**Committee on Faculty Affairs Minutes  
Sept. 23, 2015**

**Present:** E. Borland, J. Eberly, O. Hernandez, W. Keep, J. Neves (vice chair), A. O’Connor, D. Shaw, V. Tucci, P. Wiita (chair), I. Zake

**Excused**: E. Friedman

**Absent**: G. Pogue, T. Youngblood. It was noted that we are in need of a student representative to replace Megan Vantslot.

1. **Minutes:** The minutes of the Sept. 9, 2015, meeting, were approved.
2. **Formal approval of the edited Promotion and Reappointment Document:** The document is being reviewed by the AFT and is on the agenda for the Oct. 6 Board of Trustees meeting. CFA again recommended that a flow chart be included, on the website or at the end of the document. Paul moved and Val seconded the motion to approve the edited PRD, and the motion passed unanimously.
3. **Discussion of the open forum on SOSA flexibility:** Paul reported that the Sept. 16 forum was very well attended, with attendees making many of the points that we’ve already discussed. They liked the idea of flexibility, with a cash option for research-related expenses. Others said this should be helpful to junior faculty who could do research instead of teaching summer courses. There followed a discussion about the proposal for using SOSA for summer salary, and whether faculty should be permitted to teach in the summer if they were awarded SOSA. Bill said that if the point of SOSA was to assist junior faculty with scholarship, then they shouldn’t be teaching at the same time, while Paul noted that costs are going up but salaries aren’t. Ultimately, it was decided that, for administrative, union and practical reasons, CFA would not recommend the use of SOSA for summer salary, and that faculty should not be forbidden from teaching summer courses while receiving SOSA. CFA endorsed the option of allowing SOSA awards to be split, with one year for research-related expenses and the other year for reassigned time, although Ieva said this will result in some administrative issues for the Office of the Treasurer to resolve. Paul said he would make the revision to our proposal and send it to Steering. Then we can decide whether and when we need another Qualtrics survey and open forum.
4. **Update on disciplinary standards**: Val reported that at least five to seven are still outstanding. There was a brief discussion on the issues involved in some of these documents being finalized. Val will continue to keep track of developments. She suggested that departments could combine standards for their different majors into one document.

Respectfully submitted,

Donna Shaw