

*note*  
*consulting*  
*discretion*  
*Plan 7*  
*Approved*  
*12-13-76*

Minutes  
Commission on Faculty Affairs  
Tuesday, September 23, 1976  
4:00 p.m.

Present: J. White, J. Wilson, P. Torgerson, P. King, P. Hall, M. Bliznakov  
R. Dickman, E. Wildman

Absent: L. Harper, A. Mandelstamm, G. Smallwood

1. Announcements:

(a) Having received no objections to his suggestion concerning secretarial duties for the Commission, Chairman White announced that his departmental secretary, Mrs. Leslie Munson, would attend Commission meetings to record the minutes. A Commission member will be elected to serve as "official" Secretary for the purposes of editing and signing the minutes.

(b) The next meeting of the Commission will be held on Tuesday, November 2 at 3:30 p.m. at a location to be announced.

(c) Chairman White introduced Dr. Alan G. Winslow and Dr. Robert A. Fraser, outgoing and incoming chairman, respectively, of the Faculty Senate's Ad Hoc Committee on Consulting.

2. Agenda:

The Agenda was approved as distributed.

3. Minutes:

Minutes of all previous Commission meetings had already been duly approved and forwarded to the University Council.

4. Election of Secretary:

Dr. P. L. Hall was elected by a unanimous decision to the post of Secretary of the Commission.

5. Report of the Employees' Benefits Committee, 1975-76:

Acceptance of this Report was deferred until a later meeting when Dr. Mandelstamm, a Committee Member, can be present to offer his comments and lead the Commission's discussion in this important area of Faculty concern.

6. Matters Brought to the Attention of the Chairman since the Previous Commission Meeting last June 15:

(a) A letter from a Faculty member to previous Chairman Cochran concerning University parking decals and vehicle registration procedures was briefly discussed. It was the consensus of the Commission that the matter should best be taken up by the University Traffic Committee, whose Chairman has been provided with copies of all pertinent correspondence.

(b) Correspondence between a Department Head and previous Chairman Cochran concerning Commission approval of a revision of wording in the Faculty Handbook on Minimum Notice Policy (see CFA Minutes for May 25, 1976) was discussed. It was agreed that further discussion of or clarification on this matter by CFA at this time was unnecessary.

(c) A Division Head's query to President Lavery concerning possible implications of CFA-proposed changes in Study-Research Leave Policy was brought up for discussion. It was agreed that the responses of Dr. Lavery and of Dr. Cochran were adequate and that the Commission need not pursue the matter further.

(d) With reference to a specific case in which approval had been denied, the question as to whether or not it is "University Policy" to prohibit consulting activities for AY faculty during summer sessions was raised. The consensus was that cases such as this one must be judged on their individual merits by the administrative officials responsible for decisions on consulting approval requests. The Commission suggested that a letter be sent to the individual whose request was denied in this case, stating the interest of the CFA in the problem and outlining the gist of this discussion.

(e) VPAA Wilson had expressed concern over the problem of securing promotions for instructors to assistant professor rank upon successful completion and defense of theses for terminal degrees. Although such promotions are (in most cases), virtually automatic, the obligatory mechanisms and deliberation schedules for granting any promotions take time and promotions are granted no more often than once each year in the spring, effective the following summer or fall. Thus hardship and injustice may be suffered by a faculty member who, having received the doctorate after January of a given year, must continue to serve as instructor for up to eighteen months alongside those who were appointed at assistant professor rank because they arrived degree in-hand. Dr. Wilson sought the Commission's views on the advisability of seeking a change in policy which would allow promotions from instructor to assistant professor on an expedient case-by-case basis without benefit of the full review machinery. Several potential problems which might attend such a policy relaxation were brought up for discussion. It was decided that the matter should be thoroughly studied before further consideration by the Commission. Chairman White appointed a sub-committee of Dr. Dickman, Dr. Wilson and Dr. Torgerson, Chairman, to conduct this study.

Also brought up for possible early consideration by the CFA were the problems which attend strict adherence to AAUP guidelines for the reckoning of prior service in prescribing probationary periods and deadlines for tenure decisions.

7. Progress Report from Senate Ad Hoc Committee on Consulting:

Dr. Winslow discussed the circumstances under which this Committee was created last year by the Faculty Senate and brought the Commission up-

to-date on Committee activities to date. He high-lighted several areas which had been singled out for attention:

(i) Policy governing consulting activity by AY faculty during summer or other times when regular classes are not in session.

(ii) Policy governing consulting activity by CY faculty during vacation periods (36 days per year as opposed to 4 days per month).

(iii) Policy requiring the use of annual leave to serve as "expert witness."

(iv) Reimbursement for service rendered by faculty for others within the the University when the University does not provide that service. (Case in point: translations of articles in foreign language journals by faculty in Dept. of Foreign Languages and Literature.)

Commission discussion centered on the fact that though consulting activities clearly benefit both the community users and the faculty consultants, the University must not permit consulting activity which might invite even the suspicion of conflict of interest.

3. Adjournment:

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,



Philip L. Hall, Secretary