

approved
9-12-77

Minutes
Commission on Faculty Affairs
April 13, 1977

Present: Bliznakov, Dickman, Hall, Harper, King, Mandelstamm,
Nurse, Torgerson, White, Wilson

Absent: Smallwood, Wildman

1. Announcements

CFA Meetings are scheduled for Wednesdays, May 4 and May 18, both at 3:00 p.m. in Norris 333. The principal item for consideration at the May 4 meeting will be the matter of tenure for Library Faculty, and library personnel will be invited to be present for that discussion.

2. Agenda

The agenda was approved as distributed and adopted.

3. Minutes

Minutes for the CFA meetings of March 23, and March 30, were considered by the Commission and were approved after some small additions, deletions and corrections were agreed upon.

4. Consulting Policy - Dr. Dickman

Dr. Dickman reported that the Faculty Senate, at its April meeting the previous evening, had accepted the report on consulting policy of the CFA. The Senate had suggested no substantive changes at all for the document before it was submitted to the University Council for further consideration. Dr. Dickman thus moved final endorsement of the "Suggested Changes in the University Consulting Policy" by the CFA. The motion was seconded and PASSED UNANIMOUSLY. The document is appended to these minutes. Chairman White observed that the University Council was expected to meet next on Monday, May 2, at 3:00 p.m., at which time this Consulting Policy matter might be included on its agenda. He would request that the CFA be invited to be present for that discussion.

5. Faculty Fringe Benefits

Chairman White reviewed for the Commission the spirited discussion in the Senate the previous evening which had followed Senator Mandelstamm's report that the University had determined that it could not, at the present time, adopt and underwrite the disability plan which the University Employee's Benefits Committee had recommended. The Senate had voted (1) to change their Officers and Cabinet with the responsibility of relaying to the University Administration, as forcefully as possible, the deep sense of disappointment and discouragement of the Senate in this matter, and (2) that an ad hoc Faculty Senate Committee to Investigate Faculty Fringe Benefits be appointed before next September to work further on this issue of critical faculty concern. A lengthy discussion by the Commission followed Dr. White's report, during which several points were made including:

- (a) The CFA may indeed have a central role to play if and when the Faculty Senate is ready to propose specific action in the area of faculty fringe benefits, but the CFA should allow the Senate to take the initiative here.
- (b) The Administration is in fact not hostile to improvements in faculty benefits, as evidenced by the high priority which the implementation of the new Faculty Leave Program has been given. But under current guidelines governing the use of State funds, funding for improved benefits would have to be provided by gifts to the University or by endowment income, either or both of which will necessarily take some time to secure.
- (c) The State Legislature could not be approached to consider, unilaterally, possible improvements in benefits for VPI & SU faculty. The Legislature, were it to consider the matter at all, would need to act in behalf of all faculty at all of Virginia's institutions of higher learning. There might be a number of reasons why it would be unwise for us to press at this time for such consideration in the Legislature.
- (d) Careful consideration should be given to the possibility, at least for some purposes and to some degree, of separating the faculty from other University employees to make them eligible for certain types of fringe benefits. Faculty might even decide to constitute their own "group" for the purposes of securing improved insurance coverage at attractive rates, even if the University as such did not underwrite that coverage.
- (e) Sight must not be lost of the fact that faculty benefits at VPI & SU are inadequate and are in critical need of improvement, substantially and as soon as possible. The current fringe benefits package is an embarrassment which results in disadvantageous faculty recruiting and encourages our better faculty to accept attractive offers from other universities.

6. Tenure for Library Faculty

The Report of the University ad hoc Committee on 'Faculty Status' for Librarians was discussed at some length. It was agreed that the CFA should take no final position on this matter until it had had an opportunity to discuss it with representatives of the Library Faculty and Administration. Mr. Bechanan, Director of Libraries, and Ms. Malebranche of the Library Faculty Association will be invited to join the CFA for this purpose at its next meeting.

Respectfully submitted,

Philip L. Hall, Secretary