

Commission on Faculty Affairs
Minutes
March 5, 1993

Present: S. Crumwell (for J. Buffer), D. de Wolf, P. Hyer (for F. Carlisle), C. McDaniels, T. Sherman, N. Shumsky

Visitors: L. Geyer, J. Johnson

The meeting was called to order at 1:15 by David de Wolf, the chair of the committee.

Announcements: 1.) the Commission on Research has forwarded the Resolution on Termination Procedures for Research Faculty to University Council 2.) the chair is regularly receiving minutes from the appropriate committees. Any member of CFA who would like to read them is welcome to do so

Agenda: the agenda was adopted

Minutes: reading the minutes of the last meeting was postponed until the meeting of March 26

Old Business: 1.) Faculty Grievance Procedures: the commission once again took up the question of faculty grievance procedures and considered whether to discuss an alternative set of procedures which a faculty member has recently suggested. The commission decided to continue discussing the procedures that it has been working to create for several years. D. de Wolf and P. Hyer reported on their conversation with Jerry Robinson and recommended that the commission not adopt the use of an arbitrator as an alternative to the Faculty Review Committee because this would be a radical change that would require re-evaluation of the entire process. The commission agreed. The commission then voted to pass the resolution on Faculty Grievance Procedures with the stipulation that they be endorsed for a two-year period after which they would be re-evaluated to see if any major changes are needed.

2.) Janet Johnson then reported that the Commission on Research has again considered the Procedures for Allegation of Misconduct in Scholarly Activities. The only substantive change has re-writing the procedures to give a role to the Faculty Ethics Committee, especially in the inquiry phase of the process. The Commission then endorsed the resolution of the Commission on Research.

New Business: 1.) Leon Geyer discussed changes in the Faculty Handbook to reflect needed changes in the structure of the Faculty Review Committee. As it now reads, each college faculty association nominates two members to the FRC who have served on the college tenure and promotion committee in the past three years. However, the FRC has no role in the t&p process, and it is necessary to enlarge the pool of candidates eligible to serve on the FRC. Therefore, he is suggesting that the FRC include two members per college as a minimum (apportioned like the Faculty to reflect the differing size of colleges) and that anyone who has served on Faculty Senate be eligible to serve on the FRC. The CFA then adopted this suggestion. 2.) P. Hyer introduced the subject of Grievance Procedures for Administrative and Professional Faculty, and the need to restructure the university governance system to establish a separate grievance procedure for them and to give them representation within the governance system, i.e. to establish a new Commission for Administrative and Professional Faculty and to establish a Commission for Administrative and Professional Faculty. After some discussion, the Commission for Faculty Affairs approved the Resolution with the modification that, while all A&P faculty will be eligible to vote for and sit in the Commission for Administrative and Professional Faculty, *only* the professional faculty will be eligible to serve as representatives on commissions other than that of Administrative and Professional Faculty.

Adjournment: 3:00 having arrived, the Commission adjourned

Respectfully submitted,

Neil L. Shumsky
Secretary