**Committee on Faculty Affairs Minutes**

**October 10, 2012**

Present: D. Hunt, B. McMahan, L. Paolini, R. Morin, C. Alves, V. Tucci, S. Carroll, B. Keep, J. Stauff, J. Ruscio, M. Benoit, S. Schreiner, R. Blumberg, K. Pizzolo, M. Lin

1. Minutes for September 26, 2012 were approved.

2. Pending review of the language in the recently ratified AFT agreement, CFA voted to send to Steering the recommendation that no new policy on Academic Free Speech be drafted. Consultation with the AFT leadership and with General Counsel have confirmed that Article V of the AFT contract on Academic Freedom is legally binding. Any additional policy would have no legal standing. The motion was made by Benoit, seconded by Tucci, and approved by the committee.

3. CFA was asked to rubber stamp the Sabbatical RFP and change the date. Applications are expected by Nov. 5, 2012. The motion to approve was made by Benoit, seconded by Alves, and unanimously approved.

4. Promotions Document: The subcommittee met to begin review of the document, but the memo from the Faculty Senate to Steering, and the original charge from Steering to CFA offer limited guidance. Dave said he would forward to us a memo from an earlier Faculty Senate subcommittee that outlines some of the issues we should be addressing. Before the subcommittee meets again, it was agreed that a good place to start would be to gather testimony from chairs who have experience dealing with the Promotions Document. Maggie will talk to Cindy Curtis to see if she has any more input to give us. Regina will contact Harriet Hustis, who was chair of the Promotions committee last year, and may be able to provide some useful feedback, and send an e-mail to chairs requesting comments on the document.

5. Recording of Lectures: No action has been taken since the last meeting. Steve still needs to talk to the Provost about this.

6. Modification of Duties/Professional Behavior: Steve contacted HR. One of three people (Erika Worthy, Kerri Thompson and Ida Jackson Woods) from HR should be present for all subcommittee meetings. Maggie presented the subcommittee report on policy-specific and implementation-specific topics that need to be addressed. One issue is that HR has not been following state and federal guidelines for the FMLA. Another thorny issue is stopping the tenure clock for people who take leave or have modified duties. The union is adamantly opposed to this. It was agreed that the subcommittee will meet with Ralph, who will be contacted by Steve. It was also agreed that the subcommittee will try to gather testimony at a Faculty Senate meeting, probably in November.

7. Grade Appeals/ Student Complaints. This is a joint charge with CAP. Chris Fisher is chair of CAP. Dave and Chris will meet to decide what work should be done by each committee.

8. New Business: Dave brought up that Candice Feiring told him the SOSA RFP will probably be going back to the Faculty Senate. There are some inconsistencies in the review process relating to the dual committee setup. John mentioned that as he understood it, the issues are really minor procedural details. He will send Dave a document that he has from Candice.

Respectfully submitted,

Regina Morin