

MINUTES

Commission on Faculty Affairs September 5, 2025 10:30 am – 12:00 pm Burruss Hall 330 and Zoom

Present: J. Hawdon, (presiding), J. McGlothlin (Faculty Senate), D. Agud (Faculty Senate), R. Gaines (Faculty Senate), V. Buechner-Maxwell, R Emmett (AP Senate), A. Hagan (Staff Senate), L. Learman (Dean), Ron Fricker (ex officio Provost's Office), R. Jin (Faculty Senate).

Absent with Notice: Kristen Benson (Faculty Senate), Rebecca Hester (Faculty Senate), Kevin Pitts, (Dean), Anamaria Bukvic (Faculty Senate)

Guests: April Myers (Policy and Governance), Sam Kalmar (Provost's Office), Kim Allen (Provost's Office), Rachel Gabriele (Provost's Office).

J. Hawdon called the meeting to order at 10:40 AM, being late to start due to technical difficulties. A quorum was present (50% +1 of current membership=8).

1. Adoption of Agenda

The agenda of September 5, 2025, was approved without objection.

2. Approval of minutes of April 25, 2025.

The minutes of April 25, 2025, was approved without objection.

3. Unfinished Business

None Presently

4. New Business

J. Hawdon presented the CFA work plan for 2025-2026.

Goal 1 – Revise Faculty Handbook concerning non-reappointment of faculty members on regular appointment for reasons other than just cause.

Goal 2 – Clarify the grievance process outlined in the Faculty Handbook, including the role of the hearing panel.

Goal 3 – Clarify the appeals process outlined in the Faculty Handbook

Goal 4 – Review collegiate faculty series, including the description of, duties performed by, and promotion process.

Goal 5 – Evaluate School of Medicine representation in Faculty Senate.

Goal 6 – Review policy concerning time-in-rank for instructors.

Goal 7 – Clarify language related to counting prior service in tenure and promotion decisions.

J. Hawdon led discussion on the possibility of a CFA sub-committee for considering P&T expectations documents. Commission members discussed forming committee to evaluate academic landscape and the possibility of establishing preliminary documentation for mitigation strategies and revision guidelines for incoming faculty.

- J. Hawdon led discussion of the possibility of revising the Faculty Handbook section for Non-Reappointment of Faculty Members on Regular Appointment. Members discussed revising the policy to incorporate second-level review process for non-renewal decisions of tenure-track faculty.
- J. Hawdon led a discussion of the possibility of proposed Faculty Handbook revisions for tenure cases where the faculty member was involved in on-going legal issues. The commission members discussed the possibility of incorporating a deferral process for tenure cases until the conclusion of the litigation process. The commission will seek guidance from Legal before continuing the discussion.

5. Reports

- A/P Faculty Senate:
 - Plan to change make-up of constitution of 30-members senate
 - Looking to develop a better representative structure to enhance engagement
- Staff Senate:
 - Working on bereavement policy
 - Recruitment and retention for senate bench
- Undergraduate Senate:
 - Not present, no updates
- Graduate Senate:
 - Not present, no updates
- Faculty Senate:
 - Preparing for meeting with President Sands
 - Compiling questions – cabinet will review today
 - Upcoming -re-ranking research faculty

6. Adjournment

There being no further business, a motion was made to adjourn the meeting at 12:06 PM.