

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

Commission Members Present: J. Lemkul (presiding)
D. Agud (Faculty Senate), D. Alcorn (Undergrad Student Senate), N. Connors (A/P Senate), R. Fricker (ex officio Provost's Office), L-A. Krometis (Faculty Senate), E. Lavender-Smith (Faculty Senate), L. Learman (Dean), L. Liu (Dean), R. Miles (Faculty Senate), R. Panneton (Faculty Senate), M. Webb (Grad/Prof Student Senate).

Absent with Notice: R. Jin (Faculty Senate).

Absent: L-A. Krometis (Faculty Senate).

Guests: S. Brown (College Agriculture and Life Sciences), M. Gutter (CALIS/Extension), D. Harris (Policy and Governance), E. Kim (Faculty Affairs/Provost's Office), D. Musick (Virginia Tech Carilion School of Medicine), A. Myers, (Policy and Governance), E. Plummer (Faculty Affairs/Provost's Office).

Quorum: J. Lemkul called the meeting to order at 10:31 a.m. A quorum was present (50%+1 of current membership = 8).

1. Welcome and Introductions.

2. Review and Approval of Agenda. Members of the commission voted unanimously to adopt the agenda via PollEverywhere.

3. Approval of Minutes from October 27, 2023. A motion was made, seconded, and minutes were approved with a revision to the list of attendees via PollEverywhere.

4. Reports from Senates.

- A/P Faculty Senate: No Report.
- Staff Senate: No current representative on CFA.
- Grad/Prof Senate: The Senate continues to explore an increase in stipends for graduate students, and financial support for international programs for graduate and professional students.
- Undergraduate Senate Report: No Report.
- Faculty Senate: Approved resolution CFA 23-24A and forwarded it to the University Council for consideration. The Senate continues to work with Commission on Research on representation for research faculty in university shared governance. The Senate discussed IT Transformation and how to improve communications with Vice President and Chief Operations Officer Amy Sebring. Senators received information on university shared governance processes.

5. Old Business.

a. Discussion on University Council request for governance feedback. J. Lemkul invited members of the commission to review a draft letter that includes feedback on the university's shared governance system. Several members of the commission provided comments and revisions. Feedback is due to the University Council by the beginning of December.

b. Discussion on Virginia Tech Carilion School of Medicine (VTCSOM) Promotion & Tenure considerations, FHB Section 3.4.4. L. Learman and D. Musick provided the commission with information on the VTCSOM's approach to reviewing the accomplishments of tenure-track and tenured faculty in the school. VTCSOM faculty make distinctive contributions in teaching, research, and service in the context of clinical practice.

6. New Business.

a. Appointment to committee to review nominations to the Academies of Faculty Service and Leadership. R. Panneton agreed to represent the CFA on the committee.

b. Discussion on CFA 2023-2024B Resolution to Revise Extension Faculty Tracks. M. Gutter and S. Brown from the College of Agriculture and Life Sciences provided information to the commission regarding the purpose of resolution CFA 2023-2024B. This resolution revises the Faculty Handbook to properly reflect current hiring practices in Extension. Extension employs faculty members on the tenure track, but no longer hires faculty on the Continued Appointment track.

7. Open Discussion.

a. Review of CFA 2023-24 Goals and Status. Based on CFA progress for Fall 2023, Goals 1 – 3 are currently in progress. Goals 4 – 6 will become agenda items for Spring 2024. Regarding Goal 6 (methods of receiving faculty feedback on emerging technologies), R. Fricker recommended the inclusion of IT management/IT governance in future discussions.

b. Follow-Up on Instructor Salaries. D. Agud revitalized a past CFA discussion on inequity in instructor salaries. The CFA decided that D. Agud would develop a list of relevant questions (e.g., compensation methodology, compensation with compression), and J. Lemkul would use this information to query the correct stakeholders to determine next steps.

8. Adjournment. There being no further business, a motion was made, seconded, and members of the commission unanimously voted to adjourn at 11:50 am.

Next meeting: January 26, 2024.