University Council Minutes
April 18, 2016
3:00 PM
1045 Pamplin Hall


Absent: Tim Sands (with notice), Michael Friedlander (with notice), Andrew Tevington (with notice), Tyler Walters, Jacquelyn Fisher, Robert Bush, Joe Merola (with notice), Susanna Rinehart, Kathrine Carter (with notice), David Dillard (with notice), Lisa Kennedy, Nathan King, Ana Agud, Stacey Poertner (with notice), Tom Tucker (with notice), Sally Wieringa, Marwa Abdel Latif, Brett Besag (with notice), Alphonso Garrett, Michael Martin, Tara Reel, Olivia Javornik, Dan Cook


Dr. Rikakis called the meeting to order at 3:00 p.m. A quorum was present.

1. Adoption of Agenda

A motion was made and seconded to adopt the agenda. The motion carried.

2. Announcement of approval and posting of minutes of April 4, 2016

Dr. Rikakis noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Information System on the Web (http://www.governance.vt.edu).

3. Old Business

Commission on Undergraduate Studies and Policies
Resolution CUSP 2015-16J
Revision to PPM 11b, Prohibiting Students from Repeating Courses to Improve Grade Averages
(Undergraduate Repeating Course Enrollment Policy)

Dr. Gena Chandler-Smith presented the resolution for second reading. The motion was seconded, and the motion passed.

Commission on Undergraduate Studies and Policies
Resolution CUSP 2015-16I
Dr. Gena Chandler-Smith presented the resolution for second reading, and the motion was seconded. A question was raised about the role of the ad hoc committee. It was indicated that the new ad hoc committee will be made up of members from the Undergraduate Curriculum Committee (UCC) and the Undergraduate Curriculum Committee for General Education (UCCGE). Currently the UCC and the UCCGE review new courses separately and this will allow the process to be more streamlined. A vote was taken and the motion passed.

4. **New Business**

**Commission on Equal Opportunity and Diversity**

**Resolution CEOD 2015-16B**

Resolution to Update CEOD Membership to Include Caucus Representatives

Ms. Jennifer Nardine presented the resolution for first reading. Until recently, there have been caucuses or alliances established for only certain underrepresented groups on campus, so other groups have been represented on the Commission on Equal Opportunity and Diversity (CEOD) by departments. Caucuses have since been formed for these groups. This resolution is to change the University ADA Services representative to the Disability Caucus, the Cranwell International Center representative to the International Caucus, and to add a representative from the Veterans’ and the Asian American caucuses. A question was raised as to whether these caucuses were just for faculty and staff or if students could be members. Ms. Nardine indicated that membership is determined by each caucus. A question was raised as to what constitutes a caucus at Virginia Tech. Dr. Pratt-Clarke indicated that at this time there are nine caucuses or alliances on campus. The commission is currently in the process of defining what constitutes a caucus. Dr. Pratt-Clarke stated that current caucuses at Virginia Tech are based upon identities that are historically marginalized and disenfranchised in society. It was then questioned if the membership of CEOD will continue to increase if more caucuses are formed. Dr. Pratt-Clarke indicated that would be determined by the commission.

**Resolution CEOD 2015-16C**

Resolution to Approve Intersectional Diversity in Pathways Curriculum

Ms. Jennifer Nardine presented the resolution for first reading. Ms. Nardine indicated that this resolution will allow a group to be formed from the Commission on Equal Opportunity and Diversity and the University Curriculum Committee for General Education to review the Pathways Curriculum in order to determine how intersectional diversity can be incorporated. This group will work in coordination with the Commission on Undergraduate Studies and Policies, the Commission on Faculty Affairs, and University Council, and in consultation with the Faculty Senate. A point was raised that the current Pathways plan appears to already cover diversity and inclusion. In response, it was suggested that it is not clear if the current Pathways Curriculum covers intersectional diversity and this resolution will allow for more conversations about that. This is a good time to have these conversations while the new Pathways Curriculum is being put into place. Only one of the four main subsections specifically discusses inclusion and diversity. These university-wide conversations will allow for an opportunity to possibly include more material directly addressing inclusion and diversity most specifically in a United States context. A suggestion was made to provide a definition of intersectional diversity in the resolution. Dr. Rikakis addressed a concern that conversations about the Pathways Curriculum can continue past one year.

**Commission on Faculty Affairs**

**Resolution CFA 2015-16E**

Resolution to Approve Collegiate Professor Series for Non-Tenure Track Instructional Faculty Members
Dr. Montasir Abbas presented the resolution for first reading. Dr. Abbas gave a presentation (attached) to explain the resolution. Dean Spiller indicated that there were concerns expressed within her college (the College of Liberal Arts and Human Sciences) about the resolution. Many of these concerns were from the American Association of University Professors (AAUP). The AAUP provided written correspondence of its concerns (attached). Dr. Abbas indicated that these concerns have been discussed by the commission and with Faculty Senate.

**Commission on Student Affairs**  
Resolution CSA 2015-16C  

Mr. Matthew Chan presented the resolution for first reading. This resolution adds “or the individual in need of assistance,” to the following statement in the Student Code of Conduct in the Hokie Handbook:

“If medical assistance is sought, Student Conduct will not pursue conduct charges against the individual or organization who sought assistance or the individual in need of assistance.”

**Commission on Student Affairs**  
Resolution CSA 2015-16D  

Mr. Matthew Chan presented the resolution for first reading. This resolution clarifies the current policy by removing the term “use” and adding the terms “misuse” and “abuse” to the policy. This will clarify the policy that those who are prescribed medications can take them.

**Commission on Undergraduate Studies and Policies**  
Resolution CUSP 2015-16K  
Resolution to Approve New Major, Clinical Neuroscience, in Bachelor of Science in Neuroscience.

Dr. Gena Chandler-Smith presented the resolution for first reading. This resolution will create the Clinical Neuroscience major in the Bachelor of Science in Neuroscience.

**Commission on Undergraduate Studies and Policies**  
Resolution CUSP 2015-16L  
Resolution to Approve New Major, Cognitive and Behavioral Neuroscience, in Bachelor of Science in Neuroscience.

Dr. Gena Chandler-Smith presented the resolution for first reading. This resolution will create the Cognitive and Behavioral Neuroscience major in the Bachelor of Science in Neuroscience.

**Commission on Undergraduate Studies and Policies**  
Resolution CUSP 2015-16M  
Resolution to Approve New Major, Experimental Neuroscience, in Bachelor of Science in Neuroscience.

Dr. Gena Chandler-Smith presented the resolution for first reading. This resolution will create the Experimental Neuroscience major in the Bachelor of Science in Neuroscience.

**Commission on Undergraduate Studies and Policies**  
Resolution CUSP 2015-16N  
Resolution to Approve New Major, Computational and Systems Neuroscience, in Bachelor of Science in Neuroscience.
Dr. Gena Chandler-Smith presented the resolution for first reading. This resolution will create the Computational and Systems Neuroscience major in the Bachelor of Science in Neuroscience.

**Commission on Undergraduate Studies and Policies**
Resolution CUSP 2015-16O
Resolution to Establish Guidelines for Independent Study and Undergraduate Research

Dr. Gena Chandler-Smith presented the resolution for first reading. The rationale for this resolution is that the commission was asked to look for ways to vet some academic misconduct in terms of the use of independent study. There was vigorous discussion and a result of those discussions was that the maximum number of independent study credits was changed from nine to twelve. Dean Spiller indicated that colleagues in the College of Liberal Arts and Human Sciences are overwhelmingly opposed to this resolution and feel that this is not the solution to the problem at hand. There is a concern regarding the limit on the number of independent study credits for programs without a major and smaller programs. Some students either start at a higher level or excel through some programs quickly and would be penalized by the twelve-credit limit when in actuality these students are some of the best and brightest who continue through one-on-one work with their professors. Dr. Dalloul indicated that the Faculty Senate waived its right to review the resolution, but did make some recommendations that were not incorporated in the resolution presented for first reading. It was indicated that resolutions typically do not include statements regarding appeals because there is a university policy that indicates an exception can be sought to any policy. Dr. Holloway indicated that there are only a few students who need a special course, and the others should be using other mechanisms (such as special study number 2984) to make these courses available to students. Special study courses have a syllabus that goes to the associate dean.

5. **Announcement of Approval and Posting of Commission Minutes**

These minutes have been voted on electronically and will be posted on the University web (http://www.governance.vt.edu). Note that the purpose of voting on Commission minutes is to accept them for filing. University Council By-laws require that policy items be brought forward in resolution form for University Council action.

- **Commission on Equal Opportunity and Diversity**
  March 14, 2016

- **Commission on Graduate Studies and Policies**
  March 2, 2016
  March 16, 2016

- **Commission on Undergraduate Studies and Policies**
  March 21, 2016

6. **Adjournment**

There being no further business, a motion was made to adjourn the meeting 4:15 p.m.
COMMISSION ON FACULTY AFFAIRS

RESOLUTION TO APPROVE COLLEGIATE PROFESSOR SERIES FOR NON-TENURE TRACK INSTRUCTIONAL FACULTY MEMBERS
CFA 2015-16E

Monty Abbas, April 18, 2016

Outline

- Motivation
- Collegiate professors series
- Current faculty composition
- Faculty senate role in shaping the resolution
- Summary
- Discussion
Motivation

- Enhance Virginia Tech’s national and international reputation for outstanding research and scholarship
  - Renowned faculty with high impact research and scholarship
- Provide high quality instruction for a growing student body
  - Smaller class sizes, enhanced experiential learning, innovative pedagogy
  - More teaching opportunities for all categories of faculty
- Offer faculty multiple ways to contribute and excel
  - Tenured/tenure-track faculty: greater capacity and expectations for research
  - Instructional faculty: greater recognition for teaching excellence

Proposed Collegiate Professor Series

- Non-tenure-track instructional faculty appointment
- Promotion through ranks based on teaching excellence, scholarship, and professional development
- Terminal degree
- Tailored teaching, research, and service/outreach responsibilities based on department needs

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Collegiate Assistant Professor
- 3-year contract, renewable

Collegiate Associate Professor
- 5-year contract, renewable

Collegiate Professor
- 7-year contract, renewable
Current Faculty Categories

- Tenured and Tenure-Track Faculty
  - terminal degree
  - teaching, research, service, and outreach
- Non-tenure-track Instructional Faculty
  - Professor of Practice
    - graduate or professional degree or alternative credentials
  - Clinical Professor
    - professional degree and certification
  - Instructor
    - M.A./M.S. with 18 graduate credit hours in teaching discipline
- Research Faculty
- Administrative and Professional Faculty

Faculty Counts by College, Fall 2015

*CALS also has ~335 professional faculty*
Recall: Shared governance and the new role for FS

- Shared **responsibility** and **cooperation** between the **interdependent** components (Administration, board, faculty, staff, students) of a college or university

- Decision-making is characterized by open **communication** and **transparency**.
CF resolution timeline

Raised issues

Comment counts

<table>
<thead>
<tr>
<th>Positives</th>
<th>Unknows</th>
<th>Protection</th>
<th>Threat to tenure</th>
<th>Research requirement</th>
<th>Moving between categories</th>
<th>Academic freedom</th>
<th>Questioning motivation</th>
<th>GTA funding</th>
<th>Connection between research and...</th>
<th>Role of instructors</th>
<th>Value of teaching in tenure</th>
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Resolution and Revisions

RESOLUTION TO APPROVE COLLEGIATE PROFESSOR SERIES FOR NON-TENURE TRACK INSTRUCTORS PER HUMAN RESOURCES

Resolution CFA 2016-12E

Final Reading by the Commission on Faculty Affairs: March 18, 2016
Approved by the Commission on Faculty Affairs: April 7, 2016
Approved by the University Council: April 7, 2016
Approved by the Board of Visitors: April 7, 2016
Effective Date: July 1, 2016

WHEREAS, Virginia Tech aims to be a global leader in education that strategically addresses the strengths and opportunities presented to the changing landscape of higher education; and

WHEREAS, the university has undertaken initiatives designed to grow enrollment, advance the curriculum, and expand the faculty to solidify its position as a 21st century university; and

WHEREAS, Virginia Tech's excellent national and international reputation for outstanding research and scholarship within its faculty; and

WHEREAS, Virginia Tech's commitment to continued growth in the tenured and tenure-track faculty, which will include the majority of instructional faculty and whose excellence in research and scholarship will be demonstrated by expanding the instructional faculty positions; and

WHEREAS, the faculty are committed to providing high quality instruction for a growing student body by offering more teaching opportunities for all categories of faculty; and

WHEREAS, departmental and college faculty members are encouraged to participate in the development of the collegiate professor series by providing the faculty with a new model of faculty governance.

RESOLVED, that the collegiate professor series be established as a non-tenure track instructional faculty series to include the rank of collegiate assistant professor, collegiate associate professor, and collegiate professor; and

RECOMMENDATION: That the collegiate professor series be approved effective July 1, 2016.

What it boils down to

Constraint

RF CF TT
What it boils down to

Area of excellence

Minimum expectations

Teaching, research, and outreach

TT/T

Teaching

CF

What it boils down to

- There are 5 more non-tenure track ranks
  - Visiting, adjunct, professor of practice, clinical, and instructors

Safe

Safe

Constraint

Department Level Decisions
Collegiate Professors—summary

- Non-tenure-track faculty with terminal degrees
- Engaged primarily in instruction with a focus on excellence
- Appointed by academic departments and colleges
- Annual evaluations are based on assigned responsibilities
- Promotion based on teaching excellence, scholarship, and professional development
- Promotion evaluated by department, college, and university committees
- Annual hiring plans include tenured, tenure-track, and collegiate professor positions to balance college and department needs
- Current tenure-track faculty with strong interests in teaching, pedagogy, and curricular reform may request to move to the collegiate professor series

Sample Proposed Memorandum of Agreement (available to selected faculty)

% Effort + Assignments

- Learning
  - UG & grad teaching
  - Mentoring
  - Experiential learning
  - Innovative & inclusive pedagogy
- Discovery
  - Research, scholarship
  - Mentoring UG & grad students
  - Grants and contracts
  - Technology transfer/patents/IP
- Engagement
  - K-12 Outreach
  - Extension
  - Policy
- Service
  - Department, College, University
- Administration
  - Department, College University

Evaluation Metrics

- Learning
  - SPOT, peer evaluation
  - CIDER certificates
  - Attracting diverse students to courses
  - Course transformation to hybrid/SCALE-UP/other
  - Grad student degree completion
  - Job placement
- Discovery
  - Peer-reviewed papers, performances
  - Impact of research & scholarship
  - Grant and contract funding
  - Technology transfer/patents/IP
  - Societal impact
- Engagement
  - Extension publications
  - Industry engagement
  - Policy development
- Service
  - Administration
April 15, 2016

To: University Council, Virginia Tech

RE: Proposed Collegiate Professor Series

From: Virginia Tech chapter of the American Association of University Professors

The proposed Collegiate Professor series offers multi-year, renewable contracts with the possibility of promotion in order to enhance undergraduate instruction by hiring more teaching faculty with terminal degrees who keep current not only with research in their field but also with best pedagogical practices.

Amended since its presentation to the Commission on Faculty Affairs (CFA) on February 5, the proposal now specifies that tenured and tenure-track faculty will constitute the majority of the faculty at Virginia Tech; that Collegiate Professors will be entitled to academic freedom; that departments will develop procedures for handling annual evaluations, merit raises, reappointment, and promotion; that these performance evaluations will be conducted by standing committees where faculty form the majority; and that in the case of non-reappointment a college-level review may be requested.

Despite these important and welcome modifications, many faculty members remain concerned. The comments below have come either directly to the VT AAUP chapter or to us through Faculty Senators.

Evaluation, promotion, and appeals of non-renewal

In the original presentation made to the CFA on 5 February, slide 5 (appended below) includes the bullet point “Promotion evaluated by department, college, and university committees.” However, the current resolution and handbook text mention only departmental and college faculty committees in regard to evaluation and appeals of negative decisions. Why has the university level of review been removed from the process?

Conversion

Slide 5 also states that “Current tenure-track faculty with strong interests in teaching, pedagogy, and curricular reform may request to move to the collegiate professor series.” Will other conversions be possible? For example from Instructor to Collegiate Professor?

The proposed handbook revisions state that if a Collegiate Professor is subsequently appointed to a tenure-track position, service in the Collegiate Professor rank would not count toward the probationary period. Would publications and other scholarly achievements that occurred prior to conversion be considered in the tenure case?

Non-renewal based on factors other than performance

Any faculty member may face involuntary dismissal in cases of “Academic Program Restructuring or Discontinuance” (2.12.2) or “Conditions of Financial Exigency” (Faculty Handbook 2.12.1). Would the paragraph in 2.12.2 entitled “Minimum Responsibilities to Individual Faculty Members” (lengthy advance notice of termination,
transition assistance, and obligatory offer of reinstatement if the position re-opens) apply to Collegiate Professors? In other words, would Collegiate Professors be treated as “continued appointment personnel”?

**Non-tenure status?**
Many faculty feel strongly that the proposed teaching-intensive Collegiate Professor ranks should include the possibility of tenure. Here are some of the reasons for preferring tenure to renewable contracts.

### Innovative teaching and classroom controversy
Classrooms thrive on the free and open exchange of information, ideas, and aesthetic values. These exchanges often challenge prevailing assumptions, practices, and tastes. Instructional faculty without tenure face periodic renewal based in large part on student evaluations. Areas where controversial topics, ideas, or activities regularly take place include many social sciences, some areas in natural resources, and biology. These include not only political issues or social policy but also biological evolution; astronomy, specifically cosmology and the universe's evolution; climate change and human effects on it. Innovative teaching will be stifled if Collegiate Professors shy away from controversy in the hopes of avoiding negative student comments.

### Initiating curricular reform
The faculty handbook proposal states that “Working in collaboration with the department’s other faculty, collegiate faculty may take a lead role on enhancing the curricula and promoting teaching excellence.” However, the untenured Collegiate Professors would not be equal partners in relation to the tenured faculty: not only does tenure confer perceived status, but also the non-tenured faculty must face periodic renewal. It is much more difficult for someone lower in the academic hierarchy to initiate change. What incentive would collegiate faculty have to raise concerns about department, college, or institutional direction, values, and approaches?

### Teaching less valued than research
Offering tenure only to researchers implicitly values research over teaching.

### Outside challenges to the tenure system
The unintended consequences of withholding tenure should be considered, given ongoing challenges to the tenure system on the part of legislators, the press, and public opinion. It would be worth reflecting on what has been happening elsewhere in the U.S. with regard to tenure, for example in Wisconsin. What tends to be lost in much of this discussion is the need to preserve some of the enduring values of universities, even as we adapt to changing times and contexts.

Contact: Janell Watson, President, VT chapter of the AAUP, rjwatson@vt.edu
Collegiate Professor Series

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