

**Minutes**  
**Commission on Faculty Affairs**  
**September 8, 2023**  
**10:30 am – 12:00 pm**  
**Burruss 330E and virtual**

**Commission Members Present:** J. Lemkul (presiding), E. Plummer (ex officio for R. Fricker), D. Agud (Faculty Senate), D. Alcorn (Undergrad Senate), R. Jin (Faculty Senate), L. Learman (Dean), Lu Liu (Dean), R. Panneton (Faculty Senate), Robert Perdue, (for James Hawdon, Senate) E. Lavender-Smith (Faculty Senate).

**Absent with Notice:** N. Connors (A/P Senate), A. Dayer (Faculty Senate), Tracy Jones (Staff Senate), L-A. Krometis (Faculty Senate), R. Miles (Faculty Senate),

**Absent:** Grad/Prof Senate Rep

**Guests:** L. Buchanan (Office of the VP for Governance and Policy).

**Quorum:** J. Lemkul called the meeting to order at 10:33 a.m. A quorum was present (50%+1 of current membership = 8).

**1. Welcome and Introduction.** J. Lemkul welcomed commission members to the new year and members introduced themselves. New to the CFA this year is the use of Poll Everywhere for recording attendance and votes.

**2. Adoption of Agenda.** Members of the commission moved and voted unanimously to adopt the agenda as presented.

**2. Approval of March 17, 2023, Commission on Faculty Affairs (CFA) Minutes.** Members of the commission moved and voted unanimously to approve the minutes.

**3. Reports from Senates.** No reports: A/P Faculty Senate, Staff Senate, Undergraduate Senate, Grad/Prof Senate. Faculty Senate Report: Faculty Senate continues to appoint senators to university committees and commissions. Progress continues on work begun last year to revise Faculty Senate constitution and bylaws.

**4. Old Business.** No old business items to discuss.

**5. New Business.**

**a. CFA Appointment to University Benefits Committee.** J. Lemkul requested that commissioners consider serving as CFA representative to the university benefits committee. This committee considers child and elder care, and health insurance benefits.

**b. Review of CFA meeting schedule.** The meeting schedule was reviewed. The schedule and CFA materials can be found on the site.

**c. Review of CFA 2023-2024 Workplan.** The CFA's proposed six goals were reviewed and discussed. Members of the commission were invited to revise and/or propose additional goals. Goals include: Discuss and clarify the role of clinical service and practice in the context of the Faculty Handbook; clarify the role of Faculty Senate Standing Committees charged with

addressing faculty concerns; review promotion guidelines for collegiate faculty; review university-wide representation on the Faculty Senate; recommend best practices for the annual faculty review process (CFA received information regarding best practices for annual reviews in the spring of 2023); identify ways in which university policies that impact faculty can be shared and reviewed by representative bodies prior to their implementation.

**6. Open Discussion.** Members of the commission discussed CFA work plan goals. The commission will serve as the sponsoring commission for resolutions pertaining to revisions to the faculty handbook. The CFA will also consider relevant resolutions from other commissions. The resolution process is administered by the university's policy and governance office.

Commission members raised the concern that participation in university governance is not recognized for the effort and time commitment it requires. Faculty senators are asked to serve on multiple committees, commissions, work groups, and task forces.

Commission members discussed the rally held on September 5 in which unionization efforts were announced. Commission members observed that morale continues to be a challenge for (all) students as well as for staff and faculty. Morale is impacted by more than low wages and salaries and includes working conditions, and respect by the university community. CFA members are committed to being in dialogue and offering support as possible to improving morale for all members of the university community.

Discussion on the CFA's workplan included: L. Learman suggested an article that provides an overview of assessing scholarship and will provide information regarding the assessment of clinical service in medical schools. In addition, the commission will invite D. Givens, dean of the veterinary school, and C. Clarke, provost, to the conversation. A Faculty Senate committee continues to review policies procedures and E. Lavender-Smith will facilitate communication regarding discussion of the senate's standing committees and the CFA. Discussions continue about rebalancing representation on the Faculty Senate. Commission members discussed the role of research faculty and faculty in the school of medicine. It is important to consider the possible impact rebalancing might have on faculty members with varied roles at the university. Last spring, the CFA received information on best practices for annual faculty reviews. This information will be revisited, and the CFA may make recommendations for implementation. Executive vice president A. Sebring will be invited to a conversation with the CFA on creating mechanisms by which faculty can be included the consideration of administrative policies that impact faculty. Commission members shared that confusion and concern remain regarding the implementation of IT policies and also on the use of Generative AI. In addition, commission members raised the need to revise and clarify the university's FAQs regarding the university's use of IT security measures. E. Plummer reminded the CFA that the Board of Visitors is facilitating a multi-year effort to strengthen the university's IT security. Generally, the BOV does not vote on policies it has delegated to the administration.

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

**Next meeting: September 29, 2023.**