

**Minutes**  
**Commission on Faculty Affairs**  
**January 20, 2023**  
**10:30 am – 12:00 pm**  
**Burruss 330E and Zoom**

**Commission Members Present:** R. Queen (presiding), D. Agud (Faculty Senate), N. Connors (A/P Faculty Senate), E. Plummer (ex officio, proxy for R. Fricker), E. Lavender-Smith (Faculty Senate), L. Learman (Dean), A. Lee (Undergrad Senate rep), J. Lemkul (Faculty Senate), R. Miles (Faculty Senate), V. Kraak. (Faculty Senate), R. Blieszner (Dean).

**Absent with Notice:** L-A. Krometis (Faculty Senate), E. Kaufman (Faculty Senate), T. Pingel (Faculty Senate), J. Merola (Faculty Senate).

**Absent:** Grad/Prof Senate rep., Staff Senate rep.

**Guests:** A. Myers, (Office of the VP for Governance and Policy), M. Schreiber (Geosciences, Faculty Fellow)

**Quorum:** R. Queen called the meeting to order at 10:41 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. Approval of December 2, 2022 Commission on Faculty Affairs (CFA) Minutes.** A motion was made, seconded, and minutes were approved.

**3. Reports from Senates.**

**Faculty Senate.** The Faculty Senate has met twice since the last CFA meeting and the first reading of the Emeritus resolution was completed with no major issues. Additionally, the Faculty Senate is currently modifying their bylaws. A discussion of representation will ultimately come to the CFA as a resolution to revise the Faculty Senate Constitution. The University Council Cabinet will be meeting soon to discuss the processing of resolutions, and R. Queen will provide updates following that conversation. R. Queen opened the floor to updates from Senate members from other commissions.

**Undergraduate Senate.** The Undergraduate Senate representative shared with the commission that the Undergraduate Senate is discussing the challenges associated with a situation involving Bookholders.

**Other Updates.** A commission member raised a question about the status of the Academic Freedom Statement. The statement drafted by the task force is currently with President Sands who is reviewing the final report that was submitted in December. The Constructive Dialogue Institute (CDI) is a consulting firm that will be engaged by Virginia Tech for part of this work.

#### **4. Old Business.**

**Resolution CFA 2022-23A, Second Reading: Resolution to Revise Language in Faculty Handbook Regarding Emeritus or Emerita Designation.** R. Queen provided updates to commission members regarding the emeritus/a resolution. The main components of the resolution remain intact with some revisions to wording in the Faculty Handbook. There were five primary topics that were discussed:

- Clarifying language regarding teaching faculty will be included in the policy statement, not in the Faculty Handbook.
- No updates are needed on the language regarding prior service/future engagement.
- There were concerns over the potential for increased workload. Reviews of emeritus/a nominations currently occur in college P&T/personnel committees. There is not a feeling that workloads would increase.
- The commission discussed a potential appeal process for those who are denied emeritus/a status. The group reached a consensus that there should not be an appeal process because it is an award.
- The commission agreed to remove all Faculty Handbook section number references from the resolution.
- Process for applying for emeritus/emera status will be preserved on the Provost's website. As Faculty Affairs works on creating this procedure, faculty may volunteer to be involved in this process.

R. Queen moved to approve the resolution for second reading with amendments, the motion was seconded and all voting members unanimously approved the resolution as amended.

#### **5. New Business.**

**A. Discussion of Faculty Evaluations.** M. Schrieber was invited as a guest to present her ongoing Faculty Pre-Tenure Review Project. The goal of this project was to confirm if pre-tenure and post-tenure reviews were being conducted by departments/units. Commission members demonstrated appreciation for M. Schrieber's approach and well-reasoned recommendations. One technical comment was presented on the use of language regarding "post-tenure review", as this phrase also exists as a university-established process for non-performing tenured professors. Commission members who are interested in this process may volunteer to normalize good practice and provide additional faculty feedback by reaching out to M. Schrieber or E. Plummer.

**B. Brainstorm CFA representative to UDP/ADP Review Committee.** The CFA must provide a list of names/suggested names to sit on two committees that reviews UDP/ADP (University Distinguished Professors/Alumni Distinguished Professors). The role of these committee members is to make comments on cases and provide insight on candidates. The review committees do not vote on or approve the candidates; they are ultimately selected by the provost. A list of suggestions was created and sent to Faculty Affairs to pass along for consideration.

**C. Update on Faculty Handbook.** For the sake of time, this update on the Faculty Handbook (E. Plummer) will be deferred to the next meeting.

**7. Open Discussion.** No items were considered in Open Discussion.

**8. Adjournment.** There being no further business, a motion was made, seconded, and members of the commission unanimously voted to adjourn at 12:05 pm.

**Next meeting: February 3, 2023 10:30 a.m. – 12:00 p.m.** (note: this meeting was canceled)