Members present: Redican, Eriksson, Hagen, Ball, Hyer, Hardcastle, Sanders, Robinson

Redican called the meeting to order with five items on the agenda: 1) Draft revision of Faculty Handbook Section 2.9.1, 2) Draft revision of Faculty Handbook Sections 2.3.1.2 and 2.3.1.3 to include Professors of Practice, 3) Draft of Modified Duties Policy, 4) Continuing Discussion of Promotion and Tenure Policy Issues, 5) Meeting Dates and Times for Spring, 2006. Minutes from the previous meeting were approved.

Draft of revision of Faculty Handbook Section 2.9.1

Members reviewed revisions to the policy on annual and probationary period evaluations based on feedback from the previous CFA meeting. Members felt language in the policy should be revised further to encourage consistent implementation across departments. Changes in the policy may have implications for the manner in which evaluations are currently handled and result in a cultural shift by requiring more collective input from faculty committees within the department when writing evaluations. Therefore CFA members felt it would be worthwhile to vet the revised draft policy in several locations for a period of comment from college deans and Senate departmental representatives.

Draft revision of Faculty Handbook Sections 2.3.1.2 and 2.3.1.3 to include Professors of Practice

Members reviewed revisions to the policies concerning Visiting Professors and Adjunct Professors to include Professors of Practice. Some CFA members expressed continued concern with introducing the Professor of Practice title in the arts as some faculty believe that it might negatively affect future allocation of tenure-track lines to those department and because they are non-tenure-track appointment, they might provide less protection of academic freedom. Redican suggested it would be better to wait to vote on the revisions as members who had expressed concern were not able to attend the meeting. Other CFA members agreed to postpone definitive action.

Draft of Modified Duties Policy

Hyer provided an overview of the draft Modified Duties Policy as it relates to responding to the need of faculty who are seeking greater flexibility in their careers due to personal and family circumstances. There will be a central fund to help cover the projected cost associated with a change of duties. The policy has been written to accommodate a variety of needs across colleges. Further discussion related to the policy will take place at the AdvanceVT conference in January. CFA members are asked to be present so that feedback in regard to the policy can be collected from faculty members in attendance. CFA members suggested there needs to be language incorporated into the policy that provides a timeframe for negotiations. Further suggestions were made to revise the
language so that the policy was as comprehensive as possible, and so that it was clear that deans and department head can provide accommodations even if central funding is not available.

**Continuing Discussion of Promotion and Tenure Policy Issues**

Given time constraints, this item will be discussed at the next meeting. Eriksson agreed to write draft language regarding representation of deans on promotion and tenure committees that could be reviewed at the next CFA meeting.

**Meeting Dates and Times for Spring, 2006**

Friday afternoons appear to be a bad time for CFA members as representation at the meetings continues to decline. Redican will send an email note to the CFA listserv with possible meeting dates to get a better idea of when the next meeting will be held.

Recorder,

Catherine Amelink