

Minutes
Commission on Faculty Affairs
October 13, 2023
10:30 am – 12:00 pm
Burruss 330E and Zoom

Commission Members Present: J. Lemkul (Faculty Senate, presiding), D. Agud (Faculty Senate), D. Alcorn (Undergraduate Student Senate), N. Connors (A/P Senate), R. Jin (Faculty Senate), L. Liu (Dean), R. Miles (Faculty Senate), E. Plummer (ex officio, Office of the Provost, for R. Fricker), R. Purdue (Faculty Senate for J. Hawdon), M. Webb (Grad Rep.)

Absent with Notice: A. Dayer (Faculty Senate), L-A. Krometis (Faculty Senate), Evan Lavender-Smith (Faculty Senate), L. Learman (Dean), R. Panneton (Faculty Senate)

Absent: T. Jones (Staff Senate)

Guests: D. Givens (Dean, Virginia Maryland College of Veterinary Medicine), D. Harris (Office for Governance and Policy), E. Kim (Faculty Affairs/Provost's Office), A. Myers (Office for Governance and Policy).

Quorum: J. Lemkul called the meeting to order at 10:32 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 via PollEverywhere.

2. Approval of September 29, 2023, Commission on Faculty Affairs (CFA) Minutes. A motion was made, seconded, and minutes were approved via PollEverywhere.

3. Reports from Senates. No reports: A/P Faculty Senate, Staff Senate, Faculty Senate Grad/Prof Senate: The Grad/Prof student senate continues to discuss BOV-approved stipend increases and comprehensive fee rebates. Undergraduate Senate Report: the USS discussed and had no additional comments to CFA resolution 2023-24A amending the Faculty Senate constitution and bylaws.

4. Old Business. N/A

5. New Business.

A. Conversation with Dean Givens, Virginia Maryland College of Veterinary Medicine (CVM). J. Lemkul provided a brief overview of general expectations for promotion and tenure (P&T) approved by the Board of Visitors in August and included in 2023-2024 Faculty Handbook. In section 3.4.4, expectations are categorized by teaching, scholarship, and service. The service category includes "medical service." The CFA is interested in understanding the nature of medical service from the perspective of the CVM and the Virginia Tech Carilion School of Medicine (SOM). The CVM has adapted its P&T guidelines to align with the faculty handbook.

D. Givens provided insight into the ways in which the CVM works within the university's promotion and tenure guidelines. In the CVM, faculty responsibilities are unique in that faculty members are teaching students, providing patient care, communicating with clients, and providing peer-reviewed scholarship in the form of case reports. D. Givens shared several examples to illustrate the challenges faced by VCM tenure-track faculty

whose responsibilities do not easily align with university guidelines. Nationally, schools of veterinary medicine are competing for faculty with the private sector. Prospective faculty are less and less interested in tenure-track appointments and prefer to be on a clinical or other appropriate faculty track. Commission members discussed several possibilities for next steps to continue to explore what, if any, adjustments might be useful for CVM faculty in the P&T guidelines in the Faculty Handbook. Next steps include benchmarking other schools of veterinary medicine and exploring ways in which to articulate “medical service” in robust ways such that CVM faculty contributions are recognized appropriately.

B. First Reading: CFA 2023-24A Resolution to Revise the Description of Faculty Senate Standing Committees in the Faculty Senate Constitution and the Faculty Handbook.

J. Lemkul led the first reading of a draft resolution to amend the Faculty Senate constitution and Faculty Handbook describing Faculty Senate standing committees. The Faculty Senate is interested in defining the scope and duties of the senate’s standing committees on reconciliation, review, and ethics. Other Senates will be providing comments in the next few weeks. CFA members provided commentary and suggestions, and J. Lemkul will amend the document accordingly.

C. Discussion on University Council request for governance feedback. At the request of the University Council, J. Lemkul began a discussion on the university’s shared governance processes. This will be discussed in more detail at the next CFA meeting. J. Lemkul hopes to collect specific opinions and feedback from CFA members to present to the University Council.

6. Open Discussion. No open discussion.

7. Adjournment. There being no further business, a motion was made, seconded, and members of the commission unanimously voted to adjourn at 11:54 pm.

Next meeting: October 27, 2023 10:30 a.m. – 12:00 p.m.