission on Faculty Affairs
Minutes
September 22, 2017
10:30 a.m.-12:00 p.m.
330E Burruss Hall

In Attendance: J. Ferris-Chair; G. Amacher, J. Billingsly (proxy for R. Willis, SGA Rep.), R. Blieszner, L. Brogdon, A. Chien, C. Clarke, J. Finney, L. Geyer, V. Groover, M. McGrath, T. Schenk, R. Speer, J. Spotila, P. Young

Absent: R. Hicok

Guests: T. Bluestein, A. Cronley, E. Plummer

Upcoming Meetings: 6 Oct., Oct. 20

1. Welcome and Approval of Agenda

J. Ferris

Meeting called to order at 10:33 a.m.
The agenda was approved unanimously.

2. Approval of September 8, 2017 Minutes

J. Ferris

The minutes were approved unanimously.

3. Presentation and Discussion of Retiree Health Benefits for Tenured Faculty

A. Cronley

Ann Cronley, PHR, Retirement Coordinator, Department of Human Resources made a presentation about retiree health benefits for tenured faculty. The Commission engaged in questions about the topic and reviewed the presentation. G. Amacher was asked to review the new policy (Policy 4410) with the Employee Benefits Committee and report back to CFA with any new recommendations.

4. Equity in Access: large-scale facilities and research proposals

J. Ferris

The Commission reviewed the notes of Chair, J. Ferris about equity in access. J. Ferris suggested inviting Dr. Theresa Mayer, Vice President for Research and Innovation and Dr. Monty Abbas to attend the October 6, 2017 Commission meeting to discuss the issues. Specifically, the Commission is interested in understanding how Destination Areas and Strategic Growth may help promote access to Institute facilities for all faculty, as well as access to large research proposal groups associated with Institutions.

5. Faculty Morale, Recruiting, and Retention

J. Ferris

The Commission continued to review the notes of Chair, J. Ferris and discussed that the charge of the Commission includes faculty morale. Specifically, there is uncertainty amongst the faculty due to changes such as Beyond Boundaries, PIBB, Destination Areas, Strategic Growth Areas, Department benchmarking, faculty peer cohorts, eFARs, and Pathways. It was suggested that the Commission invite Dr. Ken Smith, Vice Provost for Academic Resource Management, Jeff Earley, Associate Vice Provost for Finance, and David Guerin,

Associate Vice Provost for Communication, to a future meeting to discuss some of these changes. A policy resolution regarding faculty morale, recruiting, and retention is the hopeful goal of this consideration.

6. Promotion and Tenure (P&T) Process-Sequence of Concerns

J. Ferris

The Commission discussed numerous questions related to Promotion and Tenure concerns and questions raised at previous meetings. The Commission expressed interest in reviewing Promotion and Tenure procedures by investigating how other land-grant institutions handle P&T. Additionally, the Commission would like to review the findings of the Promotion and Tenure Task Force, assembled during the 2016-2017 academic year. Chair J. Ferris agreed to gather the report from the Task Force and distribute it to Commission members. The Commission also agreed that one or more sub-committees may be established to review P&T, as well as desiring to undertake a review of the Faculty Handbook sections on P&T for any inconsistencies. The Commission also expressed interest in reviewing sections of the Faculty Handbook relating to P&T, and an editable copy will be distributed for members to mark and offer suggestions on.

7. Other Business

J. Ferris

No other business was discussed.

8. Adjourn

J. Ferris

The meeting adjourned at 12:00 p.m.