

Proposal: Establish a Pamplin Faculty Input Group (PFIG), in lieu of a Pamplin College Faculty Association

Problem

Pamplin is the only Virginia Tech College that does not have a College Faculty Association (CFA). Because there is no Pamplin CFA:

- Some University-level decisions reflect the input of faculty from all Colleges except Pamplin.
- Pamplin Faculty and Administrators are unaware of some faculty-related discussions occurring at the University-level.
- Pamplin faculty do not have a widely-known/understood mechanism for upward communication regarding decisions that may affect them.

Purpose

The purpose of this organization shall be to provide meaningful channels of communication and input among the Pamplin Faculty, Pamplin Administration, and University-level faculty groups (i.e., the Faculty Senate and the College Faculty Association President's group) by making more effective and efficient use of existing structures.

Composition

- All full-time Pamplin Teaching and Research Faculty members should be considered members of the PFIG (this does not include Administrative Professional Faculty).
- The PFIG Executive Committee will include all Pamplin Faculty Senators (one representative from each Department).
- The Pamplin representative to the Faculty Senate Cabinet will serve as the PFIG President and attend CFA Presidents' meetings.
- To avoid confusion, this proposal (and most communication) will refer to the PFIG members as "Faculty", PFIG Executive Committee members as "Senators", and the PFIG President as the "Cabinet Rep".

New/Modified Practices

- Senators should be nominated and elected for a 3-year term within each Department (current practice: Senators are appointed by the Department Head).
- The Cabinet Rep should be nominated (from among the Senators) and elected by the Faculty for a 1-year term (current practice: A Senator self-nominates/volunteers for this position).
- With input from the Senators, the Cabinet Rep will write a monthly (or quarterly/semesterly, if the timing is more efficient) PFIG report summarizing relevant University-level discussions from Faculty Senate, Cabinet, and CFA Presidents' group meetings. This report will be emailed to the Dean and will be made available to Pamplin Faculty in a shared drive. Some sections of this report may call for input from the Pamplin Faculty (addressed below).
- The Dean and Cabinet Rep may occasionally meet to discuss sensitive or complex issues from the PFIG report (though regular meetings are not necessary).
- In Department Faculty meetings, Senators will:
 - Briefly summarize the PFIG report and answer clarification questions

- Ask Department Faculty members for their input on relevant University-level issues
- Ask Department Faculty members to inform the Senator (whether in the meeting or through more private means) of any concerns or questions regarding University- or College-level decisions affecting them.
- Senators (including the Cabinet Rep) will discuss relevant input from the Faculty while maintaining the Faculty members' anonymity. This should generally be accomplished via email, though synchronous meetings should be held for more sensitive or complicated issues.
 - If needed/requested, individual Faculty members can meet with Senators to discuss their concerns.
- For time-sensitive matters, the Senators may distribute a brief survey to the Faculty to gather input. This should only be done in rare circumstances to avoid unnecessary burden to the Faculty.
- Following guidance from the Senators, the Cabinet Rep will ensure that Faculty input and concerns are clearly communicated to the intended/relevant audience. For example:
 - The Cabinet Rep will present Pamplin Faculty input in summary form to the Virginia Tech Cabinet and/or CFA Presidents' group to ensure the Pamplin perspective is included in University-level decisions.
 - The Cabinet Rep will develop (with guidance from the Senators) an official Pamplin Faculty statement for a given issue when requested by the Cabinet or CFA Presidents' group.
 - If Faculty input indicates a concern with a College-level decision, the Cabinet Rep and Pamplin Dean can meet to discuss the issue.

Next Steps

- The Dean will discuss the proposal with the Academic Committee, and the Cabinet Rep will incorporate any feedback they provide (with guidance from the Senators as well).
- Senators will distribute the revised proposal to their Department Faculty and request their feedback in the next Department Faculty meeting.
- The proposal and feedback will be used to create an official PFIG Constitution.
- The Faculty will receive a survey, including a link to the final Constitution draft and an opportunity to vote to accept/implement or reject the Constitution.