

Commission on Faculty Affairs
Minutes
November 8, 1991, 1:00-3:00 P.M.
400-D Burruss Hall

Present: E. F. Carlisle, D. de Wolf, J. Falkinham, L. L. Geyer, P. Hyer, M. Lewis (for J. Buffer), C. McDaniels, W. Murphy (for C. Schwertz), L. Richardson, R. Sorensen, W. Williams

Agenda was adopted as circulated.

Minutes of October 25, 1991, were approved as circulated.

A motion was made by C. McDaniels and seconded that Commission members be granted the privilege, upon written request and subject to the Chair's discretion, of postponement of an agenda item to the next meeting. The motion passed by unanimous vote.

Ascertaining consensus to do so, the chair announced that the matter of academic rank for part-time faculty will be reconsidered at our next meeting.

Procedures for approved faculty search - The Provost moved approval of the Procedures as recast by the deWolf subcommittee, November 1, 1991. (See Attachment 1.) The motion was seconded. Discussion centered on modifications proposed by Cornel Morton to items 9 and 11 of the subcommittee's draft. L. Richardson moved that the last sentence of item 11 of the subcommittee's proposal be revised to read: "In addition, if ..., the head should attach a memo reporting *recruiting efforts*, as part of the final record." Motion to amend was seconded and passed unanimously. The original motion then passed by unanimous vote.

The Commission decided to postpone until its next meeting reconsideration of CFA Resolution 1991-92A (revision of 2.11 of the *Faculty Handbook*). At that time it will review the matter with an eye to suggestions made by Jerry Cain in memos of October 21 and November 1 to Larry Harris.

Geographical Transfer (CFA Resolution 1991-92B and proposed Faculty Handbook Addition, 2.17; see Attachment 2.) - (a) Noting that the revision as now proposed is not germane to *temporary* transfers, the Chair asked whether it might be amended to provide guidelines for salary adjustment, reimbursement of expenses, etc. in such cases. Discussion revealed difficulty in defining "temporary" for the purpose of this policy. R. Sorensen suggested (1) that questions about these cases should be addressed to the State and (2) that should CFA take up the matter of temporary transfer, it do so independently of the proposed addition to the *Handbook* now under discussion. There was consensus, moreover, that the Chair explore further with Dean Eyre what specific problems have been encountered in cases of this sort. (b) Discussion then addressed the final paragraph of the proposed addition. P. Hyer moved that the final paragraph be amended to read "A cost of living adjustment will be added to the faculty member's base salary during the period they are employed in a high cost area as defined for classified employees in the Virginia Compensation Plan issued by the State Personnel Director." The motion was seconded and passed with one dissenting vote.

Much of the immediately preceding discussion was concerned with the inadequacy of the maximum increase in salary base (\$2000) currently allowed for those transferred to high cost areas such as Northern Virginia. The Provost expressed his willingness to determine what more adequate increase might be feasible given the University's financial condition. Accordingly, the following resolution with respect to 2.17 of the *Faculty Handbook* was moved and unanimously adopted: "That every effort shall be made by the Administration to make the aforementioned cost of living adjustment reasonably consistent with the expected increase in living costs."

The Chair asked if the Commission wished to invite a representative group of faculty concerned with the status of full-time, non-tenure-track instructors to discuss recent proposals for classifications of "career instructors" and the like. The Commission expressed its eagerness to discuss these questions with such a group.

The hour being late, the Chair announced that the first two items on the agenda for November 22 would be (1) Cain's suggestions regarding grievance procedures, and (2) reconsideration of faculty rank for part-time faculty.

The meeting was adjourned at 3:00 P.M.

William H. Williams
Secretary

Attachments:

1. Procedures for Approved Faculty Search, November 1, 1991
2. CFA Resolution 1991-92B and *Faculty Handbook* 2.17 (proposed)