

**Minutes**  
**Commission on Faculty Affairs**  
**November 4, 2022**  
**10:30 am – 12:00 pm**  
**Hybrid (Burruss 330E; and Zoom)**

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

**Absent with Notice:** L-A. Krometis (Faculty Senate), L. Learman (Dean), R. Blieszner (Dean).

**Absent:** J. Merola (Faculty Senate), T. Pingel (Faculty Senate), 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).

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 research metrics during the open discussion portion of the agenda.
2. **Commission Introductions.** No new commission members present.
3. **Approval of October 21, 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 no updates from A/P Faculty Senate.

**Faculty Senate.** Approved CUSP 2022-23A at the last meeting, other resolutions being considered by the senate are related to curriculum/program approval. There will be some modifications to the Faculty Senate Constitution and Bylaws as we review how things have worked in the first year of the new shared governance model.

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

5. **Old Business.**

- A. **Discussion of Policy 6100 Department Head or Chairs Appointments.** R. Fricker reported back to Commission members that the reference to the Faculty Handbook was corrected by removing the explicit (and out-of-date) reference to a particular section and just left a general reference to the Faculty Handbook. He also reported that the review committee membership now explicitly includes pre-tenure faculty. The policy will now move to the administrative side for review. CFA will be notified when that process is complete.

- B. Discussion of Policy 4405 Emeritus/Emerita Faculty/Faculty Handbook edits.** R. Gabriele from the provost's Faculty Affairs office led a continuing discussion on revisions to the emeritus/emera policy and related language in the Faculty Handbook. Proposed draft Faculty Handbook language was presented and Commission members discussed current and proposed eligibility criteria, whether and how it might include expectations for A/P faculty and providing additional detail on the process for nominations for both T&R and A/P faculty. Informed by the discussion, R. Gabriele and R. Queen will provide the commission with new Faculty Handbook language for review and discussion at the next meeting.
- 6. New Business: Discussion of Faculty Affairs' Vision, Mission, and Values.** R. Fricker presented Faculty Affairs' work on defining a vision, mission, and values for the organization to Commission members to get their feedback. Due to time constraints, about half of the presentation was completed. Feedback included that the definition of "faculty success" should include faculty well-being, and the idea that faculty thriving in their professional and personal lives requires work-life balance.
- 7. Open Discussion.** R. Miles provided the Commission with an update on the work of a task force formed to look at research assessment. The task force reviewed results from a 2019 survey and subsequent recommendations from the 2019 Faculty Senate Research Assessment Committee's work that administered the survey project (see the June 2019 Faculty Senate [Constituency report](#) (pages 12-118) or these presentation slides). Rachel formed the task force based on one of the key recommendations from the report that the university draft a responsible use of research metrics statement. Draft will be shared with Faculty Senate Cabinet on November 4. The statement includes definitions of research metrics such as citation metrics and is informed by the Leiden Manifesto. The statement is intended to be aspirational, not policy, but parts of it could be used to develop policy.
- 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: November 18, 2022, 10:30 a.m. – 12:00 p.m.**