

Commission on Faculty Affairs
November 15, 2024
10:30 am – 12:00 pm
Burruss 330E and Zoom

Present: J. Lemkul (presiding), R. Gabriele (ex officio, proxy for R. Fricker), D. Agud (Faculty Senate), J. Lahne (Faculty Senate), K. Schneiderman (Undergraduate Student Senate), K. Benson (Faculty Senate), J. Hawdon (Faculty Senate), C. Bartel (Staff Senate), R. Jin (Faculty Senate), L. Learman (Dean), K. Pitts (Dean), J. McGlothlin (Faculty Senate), N. Connors (A/P Faculty Senate), V. Buechner-Maxwell (Faculty Senate), R. Gaines (Faculty Senate).

Absent with Notice: E. Lavender-Smith (Faculty Senate), A. Valop (Graduate and Professional Student Senate).

Absent: N/A.

Guests: E. Kim (Faculty Affairs), A. Myers (Policy and Governance).

J. Lemkul called the meeting to order at 10:32 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 November 1, 2024.**

The consent agenda was adopted after small edits to the agenda (resolution title) and clarification in the previous discussion from R. Gabriele. A motion was made to adopt the consent agenda as amended, which was seconded and approved unanimously.

3. Reports from Senates

- A/P Faculty Senate: Nothing to report.
- Staff Senate: At the prior senate meeting, the fiscal training team were invited guest speakers. C. Bartell introduced the employee recognition initiative, in which a staff or non-student wage employee is recognized for doing incredible work at each Senate meeting. They are nominated by their peers, and the nominator may speak about the work the recognized employee has done. C. Bartell encourages CFA members to nominate their colleagues using this Google Form: <https://forms.gle/C65u32JJeilx7wdFA>.
- Undergraduate Senate: At the prior senate meeting, parking services were invited guest speakers. The upcoming senate meeting will consist of a second reading of revisions to the undergraduate senate bylaws.
- Grad/Prof Senate: N/A.
- Faculty Senate: At the prior Senate meeting, resolutions UC 2024-25A, CFA2024-25A, CFA 2024-2025D, CGPSP 2024-25A (task force to combat unprofessional behavior towards graduate students), and CUSP 2024-25A (resolution to revise Policy 6305) were approved. The Senate also had a first reading of CFA 2024-25E, received an update from HR, and approved revisions to the Faculty Senate bylaws.

4. Unfinished Business

CFA 2024-25E

Resolution to Amend the Faculty Handbook Regarding Procedures for Promotion and Tenure and Related Appeals

J. Lemkul presented the resolution for second reading and made a motion to approve. The motion was seconded. J. Lemkul informed the CFA that there were no substantive revisions or comments from A/P Faculty Senate and Staff Senate, and GPSS waived their right to comment. A question was raised in Section 3.4.4 of the Faculty Handbook regarding distinctions between “tenured” and “tenure-to-title” positions. L. Learman clarified that “tenure-to-title” ranks are distinct from tenure-track and tenured positions and therefore they are not eligible to vote on such promotions and tenure. Given that the current language states voting members for P&T for tenure-track faculty must be tenured themselves, the CFA agreed not to alter the wording to address tenure-to-title positions. A vote was taken on the motion, and the motion passed.

5. New Business

Discussion 1

Faculty Senate Constitution revisions.

J. Lemkul informed the CFA of four potential Senate Constitution revisions for Spring 2025.

- Introduce self-executing updates from the UC Constitution to the Faculty Senate Constitution.
- Modify language around removal of officers to differentiate removal for cause and removal for extenuating circumstances (i.e., illness, accidents).
- Codify language regarding the structure of Faculty Senate so that commission chairs are added ex officio members of Cabinet.
- Modify language in Faculty Senate constitution (and create a parallel resolution in the Faculty Handbook) to eliminate the external Faculty Senate Reconciliation Committee and instead house reconciliation responsibilities within Faculty Affairs. Faculty Senate has had a longstanding issue with a lack of volunteers for the reconciliation committee, as this role requires significant time and training. CFA members agreed that this role serves a different purpose from the university Ombuds, and should be filled by tenure-track faculty, ideally at the department chair level. R. Gabriele indicated that a benefit of moving this position to Faculty Affairs would be payment for service, compared to the completely voluntary nature of the reconciliation committee. There were two options that were raised: have R. Fricker craft a memo in which Faculty Affairs supports the creation of a new function or push this initiative through the UC constitution. C. Bartel stated support for this initiative and expressed interest in forming a similar committee or role for Staff Senate.

Due to the timing of CFA meetings and Spring Break, the CFA will need to frontload these suggested resolutions at the beginning of next semester.

Discussion 2

P&T and role of institute directors

J. Lemkul recounted questions he received as to whether institute directors should participate in the P&T process. Although faculty members' tenure lines are connected to their college dean, some argue that institute directors may have more direct interaction faculty associated with the

institutes. Based on Chapter 3 of the Faculty Handbook, it is within the domain of the CFA to make a statement on this role. L. Learman offered the opinion that institutes often have transactional, temporary relationships with faculty, with no obligation to contribute to faculty development. K. Pitts similarly informed the CFA that institute directors are currently able to provide a letter for the P&T process, which is a system that has been working effectively thus far. V. Buechner-Maxwell proposed a system in which letters from different sources are weighted based on importance, so that one area does not provide more input compared to others. J. Hawdon suggested that any weighting scheme is up to each committee, and it may be more beneficial to have this information come as guidance from the Provost. J. Lemkul noted these comments and expressed his intention to meet with R. Fricker for further discussion.

Discussion 3

Additional revisions to the Faculty Handbook

J. Lemkul informed the CFA of four potential Faculty Handbook revisions for Spring 2025.

- Introduce a resolution to house reconciliation responsibilities within Faculty Affairs.
- Clarify language in Faculty Handbook to align with expectations and guidance documents for research professor tracks. Include documentation of these differences in Chapter 2, which provides descriptions of different faculty series. R. Gabriele suggested the creation of a schedule in which the CFA addresses one series at a time (research professor, collegiate faculty, professors of practice, etc.).
- Modify the name of non-tenure track faculty. There are arguments that groups should be identified by what they are, not what they are not.
- Eliminate Chapter 12 of the Faculty Handbook and integrate the contents into relevant chapters to ensure that the School of Medicine faculty are not treated as separate entities. R. Gabriele has planned meetings with relevant parties for early December and hopes to begin this process in Spring 2025. L. Learman indicated that other medical schools create non-tenure track positions with specified elements to ensure that faculty receive credit in the promotional process but still maintain necessary flexibility for their unique roles.

6. Open Discussion

- J. Hawdon requested that Faculty Affairs revisit the language in a prior letter regarding faculty leave. In addition to statements regarding teaching expectations, there should be some mention of service or other expectations as well.

7. Adjournment

There being no further business, a motion was made to adjourn the meeting at 11:44 am.