

Minutes
Commission on Faculty Affairs
November 18, 2022
10:30 am – 12:00 pm
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), L. A. Krometis (Faculty Senate), V. Kraak (Faculty Senate), E. Lavender-Smith (Faculty Senate), L. Learman (Dean), A. Lee (Undergrad Senate rep), J. Lemkul (Faculty Senate), T. Pingel (Faculty Senate), R. Miles (Faculty Senate).

Absent with Notice: none

Absent: J. Merola (Faculty Senate), Grad/Prof Senate rep., Staff Senate rep.

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

Quorum: 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. Commission Introductions. Commission members welcomed Undergraduate Student Senate Representative Avery Lee.

3. Approval of November 4, 2022 Commission on Faculty Affairs (CFA) Minutes. A motion was made and seconded and minutes were approved with revisions.

4. Reports from Senates.

A/P Faculty Senate. N. Connors reported no updates from A/P Faculty Senate.

Faculty Senate. Is considering resolutions from the Commission on Graduate and Professional Student Studies and Policies; and the Commission on Equal Opportunity and diversity related to potential land acknowledgement language.

Graduate and Professional Student Senate. No report.

Staff Senate. No report.

Undergraduate Student Senate. A. Lee reported no updates from the undergraduate student senate.

5. Old Business.

A. Discussion of proposed revisions to Faculty Handbook and Policy 4405 regarding Emeritus/Emerita Faculty. Commission members reviewed a proposed resolution to faculty handbook language related to conferring emeritus and emerita status. The suggestion is to place the emeritus/a language in chapter two of the Faculty Handbook which includes policies applicable to all faculty. Commission members discussed additional questions: suggesting a conversation with the research division about whether and how research faculty and institute directors are eligible for emeritus/a, especially those without a college appointment; and, what the challenges and benefits might be of each college having its own processes for emeritus/a review. Commission members agree with the position currently outlined in the policy that faculty be retired

to be eligible for emeritus/a status. Commission members recommend that emeritus/a status include the expectation of continued engagement with the university be articulated in the policy. A resolution for consideration of emeritus/a might include a “whereas” statement that expresses this expectation. The university council cabinet has received draft resolution notice form that the CFA is considering a resolution on this topic.

B. Discussion of Provost’s Office of Faculty Affairs – Vision, Mission, and Values. In the interest of time, the commission agreed to postpone this discussion to different meeting.

6. New Business.

A. Discussion of Processes for Annual Faculty Review. Commission members discussed the possibilities of assembling best practices for conducting formative annual faculty reviews. Processes for faculty review vary within and across colleges. The intent is to articulate guidelines for department heads and faculty members on the selection and use of goals, metrics, and other evaluative tools for use in annual review (as distinct from the 2/4 or 3/5 reviews for promotion). Commission members mentioned the importance of faculty review being focused on mentoring, formative evaluation, and supportive goal-setting. A couple of colleges have adopted a form for use in developing and evaluating work plans for faculty members. The Faculty Senate has been working on assembling and discussing research metrics for use across disciplines to capture research, scholarship, creative and artistic works. This metrics information might be useful in the formation of guidelines regarding faculty review. Professor M. Schreiber in Geosciences is working with the Faculty Affairs Office on a faculty review project and will be invited to present this work in a future meeting of the CFA.

7. Open Discussion.

A. The university will be undergoing an internal audit to strengthen its cyber security. A communication will be sent in the near future outlining this effort.

B. R. Queen updated the commission on the discussion at the Board of Visitors meeting regarding freedom of speech and inquiry task force. The task force has completed the first phase of its charge and submitted a statement for consideration to the task force sponsors Provost Clarke and Faculty Senate President, Robert Weiss. The statement was subsequently sent to President Sands for his consideration. Next steps are for the task force to make recommendations on communicating the statement and engaging the university community in discussion and education on the importance of freedom of speech and inquiry.

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: December 2, 2022 10:30 a.m. – 12:00 p.m.