

**Minutes**  
**Commission on Faculty Affairs**  
**October 4, 2024**  
**10:30 am – 12:00 pm**  
**Burruss 330E and Zoom**

**Commission Members Present:** J. Lemkul (presiding), R. Fricker (ex officio Provost's Office), D. Agud (Faculty Senate), C. Bartel (Staff Senate), J. Lahne (Faculty Senate), R. Gaines (Faculty Senate), J. Hawdon (Faculty Senate), J. McGlothlin (Faculty Senate), N. Connors (A/P Faculty Senate), V. Buechner-Maxwell (Faculty Senate), K. Schneiderman (Undergraduate Student Senate)

**Absent with Notice:** K. Pitts (Dean), L. Learman (Dean), K. Benson (Faculty Senate), E. Lavender-Smith (Faculty Senate)

**Absent:** A. Valop (Graduate and Professional Student Senate), R. Jin (Faculty Senate)

**Guests:** E. Kim (Faculty Affairs), D. Harris (Policy and Governance), A. Myers (Policy and Governance), R. Mondal (GPSS), R. Miles (Faculty Senate), J. Edgin (Psychology Department Head)

**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 Introductions.**
2. **Consent Agenda.**
  - a. **Review and Approval of Agenda.**
  - b. **Approval of Minutes from September 20, 2024.**

The consent agenda was adopted without objection.

3. **Reports from Senates.**
  - A/P Faculty Senate: N/A.
  - Staff Senate: The Senate is working on a resolution to create a task force on staff compensation. The Senate also has submitted a proposal to UCC about bereavement leave.
  - Undergraduate Senate Report: There are ongoing efforts with the Dean of Students to provide more extensive religious accommodations for students.
  - Grad/Prof Senate: R. Mondal served as the GPSS representative for this meeting to provide updates to the CFA. The Senate is having ongoing conversations about the implications of Policy 5000 ("University Real Property (Building, Grounds, Infrastructure) Usage and Events"). The Senate is also working on a CGPSP resolution on academic bullying, and on a separate resolution to reduce comprehensive fees.
  - Faculty Senate: The Senate had a first reading on CFA 2024-25B, which received no significant comments. There was also a first reading of an update of the Faculty Senate bylaws. The Senate received updates from VT parking services.

#### 4. Old Business.

- a. **Second Reading of CFA 2024-25B: Resolution To Amend The Faculty Handbook Description Of Administrative Support For University Distinguished Professors.** J. Lemkul informed the commission that they received no comments or concerns about these changes from other constituent groups. R. Fricker created a supplemental memo that explained Faculty Affairs are simply updating the language on the support they already provide to UDPs, with nothing new being added. A motion was made, seconded, and members of the commission unanimously voted to approve CFA 2024-2025B.

#### 5. New Business

- a. **First Reading of CFA 2024-25A: Resolution To Amend The Faculty Handbook Description Of Clinical Faculty Ranks.** J. Lemkul introduced guest Jamie Edgin (Psychology Department Head) as a constituent group with clinical faculty members. J. Edgin provided feedback about the language surrounding “prominence at the regional, national, or international level” being unclear. She advocates for clearer distinctions between the lecturer track and the clinical track, especially as there are significant overlaps with the tenure track descriptions. There should be more clarity about graduate student mentoring; while the lecturer track identifies that this is not an expectation, it is not mentioned in the other tracks. J. Lemkul expressed agreement that while the instructor expectations are now well outlined, this section is so detailed that the commission will need to provide the same level of detail for the clinical professorial track. V. Buechner-Maxwell raised concern about requirements in the clinical assistant professor track surrounding “relevant” professional degrees. J. Lemkul will use language from P&T documentation about distinction in one’s *field* as opposed to levels of geographic distinction. J. Lemkul and R. Fricker will continue to edit the document and gather comments from relevant groups.
- b. **First Reading of CFA 2024-25D: Resolution To Amend The Faculty Handbook Regarding Ethics Of Intimate Relationships Involving Faculty.** J. Lemkul overviewed the initial edits in this resolution, which are both organizational and substantive in unifying language throughout the Faculty Handbook, and clarifying protocols related to filing complaints against faculty. R. Mondal (GPSS) and R. Miles (Faculty Senate) were introduced as guests. J. Lemkul provided time for open discussion, where commission members had conversations about certain wording (i.e., “consensual” relationships) and the appropriateness of it in the documentation. Kay Heidbreder (University Legal Counsel) will provide J. Lemkul with written comments once a second draft is created and attend a future CFA meeting to answer questions. J. Lemkul also created a reference list of other Virginia universities and the language that they use in their respective faculty handbooks.
- c. **First Reading of CFA 2024-25E: Resolution To Amend The Faculty Handbook Regarding Procedures For Promotion And Tenure And Related Appeals.** R. Fricker reviewed his Chapter 3 red line edits in each section. There was discussion about the language clarity for the proposed process for appealing when a tenured/tenure-track faculty member and his/her department/school disagree about whether the faculty member’s case is sufficiently strong to start the promotion and/or tenure process, and about promotion and tenure committees being composed of only those with tenure (section 3.4.4). Commission members provided feedback and agreed that there should be a mechanism for appropriate adjudication. In written comments, Dean Pitts raised the question of whether a pre-tenure faculty member in his/her first attempt should be allowed to appeal, and the consensus of the committee was that they should. R. Fricker will incorporate this feedback and make edits accordingly.

**6. Open Discussion**

- a. J. Lemkul informed the commission that the CFA will take the lead on a joint resolution to establish a University Mission Initiative to transform and elevate the university's research infrastructure, research-related policies and practices, and graduate student and postdoc support and engagement in research. The resolution will appear before the provost and includes funding for graduate education, increased doctoral student enrollment, and related topics. The commission will provide the resolution around October or November of this year so that it may be passed in February 2025. This would ensure that a committee would be formed near the start of the Spring semester and work throughout the semester. The partners of this joint resolution will not vote, but they will sign off on the resolution.
- b. J. Lemkul provided an update on the Instructor Workload Task Force. R. Fricker will form administrative support for this initiative, but more information will be provided at the next meeting.

- 7. Adjournment.** There being no further business, a motion was made, seconded, and members of the commission unanimously voted to adjourn at 12:07 pm.