Commission on Faculty Affairs
Minutes
October 6, 2005

Members attending: Kerry Redican, Sheryl Ball, Roby Robinson, Diane Zahm, Mike Kelly, Pat Hyer, Catherine Amelink, Carol Burch-Brown, Lindsay O’Connell

Redican called the meeting to order with five items on the agenda: 1) Update on Professors of Practice, 2) Sloan Report 3) Faculty Affairs BOV topics, 4) Part-time Tenure Appointments, 5) Future CFA Issues. Minutes from the previous meeting were approved.

Update on Professors of Practice
Zahm met with several representatives in the arts and humanities to gather feedback on the proposed creation of a Professors of Practice faculty classification. Representatives recognized the advantages such a classification might have, especially for the science and engineering fields. However, they were concerned about the impact such a classification might have for the tenure-track lines that are allocated to the arts and humanities. Some members of the CFA agreed that creating a classification such as this would change the infrastructure of the university and how the professoriate is conceptualized. If the issue is the prestige of the title and associated ability to attract faculty than the better solution might be to revise the form that is used to designate a title for new appointments. Due to the concerns, CFA members suggested it might be useful to create an additional designation such as Visiting Assistant, Associate, or Professor of Practice. Likewise, utilizing the term adjunct with the rank designation for faculty might allow for further delineation of duties associated with the Professors of Practice title. Hyer pointed out the technicalities involved in regard to faculty classifications. Currently, visiting professors are only able to remain at the university for six years. Adjunct faculty denotes faculty who are paid with P-14 wages. CFA members agreed the best way to create flexibility for departments while allowing them to attract faculty with the qualifications associated with a Professor of Practice might be to re-write the definition of a visiting professor and an adjunct professor. Re-formulating the definitions would also allow human resource needs to be addressed.

Sloan Report
Hyer updated the CFA on the recent Sloan Conference on Flexible Faculty Career Paths. The conference was attended by representatives of administrative teams from colleges and universities nationally. Virginia Tech was represented by Hyer, Provost McNamee, and Susanna Rinehart. Major sessions at the conference dealt with bias avoidance, non-tenure-track faculty appointments, pregnancy/childcare and promotion and tenure issues, and pipeline issues associated with the representation of women in faculty careers. Policies associated with leave, stopping the tenure clock, delayed entry, modified duties, temporary part-time appointments, and phased retirement were also addressed. Given the large number of administrative teams from research universities represented at the
conference that are considering creating flexibility in faculty careers, Virginia Tech has a substantial amount of competition for recruitment and retention of faculty.

**Faculty Affairs Topics for Board of Visitors**

CFA members reviewed a list of possible topics for the Board of Visitors to address related to faculty affairs that fell into major categories including: compensation, benefit, and role issues, faculty worklife policies and programs, retention and satisfaction issues, and conflict of interest issues. Hyer asked for additional suggestions or editorial remarks. CFA members suggested that summer school compensation and a flexible teaching schedule be added as items for consideration under compensation, benefit, and role issues.

Given the substantial amount of time the CFA devoted to other items on the agenda, in the interest of time the remaining items will be addressed at the next meeting. The CFA will meet on October 21, 2005 in 325 Burruss from 3:00 – 5:00.

Recorder: C. Amelink, Office of the Provost