**Committee on Faculty Affairs Minutes**

**February 13, 2013**

Present: D. Hunt, C. Alves, S. Carroll, J. Ruscio, L. Paolini, R. Morin, V. Tucci, M. Benoit, S.Torres, Gregory Pogue, J. Stauff, B. McMahan

Excused: B. Keep, R. Blumberg, S. Schreiner

1. Approval of minutes from 1-23-13.

2. Tenure and Promotion Document. Regina met with Jerry Waldron, the head of IT. Jerry was very supportive of making submission of materials for Reappointment, Tenure and Promotion an entirely online process, and believes that development, piloting and working out the kinks should take about a year. He would want to work with a small CFA subcommittee every step of the way during the development phase. Approval at the Provost level would be required for IT to move ahead with this project.

The Union was also contacted. Ralph consulted with the Executive Board. It appears that moving to an electronic submission process presents no contractual issues that need to be resolved.

CFA reviewed and approved the preliminary recommendation to be sent to Steering. An Open Forum will be scheduled for February 20, 2013. If the College community supports the recommendation a meeting will be requested with the Provost.

3. Recording of Lectures. At present there is nothing new to report.

4. Modification of Duties/Professional Behavior: The subcommittee met with the union. Ralph voiced no objection to delaying the tenure clock 1 semester for candidates taking family or medical leave. The subcommittee will present two documents, one dealing with delaying the tenure clock, and one dealing with modification of duties. Both faculty and librarians should be eligible to delay the tenure clock, but it is still not clear if modification of duties refers strictly to teaching duties, or if librarian duties can also be modified. Another question is whether the tenure delay should be up to the candidates, or if it should be automatic if the candidate takes family or medical leave. It appears that the subcommittee favors the second option, but would allow candidates to opt out by writing a letter to their Dean. An Open Forum will probably be scheduled in March on the question of delaying the tenure clock, and another in April on the question of modification of duties.

5. Faculty Behavior/Grade Appeals/ Student Complaints: There was nothing new to report at the current meeting. Dave expects that CAP will contact him shortly to begin discussing the charge.

6. Faculty Reassigned Time. There is nothing to report. The charge will be addressed when we discharge some of our current duties.

7. Review of Disciplinary Standards for Creative Writing Faculty. The Standards appear to be largely in line with College-wide principles, However, CFA expressed strong reservations regarding its adherence to “Flexibility in support of diverse paths in scholarship/professional/creative activity”. Specifically, Creative Writing faculty are expected to publish in the area/genre in which they were hired through promotion to associate professor:

3. **Flexibility**: The Department understands that creative interests will evolve and develop over the course of a faculty member’s career. However, the Department expects faculty to focus on publishing as creative writers in their designated genre through their promotion to associate professor. (p. 2)

6: **Possibility of joint hires:** In the event that the English Department hires a faculty member for a joint position in Creative Writing and another field (e.g., Creative Writing and Journalism, or Creative Writing and Literary Criticism) the Chair, after consulting with the DPC and/or a designated faculty mentor, will craft a memo of agreement specifying the disciplinary standards for that candidate. (This memo should be based on the job description and the faculty member’s stated interest in the application and interview.) (p.2)

The distinctive criteria for reappointment, tenure and promotion also limit the candidate to a single form of creative activity: either poems, or short stories, or creative non-fiction. Points 3, 6 and the distinctive criteria for reappointment, tenure and promotion at all levels appears to limit academic freedom, the ability to engage in interdisciplinary research, and the possibility to grow and diversify as a scholar.

CFA recommends that the English Department discuss modifications to the proposed disciplinary standards with the Dean of HSS, and that the revised Standards be submitted to CFA for further review.

Respectfully submitted,

Regina Morin