

Minutes
Commission on Faculty Affairs
September 23, 2022
10:30 am – 12:00 pm
Hybrid (Burruss 330E; Zoom)

Commission Members Present: R. Queen (presiding); D. Agud (Faculty Senate), R. Blieszner (Dean), N. Connors (A/P Faculty Senate), R. Fricker (ex officio), B. Jones (Staff Senate), L-A. Krometis (Faculty Senate), E. Lavender-Smith (Faculty Senate), L. Learman (Dean), J. Lemkul (Faculty Senate), T. Pingel (Faculty Senate).

Absent with Notice: E. Kaufman (Faculty Senate), R. Miles (Faculty Senate), and V. Kraak (Faculty Senate).

Absent: Undergrad Senate rep, Grad/Prof Senate rep.

Guests: R. Gabriele, (Faculty Affairs, Provost's Office), A. Myers, (Office of the VP for Governance and Policy), E. Plummer (Faculty Affairs, Provost's Office).

R. Queen called the meeting to order at 10:30 a.m. A quorum was present (50%+1 of *current* membership = 8)

1. **Adoption of Agenda.** Members of the commission voted unanimously to adopt the agenda.
2. **Introductions.** Members of the commission provided brief introductions.
3. **Approval of August 26, 2022, Commission on Faculty Affairs (CFA) Minutes.** A motion was made and seconded and minutes of the 08.26.22 meeting were approved for posting with the University Council.

Old Business

4. **Update on Appointments.** Thank you to Eric Kaufman who has agreed to serve on the COACHE (Collaborative on Academic Careers in Higher Education) working group; we still need a CFA member to serve on the employee benefits committee.
5. **Updates from Senates/Commissions.** The A/P Senate is working on implementing a philanthropic project; A/P Senate is considering a proposal for service leave for A/P faculty. No report from staff senate. The Council of College Deans has had many discussions and deans are in the process of reviewing drafts of documents for the provost's office.

New Business

6. **Review and Discussion of Emeritus/a designation.** R. Gabriele from the provost's office introduced and facilitated a discussion of the university's policy for designation of emeritus/a status to retired faculty members. Commission members noted varied practices at department and college levels for nominations of faculty for emeritus/a status. For some it appears automatic upon retirement, for others the department and/or college honorifics or P/T committees review and provide the dean with recommendation. Commission members observed that emeritus/a status may contribute to the university's

hierarchy in which only tenured faculty members are eligible for awards that signal exemplary contributions. Commission members are interested in exploring how to recognize faculty members who are instructional and not on the tenure-track. Possibilities might include a separate award/honorific distinguishing contribution to the academic mission of the university. For example, a provost's award for teaching, research, and service for which collegiate faculty or instructors might be eligible. Considerations include, for example, "instructor emeritus" as distinct from "professor emeritus." Commission members agreed that faculty members who retire from Virginia Tech and assume a role at a different university should not be eligible for emeritus/a. Commission members considered what awards/honorifics might be available for staff and how to recognize A/P faculty – especially those who are "administrative" faculty, do not have tenure, and have senior roles in the university's academic administration.

Commission members agreed Policy 4405 would benefit from revisions to include criteria to indicate that emeritus/a is awarded for "above routine/expected performance." The policy ought to include language that emeritus/a status comes with the expectation of continued service to the university (e.g., graduate committees, teaching). The policy should indicate that resources associated with emeritus/a status are not automatically awarded and are to be negotiated with the department and/or college based on availability and need to support continued service. Revised policy language might include a path for nominating a retiree who is not tenured and has made extraordinary contributions. Commission members considered whether a revised policy ought to include a review of nominations for emeritus/a that are an exception to policy guidelines/criteria by either the faculty senate or by the university's honorifics committee.

Next steps: communication with A/P Senate, draft revisions to policy 4405 for consideration.

7. **Review Governance Model.** R. Queen and A. Myers reviewed the flow chart that outlines how a resolution moves through the governance process.
8. **Adjournment.** There being no further business, a motion was made, seconded, and members of the commission unanimously voted to adjourn at 12:00 pm.

Next meeting: October 21, 2022, 10:30 a.m. – 12:00 p.m.