

Minutes
Commission on Faculty Affairs
September 11, 2020
10:30 a.m. – 12:00 p.m.
Meeting Held Electronically/Zoom

Present: M. Abbas (Faculty Senate), S. Barrett (Faculty Senate), R. Blythe (Dean), A. Bond (CAPFA), J. Finney (Provost, ex officio), D. C. Myers (Faculty Senate), D. Givens (Dean), J. Hawdon (Faculty Senate), B. Hicok (Chair), A. Nelson (Faculty Senate), T. Schenk (Faculty Senate), R. Sebek (Staff Senate), A. Shew (Faculty Senate), C. Thompson (Graduate Student Assembly), R. Weiss (Faculty Senate).

Vacancy: SGA

Members Absent: None

Guests: L. Miner (OVPRI), D. Musick (VTCSOM), E. Plummer (Provost)

1. **Approval of Agenda.** Members of the commission unanimously approved the agenda for the September 11, 2020 meeting.
2. **Introductions.** Members of the commission and guests introduced themselves.
3. **Approval of Minutes.** Members of the commission unanimously approved the minutes of the March 20, 2020 meeting.
4. **Discussion of CFA work for 2020-2021.**
 - Old Business**
 - A. Resolution CFA 2019-20A. Faculty Handbook (FH) Chapter 3 revision and CFA 2019-20B FH Chapter 5 revision were halted at University Council (UC) last year due to COVID-19. They will be renamed and reintroduced to UC.
 - B. The COI (Conflict of Interest) Task Force has prepared (2) resolutions for CFA. CFA 2020-21C is a revision to Policy 13010 (Individual Conflicts of Interest and Commitment). CFA 2020-21D revises Policy 4070 (Additional/Outside Employment Policy for Salaried Classified and University Staff). The revisions to policy are substantial and impact faculty and staff. A working group will include members of CFA/COR/COSPA + some COI task force members.
 - C. Review Policies 1025 and 1026 and subsection 2.38.8 “Non-Discrimination, Sexual Assault, and Harassment Prevention” of the Faculty Handbook. Review of faculty processes related to Title IX changes over the summer. Questions have been raised about the clarity and sufficiency of the process. There is also at least one important discrepancy between policy and the FH: consensual relationships. Harrison Blythe, Director of Compliance and Conflict Resolution in the Office of Equity and Accessibility, will be part of this work. (F2020)
 - D. Review Policies 6100 “Dept. Head or Chair Appointments” and 6105 “Periodic Evaluation of Academic Deans and Vice Presidents.”

- E. The President's Comm. on Governance (PCG) proposal has gone to President Sands for comment. CFA will consider the proposal and, once ready, will introduce a resolution for consideration by the UC.

New Business

- A. Analysis and revision of the Faculty Senate Standing Committees and the grievance policies/procedures in the FH.
- B. See agenda item 5 below.
- C. CFA is prepared to discuss and propose action on issues impacting faculty that might pop up this year due to COVID-19.

Discussion. Commission members requested that the prioritizing and assigning of CFA work be done with consideration for impact of the pandemic on work and home lives resulting in limited time to devote to additional initiatives. In addition, the work of CFA ought to include considerations of the impact of service on colleagues who cannot participate and whose experiences and opinions are important to the work.

- 5. **Discussion of the Service Project 2025.** This project aims to create mechanisms that capture and address the challenges associated with faculty service. "The Service Project 2025" and "Recommendations for Assessing Faculty: A Faculty Senate Subcommittee Report" in the "Service project" folder in the Documents section of the CFA SharePoint site. Anna LoMascolo and Barb Lockee are partners in this work.
- 6. **Other Business.** Members requested that the following additional items and topics be considered by the commission:
 - A. Partnering with the Commission on Research and OVPRI to request information regarding improvements in the Office of Sponsored Programs.
 - B. Offering workshops for faculty to learn about current and best practices related to advancing their research.
 - C. Consider clarifications to language in the faculty handbook pertaining to the processes associated with years 2/4 and 3/5 pre-tenure reviews; and language pertaining to the appointment of chairs, heads, and school directors.
 - D. Consideration of the implementation of EFARS (electronic faculty activity reports).
- 7. **Adjourn.** There being no additional business, the commission unanimously voted to adjourn at 11:45 a.m.

Next meeting is September 25, 2020 10:30 a.m. – 12:00 p.m.