

**Minutes**  
**Commission on Faculty Affairs**  
**October 21, 2022**  
**10:30 am – 12:00 pm**  
**Hybrid (Burruss 330E; and Zoom)**

**Commission Members Present:** R. Queen (presiding); D. Agud (Faculty Senate), R. Blieszner (Dean), N. Connors (A/P Faculty Senate), R. Fricker (ex officio), E. Kaufman (Faculty Senate), V. Kraak (Faculty Senate), E. Lavender-Smith (Faculty Senate), L. Learman (Dean), J. Lemkul (Faculty Senate), J. Merola (Faculty Senate), R. Miles (Faculty Senate); T. Pingel (Faculty Senate).

**Absent with Notice:** L-A. Krometis (Faculty Senate).

**Absent:** Staff Senate rep, 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 with the inclusion of a discussion on salaries for instructors during the open discussion portion of the agenda.
- 2. Introductions.** Members of the commission welcomed Joe Merola.
- 3. Approval of September 23, 2022, Commission on Faculty Affairs (CFA) Minutes.** A motion was made and seconded and minutes were approved.
- 4. Reports from Senates.**

**A/P Faculty Senate.** N. Connors, reported on the senate's selection of the Beyond Boundaries scholarship as the target of the senate's philanthropic efforts. The A/P senate will work with the CFA to review the policy on emeritus/a designation.

**Faculty Senate.** R. Queen reported that the university's Task Force on Freedom of Expression and Inquiry has prepared a draft statement that will be shared stakeholders. Other senate commissions are drafting resolutions that will be shared as they are completed.

**Staff Senate, Undergraduate Student Senate, Graduate and Professional Student Senate.**  
No report.

## **5. Old Business.**

**5.A. Discussion of Policy 6100 Department Head or Chairs Appointments.** R. Fricker led a discussion regarding possible revisions to the policy. Commission members suggested two edits: adding the option to include pre-tenured faculty on review committees as appropriate, and to check the reference to the Faculty Handbook.

**5.B. Discussion of Policy 4405 Emeritus/Emerita Faculty.** R. Gabriele from the provost's Faculty Affairs office led a discussion regarding revisions to the emeritus/emera policy and related language in the Faculty Handbook. Commission members discussed current and proposed eligibility criteria, the value of an additional designation/honorific for all faculty tracks including A/P faculty, and made suggestions for revised policy language. R. Gabriele and R. Queen will provide the commission with a version of a policy for review.

## **6. New Business.**

**6.A. Discussion of University Guidance for Equitable Faculty Searches.** R. Fricker led a discussion in which commission members reiterated strong support for searches that are inclusive and diverse. In lieu of a university policy, commission members suggest a strong statement of endorsement of principles that directs each college and/or department to develop process and procedure statements for faculty searches that include best practices. Commission members suggest that the university's available resources be improved by combining materials, education, training, and other support information into a comprehensive website. Department heads, chairs, school directors, and deans would benefit from a coordinated approach to guiding search committee chairs and members.

**6.B. Discussion of Provost's Office of Faculty Affairs – Vision, Mission, and Values.** In the interest of time, this agenda item is postponed to another meeting.

**7. Open Discussion.** D. Agud (Faculty Senate) brought to the attention of the commission concerns regarding salaries of university instructors. As a representative to the CFA and to the Faculty Senate she has been asked to recommend that the CFA (and Faculty Senate) draft a resolution directing a review of instructor salaries including the degree to which salary compression occurs within this track. The commission will consider the request to propose a resolution pending conversations with Faculty Senate and administrators.

**8. Adjournment.** There being no further business, a motion was made, seconded, and members of the commission unanimously voted to adjourn at 12:10 pm.

**Next meeting: November 4, 2022, 10:30 a.m. – 12:00 p.m.**