Commission on Faculty Affairs
April 25, 2025
10:30 am – 12:00 pm
Hitt Hall 344 and Zoom

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

Absent with Notice: E. Lavender-Smith (Faculty Senate).

Absent: A. Torres (Graduate and Professional Student Senate), K. Pitts (Dean).

Guests: E. Kim (Faculty Affairs), A. Myers (Governance), R. Gabriele (Faculty Affairs), K. Eriksson (Faculty Affairs).

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 April 11, 2025.**

The consent agenda was adopted without objection.

3. Reports from Senates

- A/P Faculty Senate: No updates.
- Staff Senate: N/A (waiting for new representative).
- Undergraduate Senate: No updates.
- Graduate Senate: N/A (absent).
- Faculty Senate: R. Miles presented topics to appear on the upcoming constituency report. J. Lemkul informed the CFA that CFA 2024-25H (Resolution to Codify the Faculty Reconciliation Process within the Faculty Affairs Office), CFA 2024-25J (Resolution to Integrate Chapter 12 into Chapters 2 and 5 of the Faculty Handbook), and CFA 2024-25K (Resolution to Amend the Faculty Handbook to Codify Interest- or Discipline-Based Faculty Organizations) are scheduled for second readings by the University Council, which should mean all CFA resolutions will have been passed by the end of the semester.

4. Unfinished Business

None

5. New Business

a. **Presentation on Faculty Handbook Changes.**

R. Gabriele presented edits to the Faculty Handbook.

b. **Discussion on the Faculty Grievance Process**

K. Eriksson discussed possible changes to the grievance procedure as outlined in the Faculty Handbook. He noted that there used to be a small committee of three that would decide if a case was eligible for the grievance process, and he advocated for re-establishing this group. Commission members asked questions about the process as it exists now and offered some suggestions for improvement and streamlining processes.

c. **Discussion on CFA plans for AY 2025-26**

J. Lemkul initiated a discussion on possible goals for CFA that will be brought before the group next year. Commission members provided additional suggestions, with the main topics including the following:

- Addition of language to section 2.20 of the Faculty Handbook on Non-Reappointment of Faculty Members on Regular Appointment to require approval by immediate supervisor and to provide a possible appeal process.

- Revisions to section 3.11.2 and 3.11.4 to add clarity to the grievance process.

- A review of the Collegiate Faculty series

- Clarification of time-in-rank requirements for instructors

- Possible changes to the University Honorifics committee

- Creation of a workgroup or sub-committee to consider P&T Expectations Documents in the context of changing funding situations at the federal level.

- The creation of a workgroup to establish the next Quality Enhancement Plan (QEP) required by SACS

6. Open Discussion

J. Lemkul led a discussion about UDP and ADP professors serving as administrators. Some concerns were raised that UDPs serving in administrative roles distracts from their research efforts for which they have been recognized as UDPs. A countering viewpoint that outstanding faculty members should be allowed to serve the university as they consider best was offered and Commission members agreed to continue discussion into next year as warranted.

7. Adjournment

J. Lemkul thanked the Commission members for their service during a productive year. There being no further business, a motion was made to adjourn the meeting at 11:53 am.