Commission on Faculty Affairs  
Minutes  
October 27, 2006

Members present: Hardcastle, Hyer, Mitchell, Lener, Balci, Ayoub, Brewster, Grene, Eriksson, Ball

Guest(s): Hardus Odendaal

Hardcastle called the meeting to order with three agenda items: 1) SPOI Resolution, 2) P&T Evaluation Resolution/Discussion, and 3) Professor of the Practice Resolution/Discussion.

The agenda and minutes were approved.

SPOI RESOLUTION
Dr. Balci presented a revised resolution and material on “VTSET” which would replace the current outmoded student evaluation of teaching forms. Concerns still remain. Some of these include:
1) Implementation across university or departments may be difficult and must be thought out in advance. Piloting the on-line evaluation system in one or more colleges could be very helpful to work out the bugs and develop a stronger commitment to university wide implementation.
2) Sections III–V should not be apart of the resolution
3) Unreasonable expectation to require university wide by Fall 2008; faculty have to buy into the idea; some departments would like to continue using a paper evaluation
4) Online version should be available but not mandatory
5) Are the policy issues different from implementation?

Hyer proposed that she convene a group to meet with Dr. Balci to work through some of the implementation issues so that the initiative might be more likely to be accepted. Terry Wildman, Tom Head, David Ford are several of the people who could be helpful.

PROMOTION AND TENURE EVALUATION, CFA RESOLUTION 2006-07B
The revisions to the “Composition of Committees for Promotion and Tenure Evaluation” resolution were presented. The original resolution was withdrawn in the face of opposition at the University Council level last year. A number of issues were raised and the on-line survey this fall attempted to get broader faculty input on some of those issues, including department heads serving on committees, participants voting more than once on a case, deans serving and chairing committees, and so on. The revision focuses more narrowly on three changes and abandons the most controversial of the earlier proposals. Changes in this version include eligibility of associate professors to serve on departmental level committees, making the principle of one vote per case the general operating principle, and having a faculty member chair the college level committee. Department heads and members of departmental promotion and tenure committees may still serve on college committees; however, they may not vote on their own cases.

A clarification was included to recognize that librarians receive continued appointment at the assistant professor level and that all faculty members with continued appointment are eligible to serve on the departmental (library) committee. If only associates and fulls were permitted to serve, it would be difficult to populate the committees.
The resolution passed unanimously as amended and will be forwarded to University Council for first reading.

PROFESSOR OF PRACTICE
Hardcastle introduced the first draft of possible language for the Faculty Handbook defining the ranks of Assistant, Associate, and Professor of Practice. These definitions mimic those provided for the clinical faculty and are very general.

Discussion followed about the need for more language surrounding the terms and conditions of employment for non-tenure track faculty, including policies for promotion procedures, reappointment, length of contracts, dismissal for cause, and other matters that should rightfully differ from protections provided for tenured faculty members. Hyer recommended considering language that would address several types of non-tenure track appointments simultaneously – the clinical faculty, the professors of practice, and the expanded instructor ranks that will be brought forward shortly for approval. Hyer promised to work on this and bring it back later.

ANNOUNCEMENTS
Meeting on November 3, 2006 cancelled.

Recorder: Tracey Cameron, Office of the Provost